



## ★ 人力资源智享会微信公众账号

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\*行业资讯一手掌握



## ★ 人力资源智享会微信会员服务号

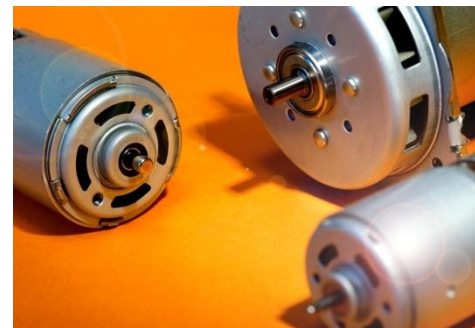
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\*最新会员资讯，关注微信一手掌握

# 2016

**Johnson Electric  
Campus Recruitment  
-- Innovating Motion**



# Contents



**Company  
Introduction**



**Purpose &  
Positioning**



**Practice &  
Exploration**



**We are On The Way**

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**Company Introduction**

**Johnson Electric Vision :**

**To be the world's definitive provider of innovative and reliable motion systems**

# Company Introduction

- ▶ Fiscal Year 2015/16 Revenue **\$2.2 Billion**
- ▶ Listed on the Stock Exchange of Hong Kong
- ▶ **37,000** employees across **23** countries and regions
- ▶ Global engineering motion solution provider
- ▶ Motion subsystems include motors, switches, actuators, fans, pumps
- ▶ Vertically integrated **Global Manufacturing**



## JOHNSON ELECTRIC GROUP

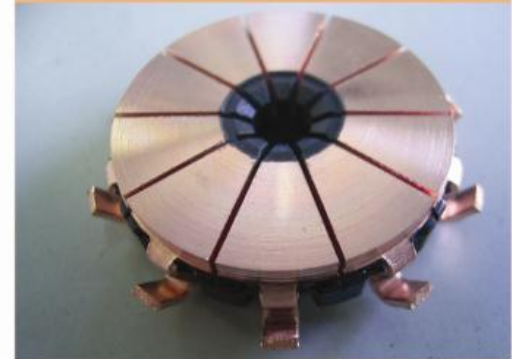
### AUTOMOTIVE PRODUCTS GROUP



### INDUSTRY PRODUCTS GROUP



### COMPONENTS & SERVICES



# HR Vision & Mission

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***One Johnson*** around the world ,  
a ***great company*** a ***great place***  
to work!



Vision



Mission

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***Attract*** and ***Develop*** great people.  
And put them in the ***Right jobs*** based on their strengths.  
Working in an ***Environment*** that enables everyone  
to excel at what they do.

**WHAT**

is the purposes of campus recruitment?

**WHY**

do we do campus recruitment?



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## Purposes & Positioning

# Purposes of Campus Recruitment



Talent Pool

- Expand our talent pool
- Put right people in right job.



