



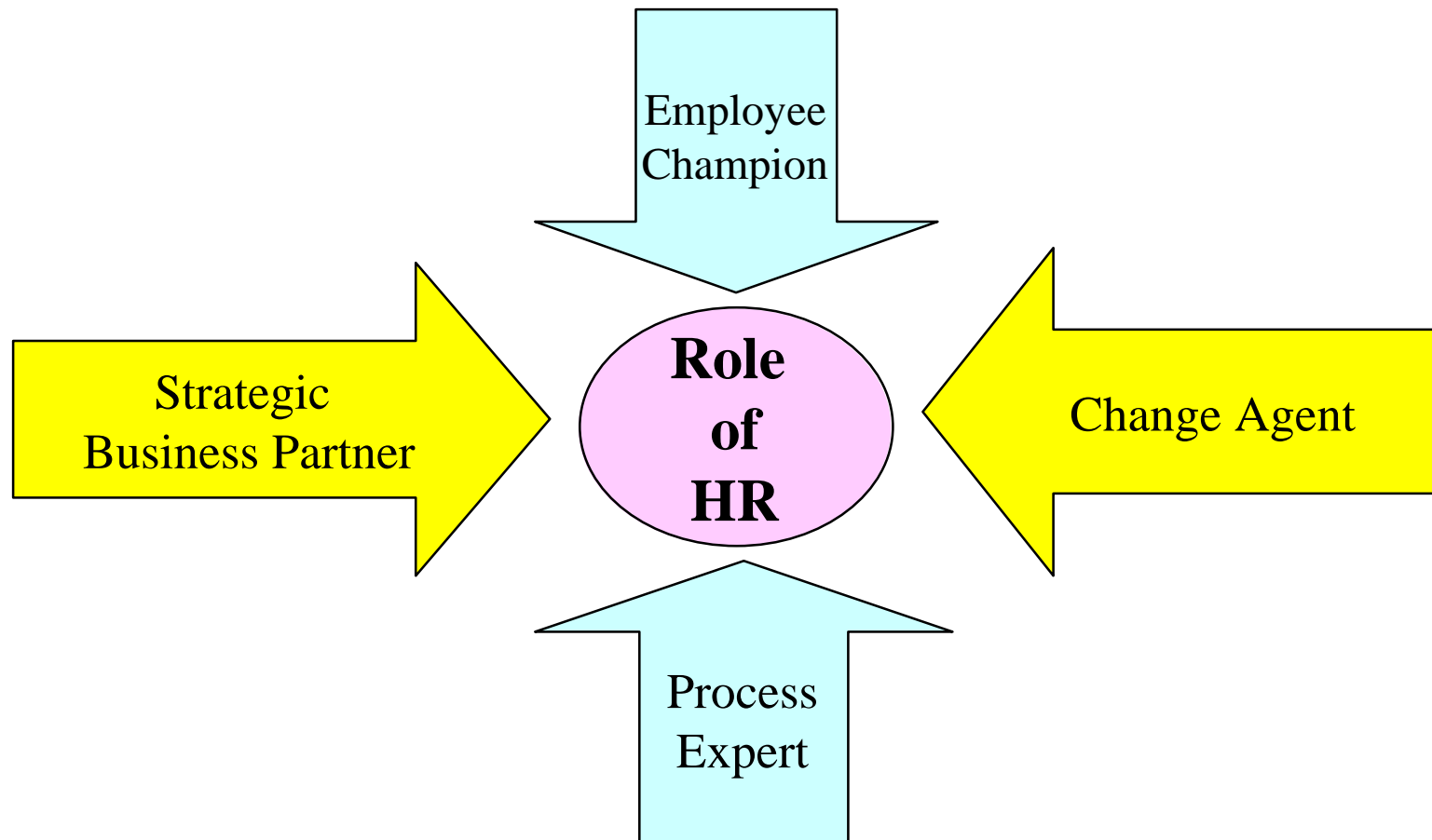
Human Resources focused on System & Procedure

September 22, 2000

NIKE Sports Korea

Human Resources

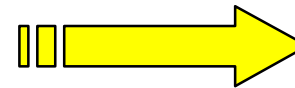
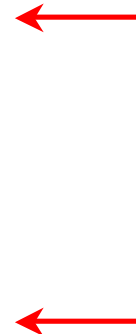
- Role of Human Resources



