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C O N N E C T U S

# 2024 人力资源雇佣调研报告

# EMPLOYMENT REPORT





## About CONNECTUS

CONNECTUS 是一家国际性人力资源管理咨询公司，2013 年成立，目前在亚太区 13 个城市拥有超过 300 名专业顾问。我们提供人才寻猎，招聘流程外包，灵活用工，出海业务，组织与人才发展，咨询与市场洞见，职前规划和专家网等专业服务，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。

CONNECTUS is an international human resource management consulting company founded in 2013. Currently, it has more than 300 professional consultants in 13 Asian cities. We provide executive search, recruitment process outsourcing, flexible staffing, internationalization, organization and talent development, consulting and market intelligence, career advisory, expert network and other professional services. Dedicated to helping clients improve organizational effectiveness and inspire talent potential, CONNECTUS is able to establish long-term business partnerships with many enterprises. Driven by our mission, we believe that by developing and empowering talents, we can create an extraordinary world.

## Core Values

- |    |                      |    |                                    |
|----|----------------------|----|------------------------------------|
| 合作 | One Team             | 坚持 | Persistence Conquers All           |
| 积极 | Go Beyond Limits     | 恒学 | Move out of Comfort Zone           |
| 创新 | Run a Different Race | 诚信 | Integrity is Doing the Right Thing |





## 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.

## 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.



## 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.

## 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，以终为始地帮助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.

## 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 headstart in their career.

## 出海业务 Internationalization

GATEWAY SEARCH 旨在甄选市场上最优秀的人才，是许多寻求一流专业人才的全球客户的首选战略区域搜索合作伙伴。我们能迅速理解客户的需求，熟悉不同国家和地区的文化特点，更加精准的洞察，我们是人才的门户，助力企业“轻装上阵”出海。

GATEWAY SEARCH is about identifying the best talent in the market. A preferred strategic regional search partner for many glocal clients looking at first-rate qualified professionals. We understand customer needs, are familiar with the cultural characteristics of different countries and possess strong market insights. We are the gateway to talent, helping customers "go global" with ease.

## 我们的优势 WHY CONNECTUS



10

获奖公司（中国十大人力资源咨询公司）  
Award Winning Company (Top 10 HR Consulting Firm in China)



13

广泛的办事处网络（分布在 3 个国家的 13 个办事处）  
Extensive Office Network (13 Offices in 3 Countries)



6

全方位人力资源解决方案公司（6 个事业部）  
Total HR Solutions Company (6 Business Units)



500+

强大的客户基础（500 多家跨国公司和领先的本地公司）  
Strong Clientele Base (500+ MNC & Leading Local Companies)



10

10 年稳定增长，为未来高增长做好准备  
10 years of Steady Growth and Well Positioned for Future High Growth



1,000,000

百万候选数据库  
1 Million Candidate Database

## 十大行业领域 10 Major Practices



汽车  
Automotive



消费品，零售与奢侈品  
Consumer, Retail & Luxury



职能与专业服务  
Corporate & Professional Services



医疗健康与生命科学  
Healthcare & Life Science



工业  
Industrial



银行与金融服务  
Banking & Finance Services



高科技与半导体  
Hi-tech & Semi-Conductor



文化与旅游  
Cultural & Tourism



互联网  
Internet & ICT



房地产  
Real Estate

## 奖项与荣誉

### Awards & Honours

2023 年度上海市人力资源服务伯乐奖【上海市政府】  
Shanghai Human Resources Services “Bo Le” Award in 2023【Shanghai Government】

2023 猎届震撼大单奖【谷露】  
Top Shocking Placement in 2023【Gllue】

2023 中国区十年匠心招聘服务机构【招聘联盟】  
Ten year Craftsmanship Recruitment Service Agency in 2023【RECC】

2023 年度前十非凡 Hunter【猎聘】  
Top 10 Extraordinary Hunter in 2023【Liepin】

2023 智选潜力奖【smart HR】  
Best Potential Award in 2023【smart HR】

2023 人力资源服务机构 100 强【第一资源】  
Top 100 Human Resources Service Organization in 2023【TopHR】

2022 年度最佳综合猎企【谷露】  
Best Comprehensive Hunting Enterprise in 2022【Gllue】

2022 年度最佳行业猎企 – 汽车 / 智能电车【谷露】  
Best Hunter for Automotive Industry in 2022【Gllue】

2022 年度先锋人力资源品牌【第一资源】  
China's Leading HR Consulting Brand in 2022【TopHR】

2022 华东区域优质雇主【脉脉】  
East China Best Employer Award in 2022【Maimai】

2022 攻坚合作共赢奖【smart HR】  
Win-win Cooperation in 2022【smart HR】

2022 年度最佳商业合作伙伴【TTI SI】  
Best Business Partner in 2022【TTI SI】

2022 中国区汽车行业卓越招聘服务机构【招聘联盟】  
Best Executive Search Agency – Automotive in 2022【RECC】

2022 新旗奖 – 年度解决方案奖【HRflag】  
NewFlag Awards– Best Solution Award in 2022【HRflag】

## ABOUT THE REPORT

## 报告说明

本报告以客观、准确的数据为基础，深入分析各人选所在行业的现状以及预测未来人力雇佣及人才管理等方面的趋势。

我们邀请了八大行业千余位管理人员和候选人参与了本次调研，形成了《2024 康耐仕人力资源雇佣调研报告》，旨在帮助大家更好地掌握市场趋势，应对职场变化，在这个 VUCA 时代，将不确定性转变为更多的可确定性，同时给予 2024 年的人力资源管理者以启发和借鉴。

This report is based on objective and accurate data, analyzing in depth the current situation of each candidate's industry and predicting future trends in human employment and talent management.

We have invited over a thousand managers and candidates from eight major industries to participate in this survey, resulting in the 2024 CONNECTUS Employment Research Report. The report aims to help everyone better understand market trends, respond to workplace changes, and transform uncertainty into more certainty in this VUCA era. At the same time, it provides inspiration and reference for human resources managers in 2024.

样本量 Sample Size: 1850

调研持续时间: 2024 年 3 月 1 日 – 2024 年 4 月 15 日

Survey Duration: March 01, 2024 – April 15, 2024

涉及行业: 工业制造业，汽车与零部件，医疗健康与生命科学，银行及金融服务行业，消费品行业，互联网行业，房地产行业，高科技与半导体。

Industries: Industrial, Automotive, Healthcare & Life Science, Banking & Financial Services, Consumer, Internet & ICT, Real Estate and Hi-tech & Semi-Conductor.

