



知享会
HR Excellence
Center

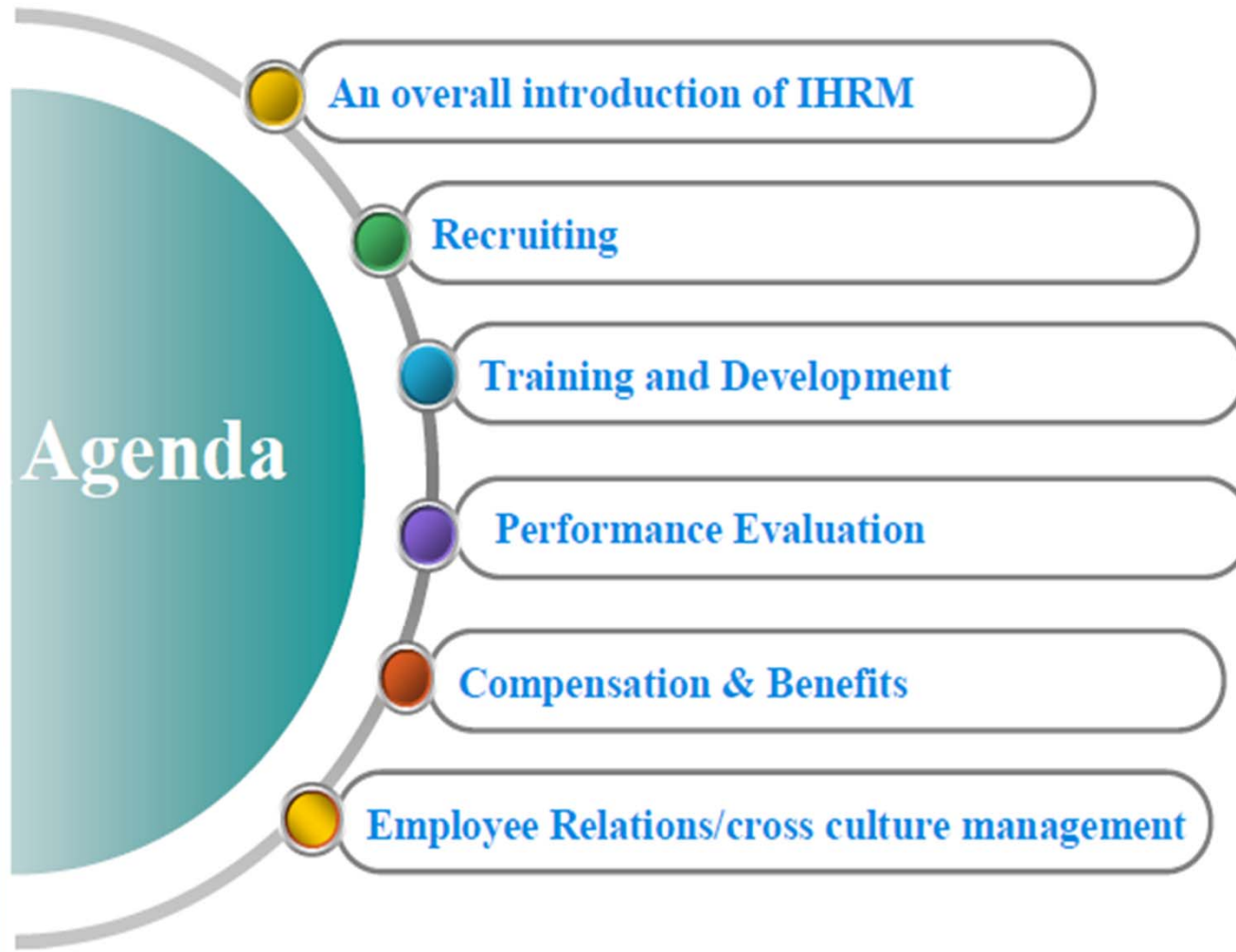
Visiting us at  www.hrecchina.org



International Human Resource Management Practice



Agenda



Part One



