

## 人力资源管理 HUMAN RESOURCES MANAGEMENT

2008年,中国进出口银行坚持以人为本,积极推进员工职业生涯管理,大力加强各级领导班子和人才队伍建设,扎实推进干部人事制度改革,分层次、多渠道抓好员工教育培训工作,有序做好海外高层次金融人才引进工作,进一步完善绩效考核体系,为银行又好又快发展提供了有力的人才支持。

- 一是加强绩效考核体系建设,不断提升绩效管理水平和考核的科学性和合理性;
- 二是加大跨地区、跨部门员工交流力度,进一步促进人力资源合理配置;
- 三是建立健全人才选拔机制,加大竞争上岗和后备人才建设力度,提高干部选拔任用工作的公信力;
- 四是配套出台了一批人力资源管理制度,进一步加强人力资源管理制度建设;
- 五是适应银行业务发展和战略转型需要,大规模轮训中高级管理人员和专业人员,积极培养并引进国际化金融人才。全年落实培训项目220个,参训人员5000余人次;
- 六是推进员工职业生涯管理工作,调动员工的积极性和创造性,实现员工个人与银行的共同发展。



In 2008, based on the principle of putting people first, China Eximbank pressed ahead with staff career management and took steady steps in human resource system reform, while working hard to build highly qualified management and staff team. The Bank provided staff with a variety of programs tailored to different needs. In the mean time, the Bank well organized the recruitment of top financial talents from overseas, and made further improvement on the performance evaluation system. All these efforts provided strong human resource support for the sound and rapid development of the Bank.

First, the Bank put more emphasis on the building of performance evaluation system and made constant efforts to improve performance management capacity, making it possible to assess staff performance from a more scientific and reasonable way.

Second, the Bank encouraged internal staff exchanges among different regions and departments for a rational allocation of human resources.

Third, the Bank further improved staff selection and promotion mechanism, took more efforts in encouraging competition for posts and building up reserve of candidates, which enhanced the public recognition on its work of candidate selection and promotion.

Fourth, the Bank set up a number of supporting regulations to improve human resources management.

Fifth, in order to satisfy the needs for business expansion and strategic transformation, the Bank organized large-scale training courses for middle and senior management officials as well as specialists, and took active measures to foster and introduce financial talents with global vision. Throughout the year, the Bank offered staff altogether 220 training programs with more than 5,000 person times participation.

Sixth, the Bank stepped up management on staff career development to stimulate staff initiative and creativity, facilitating the common development with the Bank.

### 中国进出口银行职工年龄、文化、职称结构(2008年)

#### AGE, EDUCATIONAL AND PROFESSIONAL BACKGROUND STRUCTURE OF THE STAFF(2008)

		人数 Number of Staff	比重(%) Percentage(%)
年龄结构 Age Structure	30岁及以下 Under 30 (including)	548	43.67
	31-35岁 31-35	247	19.68
	36-40岁 36-40	197	15.70
	41-45岁 41-45	129	10.28
	46-50岁 46-50	68	5.42
	51-55岁 51-55	47	3.75
	56-60岁 56-60	18	1.43
	61岁及以上 Over 61 (including)	1	0.08
	合计 Total	1255	100

		人数 Number of Staff	比重(%) Percentage(%)
文化结构 Educational Background Structure	博士 Doctoral Degree	37	2.95
	硕士及研究生 MA / MS Degree	539	42.95
	本科 BA / BS Degree	627	49.96
	专科 Collegiate Level	45	3.59
	中专 Technical Secondary School	3	0.24
	高中 Senior High School	3	0.24
	初中及以下 Junior High School and Under	1	0.08
	合计 Total	1255	100

		人数 Number of Staff	比重(%) Percentage(%)
职称结构 Professional Background Structure	高级职称 Senior	159	12.67
	中级职称 Middle	376	29.96
	初级职称 Junior	223	17.77
	合计 Total	758	60.40