



# Data-Driven Reskilling

“OT Data to Enhance Work Productivity”

Sep 12, 2023



# Corporate Mission : 360° Transformation

## INTEGRATED 360° TRANSFORMATION



**SUSTAINABILITY TRANSFORMATION (Sx)**



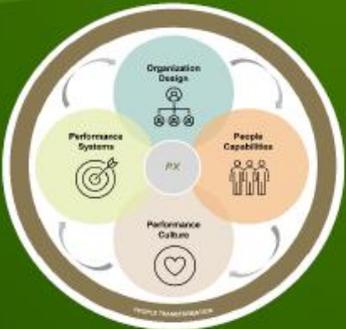
**COST TRANSFORMATION (Cx)**



**BETAGRO VENTURES (BV)**



**GROWTH TRANSFORMATION (Gx)**



**PEOPLE TRANSFORMATION (Px)**



**DIGITAL TRANSFORMATION (Dx)**



## Digital Transformation (Dx)



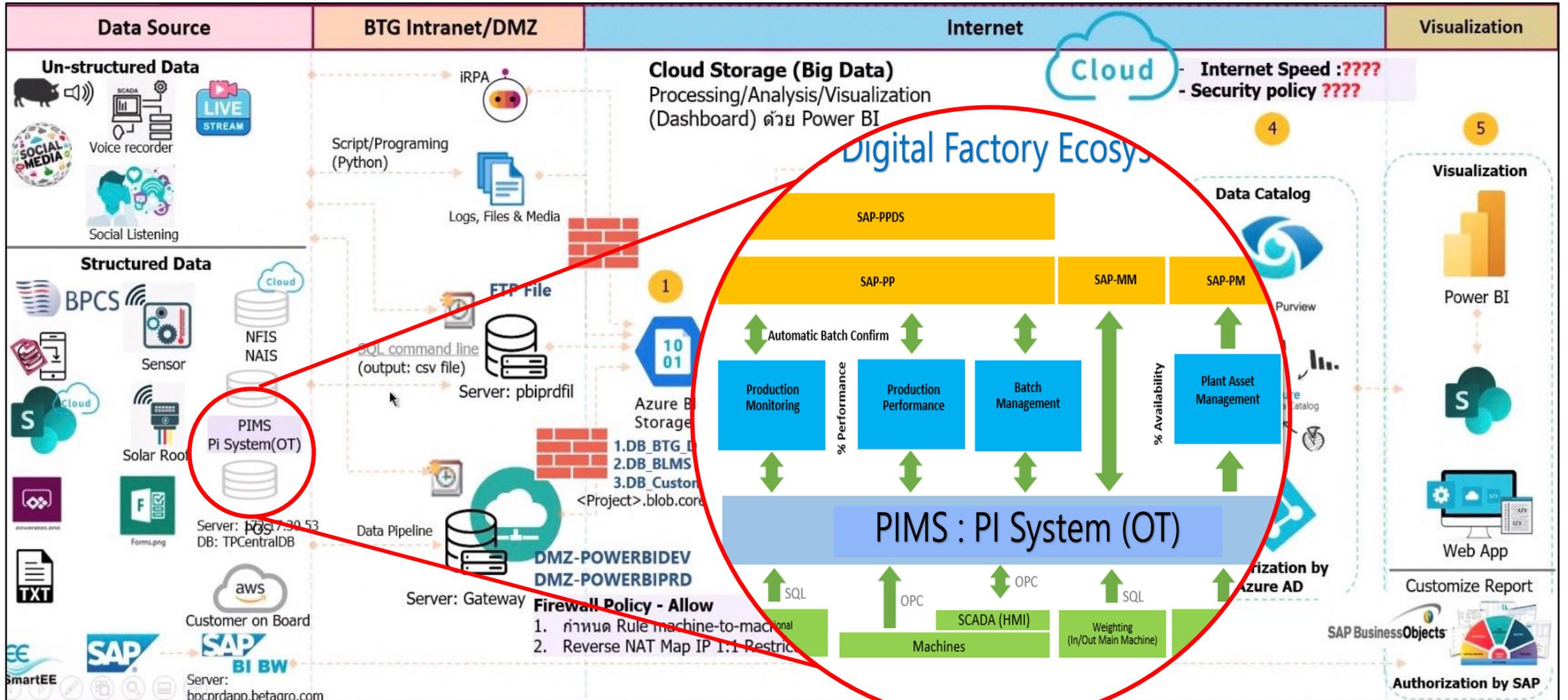
# Digital Transformation (Dx)