An Overall Introduction of IHRM 国际人力资源管理



HRM problems for international corporation



Part Two

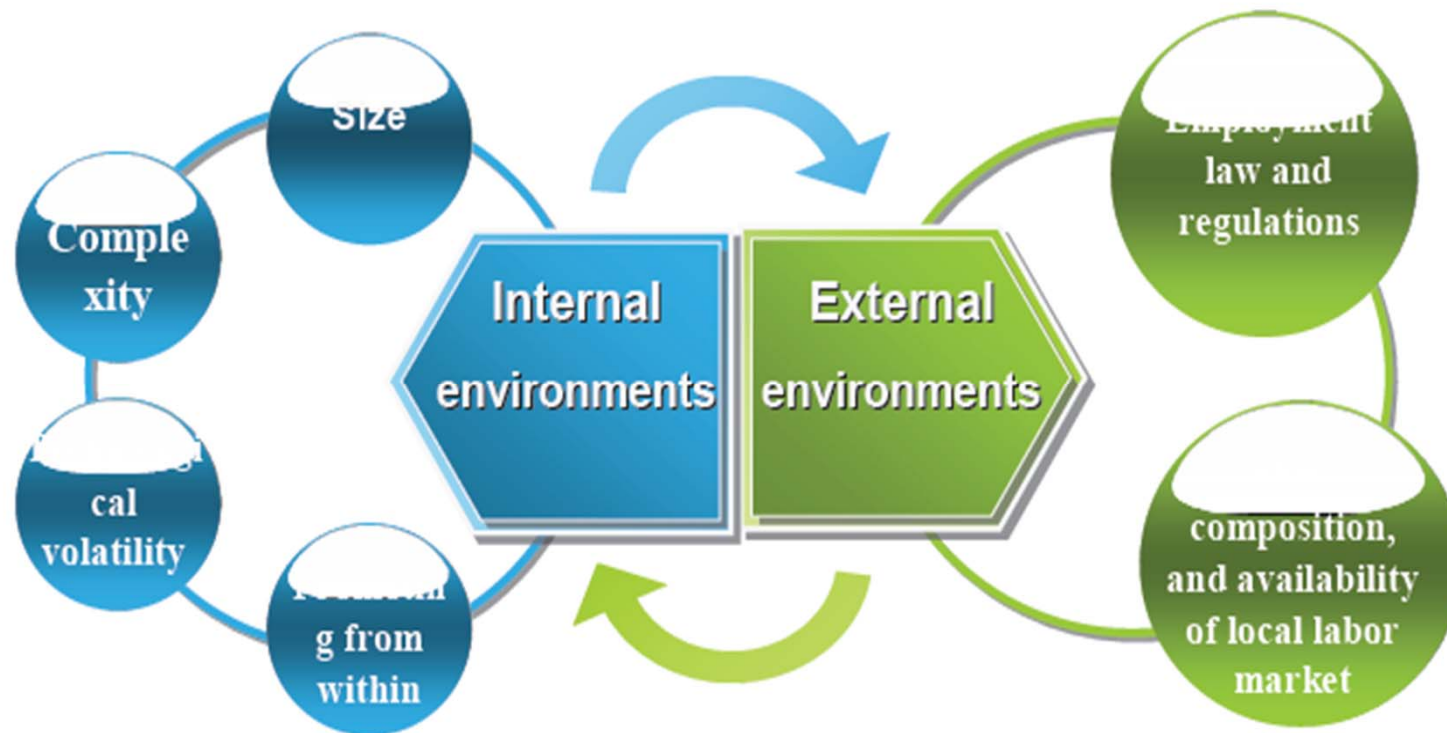


Recruiting 招聘

How to attract qualified candidates?

