

Interview with Pei Huang

Part 1 Work Content and Responsibilities

Q: What is your daily work schedule like?

A: My main responsibilities include performance management, payroll and benefits calculation, recruitment and staffing, employee relations, and policy development and improvement.

Specifically, I start the performance evaluation process at the end of each month. At the beginning of the next month, I handle attendance calculation and then calculate salaries based on performance and attendance. In the middle of the month, I'm responsible for salary distribution, tax declaration, and social insurance and housing fund reporting. At the end of the month, I complete the human cost analysis.

In the middle and end of the year, I review and improve current policies based on the company's strategy or actual operation, and push for implementation. Overall, the work is regular, but I need to pay attention to detail all the time.

Q: Have you faced any memorable challenges at work? How did you handle them?

A: Yes, one situation in my last job impressed me a lot. One department was running a new project, and two team members, Xiao Li and Xiao Zhang, had a serious conflict over task division.

Xiao Li thought Xiao Zhang was "taking credit", while Xiao Zhang complained that Xiao Li was "monopolizing resources". Their relationship became so bad that they couldn't communicate, and the project was seriously delayed. Team morale was very low.

Here's how I handled it:

First, I quickly separated them by moving them to different groups to avoid more conflict. Second, I used the sandwich communication method. When talking with Xiao Li, I first praised his work on technical problems, then pointed out the issue—his cross-team communication needed improvement—and finally told him my expectation: that he could be the "glue" of the team. Third, I rebuilt the teamwork mechanism. I set up shared documents, synchronized progress updates, and used a task board to clarify responsibilities.

Two weeks later, the project got back on track, and they successfully completed a key module together.

Q: What gives you the most sense of achievement at work or in life?

A: Two things give me the most satisfaction. One is recruiting the right people who fit the team and contribute well. The other is resolving conflicts among employees and maintaining a positive and orderly work environment.

Part 2 Career Motivation and Development

Q: Why did you choose this job?

A: I chose HR because during my studies and internships, I found that I'm good at listening to others, solving conflicts, and I feel a strong sense of achievement when solving problems.

Once, I organized a team-building activity. To increase participation, I took time to learn everyone's interests and made group arrangements based on that. The event went better than expected—people enjoyed it and got to know each other better. That experience made me more sure that I'm suited for people-related work.

In my view, HR is not only the “lubricant” of a company but also plays a key role in implementing strategy. In the future, I hope to go deeper in a specific area and help companies attract and develop talent, while creating a better growth environment for employees.

Q: In the future, what breakthroughs would you like to make?

A: Right now, I don't do much employee training in my job. I hope to learn more in that area and improve my professional skills, so I can grow more fully.

Part 3 Personal Growth and Habits

Q: During your school years, did you have any habits that helped your later development?

A: Back then, I liked making plans and reviewing things afterward. I've kept this habit until now. It helps a lot with improving execution and reflection skills.

Part 4 Industry Insights and Learning

Q: What's your view on the development of women in the bio field?

A: Modern bio research values interdisciplinary thinking and the ability to execute. Women have clear advantages in understanding clinical needs and driving collaboration. In our company, both the general manager and the R&D manager are women.

After breaking the stereotype of women being "lab assistants", female scientists are now using stronger strategic vision and technical ability to redefine the limits of innovation in biotech.

Q: Do you have any suggestions or resources for students or job seekers who want to learn more about this field?

A: I suggest reading recent research papers, joining industry conferences, and taking related professional courses. These are all effective ways to understand the industry and improve your abilities.