

Human Resource Development

In 2011, the Group has endeavored to promote the strategy of “Talents Cultivation”. Following the guidelines of “supporting development, controlling risks, enhancing capability and creating value”, the Group continued to build the human resource system for “hundred-billion enterprise with excellent performance” through innovating talent motivation mechanism and improving the preciseness of human resource management.

In 2011, under the guidance of human resource plan, the Group continued to optimize the structure in accordance with standards comparable to those of its domestic and international peers. The Group directed its resources towards key business areas such as consultation and design, ACO and overseas business and gradually realized outsourcing of low-end business. As at the end of 2011, the Group had a total of 127 thousand staff. Revenue per headcount amounted to RMB418 thousand per year.

In 2011, the Group kicked off the establishment of high-end talents team and expanded the channel for career development of high-end talents. Strategies were deployed in the selection, appointment, appraisal, cultivation and motivation of high-end talents, by which core talents were effectively motivated and retained.

In 2011, the Group continued to strengthen the ability of human resource team. On-the-job training was comprehensively promoted by allocating the internal and external resources of the Group, resulted in an effective enhancement of staff’s capability and skills. In particular, to achieve the goal of project management ability enhancement, the Group’s training resources were devoted to organize various project manager training and certification exams. More than 3,400 project managers had completed such training program. As such, a team of professional project managers was built up with an overall enhancement of the theoretical knowledge and practical skills.

In 2011, the Group has also steadily promoted the construction of the “one portfolio” information system for human resource management to improve the comprehensive analysis and control abilities to human resources. As a result, the human resource management work was improved to be more standardized, precise, professional and scientific.

In 2011, the Group kept on with its “people-oriented” philosophy and care on its staff. The Group abided the relevant national laws and regulations, established a healthy and harmonious work environment for its staff and built stable relationship with its employee. Furthermore, the Group has always stressed the great importance of labor safety and achieved effective protection on the staff’s health and safety.