

## 人力资源 Human Resource Management

2010年，中国进出口银行牢固树立人才资源是第一资源的观念，人力资源管理紧紧围绕服务全行中心工作，坚持以人为本、开拓创新，扎实推进干部人事制度改革，为银行的改革发展提供了有力的人才支持。

一、以发展为核心，稳步推进各项人事工作的开展。一是围绕识人、选人、用人、育人、留人等问题，进一步完善吸引人才、留住人才的管理机制，为银行发展储备丰富的人才资源。二是进一步加强领导干部的培训与交流，建立了进出口银行党校，促进了干部的领导能力和执行力的提高。三是创新培训形式，拓展培训资源，加大培训力度，有效增强了培训工作的针对性和实效性。四是完成了分行机构设置、领导班子建设、人员需求等工作，顺利设立了云南省、宁波、福建省、安徽省四家分行。



二、以改革为动力，以制度机制建设为基础，进一步完善人力资源管理工作。一是进一步规范了人事管理工作，设立了分行党委组织部、人力资源处，规范了分行人事工作组织机构；改进了人事统计分析、档案管理工作，完善了人事信息系统。二是继续推进和深化干部人事制度改革，改进了干部竞争上岗的程序和方法，提高选人用人的公信度和满意度。完善了绩效考核办法，增强了年度考核的科学性和准确性。三是探索多种用人方式，合理配置人力，提高人力资源使用效率。

In 2010, the Export-Import Bank of China reaffirmed the concept that people are the most valued asset. Human resource management was considered an efficient instrument to serve the core tasks of the Bank. To this end, the Bank carried on to improve its HR management practices in a people-oriented and innovative way, providing strong intellectual support for its development.

**First of all, the Bank steadily pressed ahead HR related tasks to promote its development.** First, focusing on talent recruitment, training and retainment, the Bank improved its HR management to attract and keep talents, and built a considerable talent base for its development. Second, the Bank intensified trainings and exchange programs for employees of all levels, and set up the Export-Import Bank's Party School to enhance their leadership and capability. Third, the Bank explored new resources and methods to further intensify trainings. Better targeted, these trainings delivered substantial effects. Fourth, having mapped out the organization charter, and with the management team and the staff well in place, the Bank opened four branches last year, namely the Yunnan Branch, Ningbo Branch, Fujian Branch and Anhui Branch.

Secondly, the Bank continued to improve its HR management, which was driven by its transformation and based on the set up of new mechanisms. First, the Bank made further efforts to guide its HR management. Organization Departments of Party Committee and HR divisions in branches were set up to better frame their management structure. The Bank also improved its HR statistics analysis, archive management and updated its HR database. Second, the Bank reformed its employee management mechanism and improved the procedure for the competition for available posts, thus increasing the credibility and staff-satisfaction regarding promotion. The Bank also improved its performance evaluation and incentive mechanisms to make annual evaluations more scientific and accurate. Third, the Bank raised its HR efficiency through exploring more flexible and rational ways to allocate manpower.

#### 中国进出口银行职工年龄、文化、职称结构

#### Structure of Staff by Age, Educational Background and Professional Title Export-Import Bank of China 2010

		人数 Number	比重 Percentage (%)	
年龄结构 Age	30岁及以下	Under 30 (inclusive)	760	44
	31—35岁	31-35	370	21.4
	36—40岁	36-40	238	13.8
	41—45岁	41-45	147	8.5
	46—50岁	46-50	126	7.3
	51—55岁	51-55	49	2.8
	56—60岁	56-60	38	2.2
	61岁及以上	Above 61(inclusive)	0	0
	<b>合计</b>	<b>Overall</b>	<b>1728</b>	<b>100</b>
文化结构 Educational Background	博士	Doctor	43	2.4
	硕士及研究生	Master	801	46.4
	本科	Bachelor	822	47.5
	专科	Junior College	51	3
	中专	Vocation School	3	0.2
	高中	Senior High School	3	0.2
	初中及以下	Junior High School and below	5	0.3
		<b>合计</b>	<b>Overall</b>	<b>1728</b>
职称结构 Professional Title	高级职称	Senior	174	10.1
	中级职称	Intermediate	388	22.5
	初级职称	Primary	237	13.7
		<b>合计</b>	<b>Overall</b>	<b>799</b>