Recruitment Channel

- Diversify our recruitment channels



Employer Branding

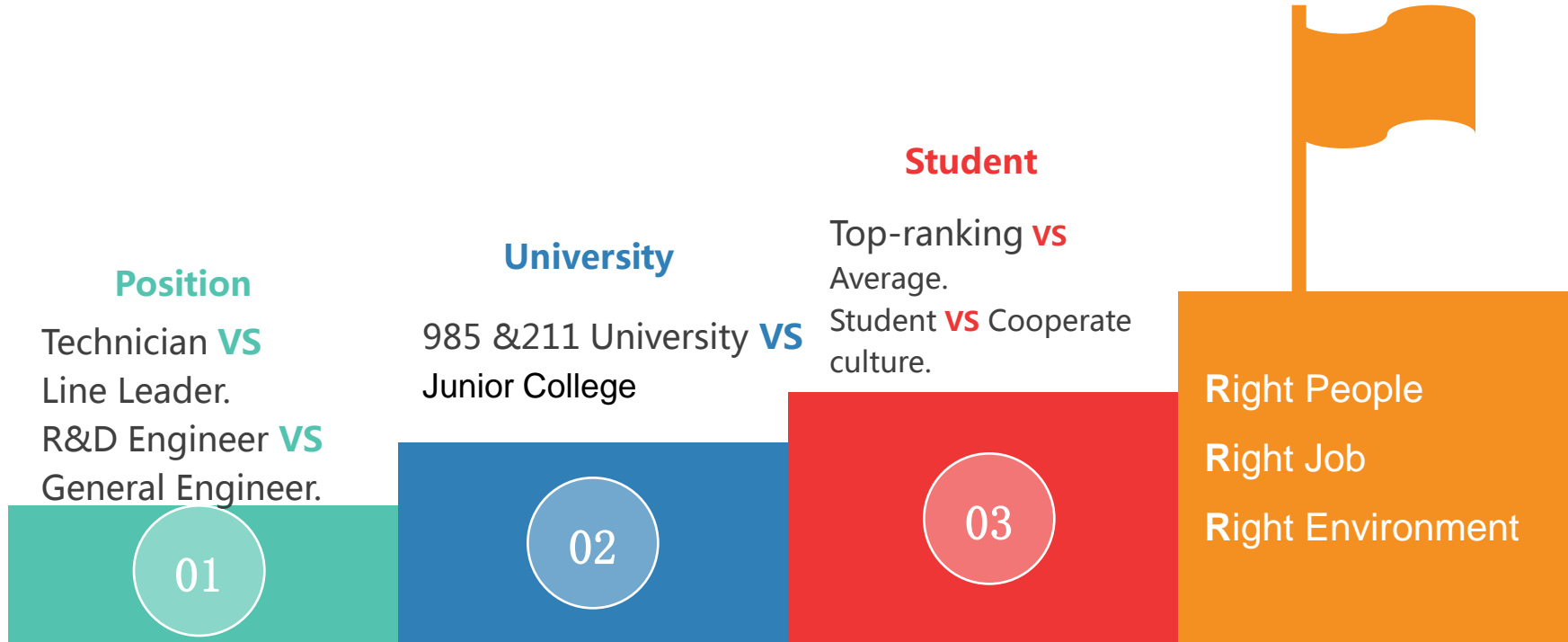
- Promote employer branding and build partnership with Universities



Company Culture

- Helpful to develop our corporate social responsibility culture to give back to society

