



# 后疫情时代 人力资源发展趋势

## Talent Development Trend in the Post-pandemic Era

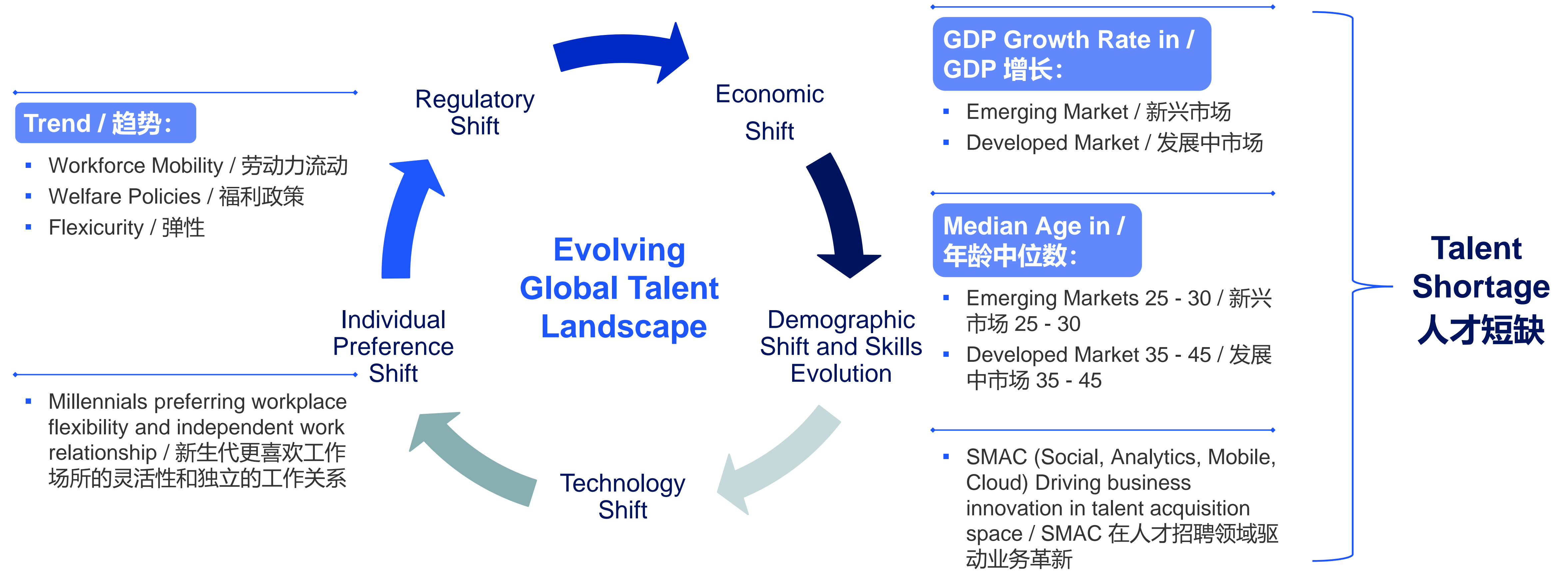
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# 市场演变

## Market Evolution



# 后疫情市场演变

## Market Evolution After Covid

### Talent Shortage 人才短缺

- Structurally strong, extraordinary in the short term for the rebound.

### Restricted temp convenience, more focus on perm and outsourcing 临时雇佣和外包

- Crisis has created more interest in flexibility even if the lack of workers moves companies to perm in several countries/industries

### Bigger customers become main competitors through developing internalization process 某些客户改变流程

- Bigger customers turn back to HR advanced outsourcing.

