

人力资源 Human Resource Management

2011年中国进出口银行持续深化人事制度改革，加快推进人才队伍建设，改善薪酬福利体系，为中国进出口银行的持续发展提供人才保障。

一、深化人事制度改革。优化竞争上岗流程，完善干部考核机制，规范干部管理办法，拓宽干部交流渠道。

二、加强干部队伍建设。建设特色培训体系，重点开展素质轮训、国际化人才培养、新人培养等项目，努力建设一支复合型经营管理人才、专家型业务条线人才、实用型高技能人才于一体的干部队伍。

三、改善薪酬福利体系。建立健全了具有我行特色的绩效考核管理指标体系，努力做到全面、客观、公平、公正。成立老干部服务部，提高对离退休同志的服务水平。



In 2011, the Bank continued with the reform of its human resource management mechanism. Intensive efforts were made in developing competent professionals and improving its existing remuneration and benefits scheme. All these have secured sufficient human resource support for the Bank's sustainable growth.

First, the Bank continued to reform its human resource scheme. A number of measures were taken in this field, including optimizing competitive employment procedures, fine-tuning performance evaluation, standardizing human resource management regulations, and expanding personnel exchange programs.

Second, the Bank highlighted the importance of its human resource base. More specialized training programs were set up. These programs not only eye on the work competency and international vision of old staff, but also are designed for new recruits. The aim is to put in place a team of professionals, including generalists, specialists and pragmatists with advanced skills.

Third, the Bank worked hard to improve its remuneration and benefits scheme. Performance evaluation was done following an indicator chart that is drawn from the basics of the Bank, making it comprehensive, objective, fair and just. In addition, a separate department for the service of retired personnel was set up to provide better services to the retirees.

中国进出口银行职工年龄、文化、职称结构(2011年)
Staff Categorized by Age, Educational and Professional Background

			人数 Number of Staff	比重(%) Percentage (%)
年龄结构 Age	30岁及以下	Under 30 (inclusive)	799	42.25
	31-35岁	31-35	432	22.85
	36-40岁	36-40	245	12.96
	41-45岁	41-45	179	9.47
	46-50岁	46-50	135	7.14
	51-55岁	51-55	47	2.49
	56及以上	Over 56 (inclusive)	54	2.84
	合计	Overall	1891	100
文化结构 Educational Background	博士	Doctoral Degree	44	2.33
	硕士及研究生	MA/MSc Degree	904	47.81
	本科	BA/BSc Degree	888	46.95
	专科及以下	Associate Degree and Lower	55	2.91
	合计	Overall	1891	100
职称结构 Professional Background	高级职称	Senior Title	169	8.94
	中级职称	Intermediate Title	403	21.31
	初级职称	Primary Title	233	12.32
	合计	Overall	805	42.57