Human Resources

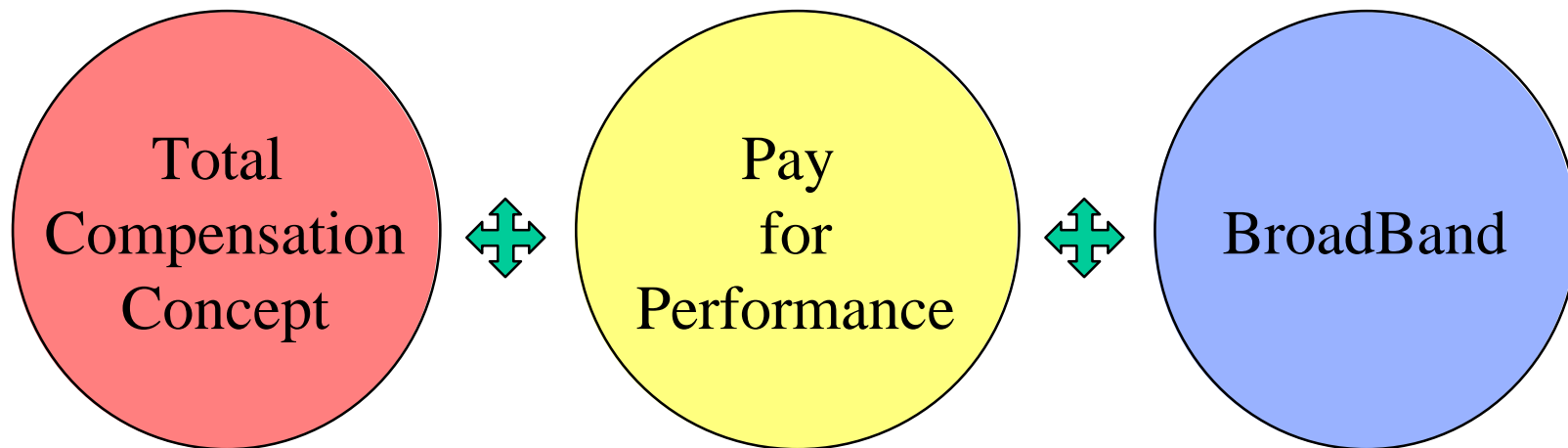
- Four Phase of Human Resources

- ◆ Compensation & Benefit
- ◆ Learning & Development
- ◆ Employee Relations
- ◆ Human Resources Management



