

## 人力资源管理 Human Resources Management

2006年，中国进出口银行牢固树立人才资源是第一资源的观念，坚持以人为本，根据目前国内外形势和中国进出口银行发展战略需要，实施了各项人事制度改革。一是认真做好行内机构调整和新设机构的筹建。二是加强领导班子和干部队伍建设，采用接收应届大学毕业生、选调、公开招聘等多种方式，为各单位特别是业务一线补充了人员，合理有效地配置人力资源。三是组织开展总行副处级干部竞争上岗工作，为优秀人才脱颖而出创造条件。四是深化工资分配制度改革，努力建立公平合理、科学有效的奖励激励机制。五是抓好教育培训工作，有针对性地加强对中高级管理人员和中高级专业人员的培训，积极开展各类岗位培训，进一步拓展海外培训渠道，全行共举办培训班48个，举办各种专题讲座34个，共有2285人次参加了各类培训，累计培训时间达5.88万多小时，人均年参加培训时间达63小时，为贯彻全行发展战略和开展各项业务提供了组织保证和人才支持。

China Eximbank has regarded human resource as the most valuable resources. Focusing on people-based principle and the current situation at home and abroad, the Bank carried out a variety of reforms in human resources mechanism in 2006 to satisfy the development needs of the Bank. The steps taken in this regard are as follows: First, the Bank has carefully planned the institutional restructuring and the building of new divisions. Second, the Bank has fortified the efforts in building up a competent leadership and a strong teamwork. Through the channels of recruiting new graduates, introducing experienced professionals, and selecting staff through open recruitment, the Bank has enlarged its reserve of human resources, particularly the workforce of the frontline business departments. By doing so, the human resources are now better and more efficiently allocated. Third, the Bank has adopted the scheme of selecting deputy division chief through open and fair competition among the existing staff, thus enabled the talents to give full play to their capabilities. Fourth, the Bank has further deepened reform in pay roll system, and strived for the establishment of a reward-and-punishment mechanism that is fair, rational, scientific and effective. Fifth, the Bank has enhanced education and training with priority given to the middle- and high-level management and professionals. It organized a wide variety of on-the-job training programs and explored new channels of training overseas. In 2006, the Bank organized 48 training programs and 34 lectures with the participation of 2285 person/time and over 58,800 training hours, i.e., 63 training hours per person, providing a strong institutional guarantee and staff backup for the implementation of development strategy and business operations of the Bank.



中国进出口银行职工年龄、文化、职称结构(2006年)

Structure of Age, Educational and Professional Background of China Eximbank Staff (2006)

年龄结构	Structure of Age	人数 Number of Staff	%
30岁及以下	Under 30 (including)	361	38.9
31-35岁	31-35	202	21.8
36-40岁	36-40	152	16.4
41-45岁	41-45	108	11.6
46-50岁	46-50	48	5.2
51-55岁	51-55	46	4.9
56-60岁	56-60	8	0.9
61岁及以上	Over 61 (including)	3	0.3
合计	Total	928	100

文化结构	Structure of Educational Background	人数 Number of Staff	%
博士	Dr. Degree	19	2.1
硕士及研究生	Master Degree	294	31.7
本科	Bachelor Degree	541	58.3
专科	Collegiate Level	65	7.0
中专	Technical Secondary School	4	0.4
高中	Senior High School	3	0.3
初中及以下	Junior High School and Under	2	0.2
合计	Total	928	100

职称结构	Structure of Professional Background	人数 Number of Staff	%
高级职称	Senior	155	16.7
中级职称	Middle Level	330	35.6
初级职称	Junior	205	22.1
合计	Total	690	74.4