

Perspective

华信惠悦观点

Hong Kong edition

human capital •

WELCOME to Perspective, a Spring edition with a special China Strategy Focus.

As in each issue, we strive to bring you topics that have the business, financial and HR communities in Hong Kong and Greater China buzzing.

In Speedread, we follow Dr. Graeme Field, who recently rejoined Watson Wyatt after a powerful stint in the corporate world, as he walks us through the spirit and mechanics of Talent Management. A burning topic for those who experience, on a daily basis, high staff turnover, performance management issues, and the need to retain critical talent.


Sales Effectiveness and Compensation is the subject of our cover story exploration based on the findings of a recent Watson Wyatt global study. Sales forces make the most direct contribution to an organization's performance, and how they effectively manage their time and accounts impacts the bottom line directly. Target-date retirement funds in Money Talk are the flavor du jour for those who want to plan their retirement years with a life cycle choice. Finally, Executive Compensation and the factors that contribute to determining CEOs pay components are examined in our Viewpoint.

This issue's centre piece is a special China Strategy Focus that groups four stories with a common theme – harnessing the value of Chinese employees through engagement and rewards. Leadership Forum looks at the secrets of Best Companies to Work For in China, and how a combination of Communications, Leadership strengths and targeted Comp and Bens contribute to retain valuable talent in those organizations, both foreign and local. Organizational Trends examines the progress of Enterprise Annuities (EAs), the supplementary retirement system that is slowly making headway in China enterprises. Meanwhile, Insight looks at a possible bottleneck in Chinese skilled labor, and where the next talent will come from. Finally China Horizons helps multinational companies settled in China re-evaluate their strategy in the light of the new labor law and other recent workforce developments.

I hope you enjoy this edition of Perspective and find in it directions and solutions to the most common and burning issues of doing business in China.

本期主题「中国焦点策略」以同一个主题贯穿四篇文章—透过承诺度及回报总结中国雇员的价值。「领袖论坛」解开中国最适宜工作的公司成功之奥秘, 以及如何透过沟通, 领导力量及度身订造的薪酬及福利去保留本地及由外地输入具有价值的人才。「组织趋势」一文考证作为补充养老保障的企业年金在中国逐步发展的趋势; 而「企管透视」则深入探讨中国技术劳工市场供过于求的潜伏浪潮, 以及下一批人才将从哪里来。最后「中国瞭望台」一文叙述华信惠悦如何协助外资企业重新整合它们在中国的策略, 以面对及应付新修订之劳工法例及其他近期劳工市场的发展。

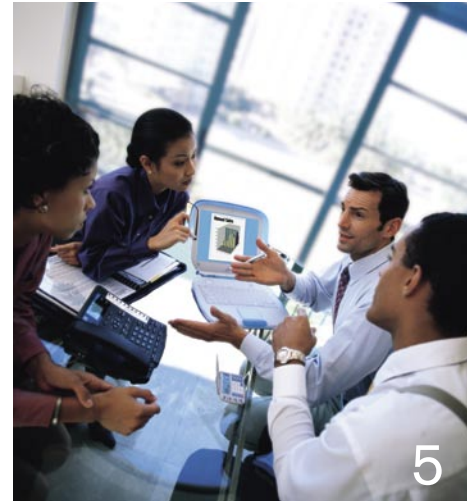
希望大家享受今期的精采内容, 并从中找到在中国营商的方向, 及应付常见问题的法门。



Keat Tian



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Watson Wyatt Perspective Greater China

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