

***BEST  
HR SERVICE  
PROVIDERS***



*in Greater China  
2017-2018*

**2017-2018**

**Best HR Service Providers  
in Greater China**



## **SUCCESSFULLY HELD FOR TWELVE CONSECUTIVE YEARS THE TOP AWARD IN HR SERVICE INDUSTRY IN CHINA**

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Organized by Human Capital Management magazine with the largest circulation of  
human resource management field in China



# THE MOST AUTHORITATIVE

— HR award

Attract hundreds of HR service providers every year by large scale, high level and high attention.



# FIVE RATING DIMENSIONS

OBJECTIVE AND JUST

AUTHORITATIVE AND TRUSTWORTHY

EXECUTIVE  
CAPABILITY

EXECUTIVE  
EFFICIENCY

BUSINESS  
STRATEGY

CUSTOMER  
DIMENSION

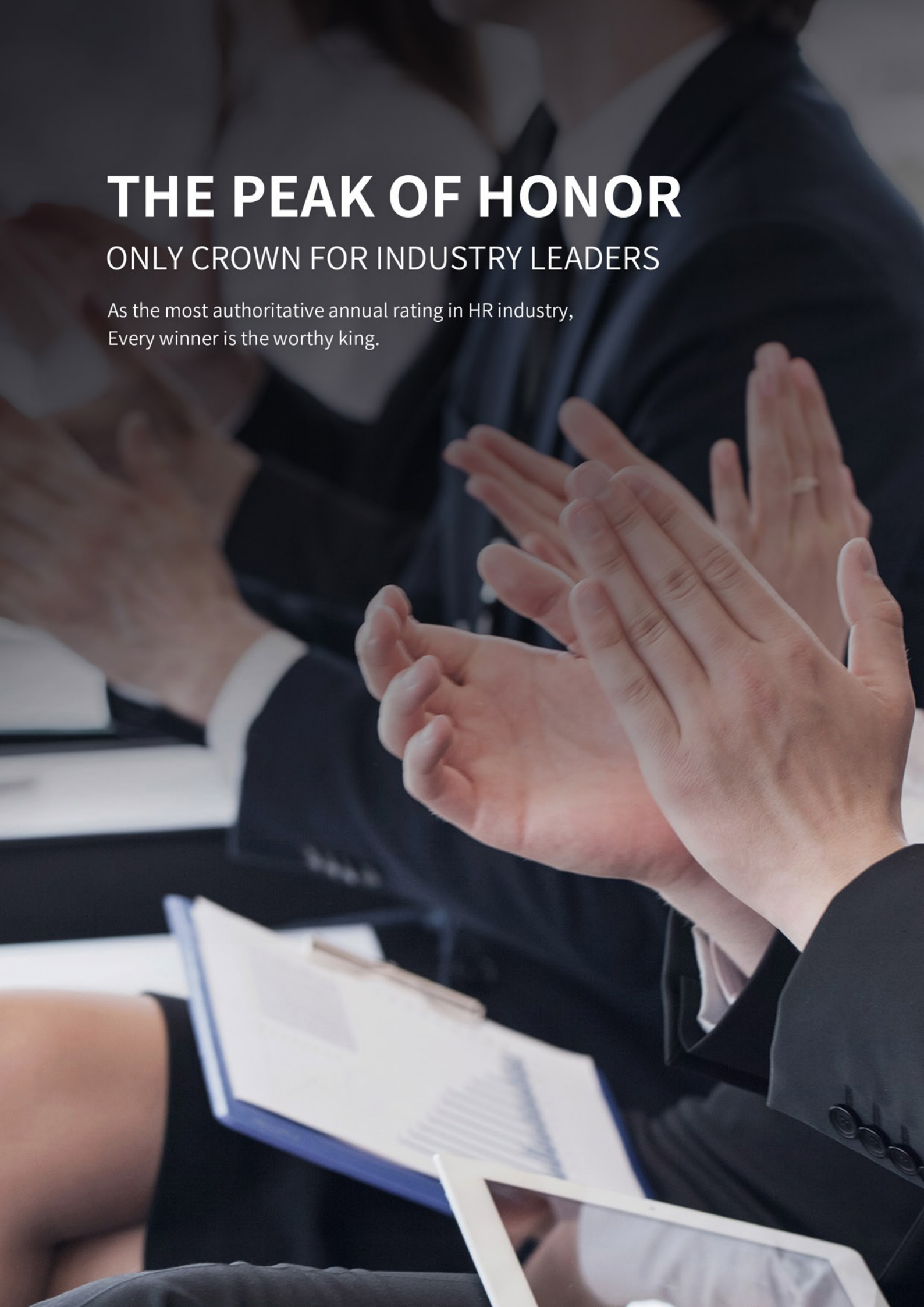
ENTERPRISE  
EXPERIENCE



# THE PEAK OF HONOR

ONLY CROWN FOR INDUSTRY LEADERS

As the most authoritative annual rating in HR industry,  
Every winner is the worthy king.



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## ABOUT AWARDS

Organized by Human Capital Management magazine with the largest circulation of human resource management field in China, the annual ratings for “Best HR Service Providers in Greater China” have been successfully held for twelve consecutive years. It is known as the most authoritative and notable HR award with the largest scale and highest level in Greater China. The purpose of this award is to select outstanding performers in all segments in HR service industry and the best HR service providers in Greater China, and recognize their leading positions and efforts to motivate them to make bigger impacts and contributions for the sustainable development of the HR service industry.

**Ratings for Best HR Service Providers in Greater China – demonstrate the power of HR service, and enhance brand influence; multi-channel promotion for winning enterprises:**

### OFFICIAL WEBSITE

the rating progress of “Best HR Service Providers in Greater China” will be updated in real time on HRoot.com, the leading HR and Internet media in China, and the event page, the results will be reported together with other news channels.

### PRINT MEDIA

the winners of “Best HR Service Providers in Greater China” will be reported on print media including Human Capital Management magazine and made available to HR directors and managers, CEOs, general managers, department line managers, HR experts and other strategic business decision-makers from multinational enterprises.

### INTEGRATED MEDIA

you can follow up the ratings for “Best HR Service Providers in Greater China” on HRoot official Weibo and HRoot official WeChat (WeChat account: hrootchina).



