

# MERCER PUBLIC WORKSHOP

## 美世公开研讨会

### 走出去-跨国人力资源管理实务

随着“一带一路”建设深入推进，中国与世界各国的互利合作进一步深化，打造产业集群式走出去平台，中国智造、中国建设、中国服务加快了“走出去”步伐，受到沿线国家的欢迎。

中国企业参与“一带一路”建设面临着哪些人力资源的挑战和问题？怎样更好地“借助东风”，协助业务部门深化海外协作，实现互利共赢，是人力资源部门的重要命题之一。美世《中国企业海外派遣管理最佳实践调研报告》发现，72%的调研参与企业都表示对海外当地法律法规、商业文化习惯等的不了解，成为阻碍人才流动的重要因素之一，对海外业务运营产生不良影响。

美世为期1天的走出去-跨国人力资源管理实务培训将基于国家差异性，有针对性地撷取当地人力资源管理相关的热门话题，从国家政策、市场实践、风险管理、跨文化沟通等多方面协助企业了解当地信息，助力企业提升人才管理的效率。

#### 课程概述

##### 国家简介以及与中国企业投资合作政策

- 国家简介
- 政治环境和经济状况
- 社会文化环境
- 主要城市简介
- 海外国家与中国投资合作的政策

##### 国家劳动力市场简介

- 目标国劳动就业的相关规定
- 目标国劳动力市场概况
- 外籍员工雇佣规定（含出入境）
- 合同类型和适用期
- 工作时间和假期

##### 国家法定社会福利体系简介

- 社会保险计划
- 退休、死亡、伤残、医疗、失业等相关福利
- 额外补贴

#### 研讨会信息

时间地点：  
北京  
5月25日  
(上午：印度；下午：泰国)

上海  
7月20日  
(上午：日本；下午：俄罗斯)

费用：  
RMB 3,600 (含6%增值税)

#### 联络

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[learning.china@mercer.com](mailto:learning.china@mercer.com)

- 弹性福利计划及市场补充福利
- 职业健康与安全

### 国家劳动力成本和薪酬构成

- 最低工资和社平工资
- 薪酬构成
- 薪酬水平和人工成本
- 当地消费水平与生活质量
- 个人所得税

### 人力资源风险管理

- 重点关注 - 与当地工会和其他组织的关系
- 重点关注 - 合规化风险管控
- 重点关注 - 社会和恐怖安全风险

### 风俗习惯和跨文化沟通

- 社交礼仪和风俗习惯
- 商务会谈和商务礼仪
- 目标国当地运动休闲信息

### 学员收获

- 了解俄罗斯、日本（上海开课）/印度、泰国（北京开课）政治经济整体情况
- 了解上述国家劳动力合规化管理要点
- 了解上述国家劳动力市场整体成本水平
- 了解上述国家风险及跨文化相关内容

### 学员对象

在俄罗斯、日本、印度，泰国新设机构或已有运营分子公司的企业人力资源管理人员/薪酬福利管理人员/海外派遣管理人员；企业业务管理人员（团队成员包括外派人才）

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## 美世公开研讨会

### GOING ABROAD—TRANSNATIONAL HR MANAGEMENT PRACTICE

With the deployment of the "Belt and Road Initiative", mutually beneficial cooperation between China and other countries have been further deepened to create a platform for industrial companies' groups to go global. China Smart Manufacturing, China Construction, and China Service have accelerated the pace of "going global" and been welcomed by countries along the route.

What human resource challenges and problems are Chinese companies facing in participating in the "Belt and Road"? It is one of the important propositions for the HR department to better "use the help of policy" to assist business units to deepen overseas cooperation and achieve win-win results. Mercer "Chinese Companies International Assignment Best Practices survey report" found that 72% of the participants said they did not understand laws and regulations, business and cultural practices abroad. These became major obstacles to the mobility of talents, causing negative impact for business operations.

Mercer's One Day Going Abroad - Transnational HR Management Practices Training will focus on hot topics related to human resources management in targeted fields based on national differences. From national policies, market practices, risk management, intercultural communication, the training would help companies better understand local information to improve the efficiency of talent management.

#### TOPICS COVERED

##### Country Overview and Trade Policy with China

- Country Overview
- Political and Economic Environment
- Social Environment
- Main Cities Introduction
- Trade Policy with China

##### Labor Market Overview

- Employment Condition
- Labor Market Overview

#### WORKSHOP INFORMATION

Time and Place:

Beijing

May 25

(Morning: India; Afternoon: Thailand)

Shanghai

Jul 20

(Morning: Japan; Afternoon: Russia)

Price:

RMB 3,600(including 6% added-value tax)

#### CONTACT

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- Expatriates Employment Regulation (Immigration)
- Contract Type and Duration
- Working Time and Leave

### Statutory Benefits Overview

- Social Security
- Retirement, Death, Disable, Medical and Unemployment
- Perquisites and Allowance
- Flexible Benefits Programme
- Occupational Health and Safety

### Labor Cost and Compensation

- Minimum Wage and Social Average Wage
- Compensation Structure
- Pay Level and Labor Cost
- Cost of Living and Quality of Living
- Personal Tax

### HR Risk Management

- Focus–Industrial Relations
- Focus–Compliance Risk Governance
- Focus–Social and Terrorism Risk Management

### Customs and Intercultural Communication

- Social Code and Customs
- Business Meeting and Business Etiquette
- Sports and Leisure

### BENEFITS TO PARTICIPANTS

- Gain Basic Information of Politics and Economy in Russia, Japan (Shanghai Session) /India, Thailand (Beijing Session)
- Gain Key Information about Employment Compliance
- Gain Labor Cost and C&B Information
- Gain HR Risk and Intercultural Content

### TARGET PARTICIPANTS

Those in charge of setting up/managing human resources, compensation & benefits, and employee assignments in

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Russia/Japan/India/Thailand; business management employees  
(Includes mobility and talent team members)

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