- 24/7 Quality Assurance
- Betagro e-Traceability
- Cost of Quality Optimiza

- Robotic Process Automation (
- Innovation Solution
- E-Tax Invoice

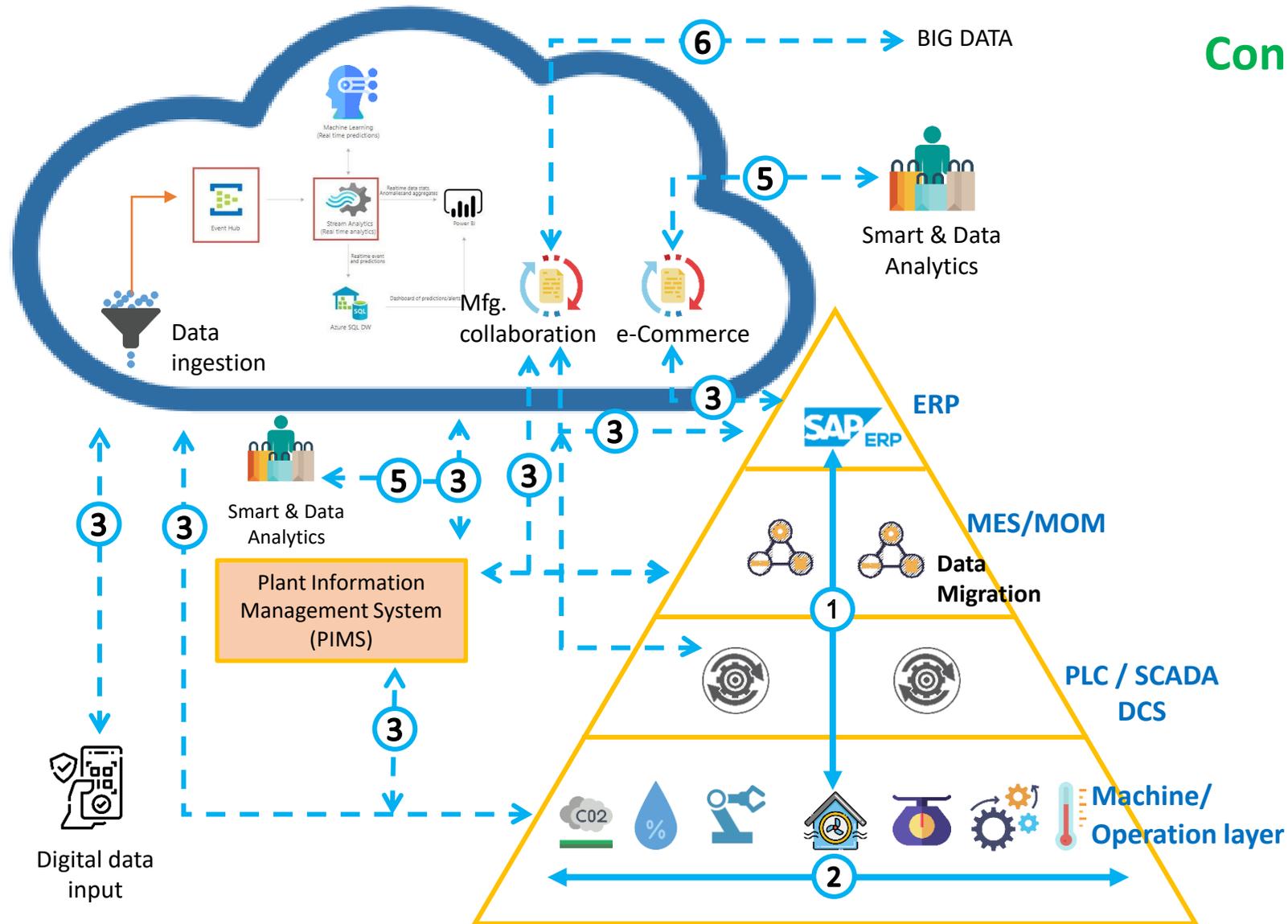


# Digital Transformation (Dx) : Big Data Architecture (IT & OT)



2 Types of Data  
 IT - Business Decision Making (Transaction Data)  
 OT - High Freq. Data (time-series data)

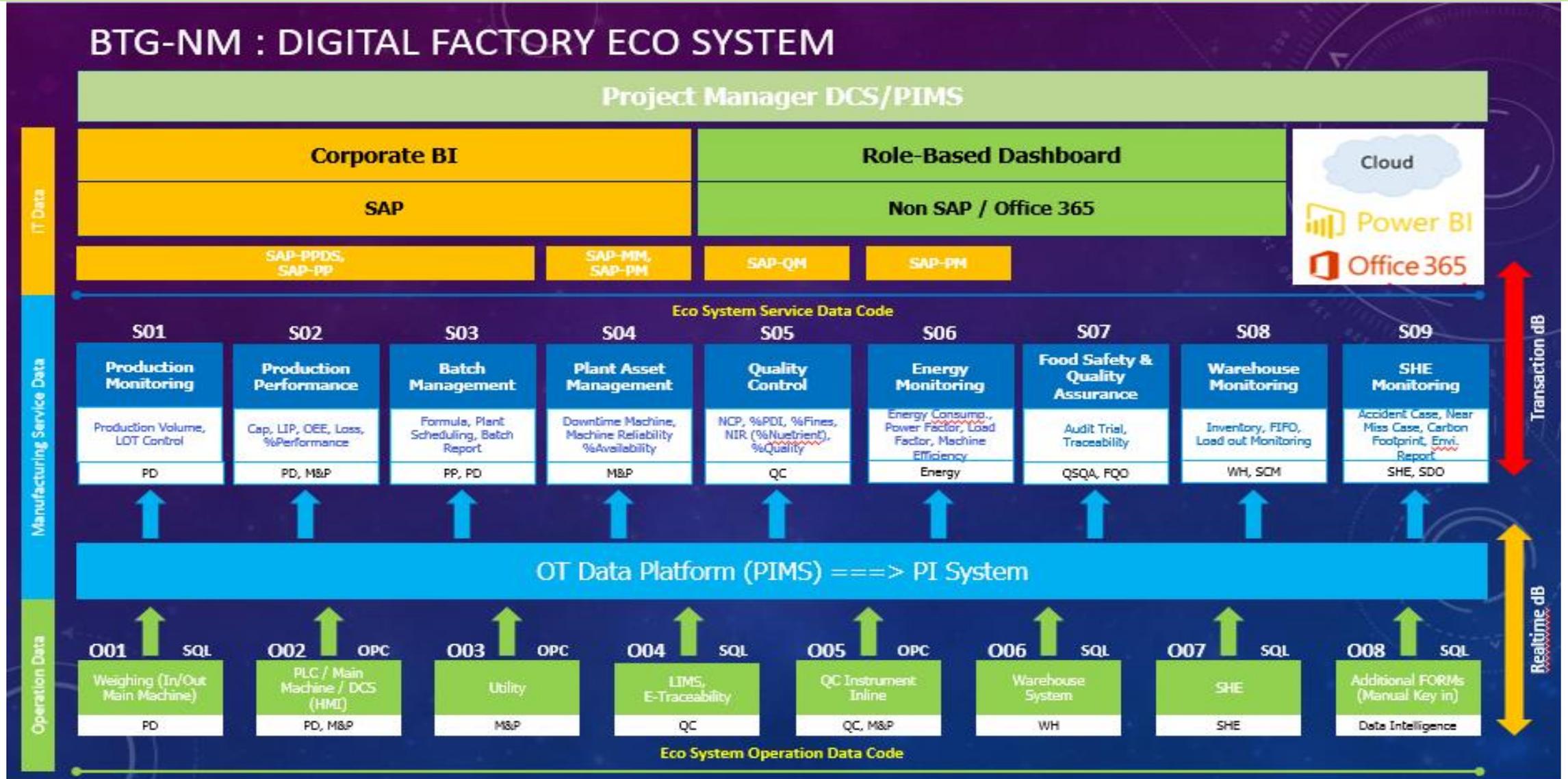
# Digital Transformation (Dx) : Data Pipeline (IT & OT)