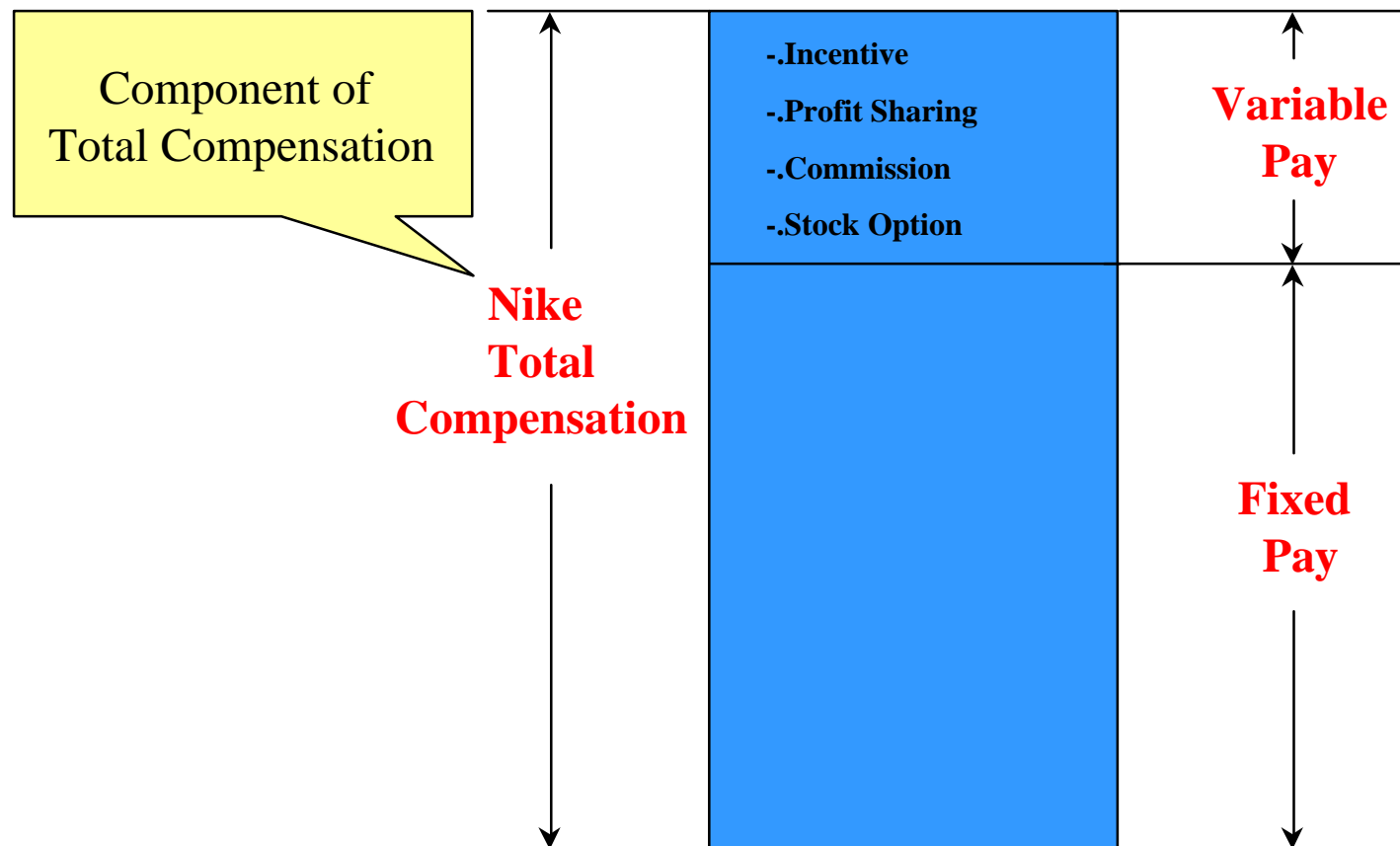
Human Resources

- Compensation & Benefit



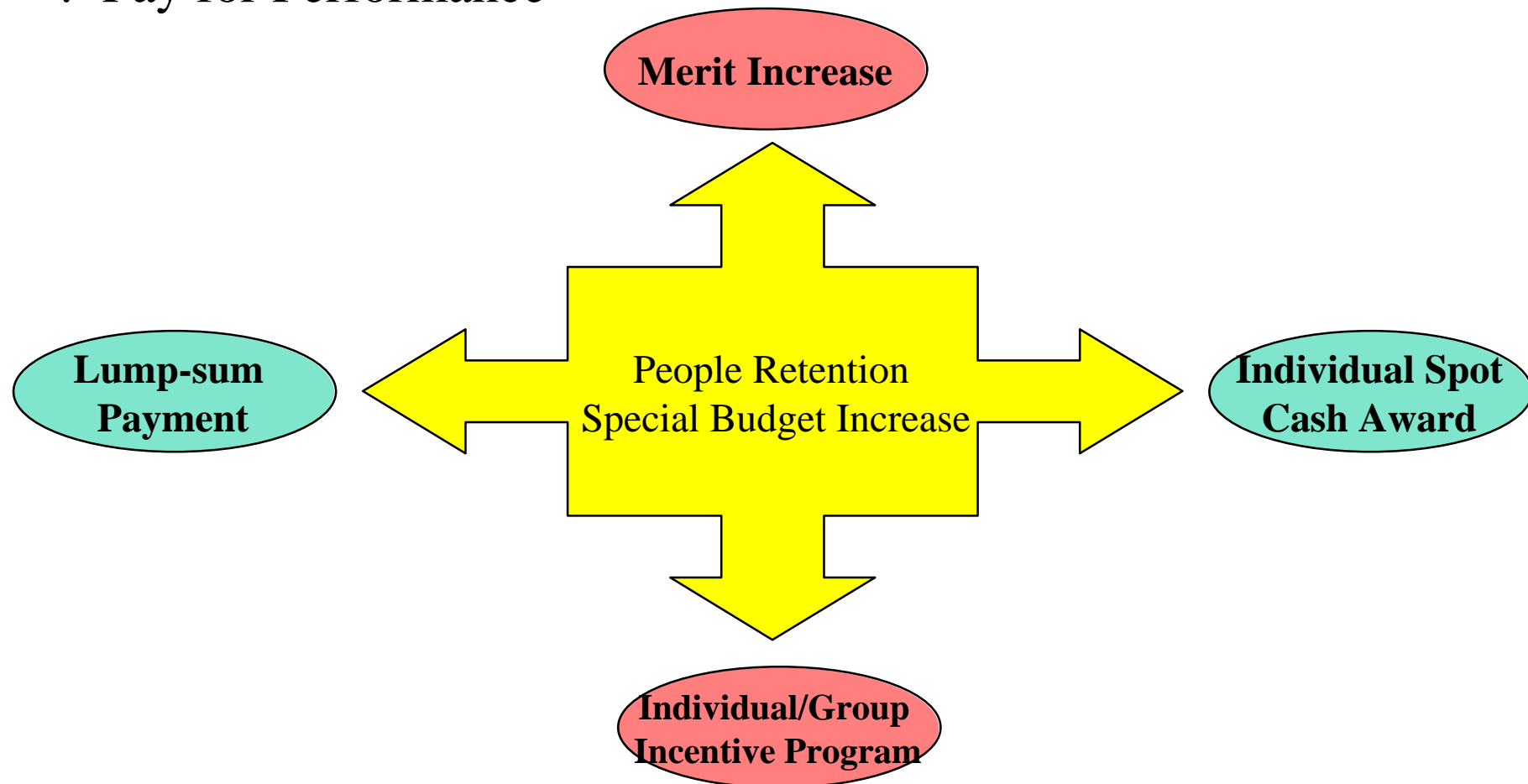
Human Resources

- Total Compensation Concept



