



# Human Resources

## 人力资源行业

### HOT JOBS 2019

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- Talent Development Expert
- Organization Development Expert
- Human Resources Business Partner
- Talent Acquisition Partner
- Compensation & Benefits Expert
- Learning & Development Expert
- HR SSC Head

人才发展专家  
组织发展专家  
人力资源业务伙伴  
人才招聘业务伙伴  
薪酬福利专家  
学习发展专家  
人力资源共享中心负责人

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Technologies will never replace humans. We should fully explore and recognize the core value of each job under different human resource management models. In addition, we should adapt to changes to remain competitive.

技术永远无法代替人类，我们应该正视不同人力资源管理模式下个岗位的核心价值，挖掘并体现不同岗位上价值。同时，随机应变，不进则退。

# Human Resources

## 人力资源行业

In recent years, the traditional business model for all industries has remained stable. In order to create new businesses and expand markets, companies are demanding more from existing human resource structure and talent management systems. Companies are willing to invest more in evaluating and improving organizational effectiveness, attracting and maintaining top talents as well as educating talents who exhibit great potential. Additionally, traditional human resource management systems are finding it increasingly difficult to adapt to the ever-changing demands of the market.

Cloud computing, AI, robotics and other new technologies will greatly challenge traditional human resource management methods. For future human resource management, the HR department will be required to understand the business operations of its company and exert influence on its business departments.

Meanwhile, in second and third-tier cities like Chengdu, Wuhan and Zhengzhou, the existing talent pools cannot meet the demands of most companies. These companies have to look for candidates from first-tier cities like Beijing, Shanghai, Guangzhou and Shenzhen where professional opportunities, education, connections and market resources are abundant. First-tier cities remain the best place to live for candidates who want to have a successful career.

Considering the international environment and China's policies which support independent brands, an increasing number of human resource managers are uncertain about whether to work for Chinese or foreign companies. It is apparent that Chinese companies are going to make a great impact in the international arena.

近几年，各行业传统的业务模式趋于成熟稳定，为了加强创新业务的开发及市场拓展，市场及企业对现有的人力资源体系及人才管理提出了更高的要求，无论在组织效能的评估与提升，行业精英的吸引与保留，还是高潜力人才的培养与发展上，企业也将投入更多的资源。同时，传统管理思维模式下的人力资源体系将越来越无法灵活应对快速发展及变化的市场需求。

云处理、AI智能机器人等高新技术的诞生，对传统人力资源管理将带来非常大的冲击。业务与人力资源各自为营、纸上谈兵的时代已经终结，在未来的企业人力资源管理上，市场及企业对人力资源从业者渗透业务、理解业务、影响业务的能力提出了更高的要求。

同时，二三线城市如成都、武汉、郑州等随着经济发展对人力资源岗位的专业要求比以前更高，当地HR人才库已经满足不了企业发展的要求，大部分的关键岗位须从北上广深等城市引进。毕竟专业资源、学习资源、人脉资源、企业资源依然会集中在一线城市，如果想要在专业有所建树，一线城市依然是最佳的选择。

最后，由于国际大环境和我国对自主经营品牌的政策支持等因素影响，越来越多的人力资源管理者将不得不面对内外资平台的选择问题。很显然，我国内资企业将会在国际的舞台上更加壮大。



Ivory Yang  
Consulting Manager



Evan Zheng  
Managing Consultant

# Salary Insight 2019

## 2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Learning&Development Director	学习发展总监	15+	1.2M+
HR SSC Head	人力资源共享中心负责人	12-15	900K-1.5M
Talent Development Director	人才发展总监	10-15	800K-1.5M
Organization Development Director	组织发展总监	10-15	800K-1.5M
Global Mobility Director	全球派遣管理总监	8-15	700K-1.5M
C&B Director	薪酬激励总监	8-15	700K-1.5M
Human Resources Business Partner	人力资源业务伙伴	8-15	400K-700K
Talent Management /Organization Development Manager	人才管理/组织发展经理	6-10	450K-700K
Manager, HR Shared Service Center	人力资源共享服务中心经理	8-12	450K-700K
Compensation &Benefits Manager	薪酬福利经理	8-12	350K-700K
Talent Acquisition Manager	人才招聘经理	8-12	350K-700K
HR Manager (Generalist) - Corporate	人力资源经理 (通用) - 总部	8-10	400K-550K
Learning& Development Manager	学习发展经理	6-8	300K-600K
HR Manager (Generalist) -Plant	人力资源经理 (通用) -工厂	8-10	300K-450K
Corporate Culture Manager	企业文化经理	8-10	300K-400K