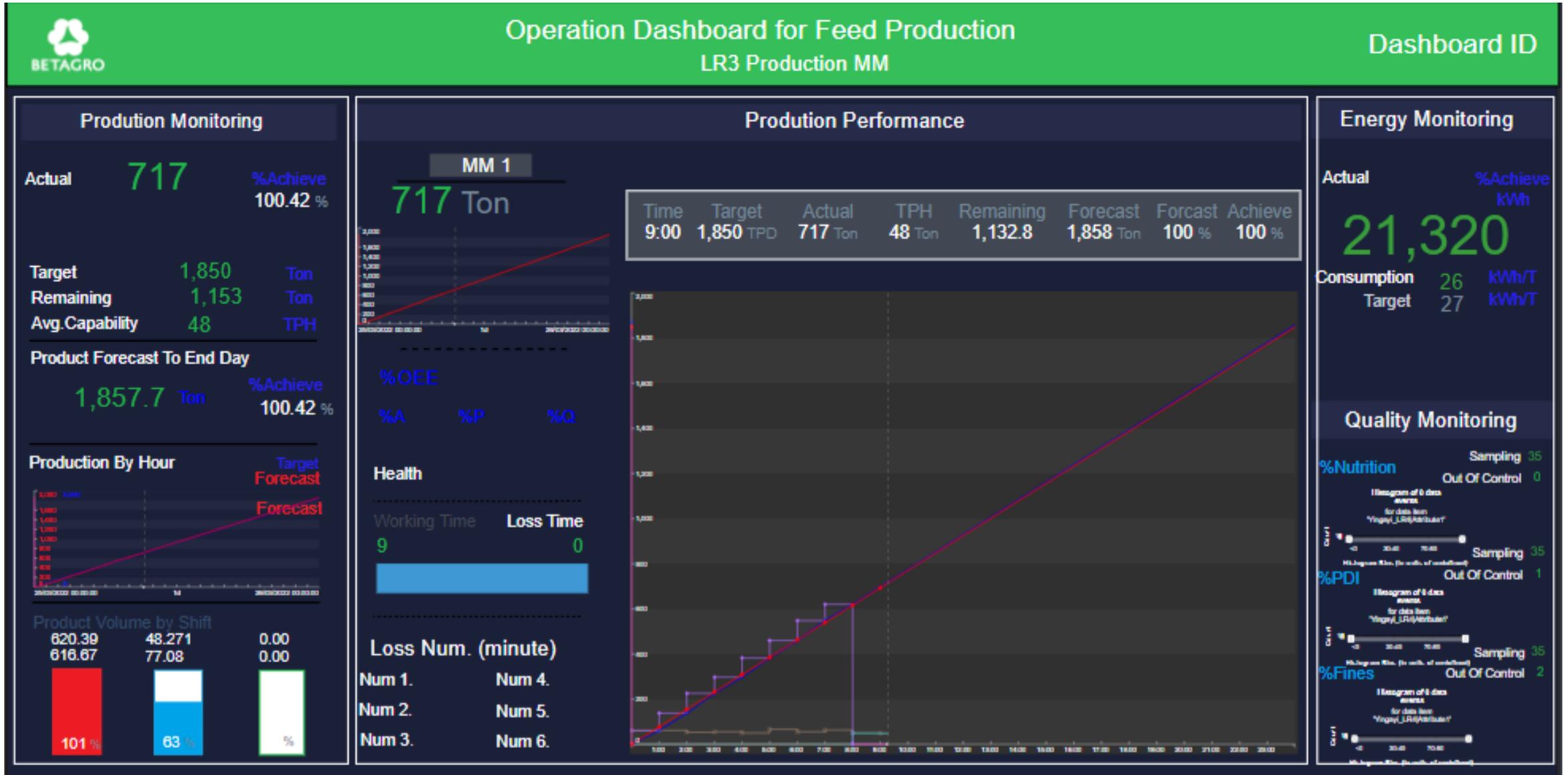
## Connected Manufacturing

1. **Data Acquisition from** Shop floor to Top floor (OT to IT)  
Intra company vertical integration
2. **Machine to Machine & HMI**  
Autonomous machines & Data Migration
3. **Manufacturing Collaboration**
  - Performance
  - Track & Trace
  - Quality
  - Supply Chain (RM/Delivery)