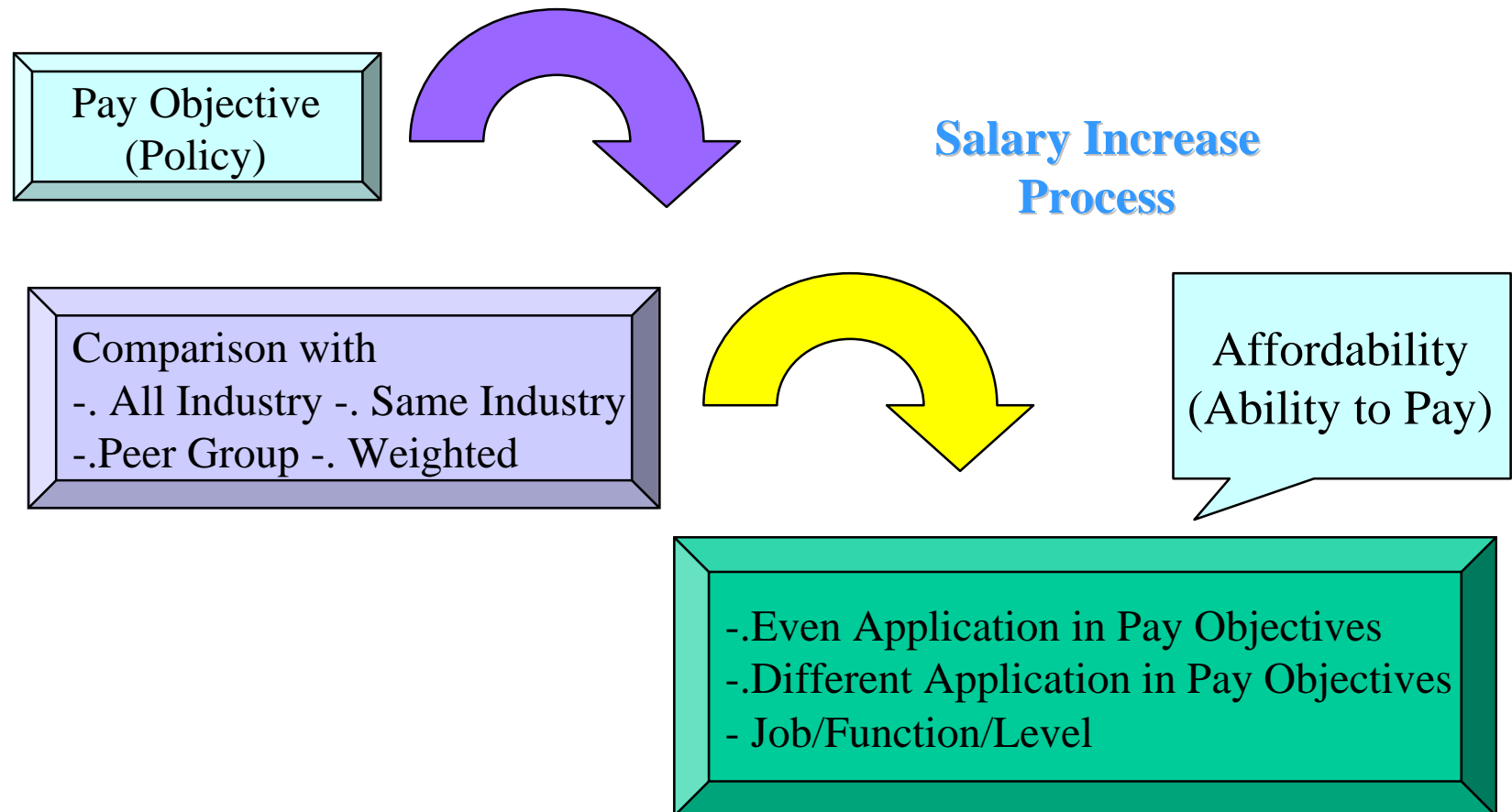
Human Resources

- Pay for Performance



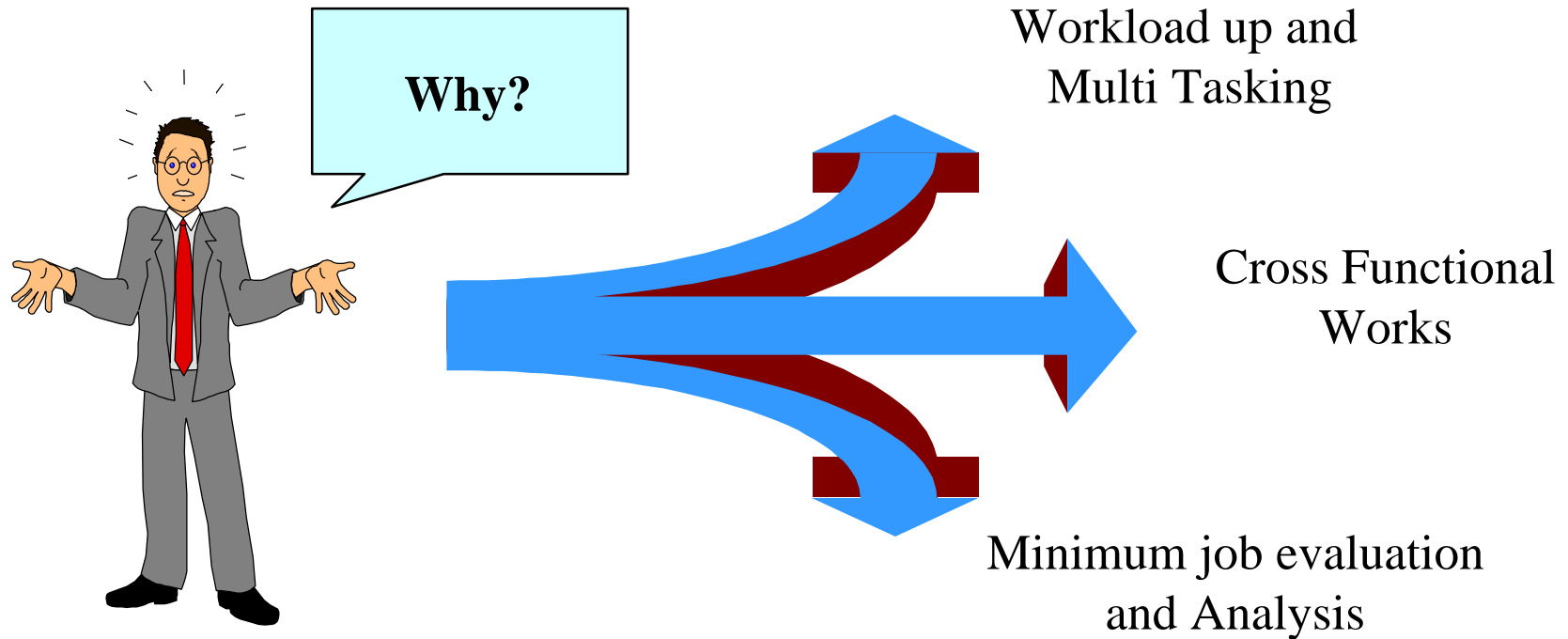
Compensation & Benefit

- Merit Increase



Compensation & Benefit