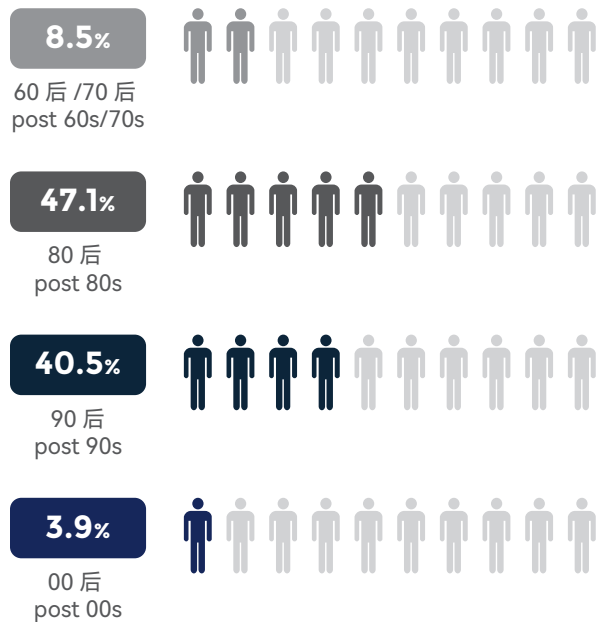


## 样本分析

### SAMPLE ANALYSIS

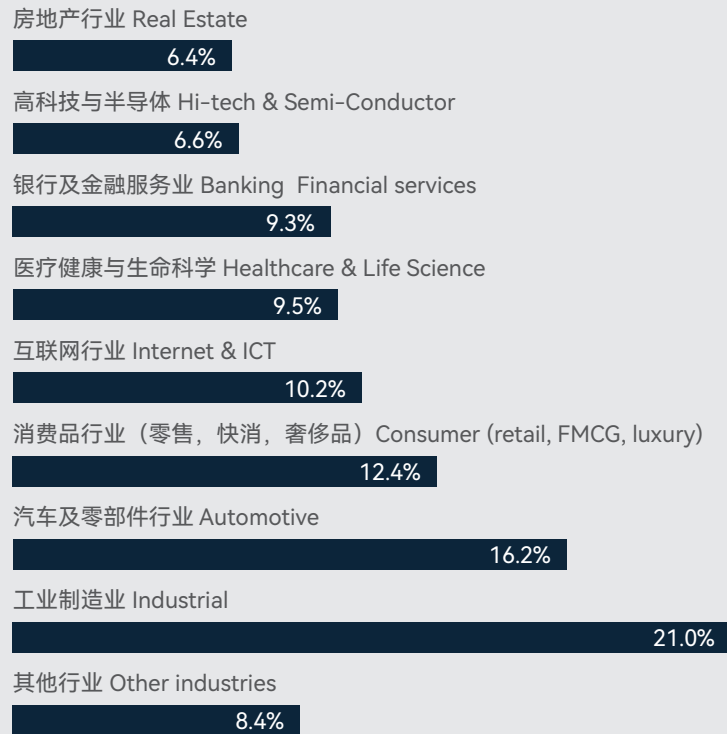
#### 您属于哪个世代？

Which generation do you belong to?



#### 您属于哪个行业？

Which industry do you belong to?



## 报告概述

### REPORT SUMMARY

#### 企业稳健经营

Stable Company Operation

2023 年，受全球大环境的影响，企业纷纷结构性变革优化或业务方向调整。就业市场的恢复并未如预期。反应到招聘市场，绝大多数企业对于扩张持保守态度，“降本增效”、“稳健经营”成为大部分企业的核心战略。

In 2023, affected by the global environment, enterprises have undergone structural changes and optimizations or adjusted their business strategy. The recovery of the job market has not been as well as expected. Reflected in the recruitment market, the vast majority of enterprises maintain a conservative attitude towards expansion, with "cost reduction and efficiency enhancement" and "operational stability" becoming the core strategies of most enterprises.

#### 人才竞争加剧

Intensified Talent Competition

人才竞争加剧：高技能人才的竞争变得更加激烈，企业需要更加努力地吸引和留住优秀的员工。求职者对工作环境、福利待遇和职业发展机会的期望也在不断提高。随着工作环境的变化和技术的快速发展，软技能如沟通能力、团队合作和适应能力将变得更加重要。求职者需要展示他们在这些方面的能力。

Intensified talent competition: The competition for highly skilled talents has become more intense, and enterprises need to work harder to attract and retain excellent employees. The expectations of job seekers for the work environment, welfare benefits, and career development opportunities are also constantly increasing. With changes in the work environment and rapid technological advancements, soft skills such as communication skills, teamwork, and adaptability will become more important. Job seekers need to demonstrate their abilities in these areas.

#### 拥抱 AI 变化

Embrace AI Change

AI 对我们的工作的影响就像是一场革命。它不仅仅改变了我们的工作方式，而且改变了我们思考和解问题的方式。工作机会不是取决于时代，而是取决于自己。在人工智能逐渐普及的今天，善用人工智能的人，终将会取代不会善用智能的人。

The impact of AI on our work is like a revolution. It not only changes our way of working, but also changes the way we think and solve problems. Job opportunities are not determined by the times, but by oneself. In today's world where artificial intelligence is gradually becoming popular, those who make good use of it will eventually replace those who do not.

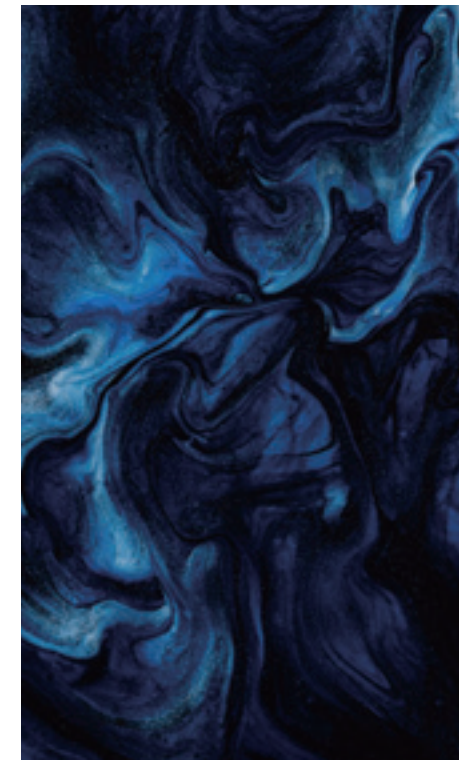
**01** 市场趋势  
Market Outlook P11

**02** 雇佣趋势分析  
HR Analysis P17

**03** AI 带来的革新  
AI Innovations P22

**04** 人才发展  
Talent Development P28

# CONTENTS



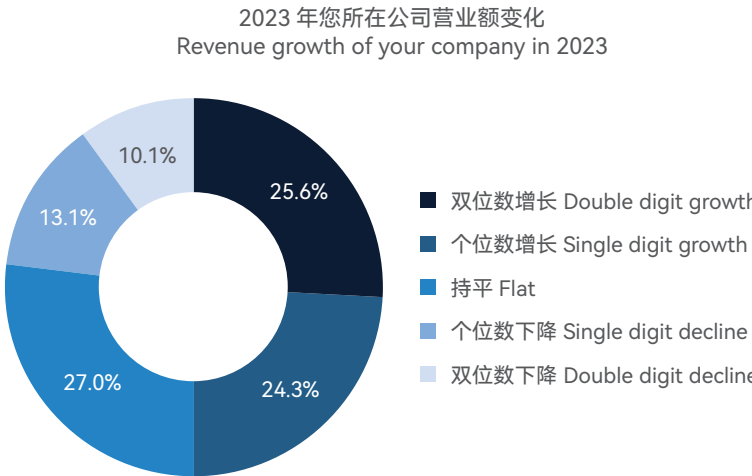
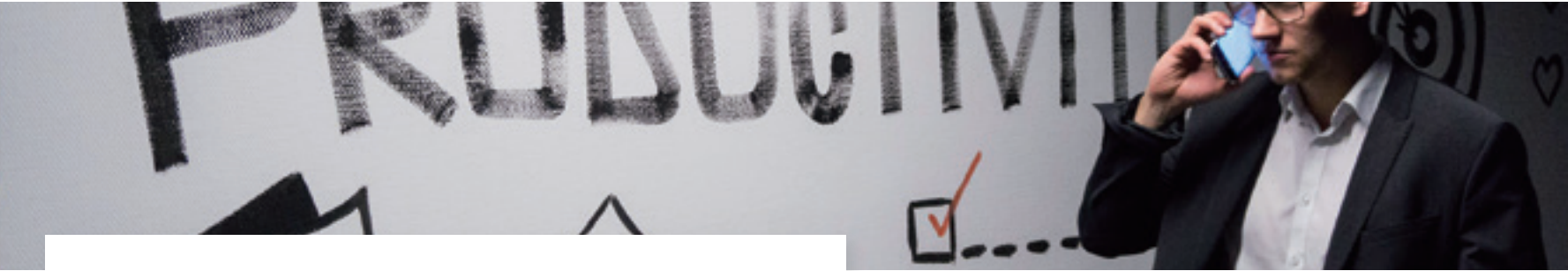
**01**