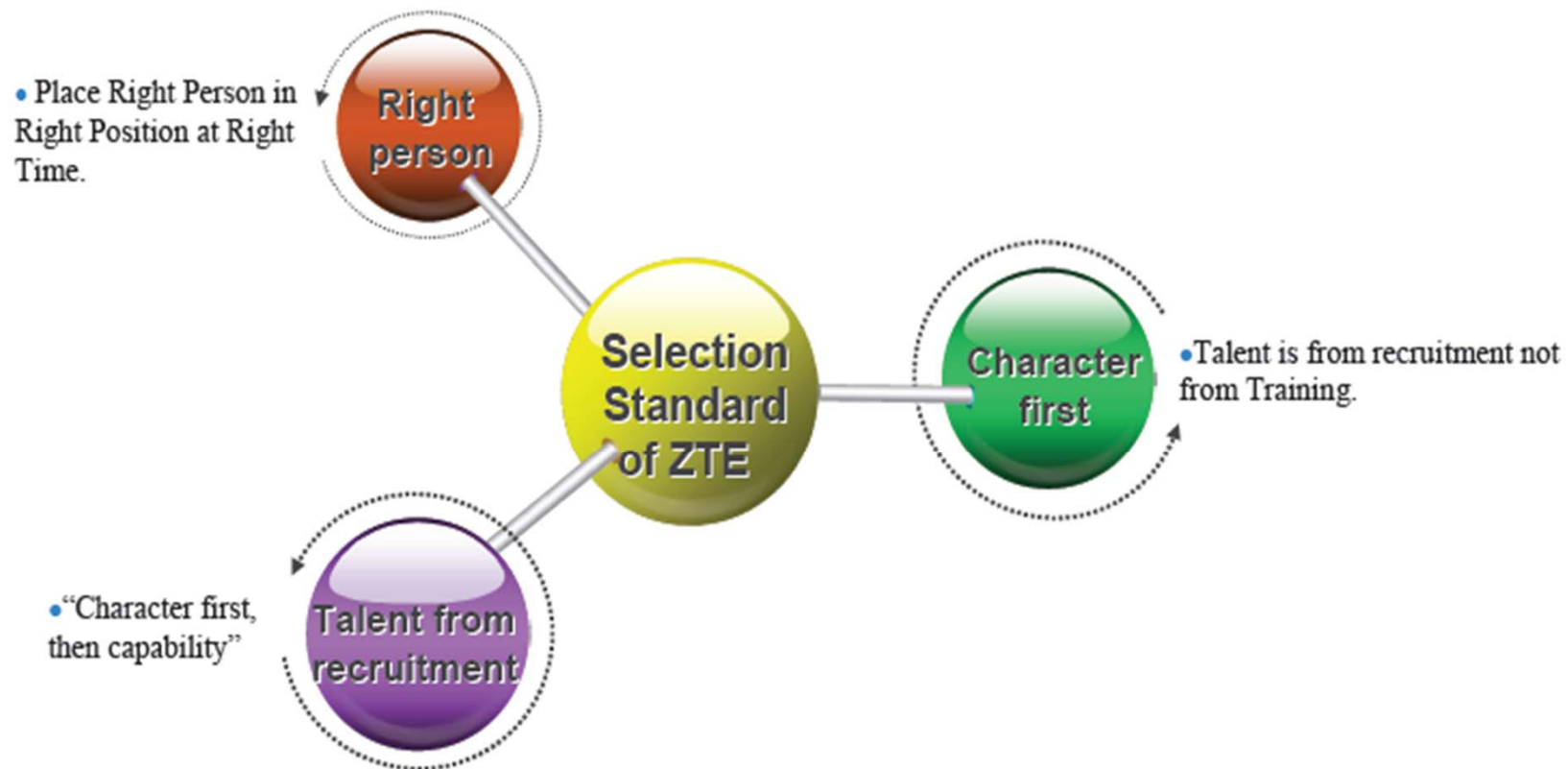
- C&B system
- Brand name
- Learning & development opportunities
- International corporate culture

Environmental circumstance influencing selection



interviewer's certificate program?

- Behavioral Based Structured Interviewing
- Selection standard of



Part Three



Training and Development 培训与发展

Corporate training ADDIE and TNA



Training needs analysis

1. Global Review
2. Performance Mgmt
3. Critical incident/priority problem
4. Learner-centered analysis

Succession Planning

- ❖ Mapping out the future skills and knowledge required for the future of an organization involves more than an organizational chart displaying the corporate hierarchy and potential vacancies.
- ❖ Best-practice organizations use succession planning to prepare for potential staffing problems and disasters
- ❖ They also rely on such plans to develop and maintain staffing requirements and leadership skills that are required under normal conditions.
- ❖ A **Succession Plan** is a long-term approach to meeting the present and future staffing needs that an organization currently has, or will require in the future, if it is to continue towards its vision and business objectives.

