EMPLOYMENT REPORT

人力资源雇佣调查报告

样本分析

ABOUT THE REPORT

• 您所在的行业是?

What is your industry?

汽车与零部件行业 / Automotive

24.9%

房地产行业 / Real estate

6.6%

银行及金融行业 / Banking & Financial services

7.9%

互联网行业 / Internet & ICT

8.0%

消费品行业 / Consumer (零售,快消,耐消,奢侈品) / (Retail, FMCG, Luxury)

12.2%

医疗健康行业 / Healthcare

13.2%

高科技及工业制造业 / Hi-Tech & Manufacturing

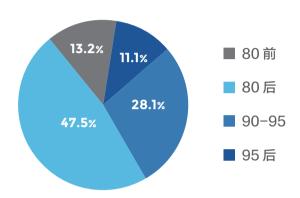
15.9%

其他 / Others

11.4%

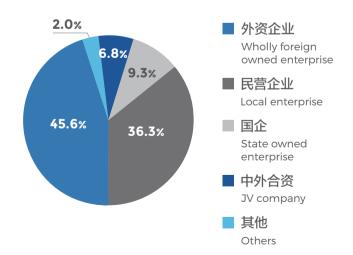
• 各时代比例

Which generation do you belong to?



• 您所在的公司性质

Company classification?



报告概述

REPORT SUMMARY

步入 2022 后,美国加息、俄乌冲突和毒株变异对世界宏观经济环境产生了较大波动。COVID-19 将重塑我们的世界,我们还不知道危机何时结束,正如习近平总书记说的"危机并存,危中有机,危可转机"。在这个过程中,我们可以看到的是,中国企业这些年的成长是惊人的伟大的,创新、转型,将成为中国企业发展的必经之路,而人才必定是第一生产力。

In 2022, rising US interest rate, the war between Russia and Ukraine and Omicron have produced great fluctuations in the world macroeconomic environment. Covid-19 will reshape our world. We don 't know when the crisis will end, as President Xi said, "crises coexist, crises are organic, and crises can turn around." However, we can be sure that the growth of Chinese enterprises in recent years is amazing and great. Innovation and transformation will be key factors for the advancement of Chinese enterprises and talents will be the primary productive force.

REPORT SUMMARY

■ 重视研发与 高质量人才

Emphasis on R&D and high-quality talents

新一轮科技革命和产业变革正在重构全球创新版图、重塑全球经济结构。创新是引领发展的第一动力,是建设现代化经济体系的战略支撑。因此增强自主研发将成为我国未来的发展方向,发展优势产业是实现高质量发展的内在要求,自主研发被各大企业放在最重要的位置,而相关行业高新尖人才的抢夺也将成为各大企业必争之战。

A new round of scientific revolution and industrial transformation is reconstructing the innovation landscape and reshaping the global economic structure. Innovation is the first driving force for development and the strategic framework for building a modern economic system. Therefore, strengthening independent R & D will become the future development direction of our country. The war for high-tech and top talents in related industries will become a major challenge for major enterprises.

アン 用工模式更加灵活

More flexible mode of employment

企业雇佣理念转变由单一转向综合。当企业面对突发事件和不确定性事件,采用综合的用工结构,能够帮助企业快速应对外部环境变化,从而抵御风险。

The market has become more acceptable to flexible staffing. Companies and candidates do not have to adhere to the traditional modes of employment and can adjust their model to the market accordingly.

企业培训逐渐成为一种职能,不再可有可无 03

Training becoming more indispensable

变化是企业环境的永恒主题。应变是企业发展的基本任务之一。培 训,正在成为企业适应不断变化和日趋复杂环境过程中日益重要的 核心职能。因此培训工作的质量,越来越直接地影响到企业的运行 品质。

Change is the only constant perpetual theme. Training is becoming an increasingly important core function in the process of adapting to the changing and increasingly complex environment. Therefore, the quality of training has a direct impact on the operational efficiency of enterprises.

不同年龄段人选的差异

Generation differences

不管是哪个年代的人,都有相似和共通之处,但是又有着自己时代 的独有特点。每一代里都有"70""80""90""95"性格特质的人群, 只是比例会有不同,于是呈现出了不同的时代特色。对于 70 后, 80 后上有老下有小处于压力中心的他们最需要温暖的慰籍;但 90 后 95 后不同,他们和互联网一起成长,互相尊重、开放的沟 通塑造了他们更真实坦率的性格共性。加上行业业态一直在变化, 提供更加包容自由和有创造力的氛围和雇主环境,也为不同职场文 化带来了冲击。

People in "70", "80", "90" and "95" have similar personality traits, but they also have the unique characteristics of their own times. Post-70s and post-80s have to take care of elderly and young children and will need recognition most. The post-90s and post-95s are different as they grew up with the advent of the Internet. Their mutual respect and open communication have shaped their more realistic and direct personality. In addition, the industry is changing, providing a more inclusive, free and creative atmosphere. making an impact to different workplace cultures.

人力资源分析 HR ANALYSIS

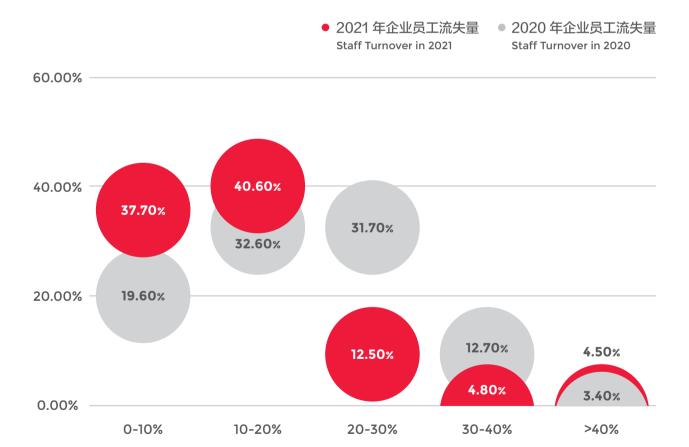


2021员工流失量比2020更加稳定

Staff turnover more stable in 2021 compared to 2020

2021 整体的人员流动率态势在 10%-20% 之间,而 0-10% 流失率的企业数比前年翻倍,说明较疫情年的 2020 更加的平稳。

The overall staff turnover rate in 2021 is between 10% -20%, which is more stable compared to the pandemic year in 2020.