# Part One

**市场趋势**  
MARKET OUTLOOK

2023年有半数企业的营业额持平甚至下降

In 2023, the revenue of half of the companies was flat or even decreased



后疫情时代的 2023 年，消费不足和债务风险两个问题是巨大且长期的灰犀牛，叠加外部环境的急速变化，让许多企业经营越来越困难，甚至遇到了生存瓶颈。

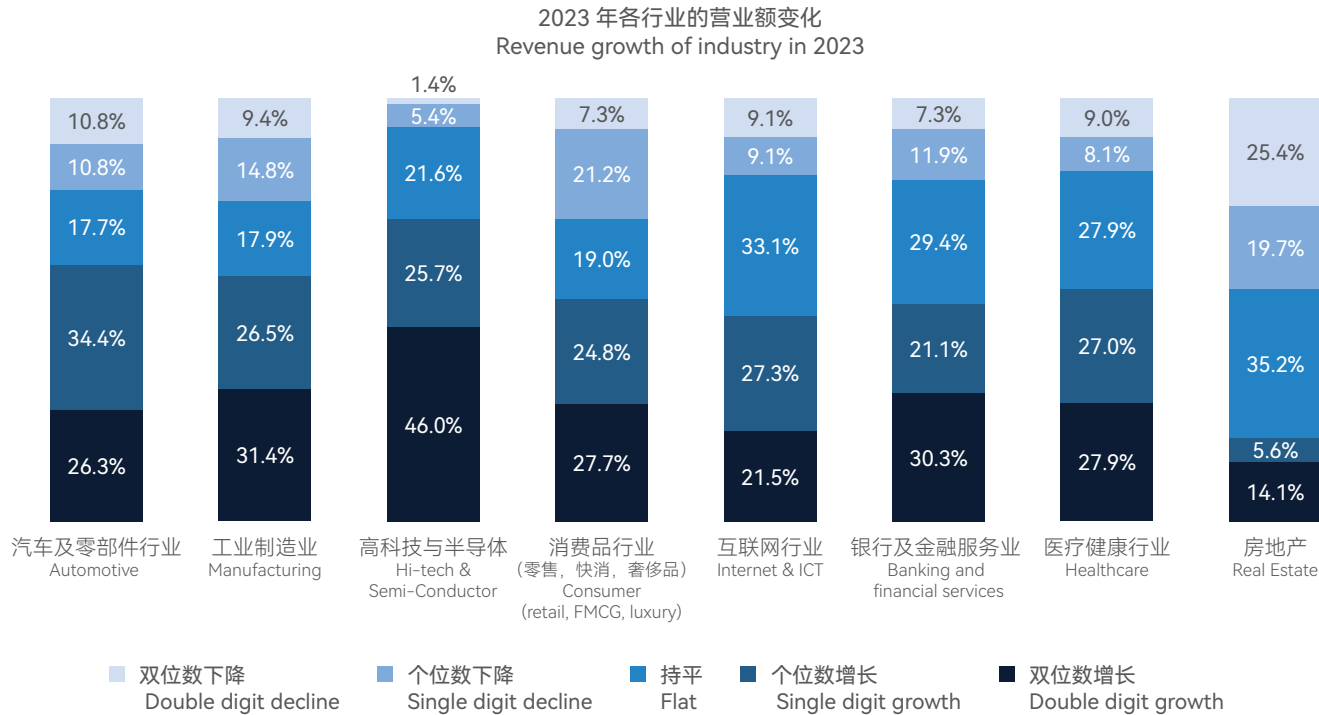
但 2023 年有 50% 企业的营业额呈现增长，同比 2022 年的营业额增长同比下降了 8.7 个百分点。

In the post pandemic era of 2023, the two problems of insufficient consumption and debt risk are huge and long-term grey rhinoceroses. Coupled with the rapid changes in the external environment, many enterprises are facing increasingly difficult operations and even survival bottlenecks.

However, in 2023, 50% of enterprises still showed an increase in revenue, a decrease of 8.7 percentage points compared 2022.

营业额双位数增长的前三行业分别是：高科技&半导体行业46%，工业制造行业31.4%和银行金融服务行业30.3%

The top three industries with double-digit growth in revenue are: high-tech and semiconductor industry with 46%, industrial manufacturing industry with 31.4%, and banking and financial services industry with 30.3%.



有 25.4% 房地产企业的营业额呈双位数下降。作为国民经济支柱的房地产行业，在经历了至暗时刻后，国家相继出台保交楼、“因城施策”、金融 16 条等政策支持楼市回暖，也希望房地产业能逐渐走出低迷。

25.4% of real estate companies have seen a double-digit decline in revenue. As a pillar of the national economy, the real estate industry has experienced its darkest period, and the government has successively introduced policies such as guaranteeing delivery of properties, implementing policies tailored to the city, and implementing 16 financial policies to support the recovery of the real estate market. It is also hoped that the real estate industry can gradually emerge from the downturn.

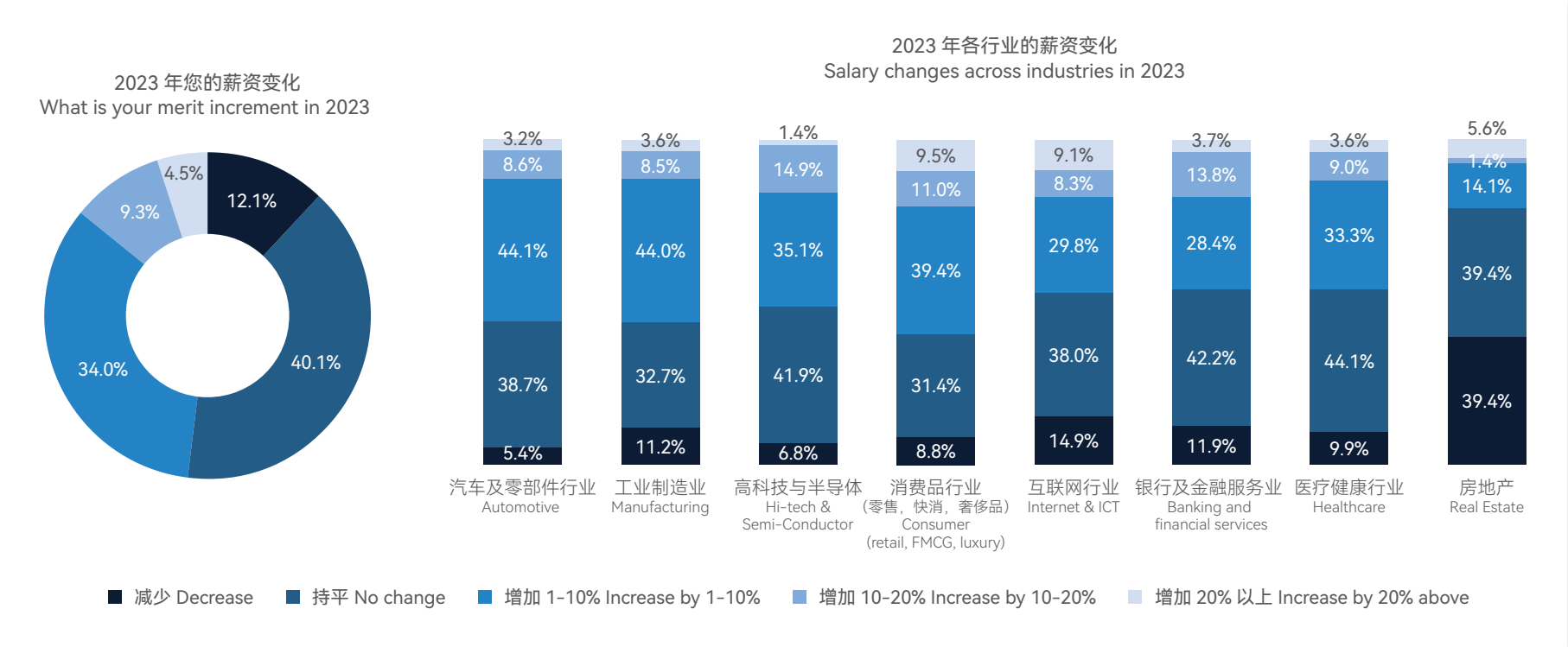


## 2023年薪资持平及下降的比例达到52%

52% of merit increment was flat or decrease in 2023

从各行业来看，房地产行业从业人员的薪资下降比例为最高的 39.4%。而薪资增加的前三行业分别是消费品行业，汽车行业以及工业制造业。

From various industries, the highest proportion of salary decrease among employees in the real estate industry is 39.4%. The top three industries with salary increments are consumer goods, automotive, and industrial manufacturing.

