

Hewitt 翰威特



Hewitt's China Expatriate Compensation and Benefits 2006 Report

China has transformed into an economic powerhouse in recent years, and it's estimated by 2050 it will be the world's largest economy. Armed with ambitious strategy and the capital to invest, most foreign organizations are now ready to capture the China market. But what they face when they enter this market is a frustrating gap in leadership talent. Hence, organizations in China are forced to close this talent gap by sourcing global talent, who then has to be motivated, rewarded, engaged and retained effectively, in a manner suited to this unique operating environment.

In order to help HR and Compensation and Benefits professionals gain a thorough understanding of expatriate reward trends in China, Hewitt Associates recently produced the **China Expatriate Compensation and Benefits 2006** report. Designed as a valuable resource for expatriation management, this report provides essential information on expatriation trends, focussing specifically on compensation and benefits for Western and Asian expatriates, China returnees, and 'China local-hired foreigners'.

The **China Expatriate Compensation and Benefits 2006** report focuses on how compensation programs are designed and administered. It includes an executive summary on major trends and profiles each of the job positions in the study with detailed information on cash compensation (base pay, expatriate premiums, and variable pay or bonuses), and prevalence of benefits and perquisites (tax assistance, international

education, car programs, housing allowances, etc.) and long-term incentives.

The study has been conducted in partnership with the American Chamber of Commerce, the Manufacturers' Business Council, the British Chamber of Commerce, Chambre de Commerce et d'Industrie Française en Chine, China Australia Chamber of Commerce, and the Delegation of German Industry and Commerce.

Non-Participant Pricing Information

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Hewitt's China Expatriate Compensation and Benefits 2006 Order Form

Hewitt's **China Expatriate Compensation and Benefits 2006** report is available upon request. To learn more please contact Lindsay Oliver at **(86-21) 2306-6916** or email lindsay.oliver@hewitt.com. Alternatively, simply complete the order form below and fax to **(86 -21) 6391-6766**.

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