

第九届中国薪酬福利最优秀

分享资料

2016年11月23日，上海



人际网络



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*行业资讯一手掌握



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1. Business overview & transformation

2. Total Rewards

Intelligence - labor rate

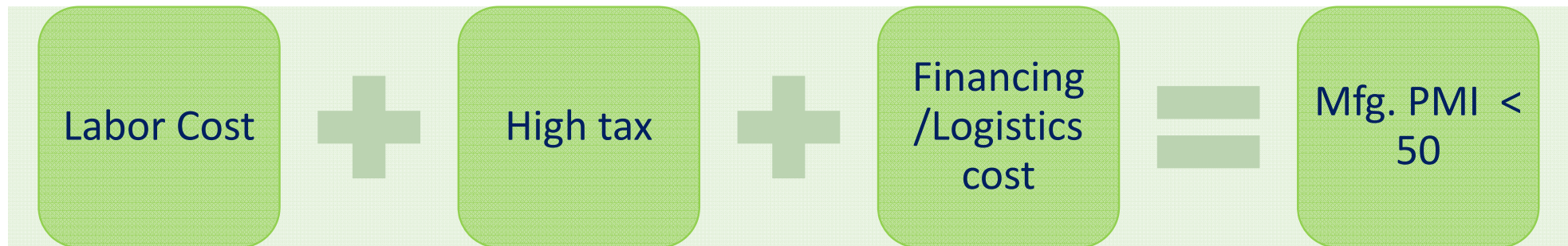
Intelligence Overview

- Visible cost
- Market price

- Hidden cost
- Business and HR investment
- Strategy
- ROI



Made in China – Challenge



High-end manufacturing: back to home country



Low-end manufacturing: transfer to emerging markets



Indonesia



India



Thailand



Vietnam



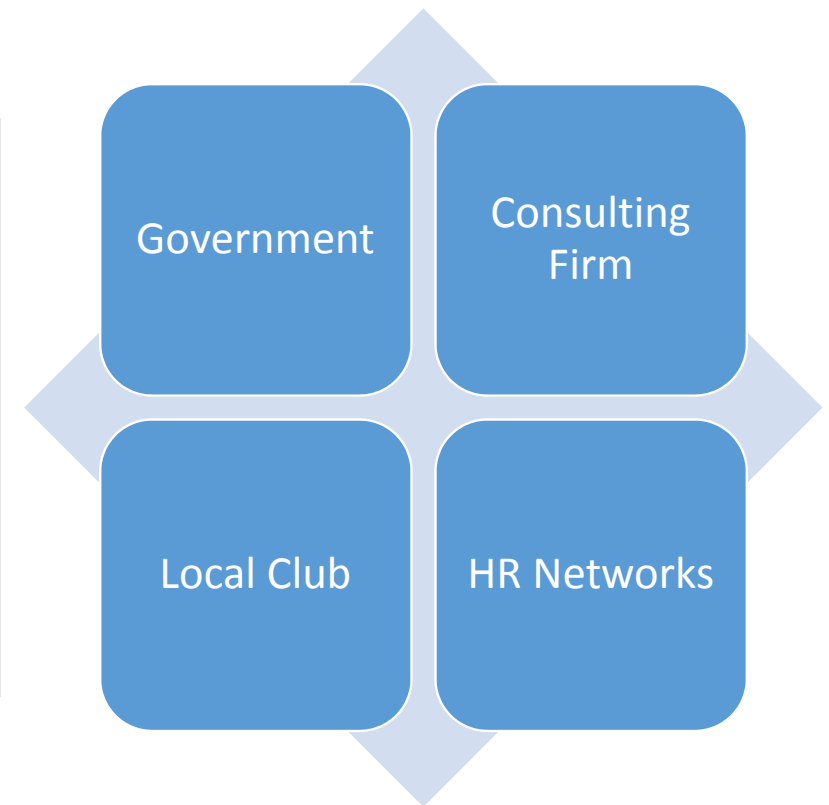
Myanmar

Local enterprises: struggle to survive

- challenges in quality upgrade & innovation
- competitiveness for export business

DL Survey Framework - China

Step	Topic	Total Rewards	HRBP	HRSSC
Direct Labor Survey	questionnaire / Data collection and analysis	Plan / Design / Review	Marketing	Data Process
Seminar	Trends & practices sharing	Organize /Facilitate	Co-facilitate	Logistics support



3. Total Rewards

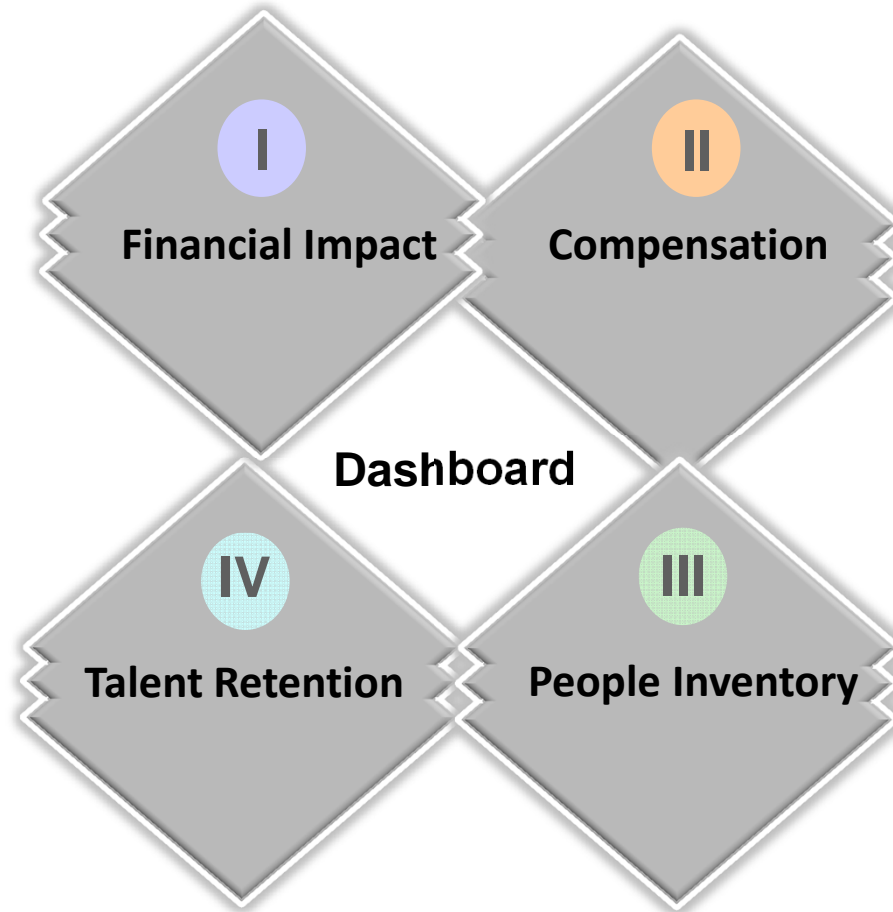
Intelligence - Dashboard /

Asia

Methodology

Financial results

- Sales and profit
- Labor cost % as Sales



Rewards strategy

- Pay positioning
- Pay elements

ROI

- Attrition
- Retention

Workforce planning

Implementation