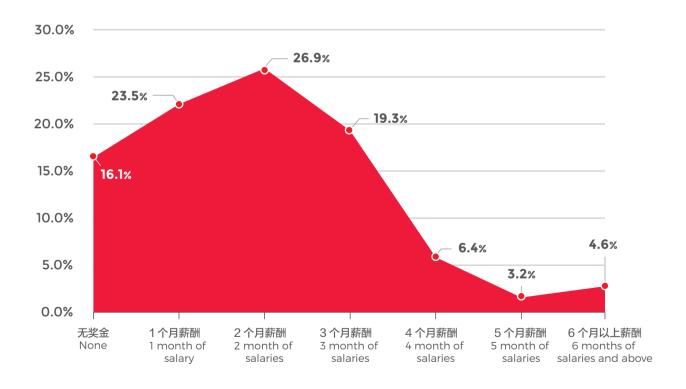
32.3% 的企业发放3个月以上的 薪酬作为年底奖金

of companies paid at least 3 months of bonuses at the end of the year

2021 年半数的企业给予员工 1-2 个月薪酬作为奖金。32.3% 企业给 3 个月以上的奖金。

Almost 50% of companies gave employees 1-2 months of bonuses in 2021. 32.3% of employers gave at least 3 months of bonuses.

• 2021年企业年终奖 2021 Year-end Bonuses



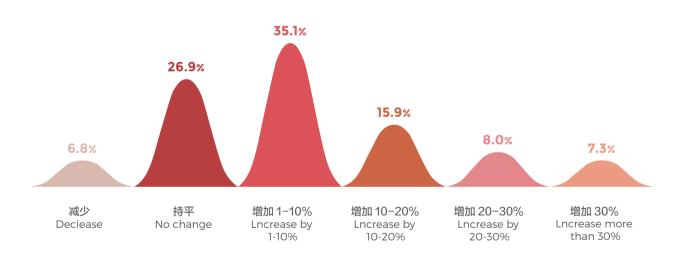
31.2% 的职场人士 在2022年的普调超过10%

31.2% of employees received more than 10% merit increment in 2022

2022 年依旧受疫情影响,薪资计划不做调整的企业占比为 26.9%。而 10% 以内的薪资调整幅度,成为市场较为普遍的调薪比例。31.2% 的职场人士在 2022 年的普调超过 10%。这也是为何大多数人选在看新机会时,会将薪资涨幅定在 20%-30% 的原因之一。

In 2022, 26.9% of enterprises were still affected by the pandemic and did not give a merit increment to employees. Less than 10% is the main salary merit increment range in the market. 31.2% of employees received more than 10% merit increment in 2022, This is one of the reasons why most candidates set the salary increase at 20% - 30% when looking for new opportunities.

• 2021年预计薪资变化 2022 Merit Increment



雇佣趋势分析 EMPLOYMENT TREND ANALYSIS



变革时期 研发人才的需求与日俱增

Increasing demand for R&D talents in this transformational era

全球科技创新进入空前密集活跃的时期,研发代表着企业生产力的前沿,决定着企业的生产重点和技术层面的发展方向。量变必将引起质变,中国在未来的十年中,会产生大量的突破性研发,也会产生大量的专精特新企业。因此,有战略和能力的企业始终在加强研发的投资,并大量招聘研发及销售人才。

Global scientific innovation has entered a period of unprecedented intense activity. R & D represents the frontier of enterprise productivity and determines the production focus and technical development direction of enterprises. Quantitative change will inevitably lead to qualitative change. In the next decade, China will produce a large number of breakthrough R & D and a large number of innovative enterprises. Therefore, enterprises with long term visions and strategies continue to strengthen their investments in R & D and recruit a large number of R & D and sales talents.



Top 3 Talent Shortage Positions



研发与工程 Research & Development Engineering



销售 Sales



生产运营 Production & operation

• 2021年企业短缺岗位Top 3

Top 3 Talent Shortage Positions



销售 Sales



战略和商业智能 Strategy & Business Intelligence



研发与工程 Research & Development Engineering

越来越多的企业 开始使用灵活用工

More companies have started flexible staffing

后疫情时代,是机遇和危机并存的。企业已经意识到灵活用工模式所带来的便捷,以更优化和更完善的用人 结构,抵御危机和突发性事件的稳步过渡。

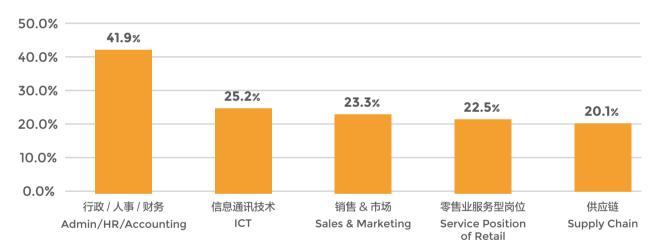
灵活用工以更有弹性的用工周期、更多样化的职位类型,更快速和及时的模式,满足企业在不同发展阶段的 用工需求。

In the post-pandemic era, opportunities and crises coexist. Enterprises have realized that an optimized employment structure can better withstand unexpected events.

Flexible employment duration for diverse types of positions and quick response are needed to meet the requirements of companies in different stages of development.

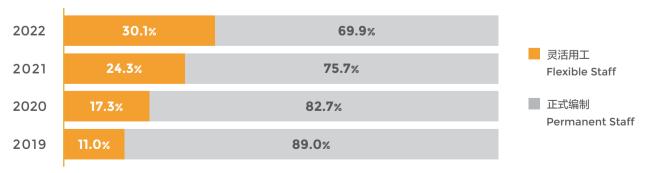
• 您的公司哪些岗位采用灵活用工?

What are the contract positions in your company?



• 2019年以来,企业采用灵活用工的占比呈稳定的上升趋势。

Since 2019, the proportion of enterprises using flexible employment has been steadily increasing.



灵活用工已全面进入 【需求修复】+【多拐点】时代

Flexible employment has entered an era of [demand remedy] + [multiple inflection points]

员工自身原因为诱因的需求仍然坚挺,是企业选择灵活用工模式的主要原因。

疫情时代下的热点行业,如雨后春笋般露出,成就了灵活用工服务模式进入新贵行业,凸显出灵活用工的多样性和多元化。

Employee circumstances is the main reason for companies requiring a flexible staffing solution. Many hot industries that require diverse flexible staffing models have surfaced during the pandemic.