4. **Business Information Integration**
  - Cost
  - Yield
  - Work Force
5. **Data Science & Data Analytics**
  - Business Intelligent
  - Manufacturing Intelligent
6. **Big Data**
  - Smart CRM
  - Logistics & Supply Chain Management

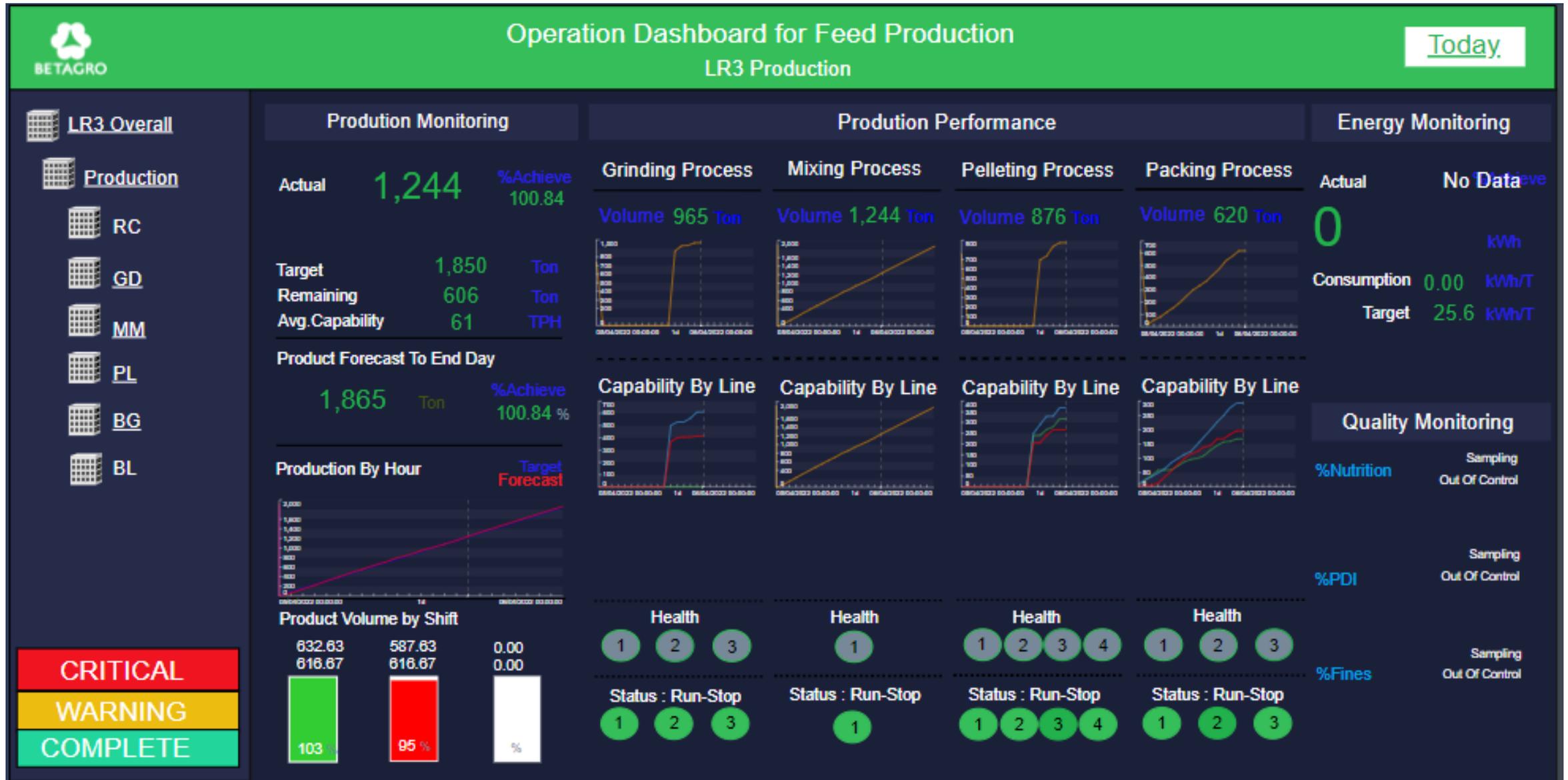
# Digital Transformation (Dx) : Data ECO System