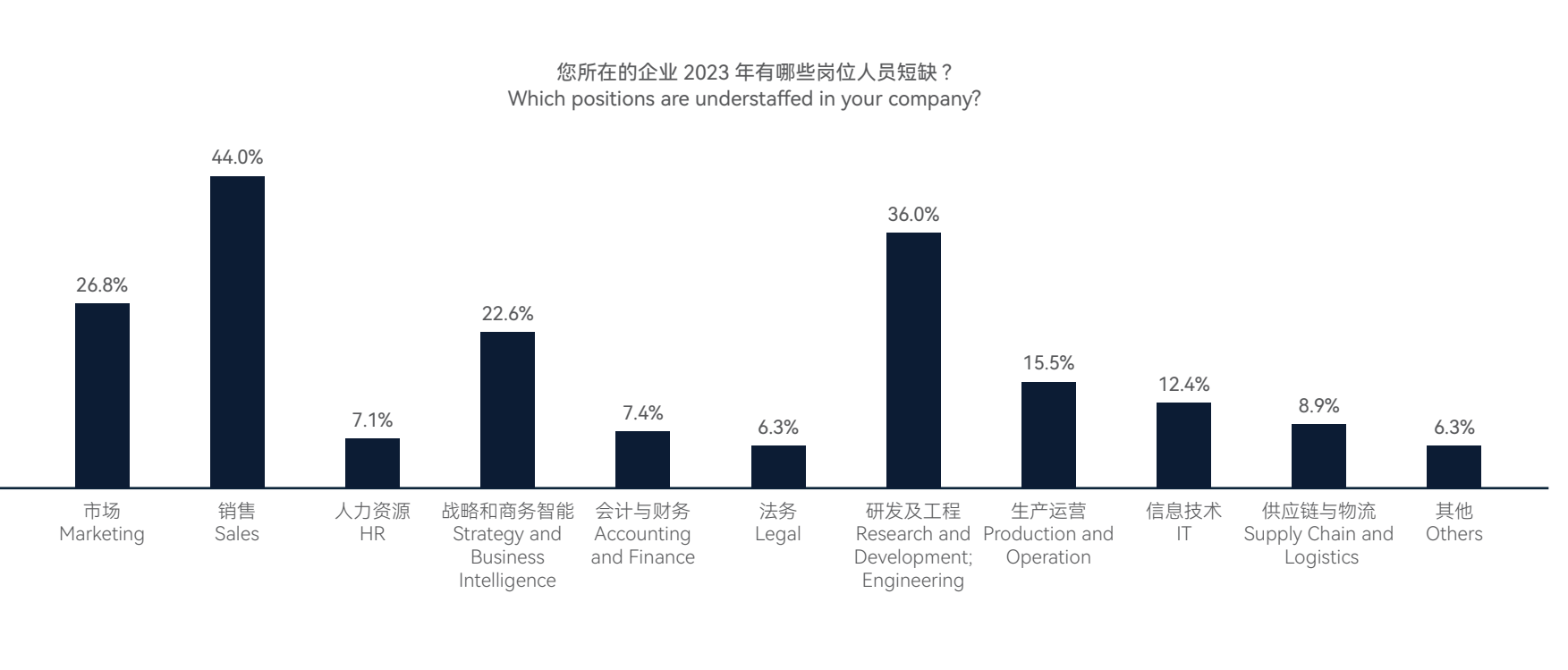


## 由于流动性高，销售岗一直是大多数企业最短缺的岗位

Due to high turnover, sales positions have always been the most scarce position in most enterprises

研发工程岗位居其后，由于研发岗位需要具备较高的技术能力和创新能力，而这些能力往往需要长时间的学习和积累。因此，具备这些能力的人才也相对稀缺。

R&D engineering position ranks second, as it requires high technical and innovative abilities, which often require long-term learning and accumulation. Therefore, talents with these abilities are relatively scarce.



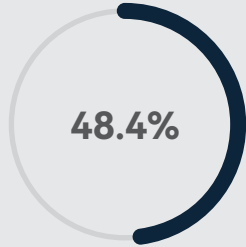
“降低运营成本”成为企业应对挑战的最重要举措

"Reducing operating costs" has become the most important measure for enterprises to cope with challenges

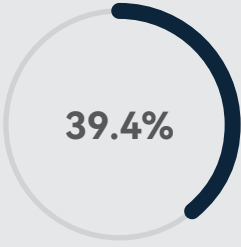
大批企业进行开源和节流，降本和增效，在市场波动或经济不景气时，较低的运营成本可以为企业提供更多的缓冲空间，抵御市场风险。而想要突破重围，企业则需要不断地吸引新客户来增加市场份额和收入，新客户通常来自不同的行业、地域或消费群体，有助于企业实现市场多元化，降低对单一客户或市场的依赖。

A large number of enterprises engage in generation of new sources of income, cost reduction and efficiency enhancement. In times of market fluctuations or economic downturn, lower operating costs can provide greater buffer space for enterprises to withstand market risks. To break through the barriers, companies need to constantly attract new customers to increase market share and revenue. New customers usually come from different industries, regions, or consumer groups, which help companies achieve market diversification and reduce dependence on a single customer or market.

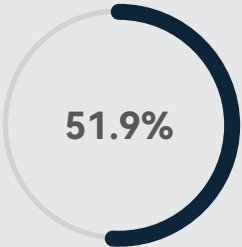
贵公司今年有何战略调整？  
What is your company strategy for 2024?



开发更多客户  
BD new clients



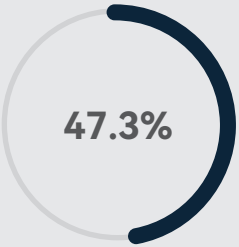
提高现有客户的销售额  
Increase revenue from current customers



降低运营成本  
Reduce operating cost



减员  
Retrenchment



开拓新业务  
Expand new businesses

# Part Two

## 雇佣趋势分析 HR ANALYSIS

02



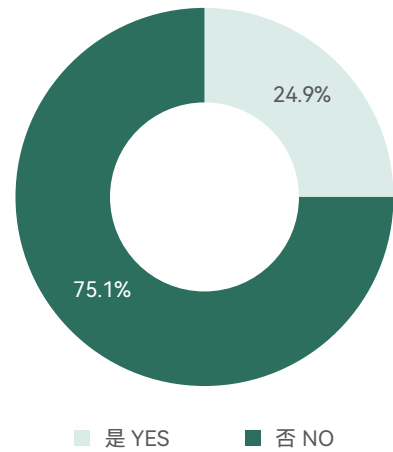
在2023年，职场求稳更为明显，有75%的受访者选择不换工作

In 2023, the pursuit of workplace stability became apparent, with 75% of respondents choosing not to change jobs

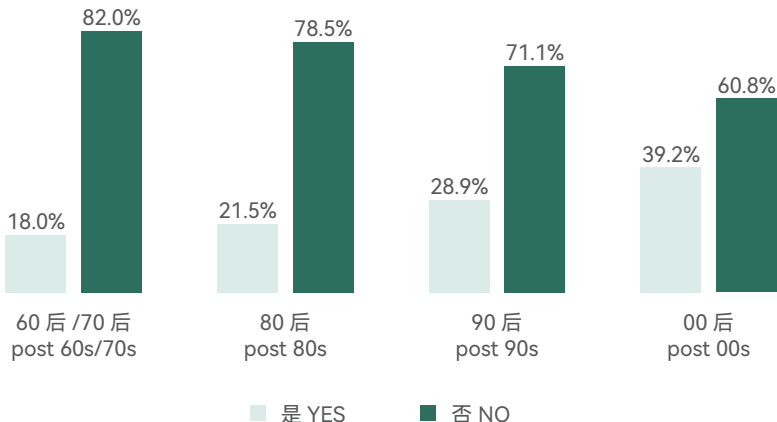
从年龄层来看，随着年龄的增加，在换工作选择上也更为保守。“00 后”跳槽频次排名第一，“60/70 后”跳槽频次相对最低，仅 18% 有跳槽经历。年轻人相比中年人更倾向于变换工作岗位，在职场中通过适时改变方向、调整定位，追求更广阔的发展空间。

From an age perspective, as one ages, they tend to be more conservative in their choice of changing jobs. The frequency of job hopping among the post-2000s ranks first, while the frequency of job hopping among the post-60s and post-70s is relatively lower, with only 18% changing jobs. Young people are more inclined to change their jobs compared to middle-aged people, and in the workplace, they tend to pursue broader development opportunities and career positioning at the right time.

在过去的 2023 年，您是否有换过工作？  
Did you change jobs in 2023?