季节性 / 阶段性的用工需求 SEASONAL NEEDS

35.1%

应对突发的大环境变化 COUNTER ECONOMIC CHANGES

40.9%

企业内部费用平衡 BALANCE COST INTERNALLY

21.6%

解决用工模式的缺失和不平衡 SOLVE STAFFING SHORTAGES AND IMBALANCES

32.4%

整合服务商优势资源 INTERNALIZE VENDOR ADVANTAGES

17.0%

企业规模扩张 BUSINESS EXPANSION

27.0%

建立核心人员蓄水池 BUILD CORE TALENT POOL

18.4%

自身特殊情况(工伤/医疗/三期等) EMPLOYEE HEALTH REASONS

43.3%

灵活用工的 【新热点】+【新贵行业】

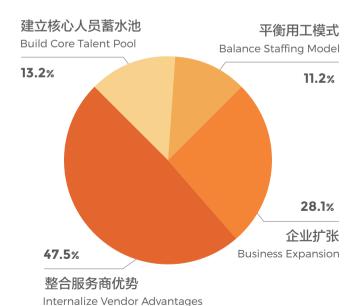
Flexible staffing [new hotspots] + [upstart industries]

2020年至今的两轮疫情叠加冲击、【接触性聚集性消费行业】受影响较大,社会服务、零售文娱、新概念汽车、轻工等行业尤为明显。

展望 2022 下半年,前期受损较为严重的这些行业雇佣场景逐步恢复,同时很多的不确定因素直接影响客户启用或考虑灵活用工的模式。

The double onslaught of the pandemic from 2020 to the present has greatly affected the [customer service industries], especially social services, retail entertainment, new concept cars and light manufacturing. In the second half of 2022, the employment in these affected industries will gradually resume. With uncertainties still remaining, companies will consider flexible staffing.

• 电动汽车 Electric Vehicle

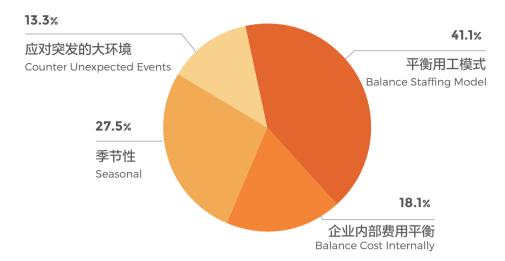


【**电动汽车**】各大车企、零部件厂商、系统平台服务商也开始在信息通讯技术职能上采用灵活用工的人才配置方案满足企业多元化业务需求

[Electric Vehicle] Major automobile enterprises, parts manufacturers, system platform service providers have also begun to use flexible staffing to meet the diversified business needs of enterprises in the ICT function.

• 零售及文娱

Retail and entertainment

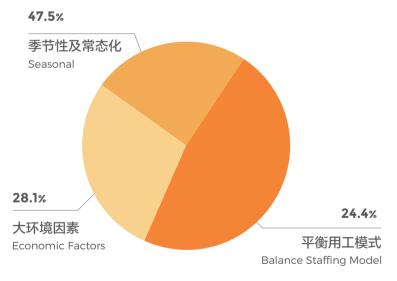


【零售及文娱】快闪店、临时店、展台、削减正式编制员工的方式来控制或降低用人及线下渠道搭建成本,均适用灵活用工服务。

[Retail and entertainment] pop-up and temporary stores, exhibition stands will need flexible employment services to reduce permanent staff and manage cost.

• 社会服务以及大健康

Social Services and General Health



【 **社会服务以及大健康** 】因疫情,传统的体外检测在针对人类新冠病毒检测领域的需求量暴增,企业更需要 灵活弹性的方式来解决用工需求。

[Social Services and General Health] Due to the pandemic, hospitals have deployed many staff for COVID PCR testing, resulting in a shortage of staff for traditional lab testing and enterprises will need flexible staffing to solve labor shortage.

海归应届生的优势?

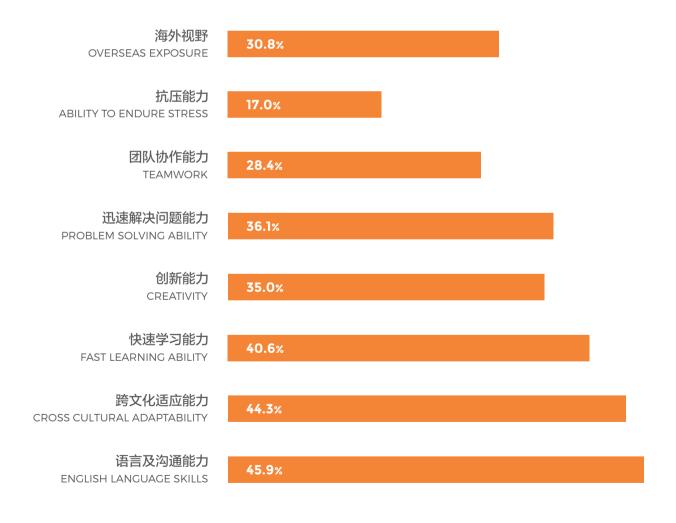
Does int'l graduates have an advantage?

对于需要面对外籍客户和有海外业务的企业来说,在招聘新人时往往会更倾向具有较强的语言沟通能力,以及跨文化适应能力的优秀留学生。

For companies that have businesses with foreign customers or with overseas businesses, they prefer international students due to their strong language communication skills and cross-cultural adaptability.

• 招聘有留学经验的员工看重

Important factors when hiring int' I graduates



放宽留学生落户政策会 吸引更多海归回国

Liberalization of hukou policy will increase overseas returnees

应届生永远是企业最喜欢的人才之一,而大企业更青睐有海外留学经验的应届生。

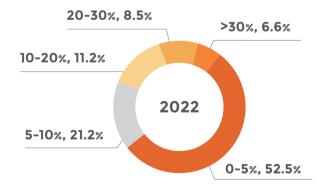
由于国外和疫情共存成为常态,部分留学生选择在国外就业和生活,加之回国航班班次减少的影响,今年各企业招募留学生的比例比往年有所降低。因此上海和其他一线城市加大力度放款落户政策,预计明年会有更多留学生选择回国就业。

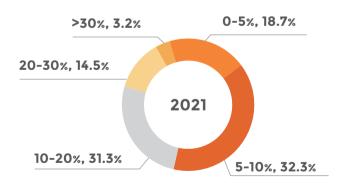
Fresh graduate is an important source of talent and large enterprises prefer fresh graduates with overseas academic experience.

Accepting coexistence with COVID-19 has become the norm overseas, coupled with the reduction of return flights due to the pandemic, some overseas graduates choose to work and live abroad, resulting in a reduction of returnees this year. With Shanghai and other major cities liberalizing the Hukou requirements for overseas graduates, we expect to see an increase in returnees next year.

。您所在企业海外留学经历的应届生占总应届生比例为?

What is the proportion of graduates who have studied abroad in your company?





