

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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China Performance Bonus 中国员工绩效奖金计划

适用于IBM 中国大陆地区员工

Key Objectives of China Performance Bonus Program

中国员工绩效奖金计划主要目标



Drive high performance culture,
create better engaged and energized
workforce.

推动高绩效文化，打造有活力的高
敬业度团队



More empowerment to managers to
motivate team and key talent
retention through reward
differentiation

给经理提供更多机会奖励，激励和
保留团队内的关键人才



Increase employees' variable pay portion to
align with market, create **bigger earning
opportunity** for better performance, skill
and potential.

提高员工可变薪酬比例，为高绩效，有关
键技能和职业发展潜力的员工提供更多薪
酬回报。



Optimize compensation investment
on active population instead of
leaving population

优化薪酬投入方式，加大对于现有
员工的投资力度

Performance Bonus Funding & Allocation

绩效奖金的预算和金额分配



More Budget To
be Invested
更多投入

1 Month Salary
of in-scope
population

加入员工的一个月薪水总额



Separation Saving
Reinvestment by
fair share

由当年离职员工取消折算产生的额外投资



Management
Accountability
经理的职责



Performanc
e

绩效



技能



Career
Potential

职业发展潜力

Performance Bonus Earning Opportunity

绩效奖金金额范围



'Exceed Performer'
'模范' 员工
1.5 ~ 3 months



- Top Performer 高绩效
- Scarce Skill 关键技能
- High Potential 高潜力



'Meet Performer'
'平均水平' 员工
0.8 ~ 1.2 months



- Solid Performer 扎实业绩
- Balanced Skill 普通技能
- Need Motivation 可激励

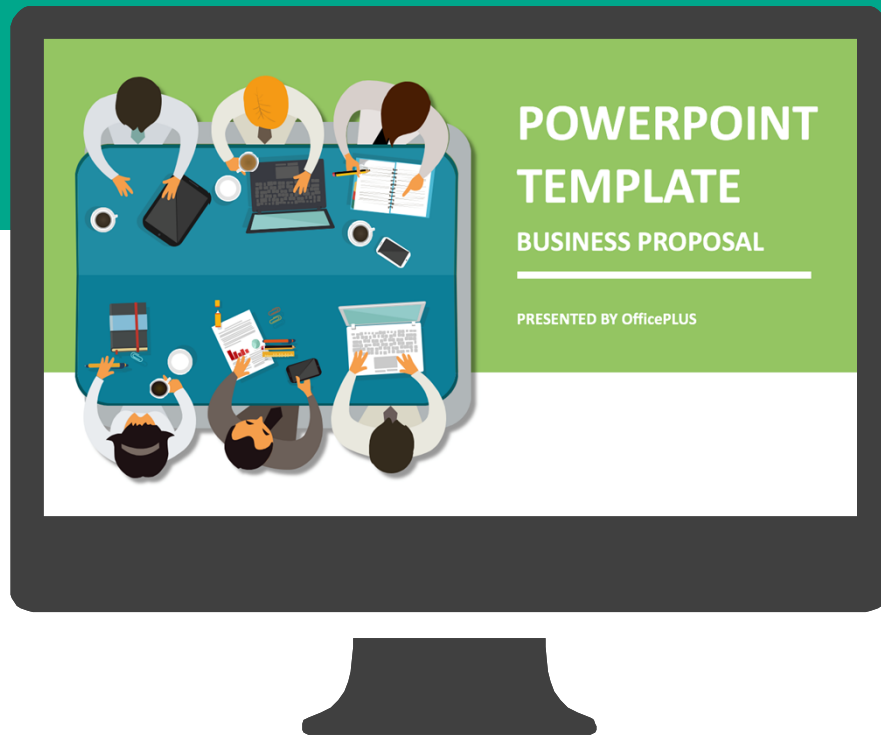


'Need Improvement Performer'
'需提高' 员工
0 ~ 0.6 months



- Low Performer 绩效需提高
- Saturated Skill 非关键技能
- Potential Leaver 将要离职

Useful Resources 相关资源



General:

- [China Performance Bonus Program Wiki](#)

For employees' Q&A:

- [General Q&A manual](#) (could be found in program wiki)
- [Financial impact simulator](#) (could be found in program wiki)
- [Office hour](#) (one session each week during the opt-in period)
- [Notes function ID](#) (GCG Compensation Administration/China/IBM)





THANK YOU

谢谢！

China Performance Bonus