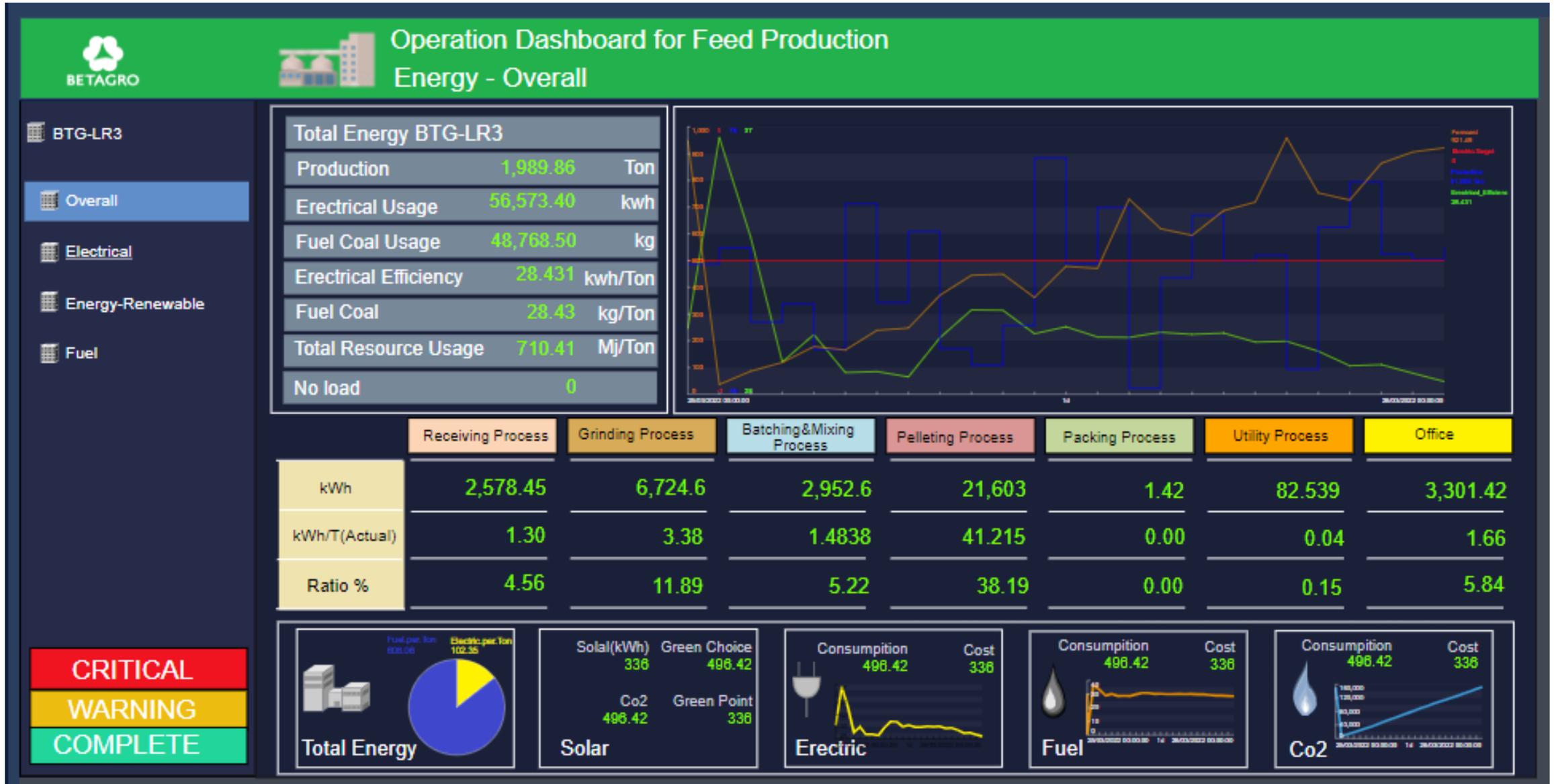
# Digital Transformation (Dx) : Data-Driven Result from OT