人才培养 TALENT DEVELOPMENT

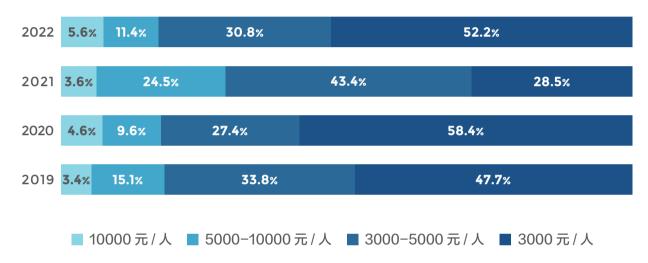


2022年的疫情使企业 在外部培训投资时更加谨慎

The pandemic in 2022 has made companies more cautious about investing in external training

• 您所在企业的人均培训预算是多少?

What is your training budget per person?



由于 2022 年初疫情的影响,可以看到今年人均 5000 元培训预算以下的企业比例和 2020 年一样,大幅 升高。在复工复产甚至生存的压力下,许多企业选择了开源节流,暂缓了部分包含培训在内利于长期发展 的经营活动的投入。

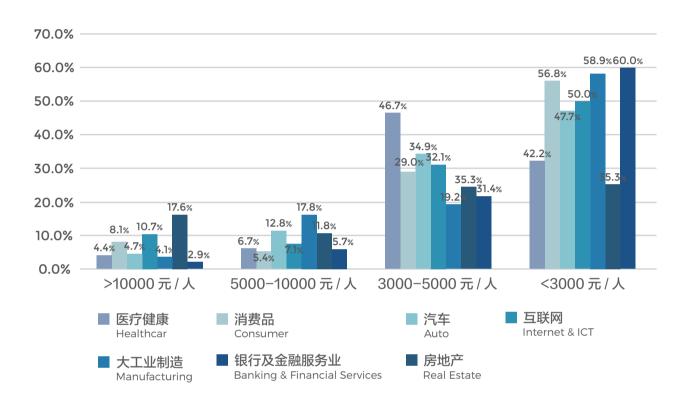
然而,人均 10000 元以上的比率持续增加并达到近 4 年来最高。说明企业在降低整体预算的情况下,依然会对核心人才的发展持续投入,以提升未来的组织竞争力。

Due to the unforeseen pandemic recurrence in 2022, the percentage of the companies with training budget under CNY5000/person is the similar to 2020 when COVID-19 first started. Under the high pressures of work and production resumption, many companies choose to increase income and reduce expenditure. Some companies choose to reduce their training budget even though training is important for long term investment.

Meanwhile, the percentage of the companies that are willing to increase their training budget above CNY10000/person has reached the highest in the past four years. Hence, companies are willing to focus on the development of key talents to improve organizational competitiveness in spite of a limited overall budget.

各行业企业的培训预算比例

Proportion of training budget of enterprises in various industries



从各行业来看,银行和金融服务业 >10000 元 / 人的培训预算比例是各行业最高的,房地产行业为最低; 5000-10000 元 / 人区间比例最高的行业是大工业制造; 3000-5000 元 / 人最高的是医疗健康; <3000元 / 人房地产、大工业制造和消费品分列前三。

从数据可以看出各行业对人才投入的理念差异明显。

The highest percentage of training budget above CNY10000/person is from the Banking and Financial services sector while the lowest is from the Real Estate industry. The highest percentage of training budget for CNY 5000~10000/person is from the Manufacturing sector while the Healthcare sector has the highest for CNY 3000~5000/person. The top three sectors for below CNY 3000/person are Real Estate, Manufacturing and Consumer.

Based on above data analysis, it can be observed that big differences exist between different industries in their talent development strategies.

只有35.2%的人认为 企业提供的学习资源能满足自己 60%以上的发展需求

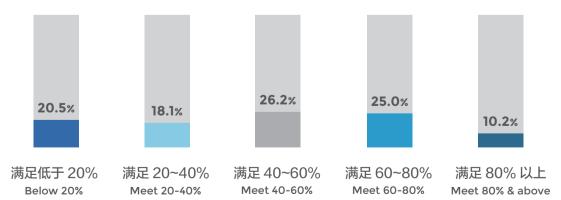
Only 35.2% believe that the learning resources provided by their employers meet more than 60% of their development needs

从数据来看,仍然有大部分员工认为企业的培训无法满足自身所需,这也是导致员工跳槽的重要原因之一。人才是企业最重要的资产,企业仍需在培训资源的选择上持续改善,从而使人才继续留在公司,实现企业发展和个人发展双赢。近年来,把学习管理外包给专业的咨询机构,也渐渐成为企业为打造学习型组织一种新的选择。

Based on the survey, there is a large proportion of employees who do not think the current company learning offerings can meet their development needs and could be one of the key factors why employees leave the company. Key talent is the most significant asset of companies and we should optimize of our learning resources both internally and externally to strengthen employee engagement and establish a win-win scenario between employers and employees. To better balance of learning cost and benefits, Learning Management Outsourcing which acts as a virtual extension of the current learning team, is becoming a new norm for the future learning world.

• 您认为当前所在企业提供的学习资源能否满足您的发展需求?

Can the company's training meet your current training needs?

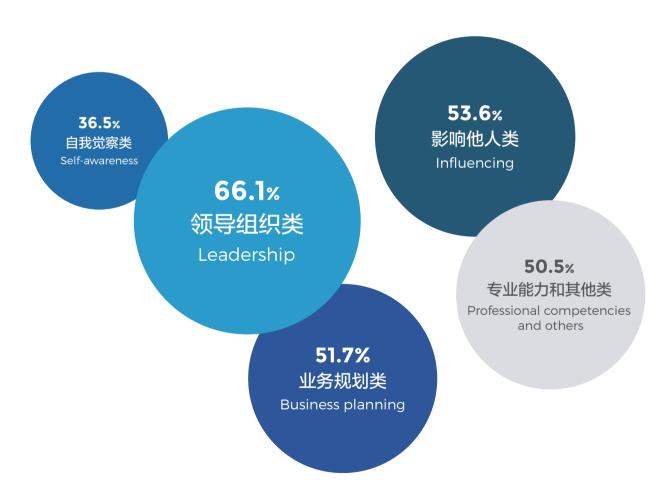


领导力类的主题 依然是大家最关注的

Leadership learning resources continue to be the most popular topic

领导组织类的复杂课程依然是大家最感兴趣的,可见一技之长已经不足以应对外部频繁变化的 VUCA 时代,自我觉察类选择的比例最低,可看出员工在探索自我和心智修炼方面仍有很大的提升潜力。

As leadership training is complex, it is the most desired learning topic. Technical skills of an industry experts are not enough and we need to equip ourselves with more skills to agilely face a VUCA era. While self-awareness learning topics have the lowest rating, it is becoming popular as more companies feel that it is important to empower employees with a growth mindset so as to adapt rapidly to changes.



