

MERCER PUBLIC WORKSHOP

美世公开研讨会

国际职位评估认证（3.1版本）

“国际职位评估”系统作为享誉世界、有效而实用的管理工具，目前，已被全球数千家著名跨国企业采用，用于薪酬数据调研、内部薪酬结构设计、员工发展规划、组织结构调整，以及绩效管理等。

美世顾问在一贯服务客户的基础上，更愿“授人以渔”，与大家分享咨询经验，指导“国际职位评估”（3.1版）的使用方法，使人力资源管理人士成为获得美世资格认证的企业内部“职位评估师”，享有企业内部职位评估的能力和资格。通过在培训课程最后的2个小时独立闭卷考试的培训学员将获得美世公司颁发的资格证书。

课程概述

国际职位评估系统（3.1版）介绍

- 美世3P人力资源管理模型
- 什么是职位评估
- 为什么要进行职位评估
- 美世国际职位评估法的优点在哪里

职位评估的流程

- 职位评估的一般流程
- 职位评估的关键成功因素
- 美世国际职位评估法具体介绍
 - 四因素、十维度（常用维度）
 - 危险性（可选维度）
- 职位评估完成后的沟通与管理

美世国际职位评估体系的应用

- 职位内部关系
- 职位等级和晋升
- 薪酬架构
- 职称体系参考
- 职位和任职者胜任度比较
- 组织分析

学员收获

除了介绍美世在职位分析方面的方法论，该课程旨在于讲述“美世国际职位评估系统”（3.1版）的理念及运用方法，来帮助学员独立地对自己公司内部的典型职位进行评估。

学员对象

人力资源管理人士，特别是从事组织发展、薪酬管理等方向的专业人士

联络

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CERTIFIED COURSE FOR INTERNATIONAL POSITION EVALUATION (IPE 3.1)

As one of our proprietary effective management tools, the International Position Evaluation (IPE) system is currently being used by thousands of global corporations to revamp their organizational structure, as well as for compensation benchmarking, internal compensation restructuring, employee career path design, and performance management. We want to equip HR managerial professionals with the skills needed to become internal position evaluators by taking them through the evaluation methodology and its nuances and application. Participants who pass the two-hour independent closed-book examination after the course will be awarded a certificate by Mercer.

TOPICS COVERED

Introduction to IPE v3.1

- Mercer 3P Human Resource Management Model.
- What's job evaluation?
- Why job evaluation?
- Why choose Mercer's IPE?

The Process of Job Evaluation

- General process.
- How to choose key positions.
- Detailed instruction in IPE 3.1:
 - Four factors, ten dimensions.
 - Risk (optional).
 - Communication after job evaluation.

Application of IPE 3.1

- Position matrix.
- Job grade and promotion.
- Salary structure.
- Title system reference.
- Comparison between position and competency modeling.
- Organization analysis.

CONTACT

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BENEFITS TO PARTICIPANTS

Besides familiarization with Mercer's approach to role clarification, this workshop aims to impart both the concept and the skills associated with using IPE 3.1 in order to help you evaluate typical positions in your own organization independently.

TARGET PARTICIPANTS

This course is designed for HR professionals, especially those responsible for organization development, compensation, and talent management.

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