

HUMAN RESOURCES IN CHINA



THE TECHNICAL GUIDE

Enhance the effectiveness of the recruitment process in your China organization and stay on top of the most relevant regulatory issues on hiring and managing staff in China

Labor Contract — Probation — Compensation
Social Security — Individual Income Tax — Severance Pay
Termination — Confidentiality

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Enhance the effectiveness of the recruitment process in your China organization and stay on top of the most relevant regulatory issues on hiring and managing staff in China. Whether you are a recruiting professional, a hiring manager or another HR-related professional with a focus on China, this Guide covers the basic legal aspects around labor contracts, social insurance payments, overtime, employee termination, and more. In addition, it introduces tools to design interview questions, minimize recruitment biases, or assess competencies.

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ABOUT DIRECT HR GROUP

At Direct HR Group we help our clients manage change. And change always starts with people.

As a group of specialized teams, we provide best-of-class solutions in managing human capital in the fields of leadership, recruitment, assessment, development, and talent insights. With a team of 50 professionals across four cities in China - Beijing, Shanghai, Shenzhen, and Ningbo - we are able to speak eye-to-eye with our client partners and execute on the ground.

Leadership Solutions

Executive Search. Targeted at leadership team positions & managed by a Partner, who serves as Client Advisor and Project Manager.

Management Assessment. Calibrate the leadership capabilities in both your organization and in external selection procedures.

Change Management. We guide leaders to address catalysts of change, hidden factors & blind spots. Interim managers are also available.

Direct HR

Our recruitment practice specializes in recruiting professionals for the following practice areas in China: Engineering & operations; Sales & marketing; and Finance & accounting.

Special focus in the following industries: Industrial Automation, Manufacturing, Machinery, Consumer Goods, Electronics, Chemical, Pharmaceutical, Energy, and Technology.

Assessment Solutions

Diagnostic Tools. Employee engagement and organizational effectiveness tools to turn perceptions into data, pave the way forward and measure progress.

OD Interventions. Activities to create alignment, bring in innovation, improvement and change.

Assessment Tools. Psychometric questionnaires, tests

and 360-degree assessments to optimize job-fit and employee development.

Development Solutions

Leadership Excellence. Navigating leaders' growth from operational managers to global-minded business leaders ready to drive and facilitate organizational change.

Sales Excellence. Streamlining sales processes, strategizing efforts, and developing sales skills and competencies intentionally.

Human Resources Excellence. Enhancing employees' performance through improved HR processes & systems, and strategic talent management.

Learning Organization. Recognizing talent development as a strategic business activity; building in-house learning capabilities via state-of-the-art learning solutions.

Innovation & Digital Transformation. Innovating through digital upskilling, digitizing job functions and processes to better serve customers, engage talent and innovate products and solutions.

Information Solutions

Another differentiation element of Direct HR Group is our passion to share insights in China's HR market and compensation landscape.

We publish articles, interviews and practical guides to offer insights from a wide range of employers and industries.

To learn more about us:

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 www.linkedin.com/company/direct-hr-china/

 Scan the QR Code to follow us on WeChat



ABOUT RÖDL & PARTNER

As attorneys, tax advisers, management and IT consultants and auditors, we are present with 111 own offices in 50 countries. Worldwide, our clients trust our 4,900 colleagues.

The history of Rödl & Partner goes back to its foundation as a solo practice in 1977 in Nuremberg. Our aspiration to be on hand wherever our internationally-active clients are led to the establishment of our first, own offices, commencing with Central and Eastern Europe in 1991. Alongside market entry in Asia in 1994, the opening of offices in further strategic locations followed, in Western and Northern Europe in 1998, USA in 2000, South America in 2005 and Africa in 2008.

Our success has always been based on the success of our German clients: Rödl & Partner is always there where our clients see the potential for their business engagement. Rather than create an artificial network of franchises or affiliates, we have chosen to set up our own offices and rely on close, multidisciplinary and crossborder collaboration among our colleagues. As a result, Rödl & Partner stands for international expertise from a single source.

What Sets Us Apart

Our 'one face to the client' approach sets us apart from the rest. Our clients have a designated contact person who ensures that the complete range of Rödl & Partner services are optimally employed to the client's benefit. The 'caring partner' is always close at hand; they identify the client's needs and points to be resolved. The 'caring partner' naturally is also the main contact person in critical situations.

Rödl & Partner is not just a collection of accountants, auditors, attorneys, management and tax consultants working in parallel. Rather, we work together, closely interlinked across all service lines. We think from a market perspective, from a client's perspective, where a project team possesses all the capabilities to be successful and to realize the client's goals.

Our interdisciplinary approach is not unique, nor is our global reach or particularly strong presence among family businesses. It is the combination that cannot be found anywhere else - a firm that is devoted to

comprehensively supporting German businesses, wherever in the world they may be.

Rödl & Partner in China

Rödl & Partner was one of the first German professional services firms to receive a license to operate in the country and has been advising clients in China since 1995.

We also hold a license to provide legal services, enabling us to support our clients in all legal, tax, accounting and audit related matters. Our comprehensive advisory from a single source translates into a decisive advantage in ensuring the success of our clients' engagements in China.

We assist our clients from our wholly owned offices in Beijing, Guangzhou, Shanghai, Hong Kong, as well as Taicang. Our experienced teams support mainly German and European companies that operate in China via subsidiaries and offices, carry out one-off projects or want to gain a foothold in the Chinese market.

The focal point of rendered services is legal and tax structuring and restructuring of foreign investors' engagements in China. Many years of local experience have allowed us to gain an in-depth insight into the specific challenges and opportunities of China as an investment destination. Our clients can benefit from this knowledge, coupled with the high standard of service and expertise of an international organization.

Based on our rich experience, one of our main services in China is Business Process Outsourcing (BPO): We will take over the accounting and tax declarations for our clients' subsidiaries and provide services in adjacent fields, such as payroll calculation and financial advisory.

To learn more about us:

 www.roedl.de/china
www.roedl.com/china

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