各年龄段在 2023 年换工作的比例  
The proportion of job changes by age group in 2023



最主要的离职原因依旧是“没有职业发展前景”

The main reason for leaving is still "lack of career development prospects"

主要的离职理由包括个人发展空间不足、薪资待遇不合理和公司战略调整。各企业的人力资源部门应重视员工发展需求，制定合理薪酬制度，明确企业战略目标。值得注意的是：“薪资福利不满意”也从去年的 35.9% 上升到现在的 48%，薪资待遇的不合理也是导致员工离职的一个关键因素。如果员工认为自己的工作付出得不到应有的回报，或者他们的薪酬待遇与市场水平存在较大的差距，那么他们很可能产生离职的想法。

The main reasons for resignation include insufficient personal development space, unreasonable salary and benefits, and company strategic adjustments. The human resources department of each enterprise should attach importance to the development needs of employees, establish a reasonable salary system, and clarify the strategic goals of the enterprise.

It is worth noting that "dissatisfaction with salary and benefits" has increased from 35.9% in the last year to 48% and is also a key factor for employee turnover. If employees believe that their work is not receiving the expected return, or if there is a significant gap between their salary and market level, they are likely to contemplate leaving.

考虑跳槽的原因是？  
What are the reasons that make you consider changing job?

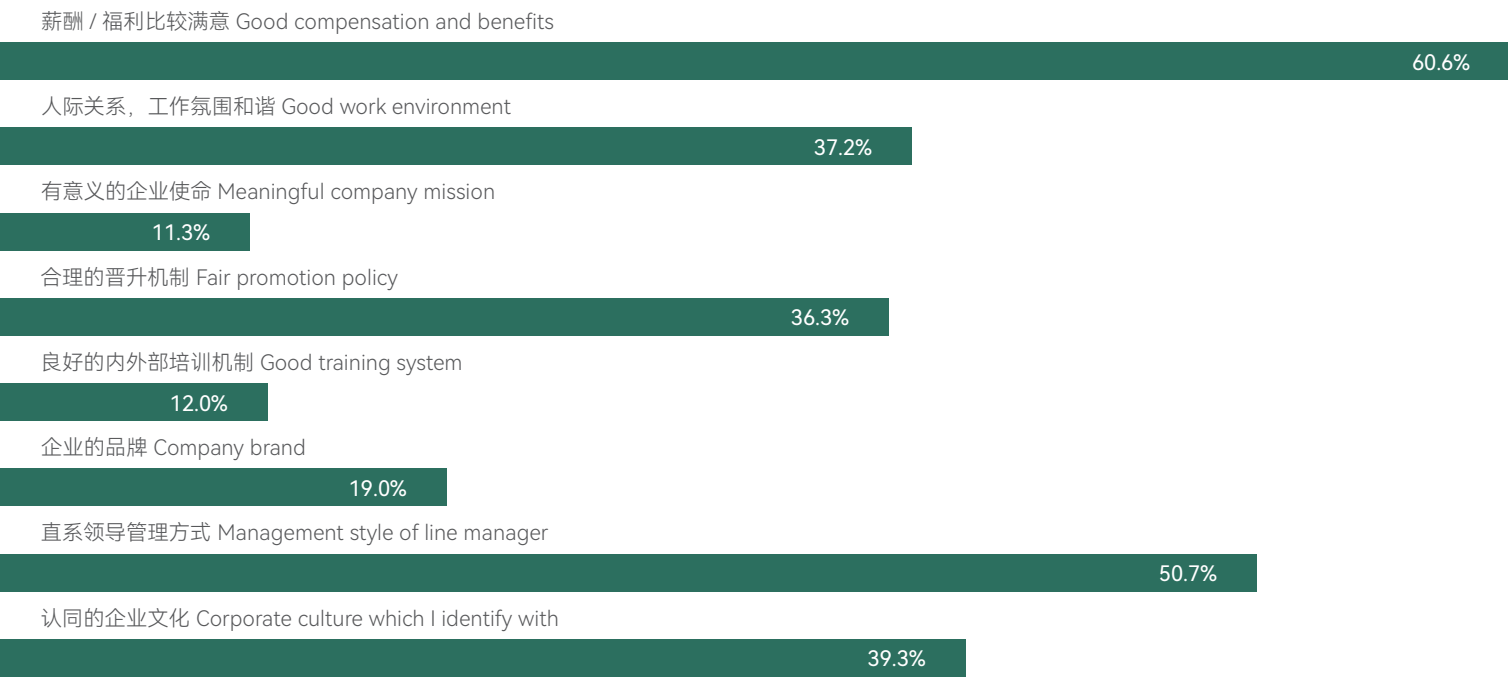


薪酬/福利是职场人选择企业时最看重的因素

Salary/benefits are the most important factors for professionals when choosing a company

在选择公司最看重什么时，不同年龄阶段、不同行业的求职者答案很一致：“薪资/福利的满意度”荣登榜单第一。50.7%的职场人看重“直接领导管理方式”；39.3%的职场人看重“认同的企业文化”。

When choosing what companies value the most, job seekers from different age groups and industries have the same answer: “Satisfaction with salary/benefits” ranked first on the list. 50.7% of professionals rated management style of the manager; 39.3% of professionals rated a culture that they identify with.



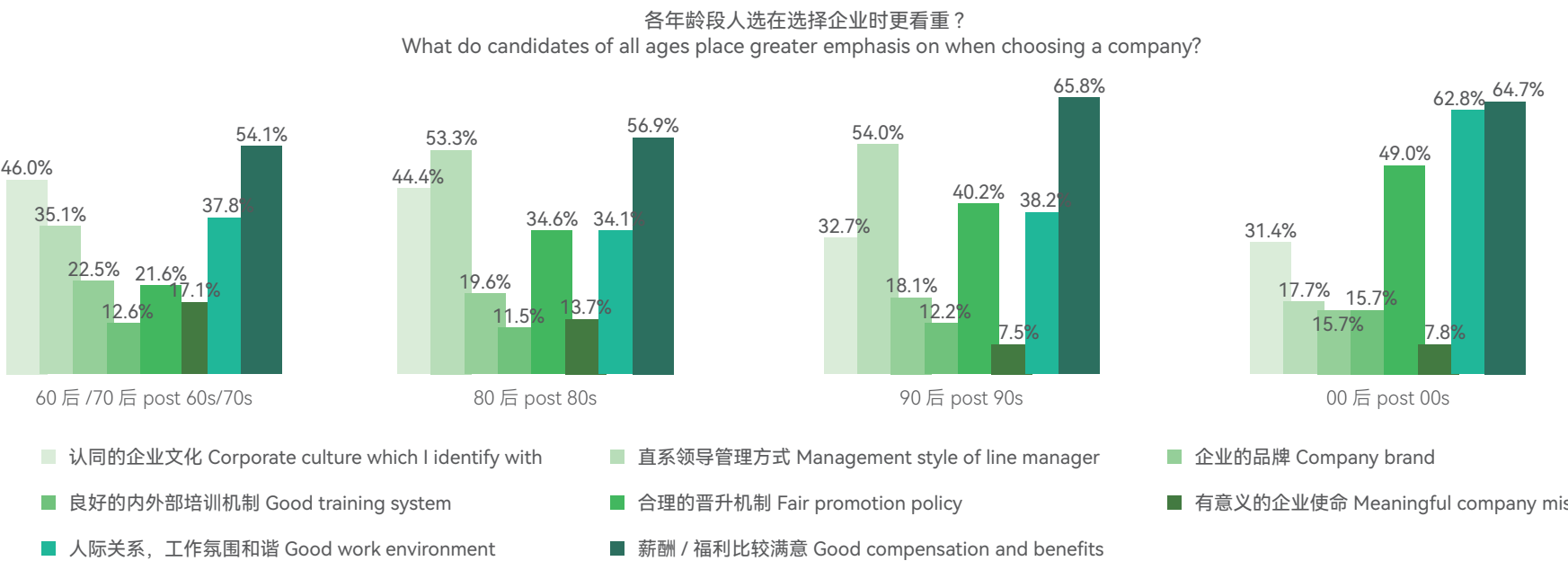
What will you look for when deciding whether to join a new company?  
您在选择企业时更看重的是？

薪酬/福利对于每个年龄段的职场人来说，都是在选择企业时最重要的衡量标准

Salary/benefits are the most important measurement criteria for every age group in the workplace when choosing a company

其他的衡量标准，各年龄段都有所差异，最为明显的是“直系领导管理方式”的差异性。80 后和 90 后对于直系领导管理方式的重视程度较 00 后有显著增加。比起“直系领导管理方式”，00 后更看重的是“人际关系 / 工作氛围和谐”。

Other measurement standards vary across age groups, with the most obvious being the differences in the management style of direct leadership. The emphasis on direct leadership management by the 80s and 90s generations has significantly increased compared to the 00s generation. Compared to management style of direct leadership, post-2000s value "harmonious interpersonal relationships/good work atmosphere" more.





