



# 中国地质调查局人力资源管理介绍

## Introduction Of Human Resources Management of China Geological Survey

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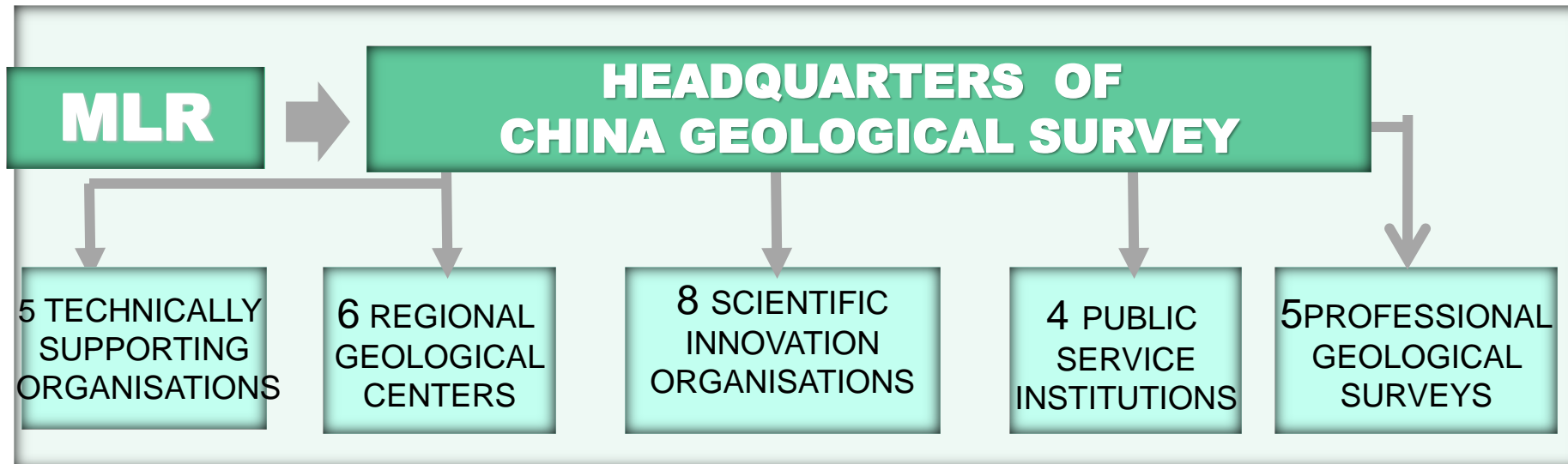
**III. 人力资源管理 HUMAN RESOURCES MANAGEMENT**



## I. 机构介绍 INTRODUCTION OF CGS

中国地质调查局是国土资源部直属副部级事业单位，负责统一部署和组织实施国家基础性、公益性、战略性地质和矿产勘查工作。由局机关和28个局属单位组成。

China Geological Survey (CGS), under the Ministry of Land and Resources, is responsible for the deployment, organization and implementation of nation's basic and public geological investigation and strategic mineral prospecting, which is composed of its headquarters in Beijing and 28 affiliated institutions all over the country