# Digital Transformation (Dx) : Data-Driven Result from OT



# Digital Transformation (Dx) : Data-Driven Result from OT





## People Transformation (Px)



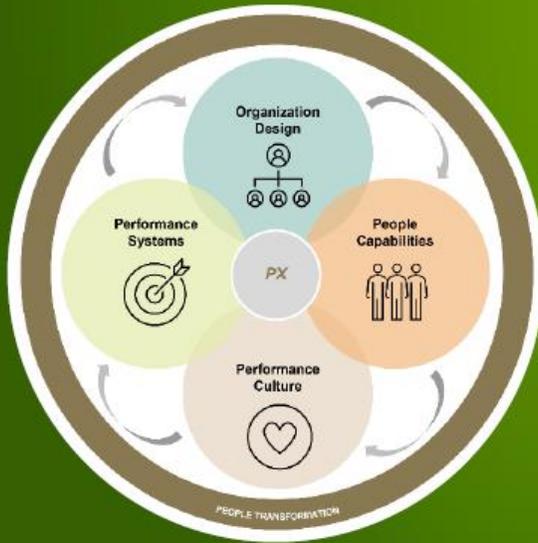
## »» PEOPLE TRANSFORMATIONS

### ACCELERATE PEOPLE : NEW WAYS OF WORKING

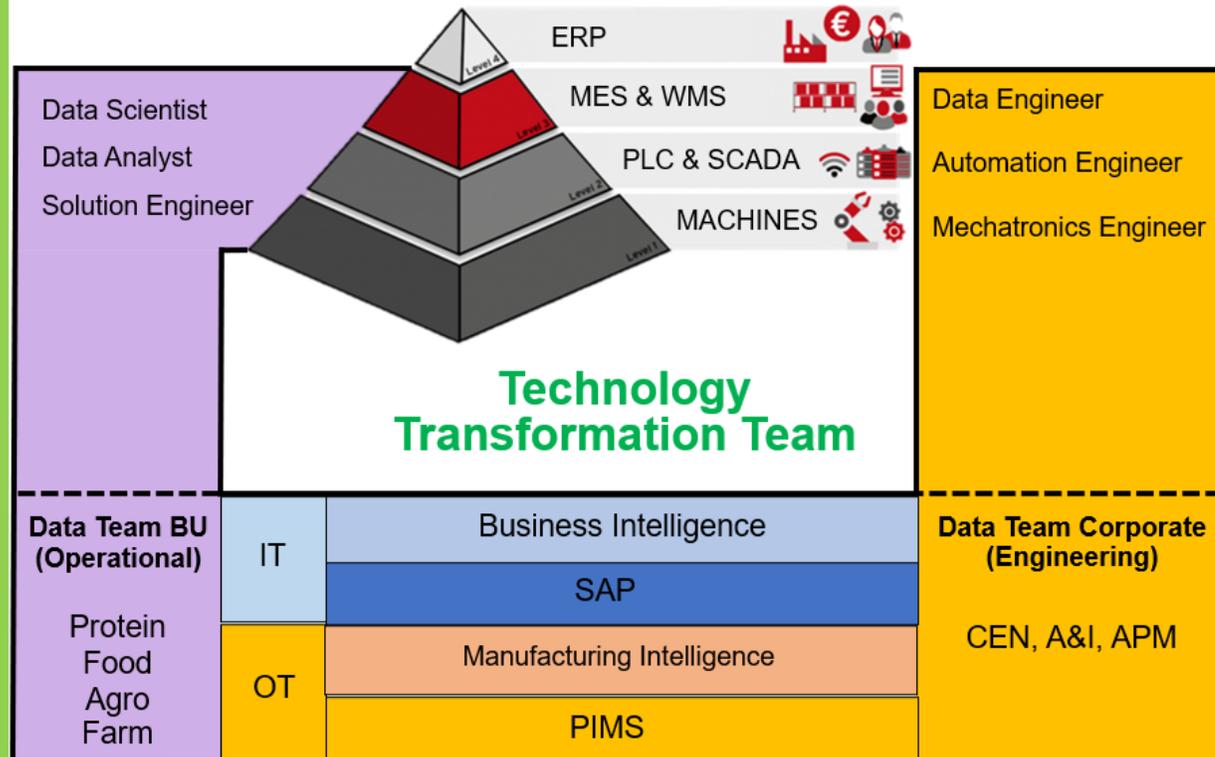
-  **New** MACRO Organization
-  **Upskill** People Capability for new way of working
-  **Digital HR** enhance employee experience
-  **Performance** linked to reward & recognition