# Part Three

## AI带来的革新 AI INNOVATIONS

### 03

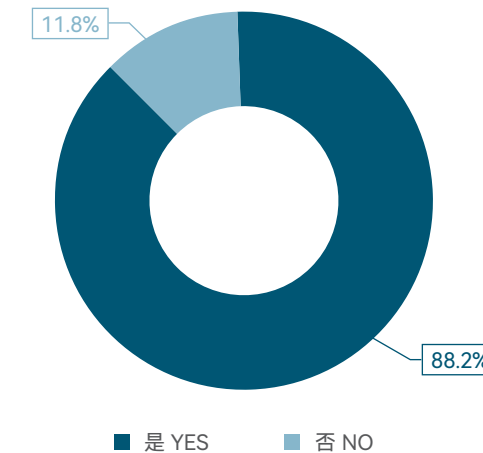
在这个万物皆可 AI 的时代，这场革新给我们带来了一种全新的合作方式

In this era, where AI can be used everywhere, this revolution has brought us a new way of cooperation

88% 的职场人都认为 AI 能全面助力并提高工作效率。

AI（人工智能）作为一项强大的技术助力，已经深刻影响着各行各业。通过自动化和智能化的方式，为职场人员解决了大量繁琐、重复的任务，极大地节省了时间和精力，同时 AI 也可以促进创新和拓展职业发展的可能性，为职场人员带来了诸多实质性的好处。

您认为使用 AI 是否能提高工作效率？  
Do you think using AI can improve work efficiency?



88% of professionals believe that AI can comprehensively assist and improve work efficiency.

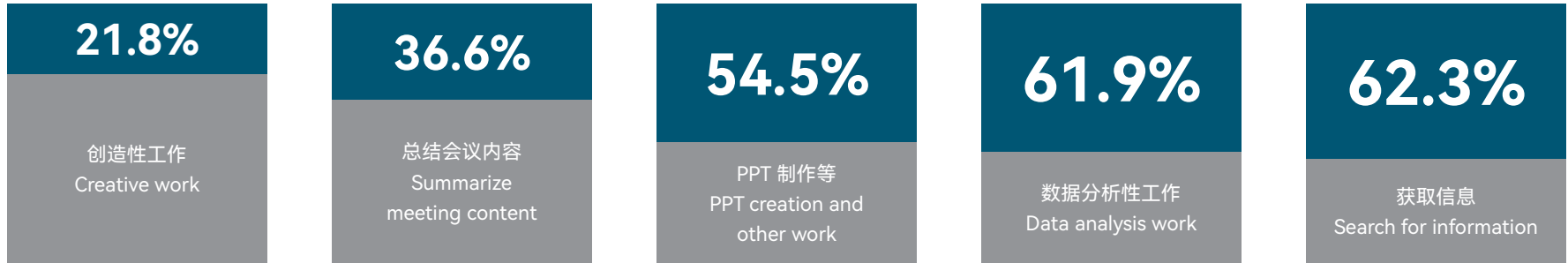
AI (Artificial Intelligence), as a powerful technological aid, has deeply influenced various industries. Through automation and intelligence, a large number of tedious and repetitive tasks have been solved for professionals, greatly saving time and energy. At the same time, AI can also promote innovation and expand the possibilities of career development, bringing many substantive benefits to professionals.

在职场中，“获取信息”和“数据分析性工作”分别是最高频使用AI来完成的工作内容

In the workplace, "obtaining information" and "data analysis work" are the most frequently used tasks when using AI

您会使用 AI 完成以下？

Would you use AI to complete the following?



我们经常需要查找大量的资料和信息来支持我们的决策和工作需求。通过 AI 智能助手的支持，来解决和业务无关的知识类和分析类问题，更加高效地完成信息搜索和整理的工作。它不仅为我们省去了大量的时间和精力，减少了信息过载的困扰，还帮助我们获取到更加准确和有价值的信息，提升了我们的工作效率和决策水平。

We often need to search for a large amount of data and information to support our decision-making and work needs. With the support of AI intelligent assistants, general knowledge and analysis unrelated to business can be solved, enabling more efficient information search and compilation. It not only saves us a lot of time and energy, reduces the problem of information overload, but also helps us obtain more accurate and valuable information, improving our work efficiency and decision-making process.

“无法判断AI产生的信息真伪”是困扰大多数职场人员的问题

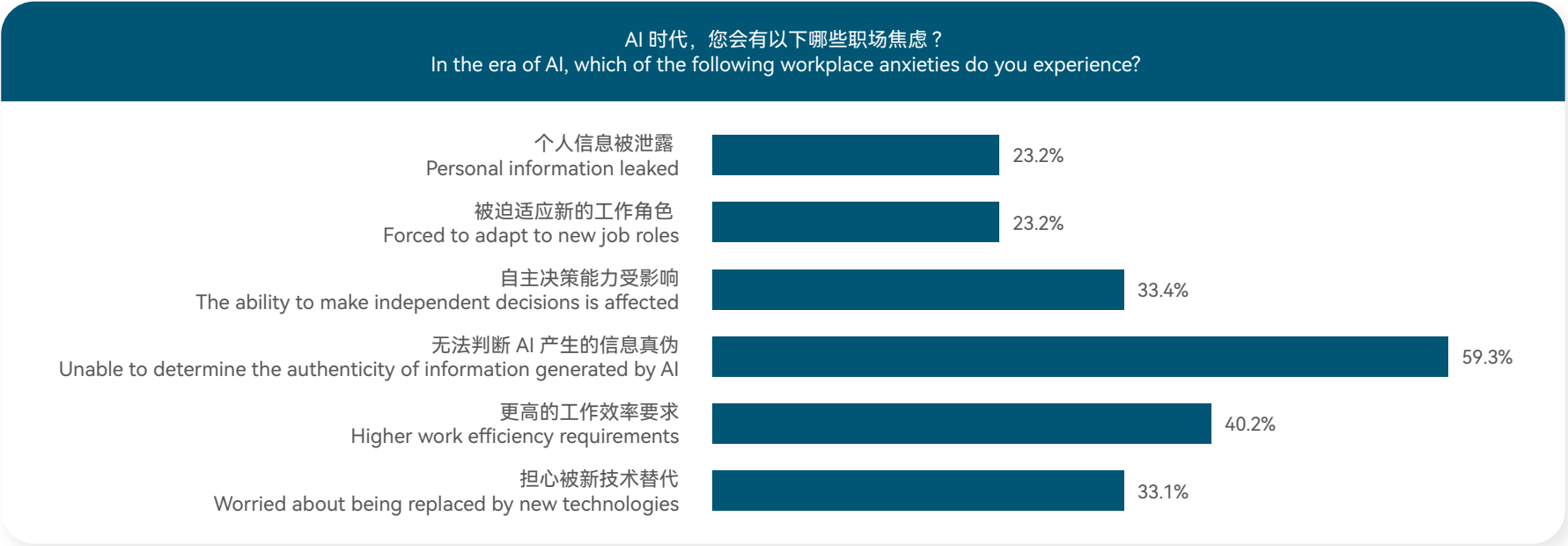
The inability to determine the authenticity of information generated by AI is a problem that troubles most professionals in the workplace

现在人类和 AI 相互协作，互补优势，共同完成任务。我们更多的把 AI 看作是我们的助手，而不是竞争对手。

尽管 AI 在许多领域取得了巨大的进展和成就，但它仍然存在一定的弱点和挑战。

Nowadays, humans and AI collaborate with each other, complement each other's strengths, and work together to complete tasks. We see AI more as our assistant than our competitors.