### Candidates become our main clients 候选人逐步也定位为主要客户

- Candidates become our main clients in the most candidate driven markets and segments

### Developing people becomes more important than changing them 培养比改变更重要

- Developing people becomes easier and more important and urgent than changing them

### Digitalization 数字化

- Digitalization has accelerated. Virtualized and integrated processes, web candidate sourcing, big data have become normal

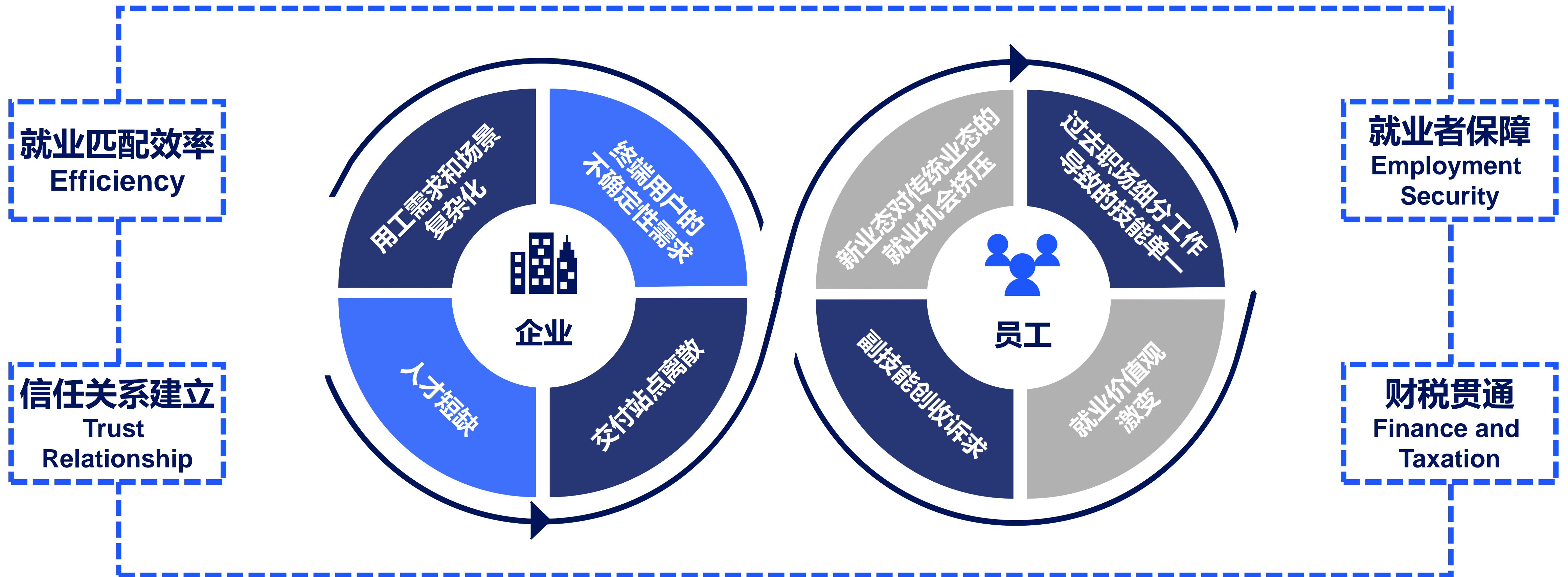
### Traditional industries with structural crisis 传统行业的结构性危机

- The value chains of many global industries are in trouble after the Covid and the commercial wars among several countries. Diversification and BI must be empowered

### LT Growth and profitability economic trend LT增长和盈利能力经济趋势

- Global economic rebound is on going
- Long term global economic growth is expected

# 国内市场变化 Domestic



# 发展趋势

## HR Service Industry Development



- 传统雇员社会正在消失，个体价值迅速崛起，组织呈现出更高的平台性和开放性的趋势；
- 中小企业招聘难度增大，招聘流程外包趋势明显；
- 工作任务和企业组织正在分离，组织的边界正在被打破，企业会将越来越多的非核心业务进行外包，而外包的对象不限于企业，更多可能是个人。

# 新常态下的关注点

## Focus Areas for The New Normal

- 劳工机构在全球开展更可持续工作的核心作用  
Central role of the Labor Agencies for a global more sustainable work
- 虚拟分支（新的交付和管理办法；新方法论/流程）  
Virtual branches (new delivery and administrative approach; new methodology/process)
- 数字化学习与发展（学习管理系统）  
Digital learning and development (LMS)
- 新的销售办法和新的方法论/流程（营销自动化）  
New sales approach and new methodology/processes (marketing automation)
- 新的采购和候选人管理办法（数字中心采购）  
New sourcing and candidate management approach (digital central sourcing)
- 新的劳动力管理需求（虚拟化、可塑性、高质量和高效率）  
New workforce management needs (virtualization, compliance, enjoyability and efficiency)

# 可持续工作

## Sustainable Work

- Sustainable work means achieving living and working conditions that support people in engaging and remaining in work throughout an extended working life.