# Positioning of Campus Recruitment



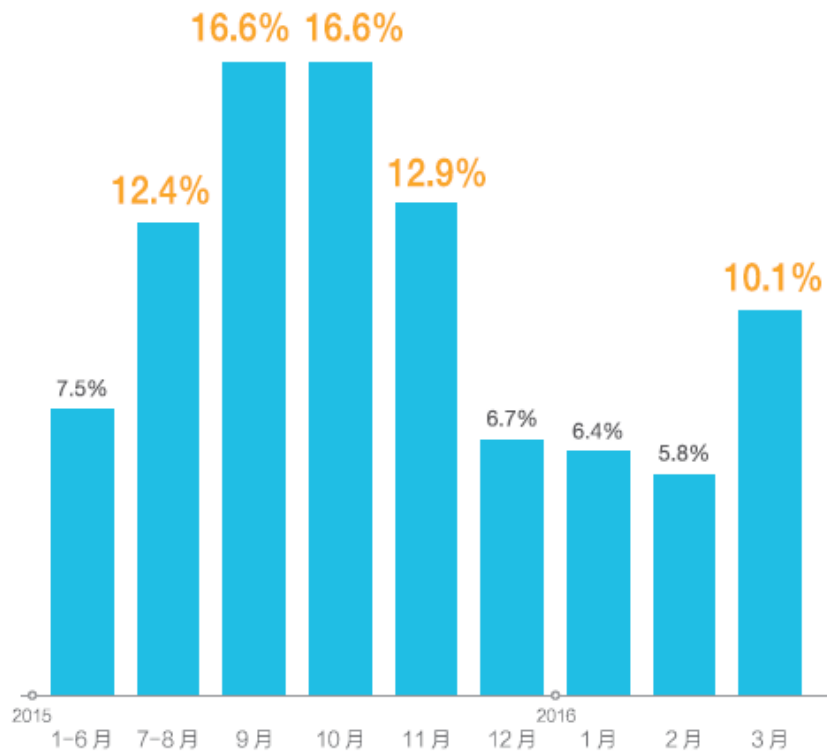


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## Practice & Exploration

# Campus Recruitment

## Preparation



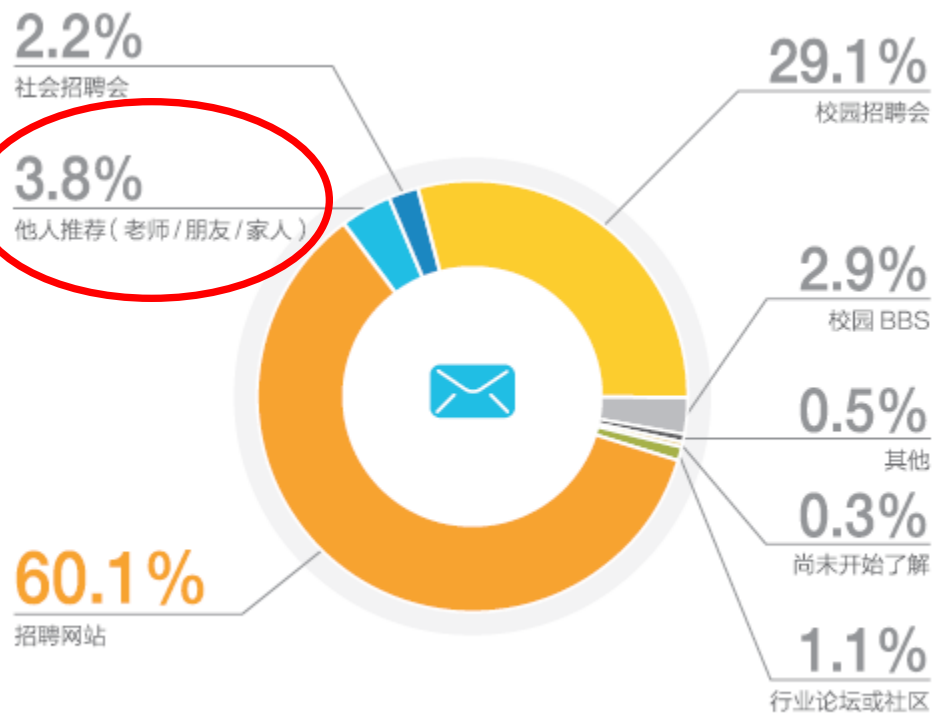
2016年应届毕业生正式进入求职的时间

—Data from ZPIN

How to choose the most effective schedule?