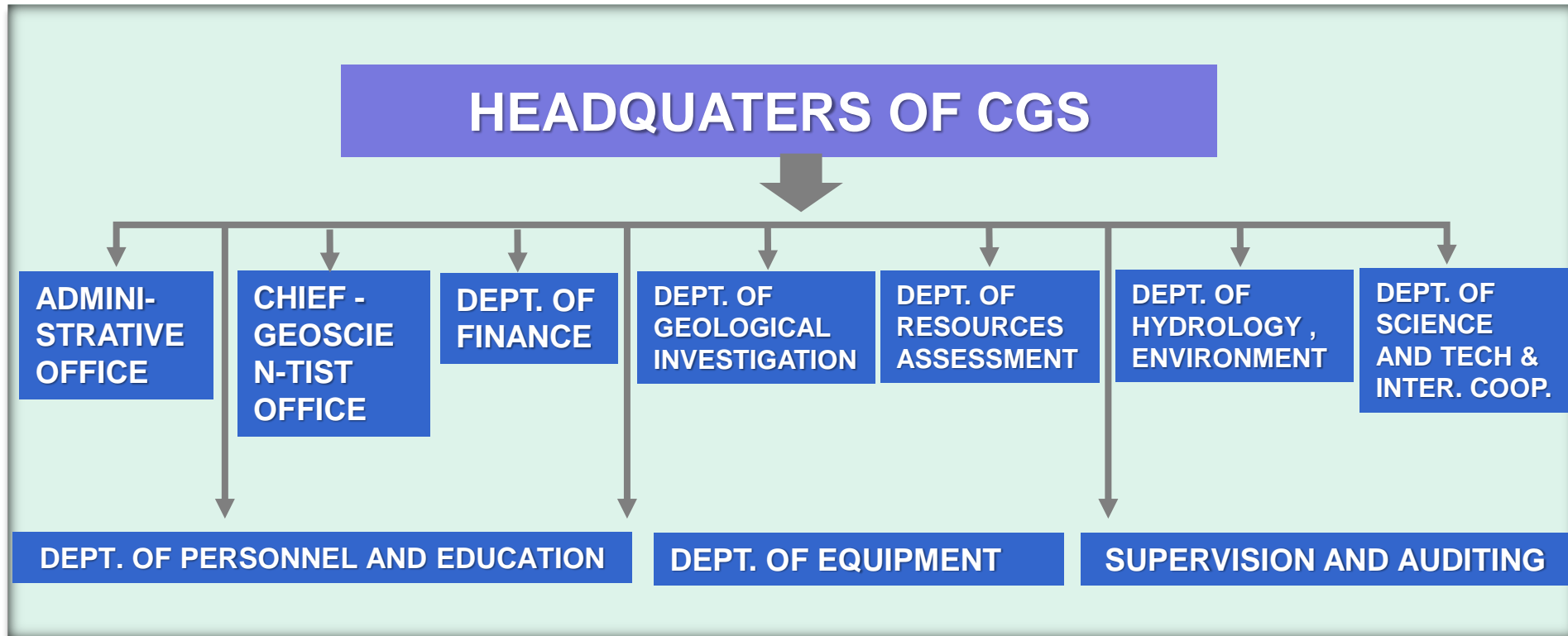




# 1. 局机关 HEADQUARTERS OF CGS

局机关由11个部分，现有140名职工，参照公务员管理。

The headquarters, composed of 10 departments, 140 staff in total working as government employees.







## 2) 5 个专业地质调查机构 5 professional Geological Surveys

- 中国国土资源航空物探遥感中心  
China Aero Geophysical Survey  
& Remote Sensing Center for Land and Resources
- 广州海洋地质调查局  
Guangzhou Marine Geological Survey
- 青岛海洋地质研究所  
Qingdao Institute of Marine Geology
- 水文地质环境地质调查中心  
Center for Hydrogeology and Environmental Geology
- 中国地质调查局油气资源调查中心  
Oil and Gas Center of CGS



### 3) 4 个公共服务机构

#### 4 Public Service Institutions

➤ 中国地质环境监测院

China Institute for Geo-Environmental Monitoring

➤ 中国地质调查局发展研究中心

Development and Research Center

➤ 国土资源实物地质资料中心

China Geological Samples Center of Land and Resources

➤ 中国地质图书馆

China Geological Library



## 4) 8 个科技创新机构 8 Professional Institutes for Science and Technology Innovation

- 中国地质科学院  
Chinese Academy of Geological Sciences (CAGS)
- 中国地质科学院地质研究所  
Institute of Geology, CAGS
- 中国地质科学院矿产资源研究所  
Institute of Mineral Resources, CAGS
- 中国地质科学院地质力学研究所  
Institute of Geomechanics, CAGS
- 国家地质实验测试中心  
National Research Center for Geoanalysis, CAGS
- 中国地质科学院地球物理地球化学勘查研究所  
Institute of Geophysical and Geochemical Exploration, CAGS
- 中国地质科学院水文地质环境地质研究所  
Institute of Hydrogeology and Environmental Geology, CAGS
- 中国地质科学院岩溶地质研究所  
Institute of Karst Geology, CAGS



