

INDEX

- Aon Hewitt, 2, 147, 148
Asia Pacific, 10, 59–70, 81,
160, 162
Attraction, 29, 41, 91

CEO, 12, 63, 86, 87, 101,
103, 160, 174, 186
Communication skills, 43,
144, 149, 151, 154
Competency, 27, 32, 41, 43,
138, 149
Consequence, 52, 72, 74, 75,
97, 106, 142
Culture, 23, 24, 32, 44, 59,
60, 66, 67, 74, 89, 128,
133, 139, 144, 145, 154,
164, 172

Deloitte, 172, 173, 174
Development, 7, 28, 29, 30,
33, 41, 50, 80, 107, 149,
170, 175, 187
Didi Chuxing, 16, 181–187
Discrimination, 50, 51

Efficiency, 79, 173, 185
Employee, 28, 31, 37, 40, 43,
49, 58, 74, 75, 89, 107,
150, 172, 176
Engagement, 28, 40, 90, 176
Environment, 31, 91, 93, 133
Executive, 12, 15, 16, 44, 60,
78, 83, 92, 95, 111, 114,
124, 128, 141, 145, 151,
174

Expatriate, 15, 122, 123,
124, 128, 129, 130, 133,
134, 135, 187

Function, 40, 72, 77, 79, 82,
101, 123, 173

Global, 13, 64, 67, 82, 88,
94, 97, 104, 113, 133,
137, 150, 153, 160, 163,
165
Globalization, 101, 102
Government, 36, 130, 131,
169

Headcount, 9–10, 43,
47–58, 161, 162
Headquarters, 12, 14, 25,
32, 40, 42, 44, 45, 49,
54, 56, 58, 59, 60, 61,
63, 66, 67, 68, 69, 72,
73, 74, 81, 83, 86, 89,
94, 98, 107, 108, 111,
112, 113, 114, 115,
116, 118, 119, 120,
124, 125, 139, 161,
164, 165
Human Resource, 25, 45, 52,
53, 90, 138, 163,
169–177

Incentive, 149

Kuaidi Dache, 182, 183

- Law, 39, 49, 50, 55, 57, 63, 171
- Leader, 16, 61, 64, 67, 68,
69, 73, 74, 78, 93, 105,
111, 113, 114, 118, 129,
134, 138, 140, 142,
147–148, 152, 153, 154
- Leadership, 19, 38, 42, 58,
68, 72, 74, 77, 93, 108,
115, 117, 123, 125, 129,
137, 140, 141, 142, 143,
144, 145, 148, 149–153,
165, 172, 174, 175
- Management, 6, 8, 14, 15,
19, 24, 36, 39–43, 50,
57, 62–63, 64, 65, 66,
67, 71, 73, 75, 76, 77,
80, 81, 82, 83, 85–99,
101, 105, 115, 117, 118,
119, 128, 132, 135, 151,
152, 160, 161, 162, 163,
164, 169–177, 182
- Matrix, 10–11, 13, 27,
71–84, 119, 162, 163
- Mercer, 29
- Multinational, 3–16, 21, 22,
23, 27, 28, 30, 31, 33,
41, 43, 49, 52, 53, 54,
56, 59, 60, 61, 62, 66,
71, 78, 79, 83, 84, 85,
86, 87, 94, 97, 101, 102,
104, 106, 107, 109, 110,
112, 121, 124, 130, 131,
132, 137, 138, 139, 140,
142, 143, 145, 151, 154,
159, 160, 163, 164, 165,
166, 176, 187
- Particularism, 48, 104
- Performance, 13, 24, 28, 31,
57, 85–99, 103, 127, 131,
163, 164, 173, 176, 177
- Policy, 5, 42, 54, 57, 131,
147, 173, 183
- Professional, 24, 31, 35, 39,
49, 52, 63, 79, 80, 90,
105, 128, 142, 144,
175–177
- Promotion, 10, 36, 74, 131,
138, 184
- Region, 10, 59–70, 114,
118, 129, 162
- Retention, 28, 29, 31, 33, 37,
41, 52, 91
- Revenue, 26, 110, 112, 131
- Russell Reynolds, 86, 114
- Salary, 11–13, 21, 22,
85–97, 138, 163, 164
- Sales, 12, 48, 60, 61, 76, 80,
81, 97, 102, 103, 104,
107, 113, 131
- SOE (State Owned
Enterprise), 55
- Structure, 9, 10, 11, 13, 15,
25, 27, 60, 71, 73, 74,
76, 77, 78, 79, 80, 81,
82, 84, 89, 92, 119, 139,
162, 163, 173, 174
- Talent, 6–9, 12, 19–45,
51–53, 54, 57, 62–63,
67, 71, 72–74, 75, 76,
78, 82, 83, 85, 86, 87,
88, 89, 90, 93, 94, 95,
96, 97, 98, 114, 115,
118, 121, 122, 124, 125,
129, 130, 132, 133, 138,
148, 160, 161, 162, 163,
164, 165, 169–170, 175,
176, 177, 182
- Titles, 11–13, 41, 42,
85–99, 163, 164

- Training, 7, 21, 29, 32, 37,
41, 44, 80, 96, 102, 105,
106, 117, 141, 150, 151,
169, 170, 174, 175, 176,
184
- Turnover, 21, 24, 26, 28, 29,
39, 53, 74, 91, 114, 173,
176
- Uber, 16, 181–187
- Universalism, 48,
85, 104
- Workforce, 6, 13, 14, 26, 44,
85, 91, 92, 119, 124,
169–170, 171, 172, 174,
176