## TEN REASONS FOR YOU TO PARTICIPATE IN THE RATINGS

1. Become one of the best choices for all segments in HR service industry;
2. To be recognized as one of the best HR service providers in Greater China, enhancing the sense of pride internally and externally;
3. Demonstrate your advantages over your peers in this industry;
4. Have an overall evaluation of the HR services provided by your enterprise, and achieve a better understanding of your strategic direction;
5. Get to know the best HR service providers in your segment and find inspirations from them;
6. Maximize the rating results by forecasting, planning and projecting your own development;
7. Showcase your focus on reputation and sustainable development, gain a sense of honor and motivate internal employees;
8. Enhance your visibility and the influence of your excellent performance in the segment;
9. Drive industrial innovation and development by playing the leading role of the best HR service provider in Greater China in your segment;
10. Demonstrate your success and celebrate at the award ceremony with other best HR service providers in Greater China.

BEST  
HR SERVICE  
PROVIDERS

HCM  
in Greater China  
2017-2018

## AWARDS CATEGORY

AWARDS CATEGORY OF 2017-2018

BEST HR SERVICE PROVIDERS IN GREATER CHINA

# A. AWARDS CATEGORY

- The Best Comprehensive HR Service Provider in Greater China
- The Best HR Outsourcing Provider in Greater China
- The Best HR Management Consulting Provider in Greater China
- The Best Talent Testing Service Provider in Greater China
- The Best Talent Assessment Provider in Greater China
- The Best Recruitment Management Software Provider in Greater China
- The Best e-Learning Platform in Greater China
- The Best Recruitment Process Outsourcing Provider in Greater China
- The Best Flexible Staffing Service Provider in Greater China
- The Best Talent Search Service Provider in Greater China
- The Best Recruitment Platform in Greater China
- The Best Talent Background Screening Provider in Greater China
- The Best Remuneration Surveys and Analytics Provider in Greater China
- The Best Payroll Outsourcing Provider in Greater China
- The Best Management Training Provider in Greater China
- The Best Coaching Service Provider in Greater China
- The Best Benefits Outsourcing Provider in Greater China
- The Best Core HR Software Provider in Greater China
- The Best Cloud-based HCM Software Provider in Greater China
- The Best Workforce Management Software Provider in Greater China
- The Best Labor Law Consulting and Service Provider in Greater China
- The Most Promising Award for HR Service in Greater China
- The Customer Satisfaction Award for HR Service in Greater China
- The Best HR Service Brand in Greater China



