

中国进出口银行高度重视实施人才战略。2003年，继续加强领导班子建设和队伍建设，加大人事制度改革力度，为全行进一步深化改革、加快发展提供了强有力的组织保证。一是积极推进人事工作的制度化和规范化，加强队伍建设，合理配置人力资源，进一步改善人员结构。二是改革和完善年度绩效考核办法，在全行范围开展了以量化指标为主的绩效考核工作，初步建立了比较客观、科学的绩效评价体系。三是积极举办各类培训班、专业讲座，并启动远程教育系统，多渠道、分层次、有针对性地开展各类岗位培训，全年共计有646人参加培训，为实现全行人员整体素质较高的奋斗目标打下了良好基础。

The Bank has always attached great importance to human resources strategies and its implementation. Last year, the Bank intensified its infrastructure buildup of both the executive team and the loyalty management of the general staff members. Greater reform efforts in this area have prepared the Bank with sufficient assurance in deepening organizational reform and speeding up development as an organic whole.

The first of the strategies adopted for this purpose was the implementation of an on-going institutionalization and streamlining process of the human resources administration, which was materialized in the renewed restructuring of the workforce and the optimal disposition of the right people to the right placements.

The next effective measure was in the continued reform and improvement of the year-end evaluation review system. A Bank-wide assessment of staff performance based on quantitative appraisals made possible the establishment of a performance measurement approach that has proved more objective and scientific.

The third measure was staff training programs including courses, subject workshops, and the initiative of the e-learning facility. These were able to provide employees with position-specific training in varied schedules through different agencies. Altogether 646 of the employees participated in one or more of the training programs, which have undoubtedly contributed to the organizational strategy for upgrading the quality of the entire workforce.

