

MERCER PUBLIC WORKSHOP

美世公开研讨会

人力资源通才

伴随着人力资源变革的深化，外部市场和业务发展都要求人力资源专业人士能够全面、体系化地理解和运用人力资源各个模块的知识，进而能够基于整体性思考对业务的需求和快速变化制定有效的策略和方案。人力资源通才研讨会将帮助各位学员快速掌握人力资源管理的全面知识和技能，同时提升解决实践问题的能力。通过提升人力资源管理者们的整体专业水平，使其更加有效地支持企业的战略落地。

美世为期3天的研讨会会在内容层面将会按照美世3P人力资源管理理论构建，涵盖组织和岗位管理、人才管理、薪酬和绩效管理中的各个模块。在学习形式上，将采用美世复合教学模式—在线学习、线下面授与在线测试。美世会在课前开通4门与课程内容相关的在线课程，线上学习与测试有助于预习和复习理论知识和工具方法，面授研讨则更加关注重点知识的融会贯通、实战演练、实际案例的讨论和问题解决，线上线下相结合，强化巩固学习效果，为每位学员带来精彩充实的学习旅程。

课程概述

组织和岗位管理

- 明晰业务战略
- 组织基本概念
- 管控模式
- 组织结构模型
- 岗位职责梳理
- 岗位编制
- 岗位评估

人才管理

- 能力模型
- 人力资源规划
- 招聘
- 职业发展
- 培训和发展

薪酬和绩效管理

- 整体薪酬
- 薪酬策略
- 薪酬架构
- 薪酬预算
- 绩效管理

联络

美世学习与发展热线电话

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学员收获

- 全面了解HR管理的基本职能
- 掌握HR管理不同职能的基本知识和技能
- 系统性思考人力资源管理的相关问题, 科学有效决策

学员对象

人力资源总监, 人力资源经理, 人力资源业务伙伴, 从负责单一职能到全面管理的人力资源专业人士, 其他希望全面掌握人力资源管理的专业人士

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HR GENERALIST

Today's business development requires HR professionals to apply knowledge of many different areas so that they can design strategies and make appropriate decisions based on a holistic view of business needs in a rapidly changing environment. This workshop will help participants quickly acquire the overall knowledge and skills of HR management quickly and help them become capable of problem solving in practice. It will also help HR professionals more effectively support the business strategy.

This workshop is based on Mercer's 3P HR management structure and will cover all aspects of HR knowledge, including organization and position management, talent management, compensation and performance management, and more. We will take the method of Mercer blended learning: online learning, offline training, and online assessment. Mercer will open four related online modules before the workshop. The online learning and assessment will help participants preview and review theory, knowledge, tools, and methods, and the face-to-face workshop will focus on practicing key knowledge, discussing real cases, and learning how to deal with practical HR problems. The highly effective "online to offline" learning method will consolidate learning and bring participants a fruitful educational journey.

TOPICS COVERED

Organization and position management

- Define the business strategy.
- Define an organization.
- Build a management and control model.
- Develop an organizational structure model.
- Clarify position responsibilities.
- Plan headcount.
- Evaluate positions.

Talent management

- Competence modeling.
- Workforce planning.
- Recruitment analysis.
- Career development.
- Training and development.

CONTACT

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Compensation and Performance Management

- Total rewards
- Compensation strategy
- Pay structure
- Compensation budgeting
- Performance management

BENEFITS TO PARTICIPANTS

- Learn the basic functions of HR management.
- Master the basic knowledge and skills of different functions in HR management.
- Think about HR-management-related issues systematically, and make decisions more effectively.

TARGET PARTICIPANTS

HR directors, HR managers, HR business partners, HR professionals who transfer to general HR management from a single function, and professionals who would like to master comprehensive HR knowledge and skills