# B. CRITERIA

## 01 THE CRITERIA FOR 2017-2018 BEST HR SERVICE PROVIDERS IN GREATER CHINA

- With company, branch, subsidiary or sales office in Greater China
- With continuous operation of 24 months or above, and has maintained profitability and profit growth
- With a revenue of over 10 million RMB in 2017 in Greater China (1 Hong Kong Dollar= 0.8511 RMB Yuan, 1 Taiwan Dollar = 0.2202 RMB Yuan, 1 Macao Pataca = 0.8281 RMB Yuan)
- With at least 100 corporate clients in Greater China (1,000 for compensation investigation award, 30 for software category awards)

## 02 DETAILED ASSESSMENT RULES ARE AS FOLLOWS

### EXECUTIVE CAPABILITY



#### CUSTOMIZED

Provide customized services according to different customer needs



#### INFORMATIONIZED

Provide systematic information processing method in its services, including processing, tracking and recording during service implementation



#### CERTIFIED

The services provided are certified by relevant service certification authority due to their quality or innovative features. It is a public recognition of the service quality.



#### SERVICE NETWORK

The coverage of service network, which not only proves that it can meet the needs of corporate clients within the region, but also demonstrates its overall performance is closely related to business coverage.



#### NEW TYPE OF SERVICES

It is fine for enterprises to stick to traditional HR services. However, as the HR environment is changing rapidly, the new type of services can somehow reflect an enterprise's innovative capability and responsiveness.

## BUSINESS STRATEGY

The business model of an enterprise is reflected by customer value, corporate resources and capabilities as well as profit mode.

### BUSINESS MODEL

With clear customer relation management target and performance standard, can measure and assess the analysis and judgment capability as well as decision-making and execution capability of an enterprise in setting up performance standard and project implementation

### PERFORMANCE TARGET

When providing HR services, reasonable operation of various management systems can improve the utilization of corporate resources.

### EFFICIENT OPERATION

In addition to achieving its business targets and improving market position, an enterprise should also keep enhancing its capabilities and maintain profit growth under the new environment.

### SUSTAINABLE DEVELOPMENT

When predicting the change of HR environment and needs, an enterprise should be prepared, both internally and externally, for any change that has happened or will happen, and be ready to push boundaries and grasp opportunities at any time as a growing enterprise.

### CHANGE MANAGEMENT

## CUSTOMER DIMENSION

### NUMBER OF CUSTOMERS

The number of customers that an enterprise provides services to somehow reflects how well the enterprise is recognized.

### CUSTOMER LOYALTY

Customers have a preference for the specific services provided by an enterprise, and purchase such services repeatedly, which is a recognition of such services.

### CUSTOMER RECOMMENDATION

Customer speaks highly of a certain service and recommends it to other enterprises. It means the service not only brings the enterprise competitive advantages but also good word-of-mouth effect.

## CORPORATE ACCUMULATED STRENGTHS



### CORPORATE CULTURE

Corporate culture is the concrete embodiment of an enterprise's core values, and in addition to corporate service and image.



### ACADEMIC ADVANTAGES

Enterprise has academic advantages in the areas of its services, which means the enterprise has a solid theoretical basis and the potential to lead the development of these areas.



### INTELLECTUAL PROPERTY

Enterprise owns the intellectual property of the services or products it provides, which means it can maintain the uniqueness and competitiveness in such service area and drive its innovation.

## EXECUTIVE EFFICIENCY

Intelligent HR service process includes intelligent business process definition, intelligent business process implementation and intelligent process handling. An intelligent process can make the implementation of HR service faster and more efficient.