- . Broad Band

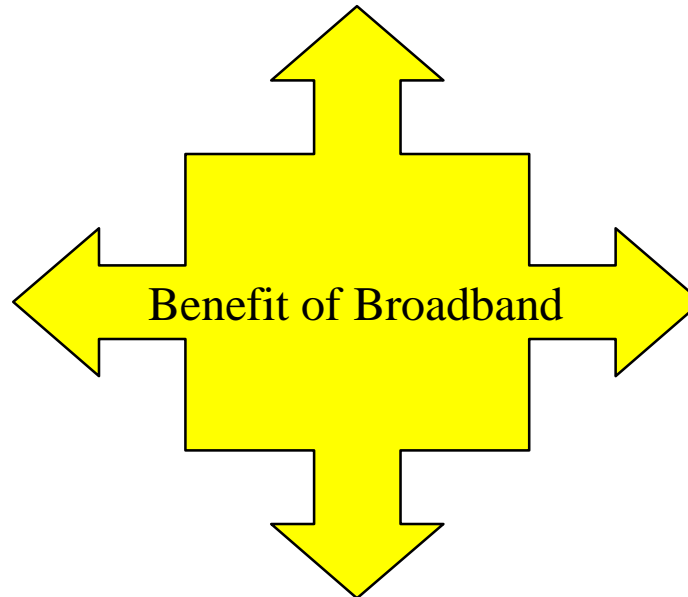


Compensation & Benefit

- Broadband

Facilitate movement across job families
-. Increase job movement
-. Foster Learning/Development