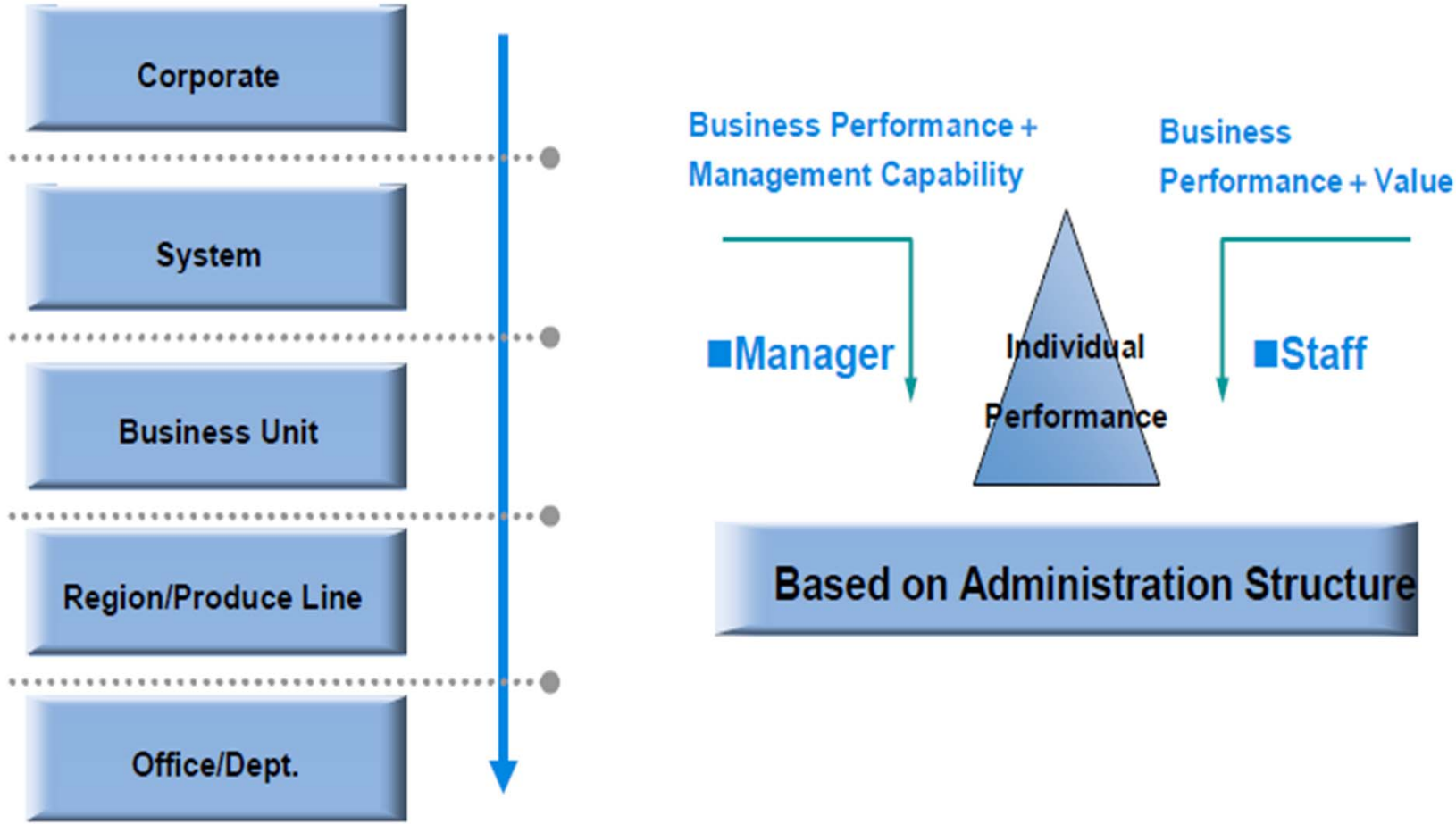
Part Four



Performance Appraisal 绩效评估

Organization & Employee Performance Evaluation

Break down the Corporate goal to every layer



Developing and implementing legally defensible appraisal system-1



- ❖ Procedures for HR decisions must not differ as function of the race, sex, national origin, religion, or age of those affected by such decisions.
- ❖ Objective, nonrated, and uncontaminated data should be used whenever available.
- ❖ A formal system of review or appeal should be available for disagreement over appraisals.
- ❖ More than one independent evaluator of performance should be use.
- ❖ A formal, standardized system for evaluation should be used.
- ❖ Ratings on traits such as dependability, drive, aptitude, and attitude should be avoided.

