

美世认证项目

美世的HR认证项目包括三大认证课程体系：薪酬管理认证课程、人力资源业务伙伴认证课程、人才管理认证课程。HR认证项目既可系统的培养人力资源管理者专业深度，又能促进对人力资源团队中优秀人才的保留与激励。

学员在两年内参加指定范围内的6门课程：包括3门必修课程和3门选修课程。学员完成所有课程后，需准备书面学习报告并参加与美世资深顾问的“一对一”测评。测评通过之后将获得认证证书。截至2016年底，已有百余名人力资源管理者通过测评获得了认证证书。

参加美世HR认证的学员同步可以获得美世在线课堂账号，在美世23门人力资源在线课堂中任选8门课程开展线上学习。

一、薪酬管理认证课程

核心课程-必修3门：

- 3P人力资源管理
- 国际职位评估认证
- 利用薪酬报告制定薪酬架构

选修课程-选修3门：

- 战略性薪酬规划与全面预算
- 销售激励方案设计
- 职位体系设计与优化
- 国际外派人才的薪酬福利设计
- 战略性绩效管理：工具与实践
- 人力资本衡量与分析

二、人力资源业务伙伴认证课程

核心课程-必修3门：

- 3P人力资源管理
- 人力资源如何成为有价值的业务伙伴
- 人力资源如何成为变革推进者

选修课程-选修3门：

- 人力资源通才
- 伙伴式咨询技术和实践
- 人力资源管理者财务知识必备
- 互联网思维下人力资源管理新视角
- 发展与保留关键人才
- 人力资源管理者的高效项目管理

三、人才管理认证课程

核心课程-必修3门:

- 3P人力资源管理
- 能力模型的建立、评估与应用
- 直指决策的全面战略人才管理(含沙盘演练)

选修课程-选修3门:

- 结构化行为面试: 基于能力的人才选拔与招聘
- 企业学习发展体系的构建与优化
- 战略性绩效管理: 工具与实践
- 保留与激励关键人才
- 领导力评估与发展
- 人才管理的心理学思维与应用

MERCER CERTIFICATION PROGRAM

To help HR managers achieve new levels of professionalism and to enable companies to identify and retain key members of their HR teams, Mercer has launched three HR certification programs: the Compensation Management Certification, HR Business Partner Certification Program and Talent Management Certification Program.

Participants are required to attend six Mercer training workshops within a period of two years: three core and three elective workshops. On completion of the certification program, participants are required to submit a written study report and take part in an assessment with an experienced Mercer consultant. On passing this assessment, participants are awarded course certification. Over 100 HR managers passed the assessment and received certification by the end of 2016.

Participants will receive a free Mercer online account to get eight choices from 22 HR online courses.

COMPENSATION MANAGEMENT CERTIFICATION PROGRAM

Core workshops (choice of three)

- 3P Human Resource Management
- Certified Course for International Position Evaluation
- Utilizing Compensation Survey for Pay Structure

Elective workshops (choice of three)

- Strategic Compensation Planning and Budgeting
- Sales Incentive Design
- Position System Design and Optimization
- Compensation and Benefit Design for International Assignees
- Strategic Performance Management: Tools and Practice
- Compensation and Benefit Design for Talent Mobility

HR BUSINESS PARTNER CERTIFICATION PROGRAM

Core workshops (choice of three)

- 3P Human Resource Management
- How to Become a Valuable HR Business Partner
- Becoming a Change Agent

Elective workshops (choice of three)

- HR Generalist
- Consulting Skills for Partnering
- Financial Essentials for HR Management
- A New Perspective on HR Management With an Internet Mindset
- Developing and Retaining Key Talent
- Project Management for HR Professionals

TALENT MANAGEMENT CERTIFICATION PROGRAM

Core workshops (choice of three)

- 3P Human Resource Management
- Competency Modeling, Assessment and Application
- Strategic Talent Management

Elective workshops (choice of three)

- Structured Behavioral Interview: Competency-Based Selection and Recruitment
- Structuring and Optimizing Organizational Learning and Development System
- Strategic Performance Management: Tools and Practice
- Developing and Retaining Key Talent
- Leadership Assessment and Development
- The Thinking and Application of Psychology in Talent Management