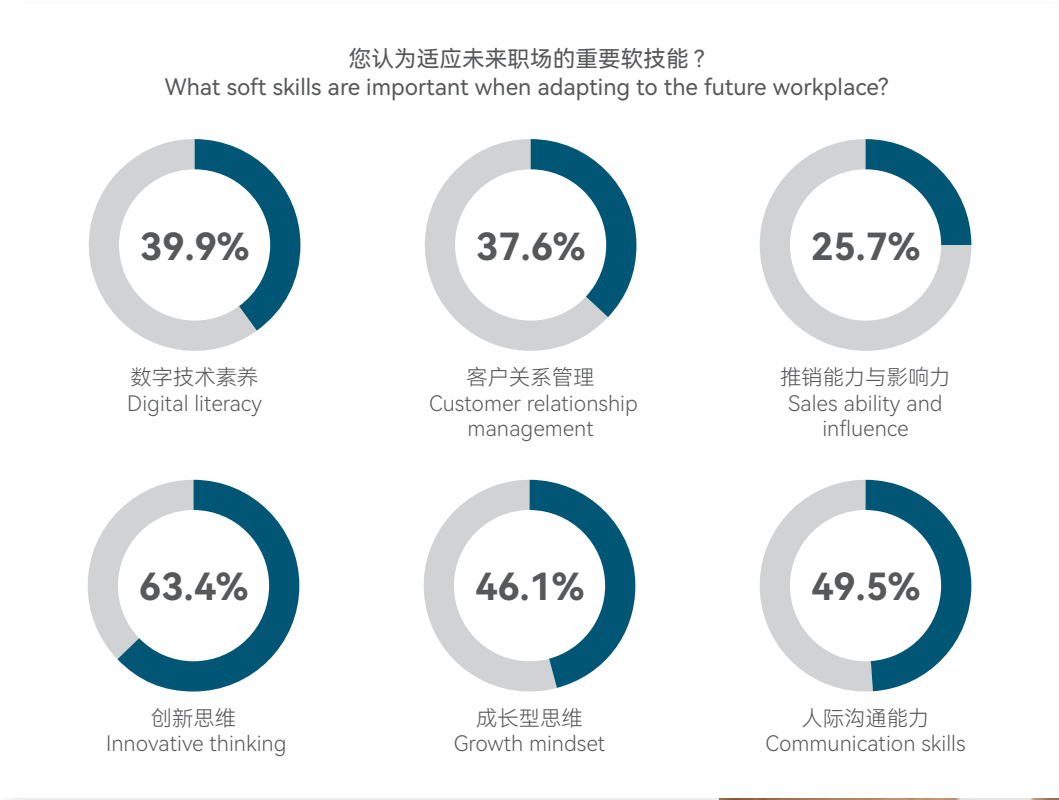
Although AI has made tremendous progress and achievements in many fields, it still has certain weaknesses and challenges.





“创新思维”被认为是适应未来职场的最重要软技能

"Innovative thinking" is considered the most important soft skill to adapt to the future workplace.



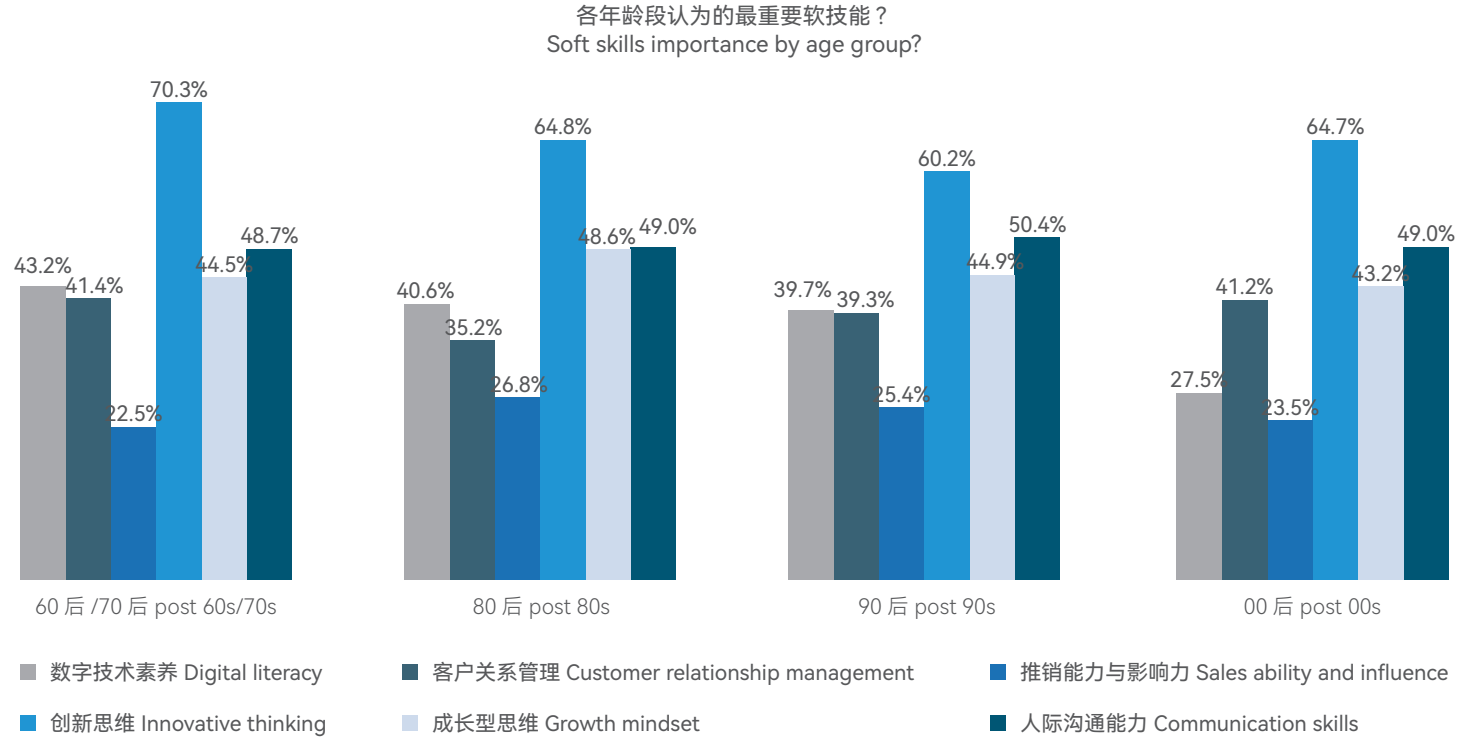
AI 对我们的工作的影响就像是一场革命。它不仅仅改变了我们的工作方式，而且改变了我们思考和解决问题的方式。AI 提高了我们的工作效率，还解放了我们，让我有更多时间去思考和创新，创造更多有价值的产品。

The impact of AI on our work is like a revolution. It not only changes our way of working, but also changes the way we think and solve problems. AI has improved our work efficiency and liberated us, giving me more time to think and innovate, and creating more valuable products.



除了“创新思维”，各年龄段都认为“成长型思维”和“人际沟通能力”是未来最需要提升的职场软技能

In addition to "innovative thinking", all age groups believe that "growth oriented thinking" and "interpersonal communication skills" are the most important workplace soft skills that need to be improved in the future.



# Part Four

## 人才发展 TALENT DEVELOPMENT



# 04



学习发展是一种促动器，可以帮助公司承托组织战略目标，加速团队成长节奏，应对愈发严峻的业务挑战，因此“根据企业发展定制人才发展计划，将人才学习发展与业务战略目标对齐”成为绝大多数企业对于人才学习发展的主要目的。

Learning and development is a driving force that can help companies support organizational strategic goals, accelerate team growth, and cope with increasingly severe business challenges. Therefore, "customizing talent development plans based on enterprise development and aligning talent learning and development with business strategic goals" has become the main goal of most enterprises for talent learning and development.

您企业对于人才学习发展的主要目的？  
What is the main purpose of your company for talent learning and development?