# Campus Recruitment

## Promotion



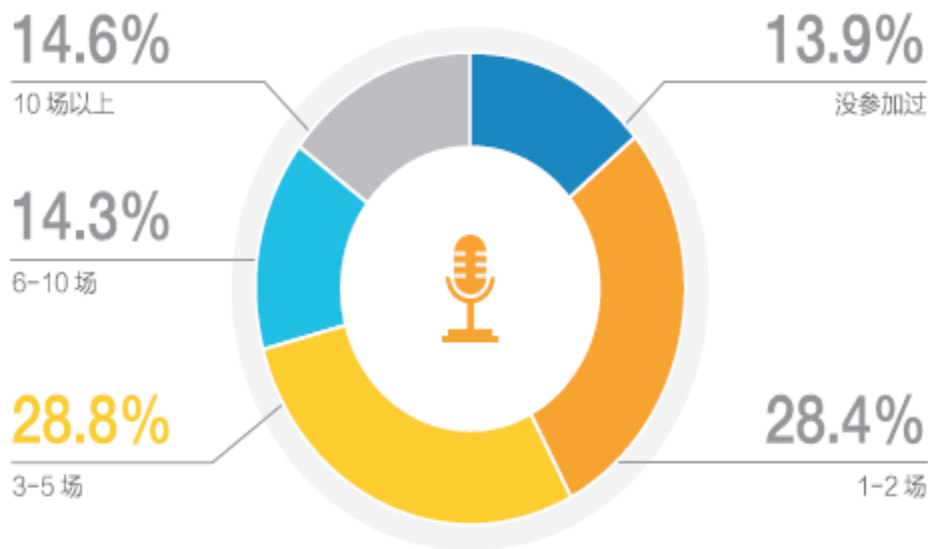
2016年应届毕业生获得求职信息的渠道 — Data from ZPIN

## How to promote?

- ▶ Long term promotion plan
- ▶ Promotion prior to recruitment
- ▶ On-site promotion
- ▶ Follow up actions

# Campus Recruitment

## Campus Talk



2016 年应届毕业生参加宣讲会的情况

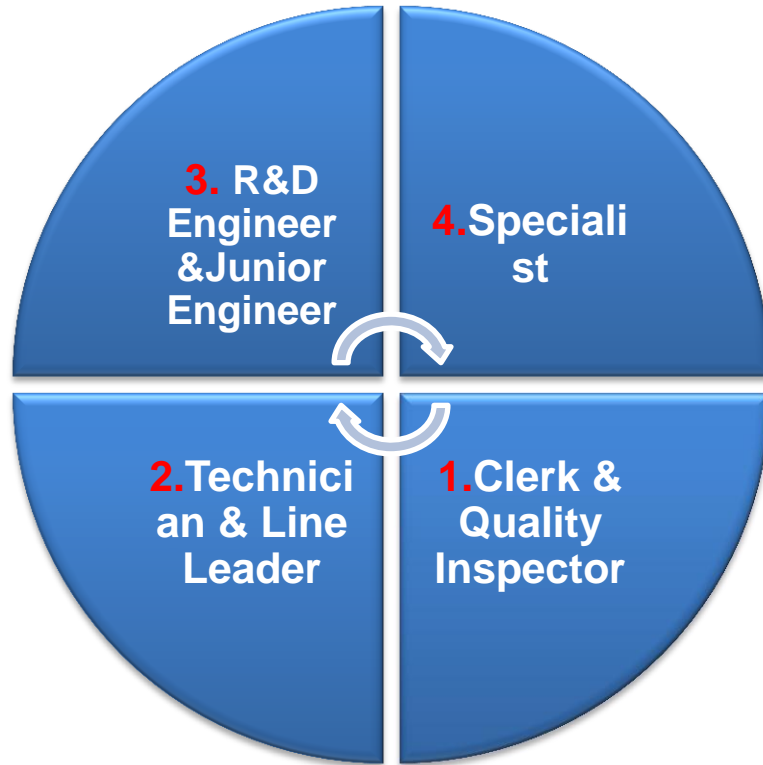
——Data from ZPIN

## How to attract more students?

- ▶ Sharing by senior leaders
- ▶ Professional presentation
- ▶ On-line test
- ▶ Wonderful video
- ▶ Gifts

# Cases Sharing from JE

Talent Selection and Development



# Case Sharing from JE

## Recruitment of Clerical Positions & Quality Inspectors

### Ways of Recruitment

- Cooperate with Junior College to set up the **Johnson Electric Class**
- On-site recruitment