各时代人选的差异 GENERATION DIFFERENCES





离职五大主要原因

5 Main reasons for leaving

"没有职业发展前景"成为最主要的离职原因。 从图中可看出,选项"公司组织架构及业务调整" 已排名第三,相当多的职场人会担心组织架构和业 务调整打破了原本的稳定状态,而选择离开。

"Lack of career development opportunities" has become the main reason for leaving.
"Organizational and business structural adjustment" ranked amongst the top 3 reasons for leaving. Many employees worry that organizations.

for leaving. Many employees worry that organizational restructuring or business adjustment will create uncertainty and choose to leave.

公司组织架构及业务调整 Organizational and Business Structural Adjustment

27.1%

不认同当前公司的企业文化
Do not identify with the Corporate Culture

22.3%

没有职业发展前景

Lack of Career Development Opportunities

57.9%

薪资福利不满意

Dissatisfied with Salaries and Employment Benefits

50.6%

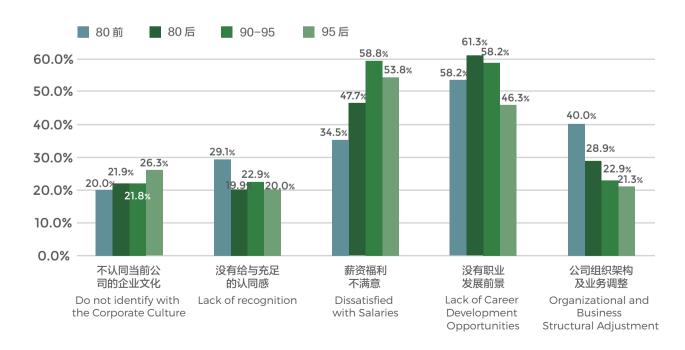
没有给与充足的认同感 Lack of recognition

21.7%

• 各时代人选的差异

Generation differences

80 前和 80 后时代的人选均将 "职业发展前景" 放在离职原因首位;而 90 后人选最看重的是 "薪资福利"。 Both pre-80s and post-80s candidates put "career development prospect" in the first place; The most important thing for post-90s candidates is "salary and welfare".



您想在公司承担 什么难度的工作?

What kind of job difficulty do you want to take on?

59.9%的人选选择愿意承担"有难度的工作任务"

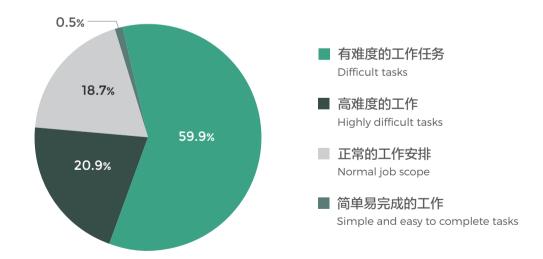
59.9% of the candidates are willing to undertake "difficult tasks"

20.9% 的人选选择愿意承担 "高难度的工作任务"

20.9% of the candidates are willing to undertake "highly difficult tasks"

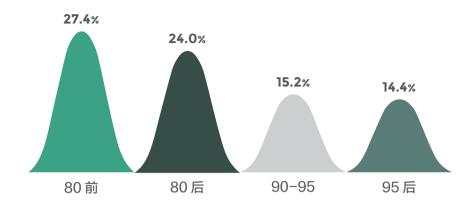
18.7%的人选选择愿意承担"正常的工作安排"

18.7% of the candidates are willing to undertake "normal job scope"



• 选择"高难度的工作任务"的比例

proportion of "highly difficult work tasks"

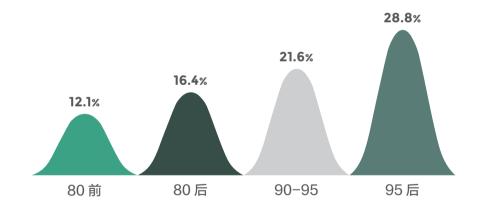


在所有选择"高难度的工作任务"的人选中,80 前和80 后人选的比例远远高于90 后。说明越成熟的人选越愿意接受高难度工作挑战。

Among all those who choose "difficult work tasks", the proportion of candidates before and post-80s is much higher than that post-90s. It shows that the more mature the candidate, the more he is willing to accept challenging tasks.

• 选择"正常的工作安排"的比例

proportion of "normal job scope"



同时,越年轻的人选越倾向选择"正常的工作安排"。

At the same time, younger candidates are more likely to opt for a "normal job scope".

如何完成工作, 您最有成就感?

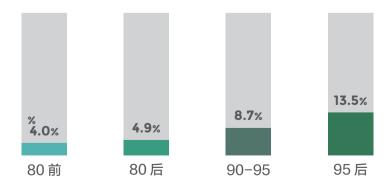
What kind of role gives you a sense of achievement for completing a task?



在"独自一人完成工作"这一选项上,年龄阶层不同导致的差距最为明显。也就是说对年轻的 95 后来说,通过独自一人完成工作来获取成就感的比例,较 80 前和 80 后要高出近 9 个百分比。

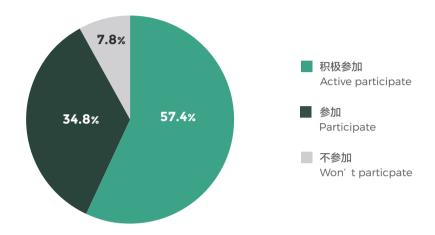
The percentage of people that prefer to be an "individual contributor " varies greatly for different generations. The proportion of post-95s achieving a sense of achievement by completing work alone is 9% higher than that of pre-80s and post-80s.

• 选择 "独自一人完成工作" 的比例 proportion of "individual contributor role"



如果有选择权, 您会参加公司的团建活动吗?

Given a choice, will you participate in company's teambuilding activities?

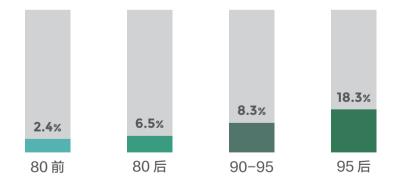


92.2% 的职场人都愿意参加公司的团建活动。不愿意参加团建的比例为 7.8%,并且越年轻的职场人参加团建的意愿度越低。

92.2% of employees are willing to participate in the company's team building activities. The proportion that are unwilling to participate in teambuilding activities is 7.8%. The younger the employee, the lower the willingness to participate in teambuilding activities.

