

# MERCER PUBLIC WORKSHOP

## 美世公开研讨会

### 建立全球视野的国际人才派遣机制

#### 构建国际人才派遣全流程管理体系，优化设计国际派遣薪酬福利与人才政策，助力企业有效参与国际竞争

如何为国际外派人才设计合适与科学的整体性管理体系以及相应的管理政策，提升公司在外派人才吸引、保留与激励管理方面的有效性？

美世为期 2 天的研讨会，将以国际外派人才的整体管理解决方案为出发点，系统性地分享如何基于业务发展战略、人才战略和派遣类型，对国际外派人才的薪酬福利及管理体系进行设计，包括生活成本津贴、生活质量津贴、外派服务津贴、外派准备期、外派前福利支持、外派期间福利支持、回派安置、外派风险、外派政策制定以及外派相关各类供应商管理等。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。

#### 课程概述

##### 国际外派人才薪酬管理解决方案

- 外派人才付薪原则
- 外派人才薪酬-基于派出国的付薪
- 外派人才薪酬-平衡表法的详细设计方案
  - 商品与服务 (生活成本津贴)
  - 住房
  - 国际外派激励津贴
  - 艰苦/地区津贴等
- 外派人才薪酬-基于派驻国的付薪
- 外派人才个税与社保管理原则
- 付薪与汇率影响
- 案例练习

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### 国际外派人才海外福利管理解决方案

- 外派准备-出入境要求及签证专题
- 外派准备-搬家
- 外派期间福利支持-退休金计划、医疗与保险
- 外派结束期-管理决策

### 国际外派人才项目管理

- 外派准备期计划与合规：候选人选拔、外派项目发起及薪酬准备
- 外派准备期管理：供应商、员工责任与特殊情况
- 外派期间持续性支持
- 回派管理：追踪与合规
- 案例分析与讨论

### 国际外派人才日常管理、风险及政策设计

- 外派人才日常管理概述
- 日常风险管理
- 国际外派人才政策设计与优化

### 国际外派人才管理职能与供应商管理

- 国际外派人才管理职能、角色与相关决策
- 国际外派相关供应商管理
- 案例分析与讨论

### 学员收获

- 全面理解外派人才管理模型与解决方案
- 掌握如何开发及设计外派人才薪酬福利管理战略
- 掌握国际外派人才政策设计与管理的实操性方法

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- 掌握如何提高外派人才管理的有效性

### 目标学员

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

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## COMPENSATION AND BENEFIT DESIGN FOR INTERNATIONAL ASSIGNEES

How to design appropriate and scientific overall management system & policy for international assignment to enhance the efficiency of this group's attraction, retention, and incentive management?

The two-day workshop will start with the Employee Assignment comprehensive management model, then move to sharing how to design a compensation & benefits and management system for international assignment based on business development strategy, talent strategy, and assignment type. This system includes cost of living allowance, quality of living allowance, and assignment service allowance, assignment welfare supporting in preparation, early, and midterm periods, as well as return management, risk management, mobility policy design and vendors management. Participants will not only learn Mercer's systematic and scientific methodology but also be presented with rich market practice and customized cases.

## TOPICS COVERED

### **International Assignees' Remuneration Approaches**

- Principles of assignees' compensation
- International Assignees' compensation—home-based approaches
- International Assignees' compensation—home balance sheet design
  - Goods and services (COLA)
  - Housing
  - International assignment/mobility premiums
  - Hardship/location premiums
- International Assignees' compensation—host-based approaches
- Personal tax and social security management
- Pay administration issues and exchange rate
- Case study

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## **International Assignees' Benefits Approaches**

- Pre-assignment – Visa topic
- Pre-assignment – Relocation benefits
- On assignment – Pensions, medical and insurance risk
- End of assignment – Alternatives and considerations

## **International Assignees' Project Administration**

- Pre-assignment planning and compliance: candidate selection, assignment initiations, costings and package preparation
- Pre-assignment logistics: vendors, employee responsibilities and exceptions
- On assignment: ongoing support
- Post assignment: monitoring and compliance
- Case study and discussion

## **Global Mobility Governance, Risk and Policy Design**

- Introduction to global mobility management
- Governance and risk management
- Global mobility policy segmentation and development

## **Global Mobility Function, Vendors and Technology**

- Global mobility function, roles and related decisions
- Global mobility vendors: outsourcing, co-sourcing, and business partnering
- Case study and sharing

## **BENEFITS TO PARTICIPANTS**

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

## **TARGET PARTICIPANTS**

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- People who are in charge of HR management/compensation and benefit management/Employee Assignment management
- Business management employee (team members include mobility talent)