Reduce Focus on promotion and Status

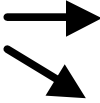


Give Management (Mgrs) great flexibility in Employee Compensation
- Existing Staff and New Hires

Direct link broadband to total Compensation

Learning & Development

1.Principle

- Competency based 
 - Core Competencies
 - Functional Competencies
- Business Related

2. Professional Development & Career Develop path

- Training/Assignment/Project

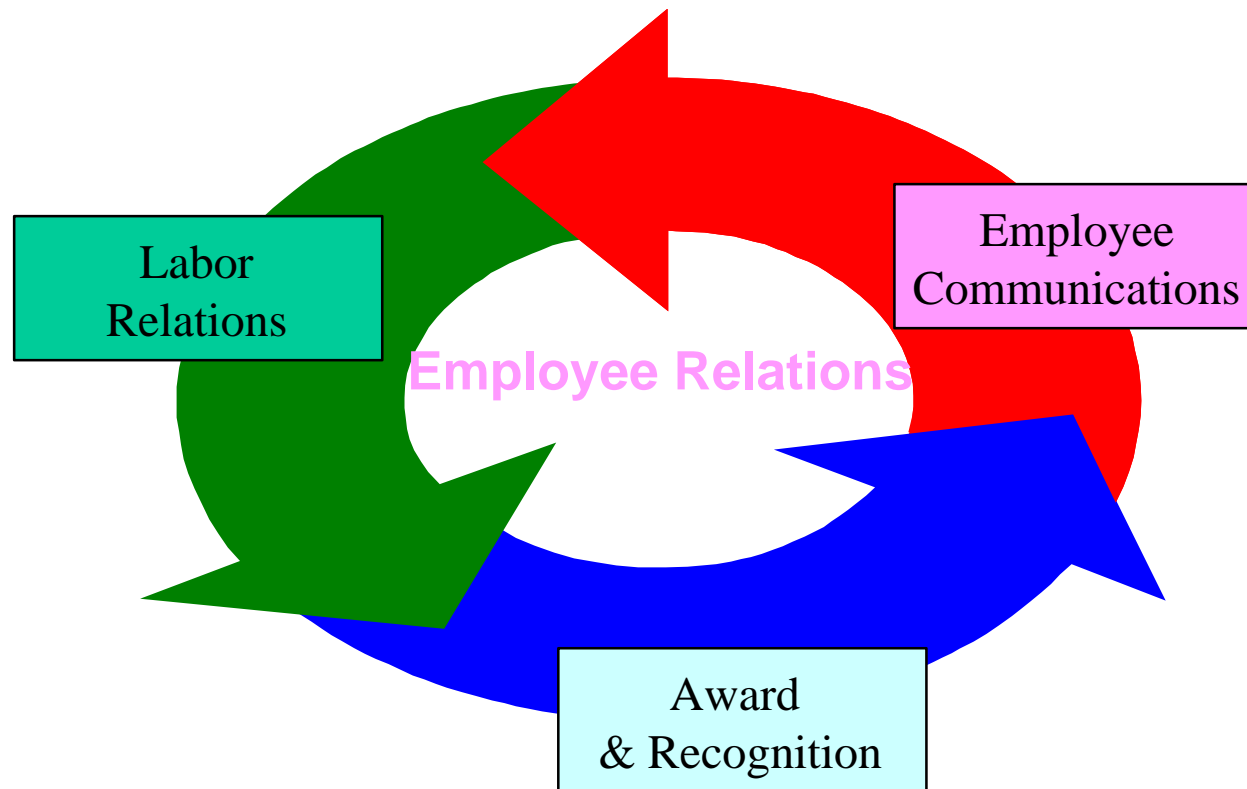
Learning & Development

3. Provide Learning & Development Opportunity by Gap Analysis

- . Competency based
- . Business Needs

4. Tracking System

Employee Relations



Human Resources Management

- Performance Management - (Coaching for Excellence)

1. Maintain / Improve employee's performance
- 2 .Provide Learning & Development Opportunity
3. Realize two-way communication
 - . Goal Setting by mutual agreement
 - . Coaching & Feedback
 - . Inform Employee of his/her year-end appraisal