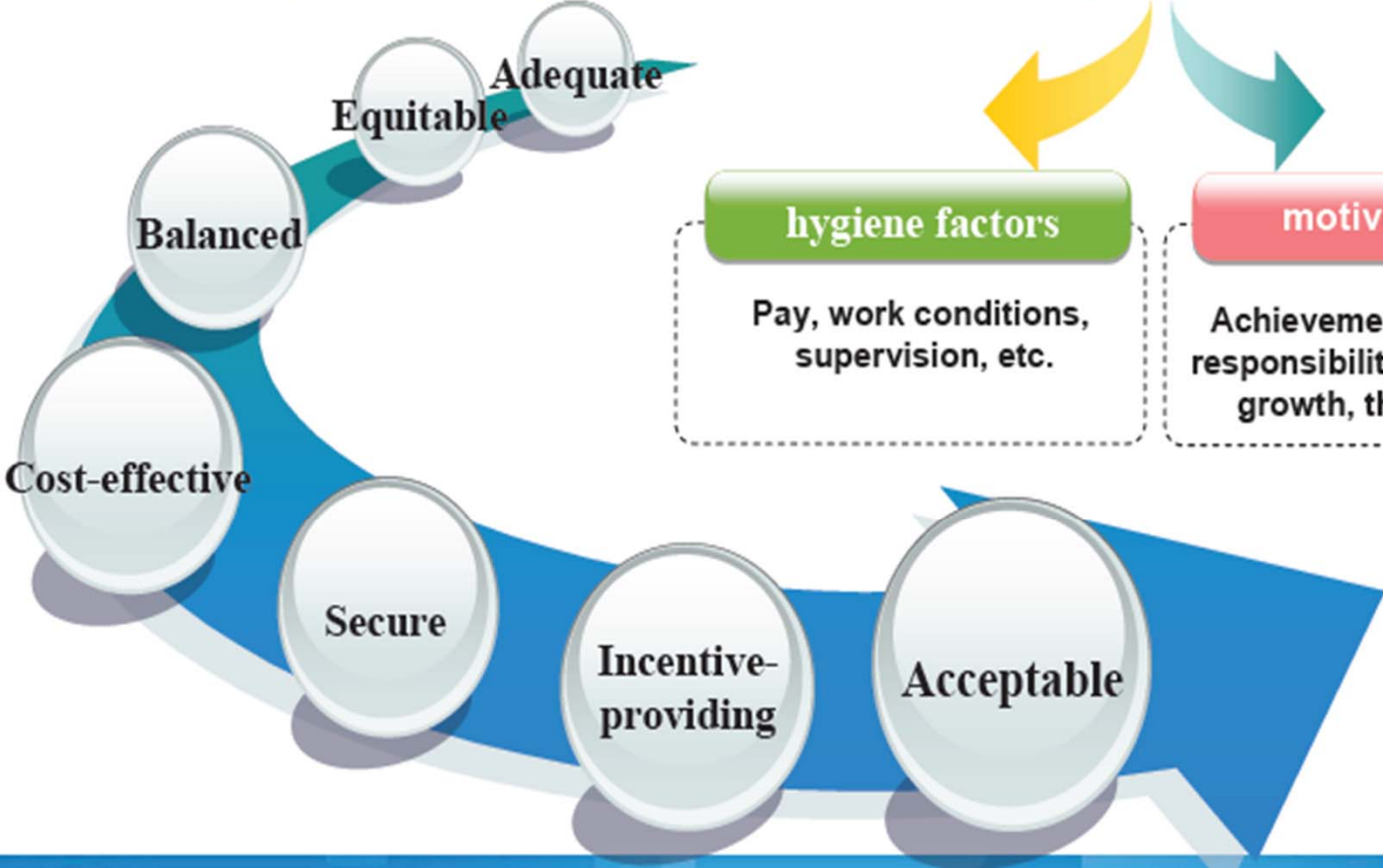
Part Five



Compensation & Benefits 新姿福利

Compensation and Motivation

Criteria of an effective compensation policy



Herzberg's two-factor theory of motivation



Pay strategy of an organization

Pay strategy

1. High-pay strategy
2. Low-pay strategy
3. Comparable-pay strategy
4. Choice of a strategy

-External: Availability of qualified labor, Job security, Level of benefits
-Internal: cost of labor, firm's profit margins, stage of the firm

What`s 3P?

