



OVER 1900 EMPLOYEES

YEARLY TURNOVER

+1 M€



OVER 440 STORES

(ORDER POINTS INCLUDED)



**BIG ORGANIZATIONS:
1st in Finland 2014**

**100% OWNED BY
GOVERNMENT**

FOUNDED IN 1932

MONOPOLY

**OF +4,7% ALCOHOL BEVERAGE
SALES IN FINLAND**

NON-COMMERCIAL

**MANAGED & REGULATED BY
FINNISH MINISTRY
OF SOCIAL AFFAIRS AND HEALTH**

WORKING TIME



- Working hours based on work contract: Part time or regular
- Max 8,5h/day or 45h/week
- Regular average 37,5h
- Possibility to influence the shift schedule
- Free holidays and sundays + possibility to switch work shifts with co-workers
- Longer vacations than in the field of trade

TRAINING



- All the employees have basic in-house training, including first aid and safety courses
- Constant additional training to keep employees up-to-date (products and service)
- Possibility to affect on career level through training
- Possibility for further education (Company supported)

CAREER & SALARY

- Secure employer and employment
- Possibility to change location and position between shops
- Salaries based on charts defined by unions*
- Salary bonuses included
- State salary level higher than on private sector
- + Other employee benefits



COMMUNICATION



- Company development through employee feedback (Online system) and other development groups
- Open communication throughout the company
- Leaders visits shops to see the reality and gather honest feedback from employees
- Personnel needs are considered important

-Strategic success factor-



**A COMMITTED & KNOWLEDGEABLE
STAFF**

HEALTHCARE



- Healthcare well taken care of with co-operative services
- Sports & culture vouchers
- Workplace health promotion for staff
- Recreational activities arranged by employees



Presentation by: Pauli Hirvonen, Piritta Tanttari & Sari Nurkka / KyAMK 2015, Master Studies - Leadership course

Sources: 1) www.alko.fi 2) Alko employee phone interview 3) Taloussanomat companies database - <http://yritys.taloussanomat.fi/y/alko-oy/helsinki/1505551-4/>
*Unions: Palvelualojen ammattiliitto (www.pam.fi), Alkoholikaupan Ammattiliitto ALV ry (www.alvry.fi) and Alkoholialan Toimihenkilöt ry (www.pardia.fi/aath/)