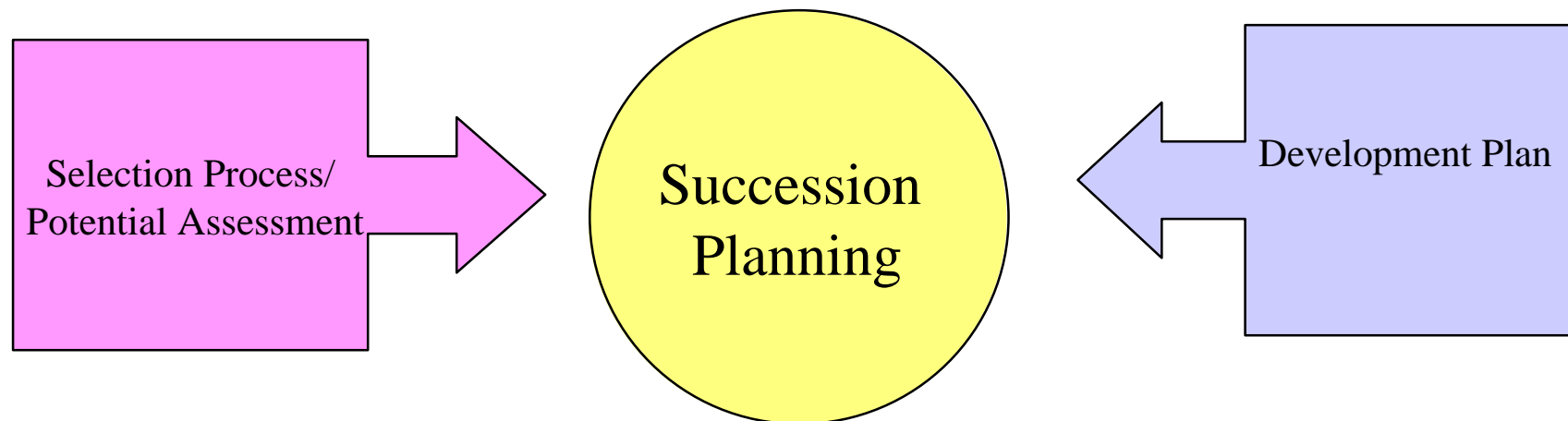
Human Resources Management

-. Performance Management --- Measure by Objective

1. Maintain / Improve employee's performance
 - a. Goal Setting by mutual agreement
 - b. Coaching & Feedback
 - . Daily Coaching & Counseling
 - . Mid Year Review
 - c. Year-End Appraisal

Human Resources Management

Human Resources Planning(Succession Planning)



Human Resources Management

Human Resources Planning[Succession Planning]

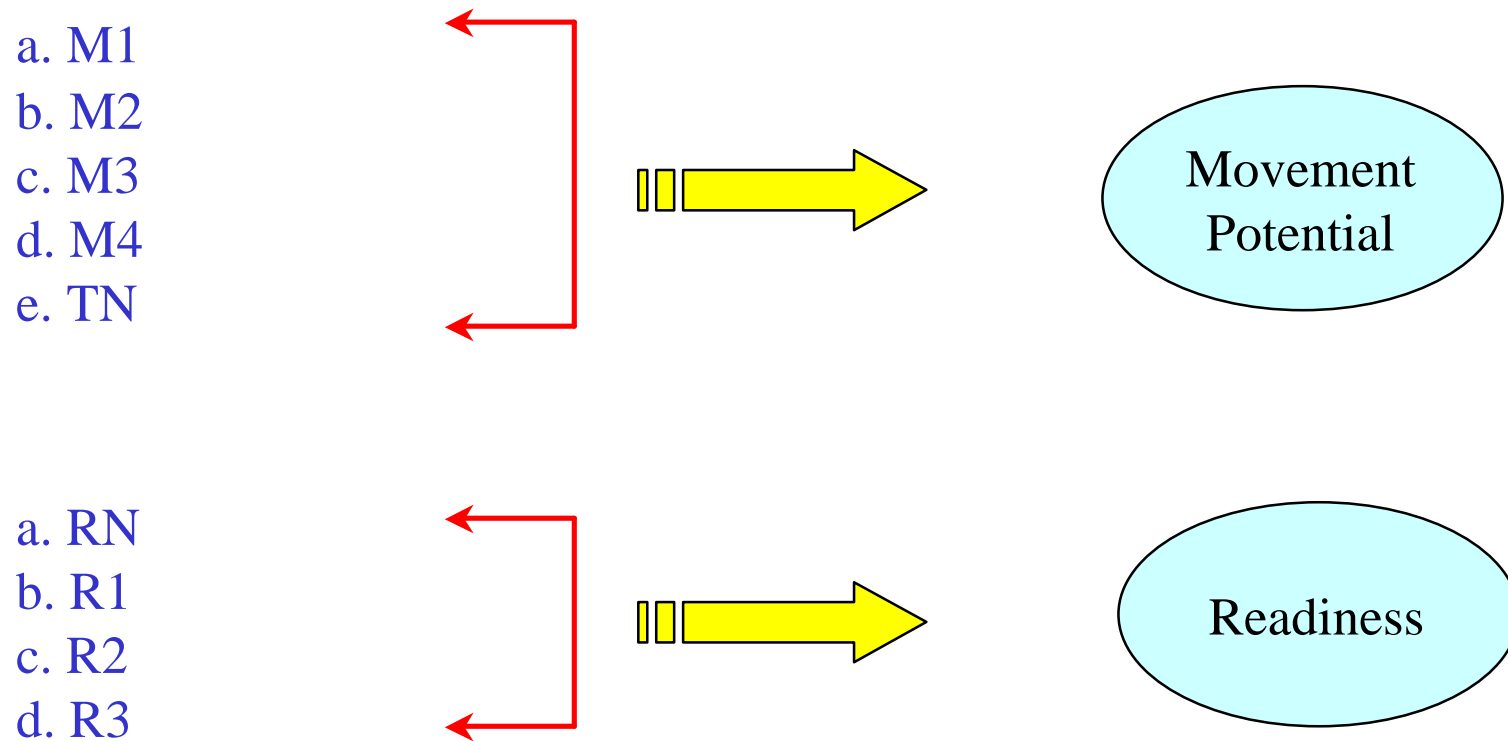
1. For Selection Process/Potential Assessment