• 各年龄段不愿参加团建的比例

Proportion unwilling to participate in teambuilding activities



按照年龄段的递减,参加团建的意愿度也逐渐降低。

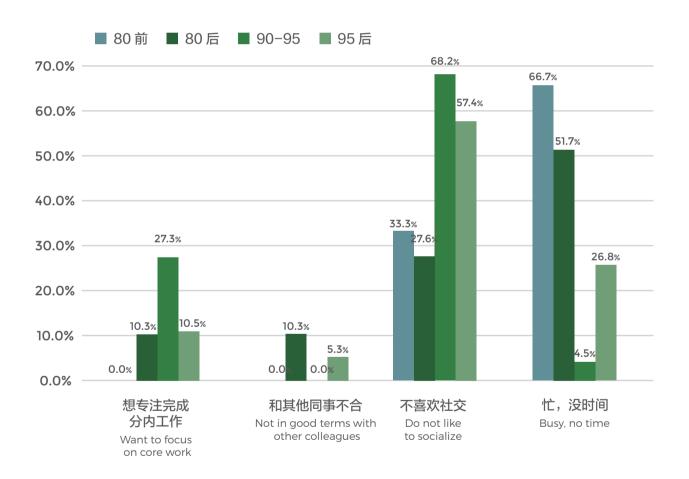
As the respondent gets younger, the willingness to participate in teambuilding decreases gradually.

各年龄段不参加团建的原因?

Reason for not participating in teambuilding activities

80 前拒绝参加团建的绝大部分原因是"太忙,没时间";而"不喜欢社交"是年轻的90后,拒绝参加团建的主要原因。

The main reason for refusing to participate in teambuilding activities for pre-80s is "too busy and no time "while "do not like to socialize" is the main reason for post-90s.



ABOUT CONNECTUS

CONNECTUS 是一家国际性人力资源管理咨询公司,成立于 2013 年,目前在中国大陆 11 个城市拥有超过 420 名专业顾问。我们提供人才寻猎,招聘流程外包,灵活用工,组织与人才发展,咨询与市场洞见,职业规划等专业服务,致力于帮助客户提升组织效能激发人才潜力,凭借高度专注以及高效协作,CONNECTUS 与众多企业缔结了长期合作的伙伴关系。以使命驱动,以专业践行,我们深信世界会因人才而非同凡响。

Founded in 2013, CONNECTUS is an international human resource management consulting company. It currently has more than 420 professional consultants in 11 cities in mainland China. It provides executive search, recruitment process outsourcing, flexible staffing, organization and talent development, consulting and market intelligence, career advisory and other professional services. Dedicated to helping our clients improve organizational effectiveness and unleash the potential of talents, CONNECTUS believes in developing long-term strategic partnerships with our clients. Driven by our mission and professionalism, we believe that by powering talents, we can create an extraordinary world.

10 大行业领域

10 Major Practices



汽车 Automotive



金融服务与银行 Banking & Finance



消费品 Consumer



医疗健康与生命科学 Healthcare & Life Science



房地产 Real Estate



零售与奢侈品 Retail and Luxury



互联网 Internet & ICT



工业与半导体 Industrial & Semi-Conductor



高科技 Hi-tech



职能与专业服务 Corporate & Professional Services

AWARDS

2022 新旗奖 - 年度解决方案奖【HRflag】

2022 NewFlag Awards- Best Solution Award 【HRflag】

2021年度规模化先驱【谷露】

2021 Leader in Company Size Scalability 【Gllue】

2021年度中国区最佳人力资本服务企业【中企联合】

2021 Best Human Capital Service in China Enterprise 【CHIRC】

2021 年度非凡 Hunter 【 猎聘 】

2021 Extraordinary Hunter [Liepin]

2021 中国人力资源先锋服务机构年度最佳人才管理机构【第一资源】

Best Talent Management Organization Award at the 2021 China HR Pioneers Awards [TopHR]

2021 中国猎头行业外资 / 合资前十榜单【 RECC 】

Top 10 Foreign/JV Executive Search Agencies in China 【RECC】

2020-2021 中国区大制造业卓越招聘服务机构【RECC】

2020-2021 Best Executive Search Agency - Manufacturing 【RECC】

2020-2021 中国区大制造业卓越招聘服务机构【RECC】

2020-2021 Best Executive Search Agency - Manufacturing 【RECC】

中国人力资源服务机构 TOP100 强【第一资源】

Top 100 Human Resources Services Organization TopHR

<Spark 领航者 > 人力资源咨询赛道 TOP 10【HRoot】

[Spark Leader] Top 10 HR Consulting Firms 【HRoot】

高端猎头服务



Executive Search

CONNECTUS 的高端猎头服务,是针对企业的中高端管理层岗位、稀缺岗位、机密岗位以及专业型技术人才,我们能够提供快速且定向的招聘解决方案,帮助企业搜寻、筛选、匹配人才。

CONNECTUS Executive Search has the expertise in placing senior management positions, niche positions, confidential positions and professional technical personnel. We can provide efficient and targeted recruitment solutions, helping companies search, screen and match talent.

顾问式猎头

培养猎头成为客户和候选人的长期合作伙伴。定期提供系统性专业培训,不断赋能团队,倾力打造 360°优秀顾问。各团队资深顾问平均拥有10年+行业经验,团队服务专业、无忧。

跨行业合作

不同行业猎头资源共通,打通行业壁垒。公司内部 10 大行业猎头利用内外部庞大数据库,有效集合各行业的优秀人才,挖掘综合性人才,满足客户多样性人才需求。

国际网络

国内办公室与海外办公室通力合作。深耕行业 9年,公司在中国、新加坡与印度设立办公室,积累了大量人力资源,与多地政府机构构建了良好合作关系,与多行业卓越企业建立了战略合作关系,全力支持客户的海内外业务发展。

市场信息洞察

每年定期发布雇佣调查报告和行业薪资报告。报告数据来源 10 大热门行业,集合上干份真实反馈,已经成为业界风向标。顾问专业解读人才市场走向,与客户分享市场趋势,助其伫立行业前沿。

Consultative Experts

We train our consultants to be long-term partners with clients and candidates by regularly providing systematic professional training, constantly empowering the team and developing capable 360 $\,^{\circ}$ consultants. Our senior consultants have an average of 10+ years of industry experience providing professional service to clients.

Cross-industry Database

Employers are beginning to be more open to candidates from different industries. Our consultants can leverage on the resources and database of the company's 10 internal industries, efficiently search cross industry candidates and identify suitable talent to meet customer's diverse talent needs.

International Network

The China offices work closely with our overseas offices. For 9 years, we have set up offices across China, Singapore and India. Accumulating a huge amount of database, working closely with a number of government agencies and tapping on its strategic relations with multi-industry organizations, we can fully support our customers expand at home and abroad.

