

2022中国数字化人才 人力资源实践报告

数字化人才人力资源实践报告提供数字化变革和管理中最新的市场动态和人才管理的实践。调研覆盖数字化部门的组织设计、薪酬福利、人才吸引和保留、激励和绩效管理等内容，同时关注新兴的热门岗位和创新业务模式的发展趋势,为企业搭建数字化人才管理体系提供市场实践与行业洞见。

报告内容

公司信息

- 财务规模
- 人力资本信息
- 数字化业务模式
- 数字化成熟度 **NEW**

数字化部门组织信息

- 组织架构
- 职能与职级设置
- 职业发展通道 **NEW**
- 劳动力结构

薪酬福利管理

- 薪资结构
- 薪酬对标实践
- 薪资增长预算
- 关键岗位薪资(部分) **NEW**
- 福利实践

激励与绩效管理

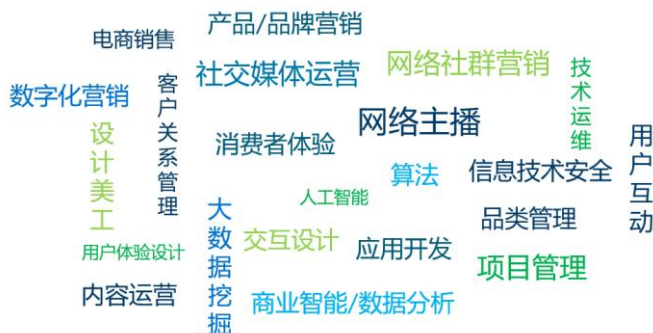
- 绩效评估和衡量标准
- 短期激励计划
- 长期激励计划
- 特殊激励计划
- 奖金池资金来源

数字化人才管理实践

- 关键人才定位
- 人才吸引与招聘
- 人才培养与发展 **NEW**
- 人才流动与保留

案例分享/美世观点

调研覆盖: **NEW**



调研时间表

调研基准日期	2022年3月15日
数据收集截止日期	2022年4月30日
报告交付日期	2022年6月30日



调研价格

参调价	26,500元
非参调价	53,000元

**报价已包括税费 (6% VAT)*

2022 China Digital Talent HR Practice Report

China Digital Talent HR Practice Report provides the latest market trends and talent management practice in digital transformation and management. This report covers the practice of digital function in organization structure, compensation and benefits, talent attraction and retention, incentives and performance management, etc. Besides, it focus on the emerging hot positions and the development trend of innovative business models, in order provide market practices and insight for companies to establish the digital talent management mechanism.

Report Content

Company Information

- Financial Volume
- Human Capital Information
- Digital Business Model
- Digitalization Maturity **NEW**

Organization Information

- Digital Organization Structure
- Digital functions and Levels
- Career Path **NEW**
- Workforce Structure

Compensation & Benefit Management

- Salary Structure
- Benchmarking Practice
- Salary Increase Rate
- Key Position Salary(Partial) **NEW**
- Benefit

Incentive & Performance

- Performance Rating & Measurement
- Short-term Incentive Plan
- Long-term Incentive Plan
- Special Incentive Plan
- Pool Funding

Digital Talent Management Practice

- Key Talent
- Talent attraction & acquisition
- Talent Development **NEW**
- Talent Turnover & Retention

Case Sharing & Mercer Insight

Report Coverage: **NEW**



Timeline

Data Effective Date	March 15, 2022
Data Submission Deadline	April 30, 2022
Report Delivery Date	June 30, 2022



Pricing

Participant	RMB 26,500
Non Participant	RMB 53,000

**Total fee are inclusive local taxes (6% VAT)*