## 5) 5 个技术支撑机构

### 5 technically supporting organizations

- 中国地质科学院勘探技术研究所  
Institute of Exploration Technique, CAGS
- 中国地质科学院成都矿产综合利用研究所  
Chengdu Institute of Multipurpose Utilization of Mineral Resources, CAGS
- 中国地质科学院郑州矿产综合利用研究所  
Zhengzhou Institute of Multipurpose Utilization of Mineral Resource, CAGS
- 中国地质科学院探矿工艺研究所  
Institute of Exploration Techniques, CAGS
- 北京探矿工程研究所  
Beijing Institute of Exploration Engineering

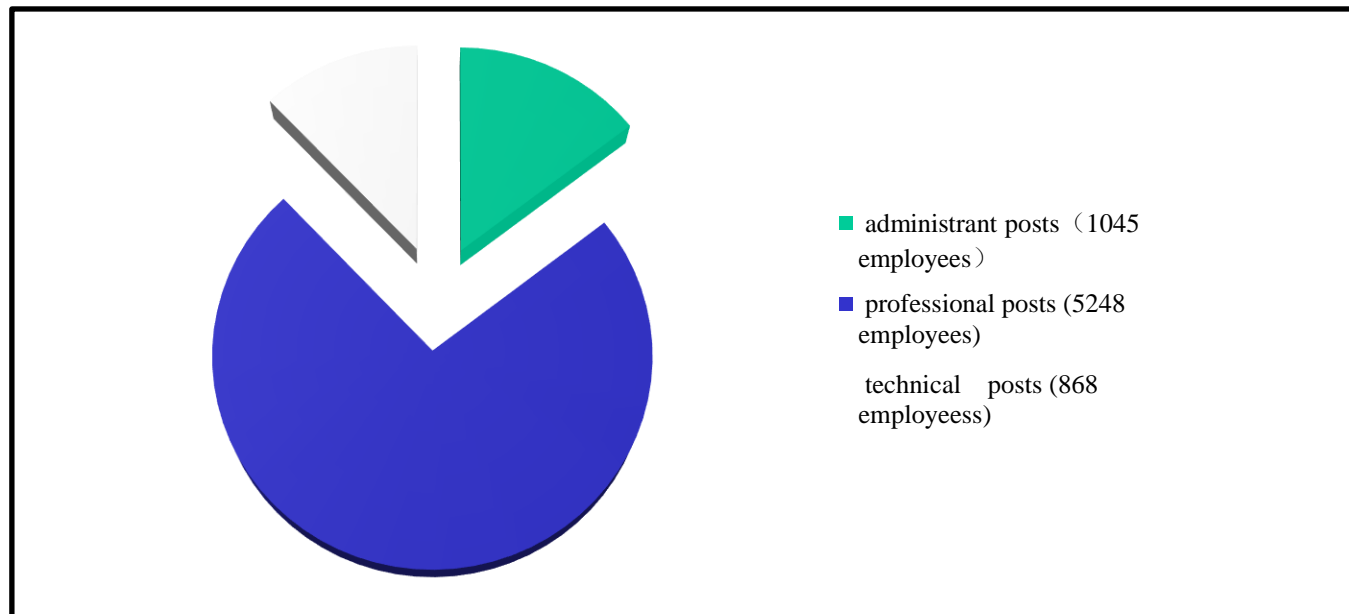


## II. 人员情况 STAFF

截止2012年底，我局在职职工7161人。

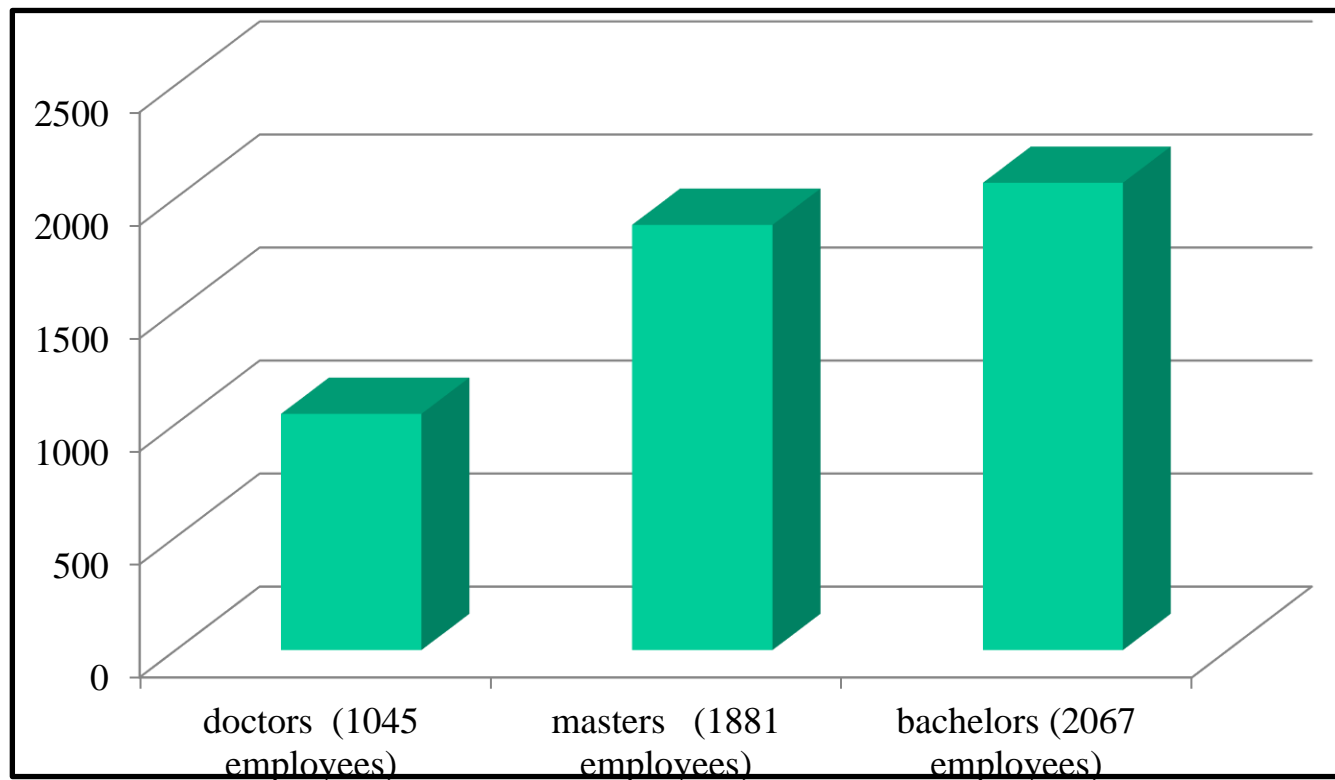
7161 employees in CGS by the end of 2012.