Market Intelligence

Collecting thousands of survey responses from professionals across 10 industries, the company's annual employment survey report and industry salary report have become the bellwether of industry trends. Our consultants share talent movements and market insights with clients, positioning them in the forefront of the industry.

灵活用工服务



Flexible Staffing

CONNECTUS 的灵活用工服务,旨在优化企业的灵活用工服务,实现弹性用工闭环,打破目前比较单一的雇用形式,从而为企业完善复合型的用工模式。

CONNECTUS STAFFING aims to help customers optimize their mode of employment. Breaking away from the current relatively single employment mode, we can solve the complex employment challenges faced by enterprises.

核心聚焦

依托于对行业深度的纵度挖掘,对各类招聘职位 需求的横向触达,我们致力于为企业提供灵活和 专注的人力资源外包服务。

一站到底

我们的薪酬管理、商业保险、健康体检、年节福利、 人才背调等专业服务,也从前端到后端为企业提 供全方位包围式的用工解决方案。

职位全面

深耕于人事、行政、财务等传统职能岗位,升级加入互联网+、电商运营、工程技术、研发质控、营销服务等职位,打开外包岗位新格局。

灵活赋能

在企业应对突发性、季节性、临时性、周期性等 用工需求和挑战时,我们的服务都能够给予企业 及时和精准的人员供给和补充。

Core Focus

Deep vertical mining of each industry and the wide horizontal reach in managing various recruitment assignments equipped us with the expertise to provide flexible and dedicated human resource outsourcing services.

One-stop Service

We provide one-stop professional outsourcing services, such as payroll management, commercial insurance, health examination, welfare benefits, reference check and other comprehensive employment solutions for enterprises.

Extensive Position Coverage

Besides traditional positions such as personnel, administration and finance, we have extended our outsourcing expertise to in-demand positions such as Internet+, e-commerce operations, engineering, technical, Research & Development, quality control, marketing services.

Flexible Empowerment

We can provide enterprises with timely and accurate personnel deployment to help them resolve sudden, seasonal, temporary and cyclical employment needs and challenges.

企业人才发展



Talent Development

我们专注于帮助企业培养卓越的领导者,从技术人员的领导力提升,到新任经理的管理技能训练,再到复杂的企业高管领导力发展项目,以终为始地帮企业设计定制化的解决方案,通过培训、人才发展项目、工作坊、行动学习、团队教练、一对一教练等方式,系统地提升企业管理人员的领导力。

We specialize in helping companies develop exceptional leaders, from leadership enhancement for technical professionals, to management skills training for newly promoted managers and complex executive leadership development programs. We systematically enhance the leadership of business managers by helping companies design customized solutions, through training courses, talent development programs, workshops, action learning, 1-on-1 and team coaching etc.

定制化服务

外界的变化速度越来越快,标准化的培训服务已 经很难满足客户的需求,经验丰富的迅佰汇客户 经理可以为客户提供多种定制化服务,帮助客户 找到适合自己的学习方式,从而达成学习的目标。

丰富的产品

得益于我们在学习行业多年的资源积累,我们可以运用包括测评、数字化沙盘、混合式学习产品、版权课程等多种形式,为客户提供丰富的学习产品。

高质量顾问

我们的顾问老师大都来自世界 500 强企业,有丰富的理论基础和授课经验,并且通过我们的精挑细选,有很高的配合度以及项目满意度,并和我们持续合作多年,是我们赢得客户信任的重要资源。

快速响应

帮客户节约时间,就是创造价值。我们致力于用 最快的速度响应客户,缩短从需求确认到提交方 案的时间,帮助客户加速推进项目进度,节约客 户宝贵的时间。

Customized Solutions

The market is revolving rapidly and standardized training is not able to meet the needs of customers. Our experienced GATEWAY Account Managers can provide a variety of customized solutions to help companies find their own suitable training model and achieve their organization's learning objectives.

Wide Range of Products

Backed by many years of experience in the learning industry, we use a variety of training tools, such as assessment, digital sandbox, blended learning products, copyright courses and other training styles to provide customers with a range of learning products.

Professional Trainers

Most of our trainers worked in Fortune 500 companies and come with proven methodologies and strong practical experience. Through our careful selection and many years of cooperation, these trainers are able to win the trust of customers by ensuring a high level of project delivery satisfaction.

Proactive Response

Helping customers save time is to create value. We are committed to respond to customer requests in the shortest time. Shortening the response time from the release of requirements to proposal submission helps customers accelerate the progress of their training projects.

培训管理 外包服务(LMO)



Learning Management Outsourcing (LMO)

CONNECTUS 的学习管理外包服务 (LMO) 可以为我们的客户提供端到端的包括学习运营管理、供应商管理、学习交付等全流程的外包咨询服务。我们致力于成为客户可信赖的专业学习管理外包服务团队。

Acting as an extension of our customer's team and a trusted learning partner, we provide end-to-end learning management outsourcing services including administration, vendor management, consultancy, delivery and efficient resource allocation, helping customers save time managing various suppliers.

更专业

我们集合十多年外企培训管理经验背景的资深服务团队,拥有专业的培训管理完整实务经验及丰富的培训市场专业资源整合能力,为多家世界五百强客户提供端到端的学习管理专业服务。

更系统

我们拥有全方位全体系的学习管理知识储备和系 统运营能力,无论是培训体系的搭建或培训数据 化平台的技术支持,我们都可以提供一站式系统 性服务管理。

更响应

我们拥有更及时更敏锐的服务管理意识,承诺快速响应客户的各类培训需求及日常管理技术支持,2 小时内的高效回复及 4 小时内的解决方案 思路提供是我们基本的服务原则。

更客观

我们百分百尊重客户的保密信息并严格执行客户 内外部的操作规范和流程实施,更中立更客观的 维护客户的管理决策并兼顾员工的良好服务体 验。

Professional

We have a professional team with more than 10 years of learning management experience in learning operation workflow and powerful integration of learning resources. We have a proven track record in providing end-to-end learning management outsourcing services to Fortune 500 companies.

Systematic

We have a wholistic view of the learning and knowledge management system. We have ability to develop a full suite of systematic learning management mechanism and configuring a learning digital platform.

Responsive

Our consultants are agile and are able to respond to training requests and situations very quickly. We can respond within 2 hours and work out a solution in 4 hours.

Objective

We fully respect confidential information and will strictly adhere to internal standard operating procedures and policies of our clients. As professional consultants, we provide neutral and objective advice to the management, ensuring that both operational objectives and employees training needs are met.

