



# 人力资源

## Human Resources

2014年，中国进出口银行积极推动人力资源管理工作创新发展，为银行的改革提供有力的人才支持。

一、努力构建有效管用、简便易行的选人用人机制。坚持个别提拔和竞争上岗并重，着力推动干部选拔方式“多条腿走路”。积极贯彻落实《关于完善竞争性选拔干部方式的指导意见》，干部选拔流程坚持程序简约、操作方便，提高了竞争上岗的工作质量。尝试引入全行统一的资格认证，在总行开展试点，专业人才职务层级晋升更加注重专业资格。

二、坚持分类施教，着力推进能力培训和知识更新。认真开展各类专题培训及讲座，完善了员工的知识结构，拓宽了宏观视野。全年总行共举办培训项目120个，培训总学时约11万小时，参训近6250人次。积极构建具有我行特色的在线学习平台，建成网络培训学院。

三、优化考核指标，完善约束激励机制。印发《中国进出口银行行员年度考核评价办法(试行)》，努力创造更好的人才成长环境。完善绩效考核管理体系，调整绩效考核指标，通过科学激励，努力做到全面、客观、公平、公正。

In 2014, the Bank improved human resources management and enhanced staff competence in the interest of carrying out reform of the Bank.

First, we instituted a simplified and effective mechanism for post selection and appointment. We placed equal emphasis on both special and competitive post promotion and adopted a multi-pronged approach in selecting senior managers. We fully implemented the *Guidelines on Improving the Use of Competitive Methods in Selecting Senior Managers*, streamlined the procedures of senior manager selection, thus ensuring the competence of senior managers selected through competition. We introduced on a trial basis a unified qualification certificate system in the Bank's headquarters, with the aim of extending it bank wide and make professional qualifications a key requirement for promotion to senior positions.

Second, we took a differentiated approach to staff training to enhance capacity building and upgrade staff knowledge. Training courses and lectures on various topics were organized, which enabled the bank employees to acquire more knowledge and broaden their horizon. In 2014, 120 training classes were organized, providing 110,000 hours of training for the staff 6,250 person/times. We also developed an online learning platform tailored to the Bank's needs and opened an online training college.

Third, we adjusted the performance evaluation indicators and improved the compliance and incentive system. The *Methods for Conducting Annual Performance Evaluation of Employees of China Eximbank (Provisional)* were issued to create an enabling environment for fostering high-calibre professionals. We improved the performance evaluation system, adjusted indicators for performance evaluation and provided more effective incentives to make the evaluation process more comprehensive, objective, impartial and fair.





### 中国进出口银行职工年龄、文化结构(2014年)

#### Age Composition and Education Background of the Employees of China Eximbank (2014)

			人数 Number of Employees	比重 Proportion
年龄结构 Age Composition	30岁及以下	30 years or below	969	38.1%
	31 – 40岁	31-40 years	1041	40.8%
	41 – 50岁	41-50 years	391	15.4%
	51岁及以上	51 years or above	145	5.7%
	合 计	Total	2546	100%
文化结构 Education Background	博士	PhD	63	2.5%
	硕士及研究生	Master	1375	54%
	大学	Bachelor	1064	41.8%
	大专	Junior college	36	1.4%
	中专以下	Secondary technical school or below	78	0.3%
	合 计	Total	2546	100%