# 1. New Macro Organization

## PEOPLE TRANSFORMATIONS



### OT Data Platform Execution Team



MTP Man Power 2024 for Dx								
BU	Position	Mechatronic Eng.	Automation Eng.	Data Engineer	Data Scientist	Data Analyst	Solution Engineer	Total
		CORP	- CEN	●	●		●	
	- A&I	●	●	●	●	●	●	XX + Y*
	- APM					●		+ Y*
BU #1			●	●	●	●		X + Y*
BU #2				●		●		X + Y*
BU #3			●	●	●	●		X + Y*
BU #4			●		●	●		X + Y*
BU #5					●	●		X + Y*
BU #6						●		+ Y*

Grand Total : XX + YY\*

## 2.Upskill and Reskill : People Transformation for New Way of Working

### Functional Competency Gap

สรุปประเมินผล Functional Competency Gap

หน่วยงาน : **A&I**

#### Functional Competency Gap Over All

Employee Target (JL2-JL9) **17** คน

Employee Assessment **17** คน

Progress **100%**

Common Competency

5

Item

Score Target

350

Specific Competency

5

Item

Score Actual

309

Total Competency

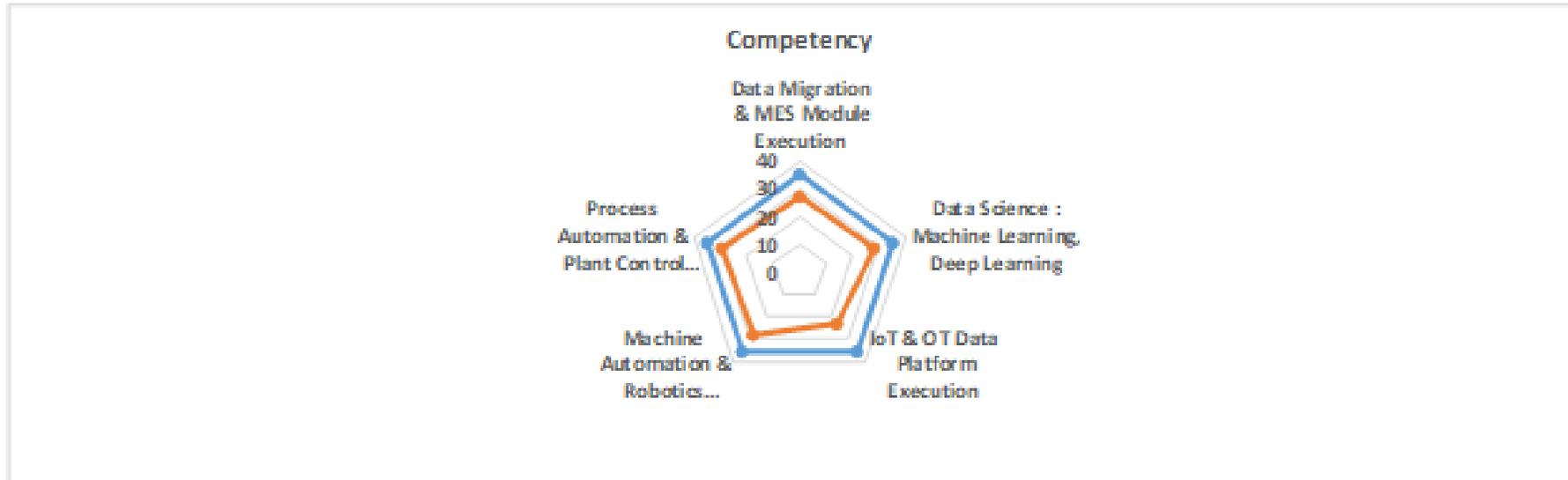
10

Item

ค่าเฉลี่ย %FIT

**88%**

Competence zone



Competency type  

Common Competency

Functional Competency

Learning Zone

Maturity Zone

< 80%

80-90%

> 90%

Competence Zone

## 2. Upskill and Reskill : Close the Gap

PIMS Manage OT Data to Support

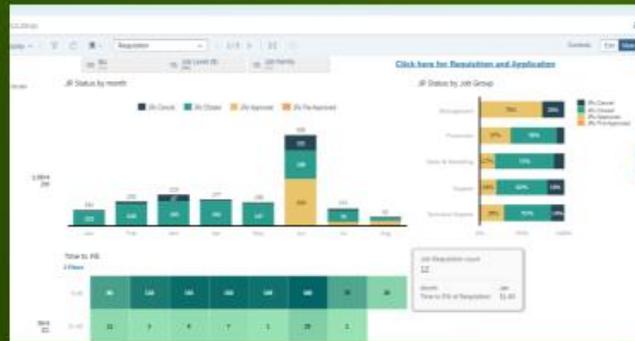
- Production Excellence
- Competitive cost
- Production planning & Scheduling