### Target school

- Junior College

### Ways of Cultivation

- Scholarship
- Internship during vacation
- Short-term training courses

### Career Development

- Clerk and quality inspector
- Other supporting function



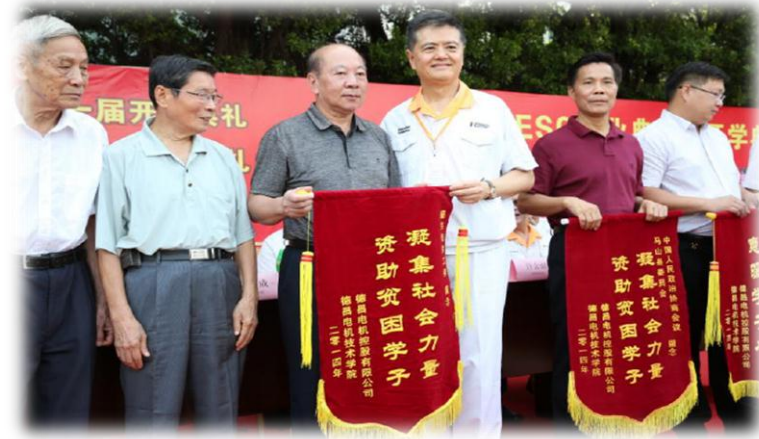
# Case Sharing from JE

## Recruitment of Technicians & Line Leaders



Johnson Electric Technical College (JETC) & Johnson Electric Supervisory College (JESC) were found by our CEO in **2004** and **2008** respectively

This is JE's key corporate social responsibility initiative to give back to Chinese Community through helping young people in poverty to groom them into globalized JE talents.



# Case Sharing from JE

Johnson Electric Technical College



Cooperating with state full-time public education school

- Fundamental academic subjects
- Professional and technical subjects and work relevant subjects



Helping young people in poverty with free education, technical skill training and career development.



Providing people from provinces of Guangxi, Guangdong, Yunnan, Sichuan, Hunan, Hubei, Guizhou, Jiangxi, Shanxi and Gansu with full sponsor on their continued education.

# Case Sharing from JE

Johnson Electric Technical College



- 1,000 people received education assistance from JE
- 670 people graduated
- 380 people still in school



- Graduates were arranged to work in JE's different global sites - Shanghai, Nanjing, Beihai, India, Mexico and Serbia.

# Case Sharing from JE

## Recruitment of R&D Engineers and Junior Engineers

### Ways of Recruitment

- School-Enterprise cooperation: motor design competition, JE scholarship, professor visit, campus ambassadors.
- On-site recruitment

### Target school

- Top-ranking university
- HK university
- Overseas university

### Training & Development

- 1-Year Development Plan
- Mentorship Program
- Job rotation
- F2F meeting with senior management

### Career path

- R&D Engineer
- Project Engineer
- Q&R Engineer



# Case Sharing from JE

## 1-Year Development Plan

<b>1st week</b>	<p>Welcome Speech and Welcome Lunch</p> <p>Visit Marketing Show Room &amp; Factory</p> <p>New Staff Orientation</p> <p>Assign Mentor</p>	
<b>1st month</b>	<p>Set up the Mentees' PMP objectives &amp; 1 year OJT plan</p> <p>Attend One Johnson Learning</p> <p>Conduct F2F interview with Mentees</p>	
<b>3rd month</b>	<p>BETTER Program</p> <p>Focus Group for Mentor &amp; Mentee</p>	
<b>6th month</b>	<p>Leaders share their career perspectives to Mentees</p> <p>PMP Mid year review</p>	
<b>9th month</b>	<p>Basic presentation skill training provided by T&amp;D</p> <p>Focus Group for Mentor &amp; Mentee</p>	
<b>1st year</b>	<p>Year End Review (PMP &amp; Training Plan)</p> <p>Graduation Party &amp; Dinner</p> <p>Retitle Follow up</p>	



# Case Sharing from JE

## Technical Seminar

**Technical Seminar**  
A forum at JE where you can share your thoughts

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**Technical Seminar**  
A forum at JE where you can share your thoughts and hear ideas from like-minded people