### ▪ INTELLIGENT PROCESS ▪

The implementation of a service involves the flow of information. Good information flow will facilitate the implementation of a service and the prediction of potential problems, so as to enable timely correction.

### ▪ INFORMATION FLOW ▪

The capability of a HR service to lead or explore in-depth needs and improve the service by collecting relevant market information during the implementation

### ▪ BUSINESS EXPANSION ▪

Internal coordination determines the smoothness of business implementation of a HR service implementation team, it also brings an enterprise the reputation of being professional and efficient.

### ▪ INTERNAL COORDINATION ▪

The successful implementation of a HR service is not the end of the whole story, what an enterprise learns from the implementation process determines the growth of its organization intelligence. Organization intelligence is the driving force of the sustainable development of an enterprise and its services.

### ▪ ORGANIZATION INTELLIGENCE ▪



# SELECTION PROCESS





# AWARDS CEREMONY

## PARTICIPANTS

REPRESENTATIVES OF WINNING  
ENTERPRISES AND HR DIRECTORS

## ATTENDANCE

200

## LOCATION

KERRY HOTEL, PUDONG SHANGHAI

## TIME



















MARCH 23, 2018



**2017-2018**  
**AWARDS CEREMONY**



# WINNERS OF 2016-2017 BEST HR SERVICE PROVIDERS IN GREATER CHINA

AWARDS CATERGORY	WINNERS
The Best Comprehensive HR Service Provider in Greater China	 CIIC
The Best HR Outsourcing Provider in Greater China (Domestic Company)	 RENLIAN GROUP
The Best HR Outsourcing Provider in Greater China (Foreign Company/Joint Venture)	 FESCO Adecco
The Best HR Management Consulting Provider in Greater China (Domestic Company)	 Taihe Consulting
The Best HR Management Consulting Provider in Greater China (Foreign Company/Joint Venture)	 CEB
The Best Talent Assessment Service Provider in Greater China	 TaleBase 倍智
The Best Recruitment Management Software Provider in Greater China	 if change
The Best e-Learning Platform in Greater China	 YXT
The Best Recruitment Process Outsourcing Provider in Greater China (Domestic Company)	 Career International 科锐国际
The Best Recruitment Process Outsourcing Provider in Greater China (Foreign Company/Joint Venture)	 Korn Ferry Futurestep
The Best Flexible Staffing Service Provider in Greater China (Domestic Company))	 orient outsourcing)
The Best Flexible Staffing Service Provider in Greater China (Foreign Company/Joint Venture)	 Talent Spot
The Best Talent Search Service Provider in Greater China (Domestic Company)	 RISFOND
The Best Talent Search Service Provider in Greater China (Foreign Company/Joint Venture)	 ManpowerGroup
The Best Recruitment Platform in Greater China	 Boss Zhipin
The Best Talent Background Screening Provider in Greater China	 Colredit
The Best Remuneration Surveys and Analytics Provider in Greater China (Domestic Company)	 Taihe Consulting
The Best Remuneration Surveys and Analytics Provider in Greater China (Foreign Company/Joint Venture)	 Mercer


## AWARDS CATERGORY

## WINNERS

The Best Payroll Outsourcing Provider in Greater China

 ADP

The Best Management Training Provider in Greater China (Domestic Company)

 CEIBS Business Online


The Best Management Training Provider in Greater China (Foreign Company/Joint Venture)

 CEGOS

The Best Coaching Service Provider in Greater China

 Right Management

The Best Benefits Outsourcing Provider in Greater China

 guanaitong

The Best Core HR Software Provider in Greater China

 Beisen

The Best Cloud-based HCM Software Provider in Greater China (Domestic Company)

 KNX

The Best Cloud-based HCM Software Provider in Greater China (Foreign Company/Joint Venture)

 SAP SuccessFactors  SAP

The Best Workforce Management Software Provider in Greater China (Domestic Company)

 GaiaWorks

The Best Workforce Management Software Provider in Greater China (Foreign Company/Joint Venture)