- 1) High Potentials
- 2) Key Positions
- 3) Emerging Leaders

2. Potential Assessment by Leadership Competencies

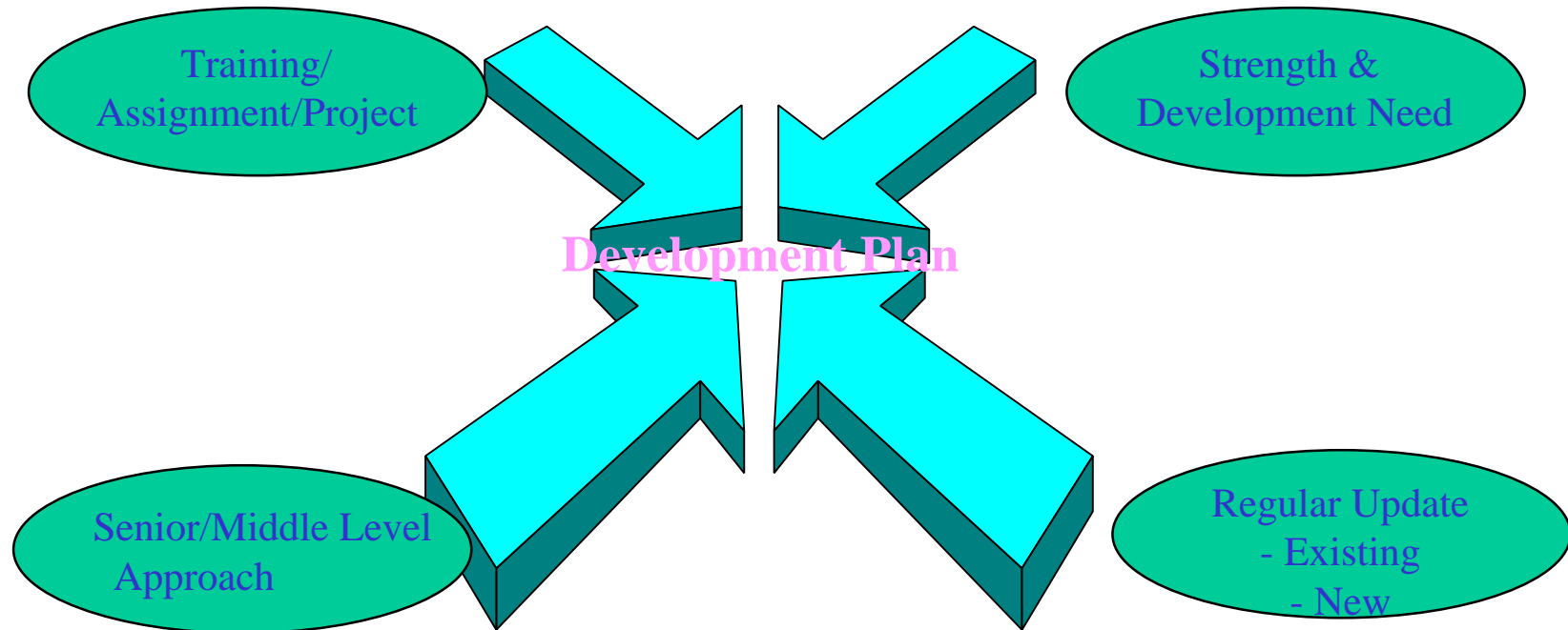
Human Resources Management

Human Resources Planning(Succession Planning)



Human Resources Management

- Development Plan



Human Resources Management

Human Resources Planning(Succession Planning)