**JOHNSON ELECTRIC**  
innovating motion

**Past, Present of Gear Precision**

Guest Speaker: Prof. J  
Date: 9:30 am – 11:30  
16<sup>th</sup> June, 2016  
Language: Mandarin  
Venue: 1# Room, JE Ho

**LOW NOISE PMDC MOTOR DESIGN**

7 December 2016 | 1:30 pm – 4:30 pm  
Conference Room 1#, JE Hostel, P106

**GUEST SPEAKER**  
Dr. Ray Qin, General Manager  
APG Advanced Technology  
Center of Excellence in Motor Technology

**AGENDA**

- Improvement of cogging torque in motor
- Reduction of torque ripple in motor
- Cases study and discussion
- Question & Answer

## TECHNICAL SEMINAR

We invite JE experts to host **technical seminar** to upgrade technical competency of the organization



# Case Sharing from JE

Career Development



Where will you be ?



# Case Sharing from JE

## Recruitment of PHD Students



### Ways of Recruitment

➤ Recommendation from professors

### Target school

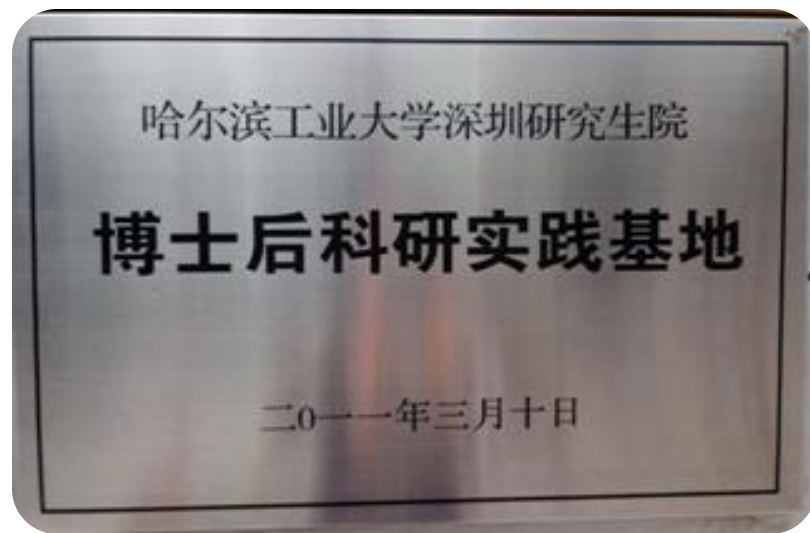
➤ Top-ranking university

### Ways of Cultivation

➤ Work with university to work on research projects and solve technical problems

### Career Development

➤ Specialist/Scientist



# Campus Recruitment

## Employer Branding



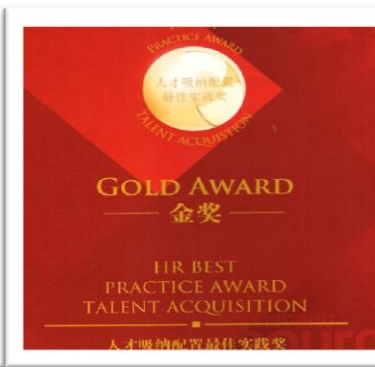
In 2016, Johnson Electric Hong Kong was recognized as **Best Companies To Work For in Asia** by HR Asia Magazine. The Group will continue to live its core values by attracting and retaining top talents in support of the company's ambitious growth strategy.



**HR Asia**™  
**BEST COMPANIES  
TO WORK FOR  
IN ASIA 2016**

# Campus Recruitment

## Employer Branding



- **HR Best Practice Gold Award - Talent Acquisition**
- **HR Best Practice Gold Award- Employee Relations**

Johnson Electric has been awarded these two awards for 2016 by the American Chamber of Commerce in South China's Human Resources Association.





**We are on the way !**



**THANK YOU**