

人力资源管理

Human Resources Management

人才资源是最宝贵的资源，中国进出口银行始终重视建立吸引、培养、激励并重的用人机制，培养一批开拓型、创新型、实干型、知识性的金融人才。

2005年,中国进出口银行坚持以人为本,积极稳妥地推进各项干部人事制度改革。一是继续贯彻实施人才战略,加强各级领导班子和干部队伍建设,认真做好分支机构筹建和内设机构调整工作,进一步完善人力资源配置机制。二是积极做好干部交流和处级干部竞争上岗工作,为优秀人才脱颖而出创造条件,采用公开招聘、择优选调等多种渠道选拔人才。三是不断完善科学的人才评价,进一步加强

中国进出口银行职工年龄、文化、职称结构(截至2005年12月底)

Structure of Age, Education, Technical Level of the Staff in the Bank (up to the end of December 2005)

年龄结构 Age structure		
30岁及以下	30 and below	33.3
31-35岁	31-35	23.7
36-40岁	36-40	16.4
41-45岁	41-45	13.6
46-50岁	46-50	6.3
51-55岁	51-55	4.9
56-60岁	56-60	1.4
61岁及以上	61 and above	0.4
合计	Total	100

文化结构 Educational structure		
博士	Ph.D	2.0
硕士及研究生	Master and graduate student	25.7
本科	undergraduate	59.7
专科	Three-year college	9.1
中专	Professional education school	1.5
高中	Senior High school	1.2
初中及以下	Junior high school and below	1.0
合计	Total	100

职称结构 Technical level structure		
高级职称	Senior technical level	20.2
中级职称	Intermediate technical level	38.2
初级职称	Junior technical level	21.2
合计	Total	79.6

另:机构总数:16 Note: Total number of departments: 16

工资管理,深化工资分配制度改革,努力建立公平合理、科学有效的奖惩激励机制。四是进一步加大教育培训力度,重点加强了对中高层管理人员和专业人员的境内外培训,努力培养一支懂经营、善管理的管理人才队伍。有针对性的开展各类岗位培训,努力拓宽境外培训渠道,全年共举办各类培训班、讲座 53 期,共有2500 多人参加了各类培训,累计培训时间达3.87 万多小时,人均年训达54 小时,为全行各项业务的较快发展提供了组织保证和人才支持。

Human resource is the most valuable resource. The Bank has always attached importance to attracting, training and giving full play of talents, fostering a group of financial professionals who have abundant knowledge and experience with a courageous mind for development and innovation.

In 2005, the Bank stick to the principle of "human resource is the primary resource" and steadily promoted various reforms in its personnel system.

The first measure taken was to continuously carry out the talent strategy, strengthen the buildup of both the executive team and the general staff members, earnestly prepare the establishment of branches and representative offices as well as in-house department adjustment, and to further improve the human resources allocation mechanism.

The second step was to actively promote the exchange of staff members on different posts and select division chief candidates through open and fair competition, thus providing favorable conditions for emerging of excellent talents. The candidates were chosen through various channels like open recruitment and choosing the most competitive through redeployment.

The third was to constantly improve the scientific human resource assessment system through further strengthening salary management, deepening reform on salary distribution system, and establishing the reward and punishment mechanism which was fair, reasonable, scientific and effective.

The fourth was to strengthen education and training with priority given to the middle- and high-level executives and specialists training both at home and abroad, with a view to cultivating a group of executives who have management knowledge and experience. The Bank conducted tailor-made training programs targeting at various posts and made efforts to expand its foreign training channel. In 2005, the Bank organized 53 varied training programmes for more than 2,500 people. The accumulated training time reached 38.7 thousand hours with 54 training hours for each person, thus providing organizational guarantee and personnel support for the relatively fast development of various business lines of the Bank.