69.8%

根据企业发展战略定制人才发展计划，  
将人才学习发展与业务战略目标对齐  
Customize talent development  
plans based on the company's  
development strategy, aligning  
talent learning and development  
with business strategic goals

46.6%

激发员工优势，促进员工留任  
Evoke employee  
strengths and promoting  
employee retention

29.3%

打造终身学习的文化氛围  
Creating a cultural  
atmosphere for lifelong  
learning

15.9%

打造以人为本的文化  
Building a people-orient-  
ed culture

62.2%

帮助员工提升专业技能、  
软实力或促进心智发展  
Assist employees in improving  
their professional skills, soft skills,  
or promoting mental develop-  
ment



“领导力”、“沟通影响力”、“问题分析与解决能力”被认为是最需要通过学习来进行提升的三项软技能

Leadership, communication & influence and problem-solving skills are considered the three soft skills that require the most improvement through learning

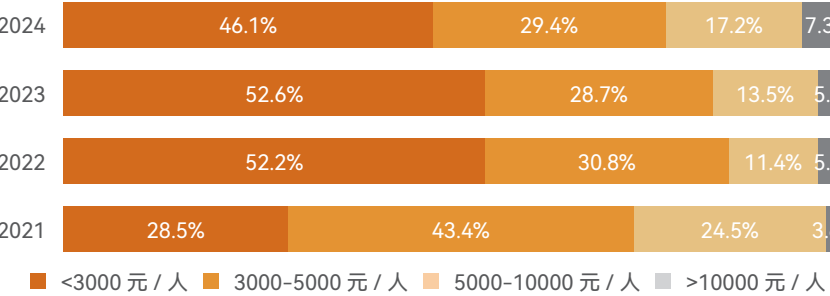
您认为职场人士最需要通过学习发展进行提升的技能？  
What skills do you think professionals need to improve through learning and development?



2024年企业用于学习发展的人均预算相较2023年有所提升

The per capita budget for learning and development in enterprises in 2024 has increased compared to 2023

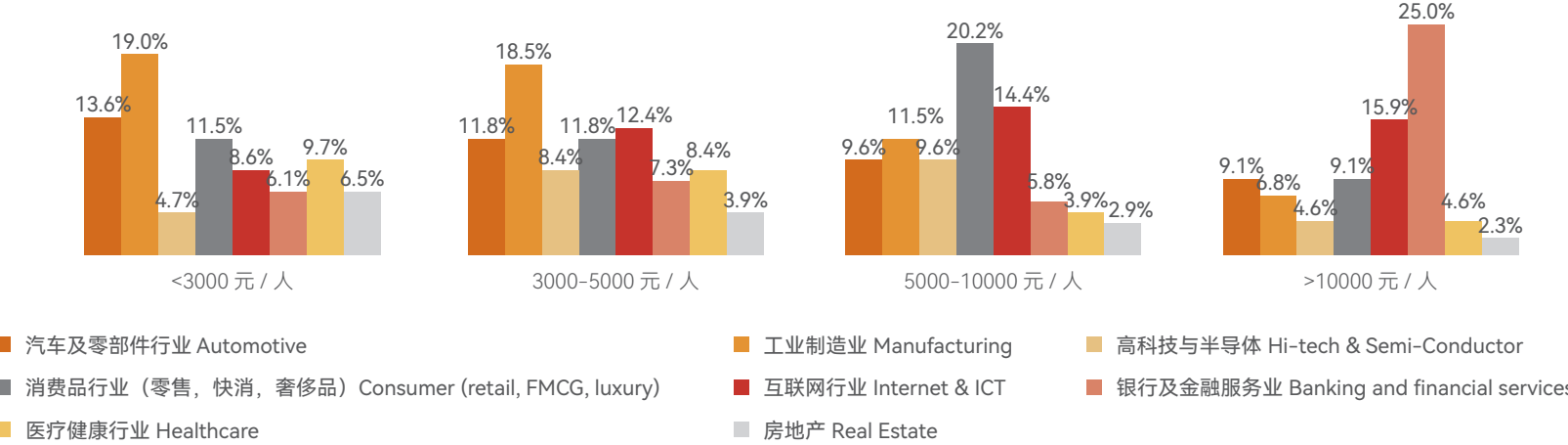
近几年人均学习发展的预算比较  
Comparison of per capita learning and development budgets in recent years



可以看到，2024 年学习发展人均预算在 **3000 元** 以上的企业相比 2023 年有所增加。这也说明，更多的企业开始重视员工学习发展等这类有利于组织长期发展的经营活动投入，以提升组织的未来竞争力。

It can be seen that the number of enterprises with a per capita budget of **over 3000 yuan** for learning and development in 2024 has increased compared to 2023. This also indicates that more companies are paying attention to investing in business activities such as employee learning and development, which are beneficial to the long-term development of the organization, in order to enhance its future competitiveness.

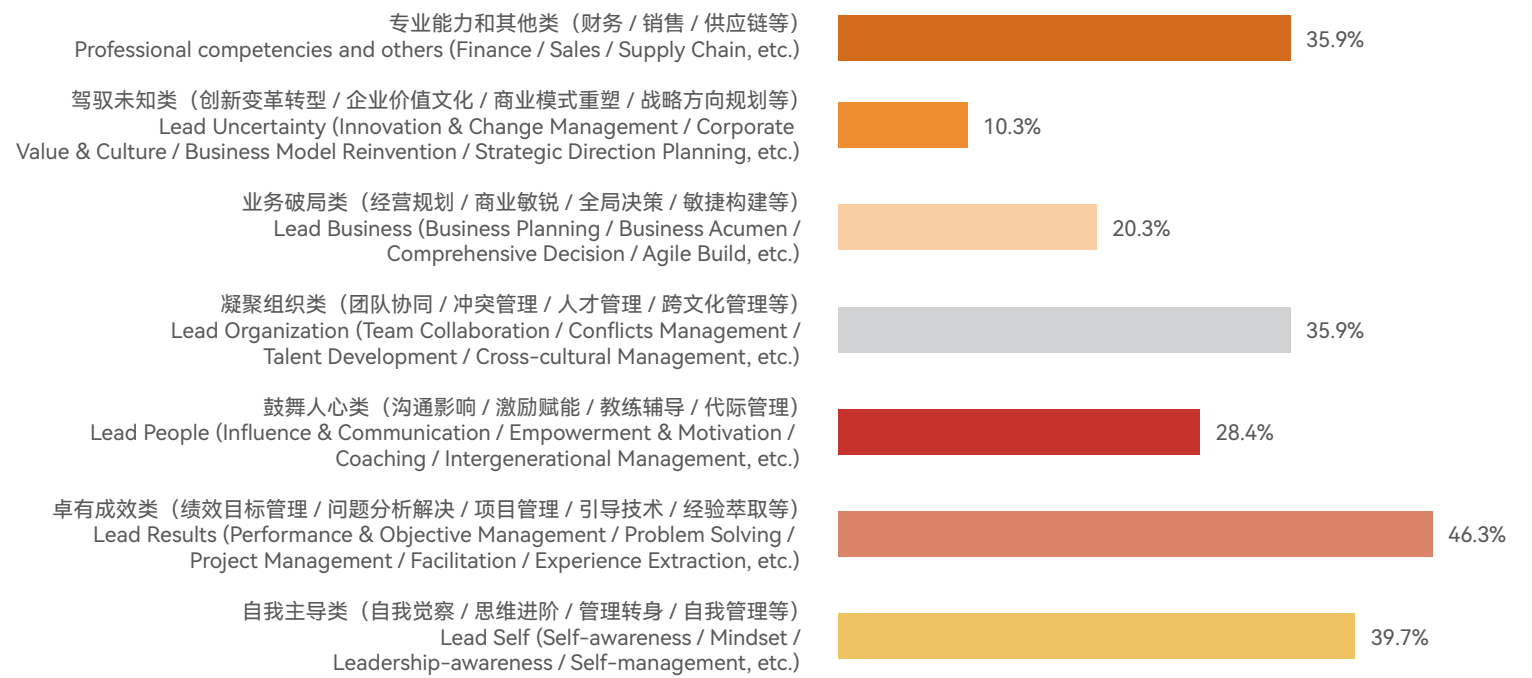
各行业的预算比较  
Comparison of budgets across industries





近半数的被访者，在去年都参加过公司提供的“卓有成效类”相关的培训课程  
Nearly half of the respondents participated in the "Lead Results" training courses provided by the company last year

2023年您所在企业提供了哪些方面的培训？  
What aspects of training did your company provide in 2023?



C  
POWERING TALENTS  
TO CREATE AN  
EXTRAORDINARY WORLD

CONNECTUS  
STAFFING

GATEWAY

HEAD  
START

GATEWAY  
SEARCH

iNiTiAl