 Kronos

The Best Labor Law Consulting and Service Provider in Greater China

 laboroot

The Most Innovative Award for HR Service in Greater China

 CDP Group

 Engma

 eRoad software

 FACT

 GISI

 Pensee HCM Cloud

 v-wallet

 xinfushe

 CAIDAO

 Comrise

 FairHR

 HelloCareer.cn

 JECNHL

 NetEase

 WSE

## AWARDS CATERGORY


## WINNERS

The Customer Satisfaction Award for HR Service in Greater China

 xinfushe

 AMA China  
美国管理协会(中国)

 Beijing G&G International Human Capital Group Co., Ltd

 Honghai Human Resources Group)


 HRPackage

 Jason-HR

 JOYOWO

 Kayang

 TACSEN  
博德薪酬

 yuntanfu.com

The Best HR Service Brand in Greater China

Comprehensive HR Service

 58 Group

Talent Assessment

 ata ATA

HR Consulting

**Deloitte.** Deloitte Human Capital Team

Talent Management Consulting & Evaluation

智睿咨询 DDI

(Payroll Outsourcing

 CDP Group  
成就企业 幸福员工

Post Outsourcing

**Engma** Engma

Recruitment Process Outsourcing

**SEEBON** 仕博 Seebon

Management Training

**KeyLogic** 凯洛格 KeyLogic

Talent Background Screening

 太和鼎信 Top Credit

Core HR Software

 Vanguard





# ABOUT ORGANIZERS



Human Capital Management magazine (ISSN 2095-8404, CN31-2102/F) is one of the largest human resources management magazines in China. The amount of readers reaches 35,000. The magazine contributes to the newest thoughts, ideas, methods, skills and information to Human Resources managers. Content of magazine includes leading edge of Human Resources management and depth report such as recruitment selection, talents evaluation, training development, achievement management, salary welfare, staff relationships, encouragement, subcontract, leadership, e-Human Resources, enterprise culture, professional development etc, The magazine readers are Human Resources chief inspectors and managers, CEOs, general managers, department directors, Human Resources experts and other strategic business decision makers from numerous transnational companies.



HRoot is the largest human resource media company in China, with such brands and services as HRoot.com, a world's leading HR management website; Human Capital Management magazine (ISSN 2095-8404, CN 31-2102/F), a leading HR industrial journal in China; HRoot Institute, China's leading membership organization for human resource management; Annual Human Resource Awards in Greater China, a top-notch industrial event with utmost authority, scale and influence; HR Service Innovation Awards, the biggest and most prestigious innovation awards of human resource service industry in the world. China Human Capital Forum, a leading annual HR summit in China; CHRO DIALOGUE, the top notch human resource conference in China; in^HR, the largest and cutting-edge human resource innovation service forum in China; and China Human Resource Service EXPO, an exhibition with the largest scale of the industry in the world, which attracted 32,055 visitors in 2017. HRoot also owns HRoot Human Resource News App, the app with the largest number of downloads and active users, which is the human resource content recommendation engine based on big data and AI. "Ranking & White Paper of Best 100 Human Resource Service Brands in Greater China" and the "Ranking & White Paper of Global 100 Human Resource Service Providers", two annual reports released by HRoot are considered as the guidepost of this industry. HR-MarketWatch, the first of its kind in the world offers real-time news service, which is now a major source of competitive intelligence and monitoring platform of the industry.

The website of HRoot has two million HR professionals as its registered users, with a total of more than 500 million visits each year; there are more than 50,000 participants to its off-line events each year, and its publications have a total readership of 35,000. HRoot serves over 50,000 clients currently, including more than 95% of the Fortune 500 companies in China. In addition, HRoot has more than 500 HR service providers, business schools, associations as its ad clients and sponsors, including nine of the top ten global HR service providers: IBM, the world's largest science and technology corporation; Mercer, the world's largest HR consulting firm; Adecco, the world's largest HR service corporation; ADP, the world's largest HR outsourcing company; LinkedIn, the world's largest business SNS website; HBS, the top-ranking business school in the world; SAP, the world's largest enterprise management software solutions provider; Oracle, the world's largest corporation of enterprise software and database.

## For more information

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