Position Clarification and
Position Grade

Position

Skill / Knowledge
Experience

People

Business Performance

Performance

Part Six



Employee Relations & Cross Culture Management 员工关系和多元文化管理

Content of ER Management

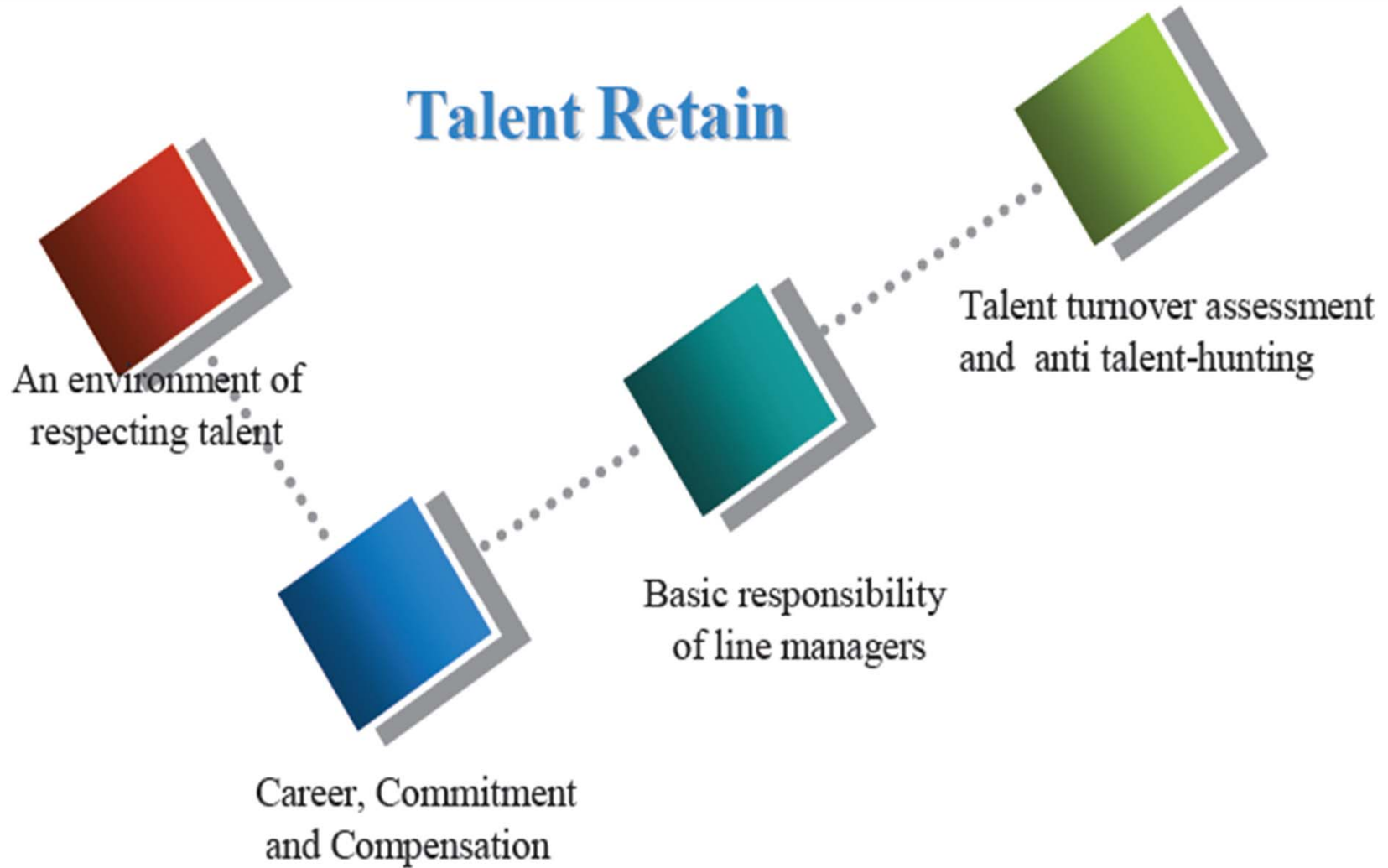
- ❖ Generally speaking, ER management covers with the whole establishing course of the enterprise culture and the HR management system, includes the foundation of the Mission and the core value system, internal communication channel, organization's setting up, the building and implement of the HR policy;
- ❖ Businesses often reflect the values of the cultures and countries in which they developed.
- ❖ Being aware of the influences of culture on organizations will help us understand the way the various parts of our organization works.
- ❖ Understanding the culture will allow improved processes to be developed, as well as establishing better relationships for the short and long term.
- ❖ Competitors can take anything away from a company except its culture and values.

How to get in step quickly

- ❖ Walk around
- ❖ Avoid spending too much time with Chinese
- ❖ Get around on public transportation
- ❖ Do some shopping
- ❖ Bargain
- ❖ Stop converting local currency into RMB
- ❖ Visit museums
- ❖ Talk to host country nationals
- ❖ Sightseeing
- ❖ Go to local universities
- ❖ Accept social invitation
- ❖ Watch the local news and read local paper
- ❖ Establish your bank account, locate the post office
- ❖ Attend sporting events, theater, musical etc.
- ❖ Eat out at restaurants
- ❖ Read signs on the street, above shops, on houses
- ❖ Go to religious services
- ❖ Keep close contacts with home

Talent Retain

Talent Retain



Key word : Cherish!

