【关于华为】

华为是全球领先的信息与通信技术(ICT)解决方案供应商，专注于ICT领域，坚持稳健经营、持续创新、开放合作，在电信运营商、企业、终端和云计算等领域构筑了端到端的解决方案优势，为运营商客户、企业客户和消费者提供有竞争力的ICT解决方案、产品和服务，并致力于使能未来信息社会、构建更美好的全联接世界。目前，华为业务遍及全球170多个国家和地区，服务全世界三分之一以上的人口。

我们每年将销售收入的10%以上投入研发，在18万华为人中，超过45%的员工，即近8万人从事创新、研究与开发。截至2016年底，我们已在全球建设15个研发中心并与客户成立36个联合创新中心。

2016年，根据财富500强最新数据，华为上升至129位。同年，华为获得 Interbrand "Top 100" 全球最具价值品牌第72名，入选《MIT科技评论》全球最智慧的50家公司，排名第10位，并获得"2016领英中国最in雇主-年底大奖"。

【About Huawei】

Huawei is a leading global information and communications technology (ICT) solutions provider. Driven by customer-centricity and dedication, we have established a competitive ICT portfolio of end-to-end solutions in telecom and enterprise networks, devices, and cloud computing. Our ICT solutions, products, and services are used in more than 170 countries and regions, serving over one-third of the world's population. Huawei is committed to enabling the future information society, and building a Better Connected World.

Huawei has consistently invested over 10% of its revenue in R&D every year. Over 80,000 employees were engaged in R&D, comprising 45% of our total workforce. By 2016 , we have established 16 R&D institutes and 36 joint innovation centers around the world.

In 2016, according to the latest data of Fortune 500, Huawei rose to No.129. In the same year, Huawei was ranked No. 72 in Interbrand's Top 100 Best Global Brands 2016, No. 10 on the 50 Smartest Companies 2016 ranking of MIT Technology Review and awarded LinkedIn China's Most In Demand Employers 2016.

【关于职位】

华为公司一直致力于通过对人的行为模式与人际协调关系的研究，提高我们对于人才的选拔、发展、部署与留存的能力。因此，华为正在筹建HR Research Center，进行员工的行为与动机的研究

华为公司HR Research Center将聚焦人力资源领域基础问题的研究，结合当前及未来的管理诉求、业界发展趋势及重大变化，基于管理哲学及假设，对公司管理理念进行澄清和明确。并运用心理学、组织行为学等理论针对不同对象和要素开展调研，对人的行为模式、驱动模式以及人与人之间的协同关系进行分析和研究。

【About the Position】

Huawei intends to improve upon Talent Selection, Development, Deployment and Retention through a better understanding of human nature. Thus, Huawei is building an HR Research Center to study behaviors and motivations.

Huawei HR Research Center focuses on the research on the fundamentals of the human resources field, aiming to clarify the corporate management strategy based on management philosophy and assumptions in the light of current and future management demands, industry trends and significant changes. Faculties of HR Research Center will conduct research projects on the basis of psychology, industrial and organizational psychology theories to study human behavior patterns, driving patterns and interpersonal relationship.

【岗位职责】

1．运用心理学及相关领域知识对人力资源基础性问题进行分析和研究；针对不同对象和要素，对人的行为模式、驱动模式以及人与人之间的协同关系进行研究；

2．通过与高校、研究机构及咨询公司的合作，了解业界在人力资源基础领域的最新研究成果及发展趋势；

3．通过对人力资源底层问题的研究，向人力资源政策和方案制定提供输入和方法论，提升人力资源能力和专业积累；

4．确保知识共享，洞察业内最新趋势及相关政策。

【Job Responsibilities】

1. To analyze and investigate, based on knowledge in psychology and related disciplines, fundamental issues in human resources. Targeting on different individual and elements to carry out research studies on work-behavior patterns, driving patterns and interpersonal relationships.

2. To understand the industry`s latest research results and trends in human resources through the collaboration with tertiary institutions, research institutes and consulting companies.

3. To provide, through researches carried out on fundamental issues of human resources, theoretical methodology for the formulation of policies in human resources in order to elevate staff capability and professionalism.

4. To ensure knowledge sharing and management of the latest trend and relevant policies.

【岗位要求】

1．心理学专业博士，1-5年相关行业工作经验，掌握心理学理论知识及研究方法，进行过心理学相关项目及课题的研究；

2．具备较强的研究能力及分析能力，能够探究事物的本质；具备良好的沟通、协调和解决问题的能力，以及文字表达能力；

3．熟练掌握SPSS和Microsoft Office (Excel, Word, PowerPoint)，熟练使用其他高级定量分析工具者优先（如R语言等）；

4．工作语言：中文、英文

【Job Requirements】

1．PhD. Degree in Psychology is required. 1-5 years of related experience. Mastered psychology theories and research methodologies and had carried out psychology related research projects and studies.

2. Possess research abilities and analytical skills. Able to dig deeper to explore the nature of things. Possess good communication skills, coordination and problem solving abilities, as well as written expression skills.

3. Proficiency with SPSS and Microsoft Office Suite applications (Excel, Word, PowerPoint). Proficiency in other data analytics software is preferred (e.g., R Programming).

4. Working language： Chinese & English

【工作地】

深圳·华为总部

【Job Location】

Shenzhen, China

【联系人】

华为公司人力资源管理部 崔宇宸

简历请发：**cuiyuchen@huawei.com**

【Contact】

CUI Yuchen

Human Resource Mgmt. Dept.

Please summit CVs to cuiyuchen@huawei.com