HP Human Resources Management Associate Program

Job Title: HR Management Associate

Working Location: Beijing, China

Job Description:

The HR Management Associate Program (HR MAP) is a progressive platform for aspiring individuals to acquire relevant, on the job HR experience in a variety of HR functions. We are seeking recent MBA or equivalent graduates who possess 2 – 3 years of professional experience in business, HR, or related fields to contribute and develop in a high-pace, progressive environment. Asides from three 8 – months rotation spanning various HR functions, there will be global summits and consulting projects to expose HR MAPs’ to senior leaders and showcase their various competencies acquired while in rotation. Potential rotations include some of the exciting HR functions listed below:

- Total Rewards (Compensation and Benefits)
- Global Talent (Talent and Performance Management)
- Mergers and Acquisitions
- Workforce Planning
- Staffing
- HR Global Operations
- Learning and Development

Participants are assigned challenging positions and projects which enables them to be a critical stakeholder representing a HR function when interfacing with the business. An added benefit is that these positions provide international opportunities to enable program members to develop global sensitivity and exposure to various business practices. As a HR MAP progress through the program, there is potential to customize his/her learning path by venturing off into new projects and functions should a business need arise.

Candidate Profile:

- Master’s or MBA Degree in HR Management, HR Development, Industrial and Labor Relations, OD, IO Psychology, Learning and Development, Business Administration, or related field. (Must have graduated in 2010, 2011 or 2012)
- 2 – 3 years professional experience in business, HR, or related field
- Must be legally authorized to work in China
- Must be proficient in Microsoft Office applications, any additional technical knowledge (i.e. building Share Points, websites, etc.) are welcomed
- Must be fully proficient in both oral and written English
- Must exude proactive orientation, curious mindset, and a willingness to “go the extra mile” in both achieving individuals goal and to build the HR MAP community

Application deadline (1st closing date): end of May 2012
Application method: Send CV and Cover letter to Jana Lam at jana.lam@hp.com