职前规划

Career Advisory



HEADSTART 是 CONNECTUS 的应届生求职服务项目,旨在为全球大学生梳理职业发展方向,提供职前辅导、求职决策、职业内推等多维度求职解决方案,致力于引领大学生迈好职场第一步。

HEADSTART is a graduate career advisory service introduced by CONNECTUS. It aims to provide multi-dimensional service such as career coaching, job search and position recommendation for university graduates worldwide. It is committed to help university graduates to get a head-start in their career.

背靠知名猎头公司

CONNECTUS 是专业的一站式人力资源综合解决方案供应商。内部不同行业的猎头资源互通,产生有效的行业前瞻画像。

500 强名企深度合作

与十大行业超过 1000 家知名企业保持多种形式的合作。实时更新国内外 500 强名企互联网大厂等稳定内推资源,保障内推力度和结果,为大学生提供优质的工作机会。

多样化定制求职服务

企业导师团队陪伴式服务。挖掘个人背景优势,确定求职方向,梳理正确的职业观。根据学员自身情况及目标岗位,精准提升职场技能,获得名企 offer。

职业生涯持续猎头跟踪拓展

拥有完善的猎头资源体系。帮助留学生及时了解 市场动态,把握更多优质机会,实现职场跳跃式 发展。

Backed by Renowned Executive Search Firm

CONNECTUS is a professional one-stop service provider of human resource consulting solutions. Leveraging on its strong internal recruitment resources across various industries, we are in touch with the latest market development and employment trends.

Close Partnership with Fortune 500 Companies

Working closely with more than 1000 well-known companies across 10 industries, we receive real-time vacancy openings from top local enterprises and Fortune 500 companies such as big internet companies. Strong relationships with these enterprises ensure job recommendation results for university graduates.

Comprehensive Services

We have a team of corporate mentors from established companies that can help identify a graduate's strengths, advise suitable job functions and recommend the right direction to search for jobs. We can accurately identify workplace skills to be improved and increase the graduate's chances of securing an offer from an established company.

Lifelong Career Companionship

Backed by a robust applicant and job tracking system, we can help overseas graduates keep abreast of market developments, seize more high-quality job opportunities and achieve career progression in the workplace.

专家网服务



Expert Network

在 initial,我们与客户携手,洞见未来趋势,引领行业潮流。以"客户与行业专家零距离"为服务理念,旨在以多年的行业经验及独到的视角为客户提供最契合要求的信息解决方案,协助客户在最短时间内做出在华投资和经营战略的精准决策。

At Initial, we are the first to see the future. "Zero distance between customers and industry experts" is our service concept. We help customers make faster and better investment and business decisions by providing them with valuable market insights.

专家资源充足

基于康耐仕在人力资源领域的深耕,目前拥有 100 万余名覆盖全行业的候选人资源,可以进行 专家高效匹配和连接。且基于该庞大的猎头寻访 网络和丰富的人才画像, Initial 的专家信息更为 真实可靠。

专家经验丰富

专家基本具有超过 10 年的行业经验,具有丰富的实战经验和行业洞察。

高效的响应

高效的专家推荐服务,在接到项目需求后, initial 会在 2 小时内积极响应和跟进。

智能的系统

Initial 有响应及时、流程管理高效的软件服务系统支撑 ,能快速高效的对在库专家进行筛选和推荐。

Extensive Expert Network

More than 1 mil experts from all industries and regions that can be efficiently retrieved and connected. Backed by the strong executive search business, Initial's expert database is more realistic and reliable.

Unique Insights

Experts have with more than 10 years' of working experience, offering unique insights into companies and markets.

Responsive

Fast turnaround of expert referrals within 2 hours.

Hi-Tech System

Customized expert screening and recommendation supported by Hi-Tech and Robust Expert Network System.

OUR OFFICES

Shanghai 上海

Office 12G, Hua Min Empire International Plaza,No.726 West Yan'an Rd. Shanghai

上海市长宁区延安西路726号华敏翰尊12楼G座

电话 Tel: +86 21 2225 4600

Shenzhen 深圳

Office 1503, Building D, Dachong Business Center, Nanshan district, Shenzhen

广东省深圳市南山区大冲商务中心D座1503室

电话 Tel: +86 0755-2656 9848

Suzhou 苏州

Office 1002, Suzhou Center Office Tower B, Suzhou Industrial Park.Suzhou

苏州市工业园区苏州中心办公楼B座1002室

电话 Tel: +86 512 8885 0273

Zhongshan 中山

Office 1610, LiHe International Finance Center, 16 Zhongshan 3rd Road, East District, Zhongshan

中山市东区中山三路16号之三国际金融中心1610室

电话 Tel: +86 760 8886 0019

Wuxi 无锡

Room 1042, Building 2, Henglong Plaza, No. 139, Renmin Middle Road, Liangxi District, Wuxi

无锡市梁溪区人民中路139号恒隆广场写字楼2座1042室

Dalian 大连

Office 2901, ST2, Building 5 Yujing, Dalian Center, No.280 Changjiang Road, Zhongshan District, Dalian, Liaoning 辽宁省大连市中山区长江路280号的大连中心裕景5号楼ST2大厦2901室

Office 1908-9, Jiliang Headquarters Building, No.6 Huoju Road, High Tech District, Dalian, Liaoning

辽宁省大连市高新园区火炬路6号吉粮总部大厦1908-9室

Beijing 北京

Office 608, Fan Li Plaza, No. 22, Chaoyang District Street, Beijing

北京市朝阳区朝阳门外大街22号泛利大厦608室

电话 Tel: +86 10 8593 0400

Guangzhou 广州

Office 3807, Tianhe City, 208 Tianhe Road, Tianhe District, Guangzhou

广州市天河区天河路208号粤海天河城3807室

电话 Tel: +86 20 3889 9626

Chengdu 成都

Office 3508, Square One, No.18 Dongyu Street, Jinjiang District, Chengdu

成都市锦江区东御街18号百扬大厦3508室

电话 Tel: +86 28 6267 5413

Qingdao 青岛

Office 1712, Building B, Heda Center,179 Tailiu Road, North District,Qingdao

青岛市市北区台柳路179号和达中心B座1712室

电话 Tel: +86 532 8093 0342

Changzhou 常州

22nd Floor, Building 5, Changfa Plaza, 101-1 Taihu East Road, Xinbei District, Changzhou

常州市新北区太湖东路101-1号常发广场5号楼22层

Singapore

8 Marina Blvd Level 11, Marina Bay Financial Centre Tower 1 Singapore 018981

Tel: +00 65 6727 6122 Fax: +00 65 6727 3880