Then we create the course and training for Upskill and Reskill



# 3. Digital HR for Enhancing Employee Experience

## 1 HR Application : Smart HR Application and HR Dashboard

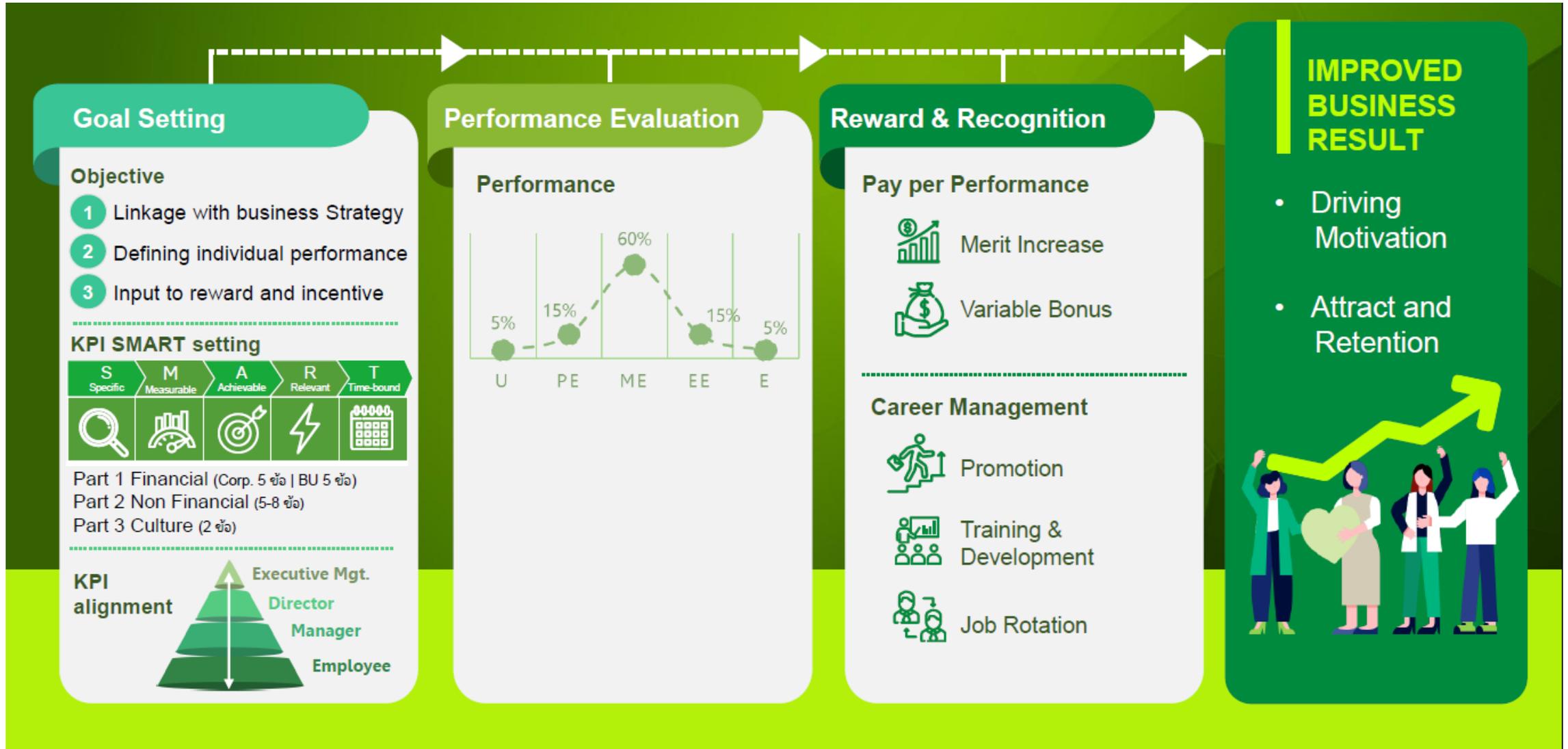


## 2 HR Automate Process : Coaching system



- 1 Define GAP**  
พูดคุยกับหัวหน้างาน เพื่อระบุประเด็น ที่ต้องการพัฒนา
- 2 Matching**  
เลือกโค้ชที่ต้องการ ขอคำปรึกษาได้จาก Coach Profile
- 3 Booking**  
มีแผนงานที่ต้องการขอปรึกษา มานั่ง Booking หรือแจ้ง HR-00 โทรขอทำการนัดหมาย  
อย่าลืม แจ้งหัวหน้างาน Coach ที่ขอมา Booking
- 4 Coaching**  
เข้ารับการโค้ช ตามวันและเวลาที่นัดทำการนัดหมาย มานั่ง MS Teams
- 5 Submit**  
กรอกรายละเอียด และบันทึกชั่วโมง ของตนเองได้ที่ E-Coaching Log

# 4. Performance Linked to Reward & Recognition



Upskill and Reskill with **Growth Mindset**



## Growth Transformation (Gx)



# Growth Transformation (Gx)



Grooming **Future Leader for Gx Via Data-Driven**

Thank you