### 1. 根据岗位性质划分 Posts defined by different kinds of work



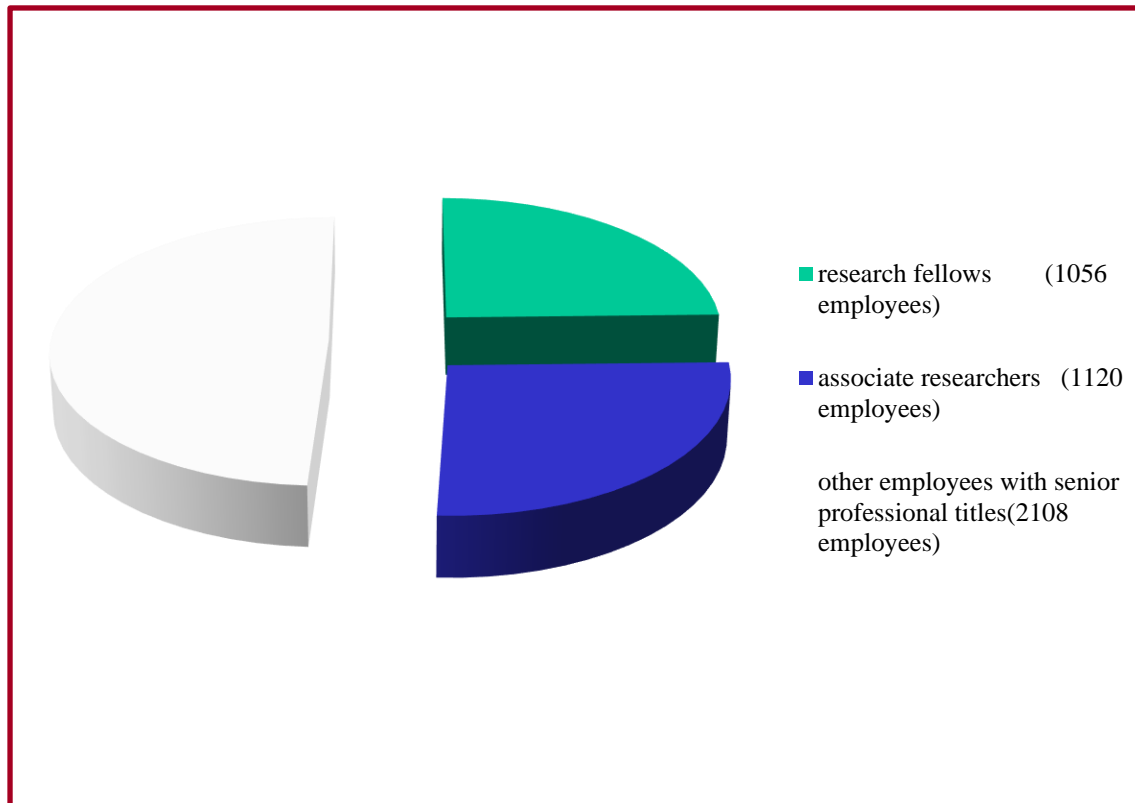


## 2. 按照学历划分 Education level of CGS staff



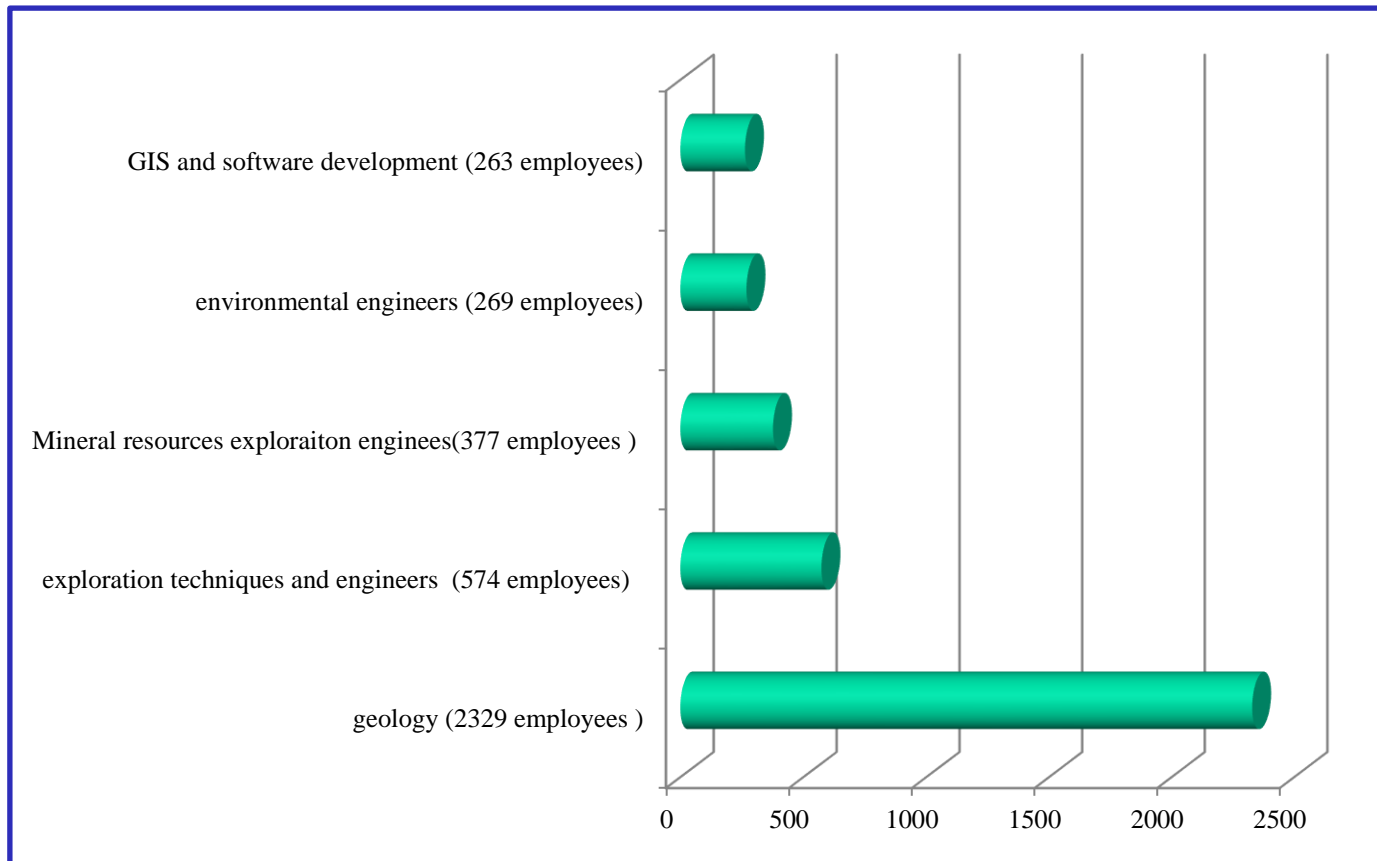


### 3. 按照专业技术职称 Defined by professional titles





## 4. 按照专业划分 Defined by majors





## 4. 按照年齡划分 Defined by age





### III. 人力资源管理

## HUMAN RESOURCES MANAGEMENT

#### 1. 岗位管理制度

Management system of Human Resources

##### (1) 因事设岗

Posts are defined by needs of work

##### (2) 划分岗位类别

Define different types of posts

##### (3) 确定结构比例

Define numbers of different levels of posts



## 2. 岗位聘用

Appointment to posts



### 3. 薪酬管理

Management of salary

#### (1) 岗位工资

Post salary

#### (2) 薪级工资

Performance salary

#### (3) 绩效工资

Outcome bonus

#### (4) 津贴补贴

Subsidy and allowance



## 4. 人才培养

### Training program

#### (1) 高层次人才培养计划

Senior geologists training program

#### (2) 急需紧缺高层次人才招聘计划

Senior geologists urgently needed recruitment plan

#### (3) 青年地质英才培养计划

Young excellent geologists training program



(4) 党政管理人才培养计划

Managers training program

(5) 优秀创新团队培训计划

Innovative teams training program



## OUTLOOK

1. 搭建工作平台，提高能力水平；

Provide relevant working platforms and improve staff capacities;

2. 持续教育培训，提高业务素质；

Provide continued training opportunities and improve professional skills;



## OUTLOOK

3. 加强院校合作，共同培养人才

Enhance cooperation with colleges and universities

4. 加强合作，提高国际化水平

Enhance cooperation with overseas geological agencies and universities, train geologists with international perspective

5. 加强激励，提高收入待遇

Take incentive measures, improve incomes and salaries



**THANKS FOR YOUR  
ATTENTION !**

