

Recruiting and Managing Staff in China



Target audience

Business and project managers in China, managers of sites located in China, human resources directors recruiting staff in China, international mobility directors.



Prerequisite

No prerequisite



Objectives

This meeting aims at significantly improve the delegates' efficiency in their professional relationships with the Chinese. By the end of the session, they will have acquired essential tools to:

- Better understand Chinese culture and context
- Decipher cultural codes and misunderstanding situations
- Analyze the Chinese labour market
- Apprehend the social relationships system in a bicultural context
- Anticipating the malfunctioning due to cultural differences
- Lead and manage staff and teams in China



Added value

- Create your Cultural Profile
- Access to 70 Country Packs
- Pragmatic, fun e-learning
- Interactive method
- Acquire operational tools



Corporate Training Solutions

Duration: to define.

You wish to organise a specific training course ?

Contact us !

PROGRAMME OUTLINE

MODULE 1 : RECRUITING STAFF IN CHINA

1. Learning about the cultural and legal frame

- Identifying the bicultural situation and its consequences
- How the chinese firms work
- Establishing in China: the different options available (representative office, joint venture, wholly owned foreign enterprise)
- Knowing the social legislation: the new law on labour (01-01-2008)
- The unions and their role in the firm, the Communist Party, the administration

2. Analysing the Chinese labour market

- A rapidly growing yet poor market
- The wages and social welfare: legal system, options
- Evaluating the geographical situation
- Qualifications, diplomas, competencies
- Staff turn-over

3. Defining the conditions and methods of recruiting

- The recruitment: peculiarities due to qualitative aspects of the labour market. Qualitative and quantitative objectives
- Specific modes of operation: the internal actors of the firm
- The official public organisms: FESCO-Foreign Enterprises Service Company, CIIC-China International intellectech Company
- Direct or cabinet recruitment

4. Adapting the procedure and the recruiting methods to the Chinese market

- Functions and profiles
- Advertisements, direct approach research
- Interviews and tests

MODULE 2 : MANAGING THE STAFF AND THE TEAMS

1. Local management or expatriate

- Factors to take into account:
 - Cultural difference
 - Qualifications and competencies
 - Training background: french, chinese, intercultural
 - Comparative costs
- Elements of choice: willpower or pragmatism?

2. Local management

- Labour market integration
- Knowledge of firm work relations
- Understanding of politics and business strategies
- Managers of Chinese staff, go-betweens

3. The expatriates' management

- Relation with the head office and the parent company
- The know-how
- Financial power

4. Securing the loyalty of partners

- Giving a sense of responsibility and organising career development plans
- Giving training sessions, developing intercultural management
- Reciprocal assessment and putting forward a coherent salary plan

5. Determining the pay system

- Analysing the market and the salary average
- Defining the elements of the salary
- Setting up "packages"