

MERCER PUBLIC WORKSHOP

美世公开研讨会

派遣人才的薪酬福利设计

如何为海外派遣和国内派遣人才设计合适与科学的薪酬福利体系,提升公司在派遣人才吸引、保留与激励管理方面的有效性?

美世为期2天的研讨会,将以人才派遣全面管理模型为出发点,系统性的分享如何基于业务发展战略、人才战略和派遣类型,对海外和国内派遣人才的薪酬福利体系进行设计,包括生活成本津贴、生活质量津贴、派遣服务津贴、派遣准备期福利、派遣前期福利、派遣中期福利以及回派管理等。您将学习到系统科学的方法论,并收获丰富的市场实践信息和定制化的案例练习。

课程大纲

外派类型概述

常见的外派人员薪酬方案

- 国家/国际薪资法
- 净收入到总收入转换法
- “Local+”方法
- 平衡表法

平衡表法的详细设计方案

- 收入均衡
 - 商品与服务 (生活成本津贴)
 - 住房
 - 个人所得税(税负平衡与税务保护)
- 津贴和激励
 - 国际派遣/外派激励津贴
 - 艰苦/地区津贴

薪资发放方式

- 薪资支付各方式的利弊
- “两地分别支付”模型
- 货币汇率波动的影响

薪资发放方式

海外派遣市场数据的解读与应用

外派员工发薪管理问题

其他派遣合同条款

联络

美世学习与发展热线电话

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本地化与本地雇佣外籍员工

短期派遣

回派管理

如何应对外派人员提出的挑战性问题

成本与风险管理

中国国内派遣政策与实践

学员收获

- 全面理解派遣人才管理模型
- 掌握如何开发派遣人才薪酬福利管理战略
- 掌握派遣人才薪酬福利管理的实操性方法
- 掌握如何提高派遣人才管理的有效性

学员对象

企业人力资源管理人员/薪酬福利管理人员/派遣人才管理人员; 企业业务管理人员(团队成员包括派遣人才)

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COMPENSATION AND BENEFIT DESIGN FOR MOBILITY TALENT

How can you design appropriate and scientific compensation and benefits systems for international assignment and domestic transfer employees that enhance the efficiency of attraction, retention, and incentive management for these groups?

This two-day workshop starts with Mercer's Employee Assignment comprehensive management model, then shares how to design a C&B system for international assignment and domestic transfer employees that is based on business development strategy, talent strategy, and assignment type. This system includes cost-of-living allowance (COLA), life-quality allowance, assignment-service allowance, and assignment welfare in preparation, early, and midterm periods, as well as return management. Participants not only master Mercer's systematic and scientific methodology but are also presented with rich market practice and customized cases.

TOPICS COVERED

Expatriate type overview

Alternative expatriate remuneration approaches

- National/international pay scales.
- Net-to-gross analyses.
- "Local Plus" pay.
- Balance sheet approach.

The balance sheet approach in detail

- Income equalizers.
- Goods and services (COLA).
- Housing.
- Income tax (tax equalization vs. tax protection).
- Premiums and incentives.
- International assignment/mobility premiums.
- Hardship/location premiums.

Pay delivery options

- Pros and cons of alternatives.
- "Split pay" model.
- Impact of currency exchange rate fluctuations.

CONTACT

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International assignment data analysis and application

Expatriate pay administration issues

Other international assignment terms and conditions

Localization

Short-term assignments

Return management

Dealing with challenging expatriate problems

Cost and risk management

Domestic transfer policy and practice

BENEFITS TO PARTICIPANTS

- Gain a comprehensive understanding of the Employee Assignment management model.
- Learn how to develop a management strategy for Employee Assignment compensation and benefits.
- Master a practical method for Employee Assignments' compensation and benefits.
- Learn how to improve the effectiveness of Employee Assignment management.

TARGET PARTICIPANTS

HR professionals in charge of HR management/C&B management/
Employee Assignment management; business management
employee (including mobility talent team members)

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