

人力资源管理

Human Resources Management

2007年，中国进出口银行坚持以人为本，稳步推进人力资源管理体制改革，进一步加强人才队伍建设，为加快全行业务发展和顺利实现向国际经济合作银行战略转型提供了人才支持。

一是着眼长远和可持续发展，结合国内外形势和自身发展需要，编制了人力资源建设“十一五”规划。为今后科学决策、统筹规划全行人力资源建设打下了基础。

二是建立健全人才选拔机制，建立了业务职务序列，实施了总行2007年度业务职务评聘工作。加大了总分行之间的干部轮岗交流力度，不断完善人才培养选拔机制。

三是逐步健全薪酬激励机制，建立了中、后台部门绩效考核体系，科学、全面地评估员工业绩。

四是多渠道、多层次开展教育培训工作。为适应银行业务发展和战略转型需要，进一步加大境外培训力度。先后在新加坡、香港举办了业务培训班。不断加强了与国际金融组织的培训交流与合作，开拓培养国际化金融人才的新渠道。2007年，全行累计培训人员2224人次，培训时间达4.4万余小时。



In 2007, adhering to the principle of putting people first, the Bank steadily pressed ahead with its human resources management reform and worked harder to build a highly qualified staff team. In so doing, the Bank injected intellectual power for its business expansion and a smooth strategic transformation towards a bank for international economic cooperation.

First, in view of long-term and sustainable development, the Bank drafted its "11th Five-Year Plan" on human resources by incorporating domestic and international situation with its own development needs, laying a solid foundation for scientific decision-making and rational planning and allocation of human resources in the future.

Second, the Bank established and improved its staff selection and promotion mechanism, and set up a sequence system for professional position. In 2007, the Bank accomplished the position evaluation and appointment at the HQ. Besides, it also made greater efforts in staff promotion, staff rotation and exchange between the HQ and branches.

Third, the Bank gradually improved its remuneration-incentive mechanism and put in place a performance evaluation system on the middle and back offices, making it possible to assess staff performance in a scientific and holistic way.

Fourth, the Bank provided its staff with multi-channel training at all levels. Overseas training was highlighted to better serve business expansion and strategic transformation. The Bank organized business-training programs in Singapore and Hong Kong SAR. In addition, it continued to strengthen training exchange and cooperation with international financial organizations. By doing so, the Bank continuously explored new channels to foster a talented staff team with global vision. The training in 2007 covered 2224 person times and totaled more than 44,000 hours.

中国进出口银行职工年龄、文化、职称结构 (2007年)

Age and Educational and Professional Background Structure of the Staff (2007)

			人数 Number of Staff	比重(%) Percentage(%)
年龄结构 Age Structure	30岁及以下	Under 30 (including)	496	43.66
	31-35岁	31-35	222	19.54
	36-40岁	36-40	177	15.58
	41-45岁	41-45	130	11.44
	46-50岁	46-50	48	4.23
	51-55岁	51-55	49	4.31
	56-60岁	56-60	13	1.14
	61岁及以上	Over 61 (including)	1	0.1
	合 计	Total	1136	100

			人数 Number of Staff	比重(%) Percentage(%)
文化结构 Educational Background structure	博士	Doctoral Degree	24	2.11
	硕士及研究生	Master Degree	447	39.35
	本科	Bachelor Degree	605	53.26
	专科	Collegiate Level	52	4.58
	中专	Technical Secondary School	4	0.34
	高中	Senior High School	3	0.26
	初中及以下	Junior High School and Under	1	0.1
		合 计	Total	1136

			人数 Number of Staff	比重(%) Percentage(%)
职称结构 Professional Background Structure	高级职称	Senior	154	13.56
	中级职称	Middle Level	373	32.83
	初级职称	Junior	226	19.89
		合 计	Total	753