**工作的可持续性意味着具备更好的生活和可优化的工作条件，从而让团队或个人可以保持更好的工作状态**

- Work must be transformed to eliminate the factors that discourage or hinder workers from staying in or entering the workforce.

**需要持续改善工作方式，以消除常规性的工作阻碍。**

成为公认的全球优质人力资源服务供应商，结合雇佣市场的需求，为求职者和企业创造一个

To be recognized as the worldwide player responsible for creating

**可持续的、 A SUSTAINABLE**

精简的、充满活力的全球就业市场。

streamlined and joyful global market for candidates and companies, reflecting labor market needs.

## 可持续发展 Sustainable Development

### 布伦特兰定义 The Brundtland Definition (1987)

“可持续发展是在满足当代人需求的同时不损害后代人满足其自身需求的能力的发展。”

«Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.»

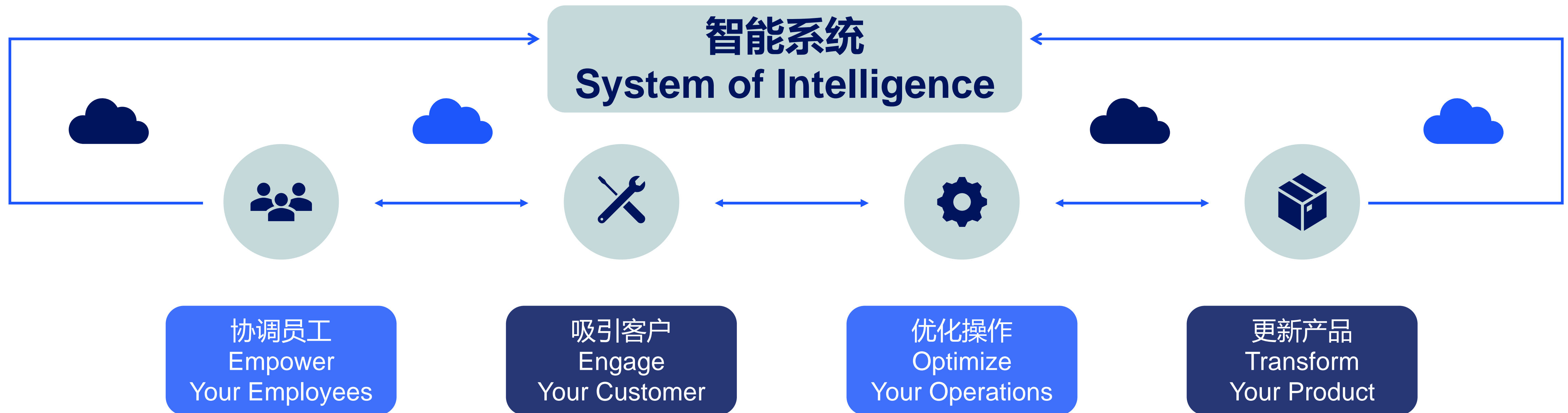


# 新现实中的数字转型

## Digital Transformation

### in the New Reality

数字转型意味着 Digital Transformation Means  
重塑数字时代的商业形象 Reimagining the Business in the Digital Age



# 人力资源服务

## Human Resource Service

- 人力资源服务，是指为人才和用人单位提供相关服务，从而促进人力资源的有效开发与优化配置的服务行业。
- Human resource service is the service industry that provides diversified services for talents and employers, thus promoting the effective development and configuration optimization of human resources.



# 为什么选择人力资源服务

## Why Choose HR Services

### 1 帮助企业搭建或优化人事框架

Help enterprises to build or optimize the personnel framework



### 2 为全国业务型企业提供本地支持

Provide local support to nationwide business enterprises



### 3 替企业转化矛盾和风险

Transform contradictions and risks for enterprises



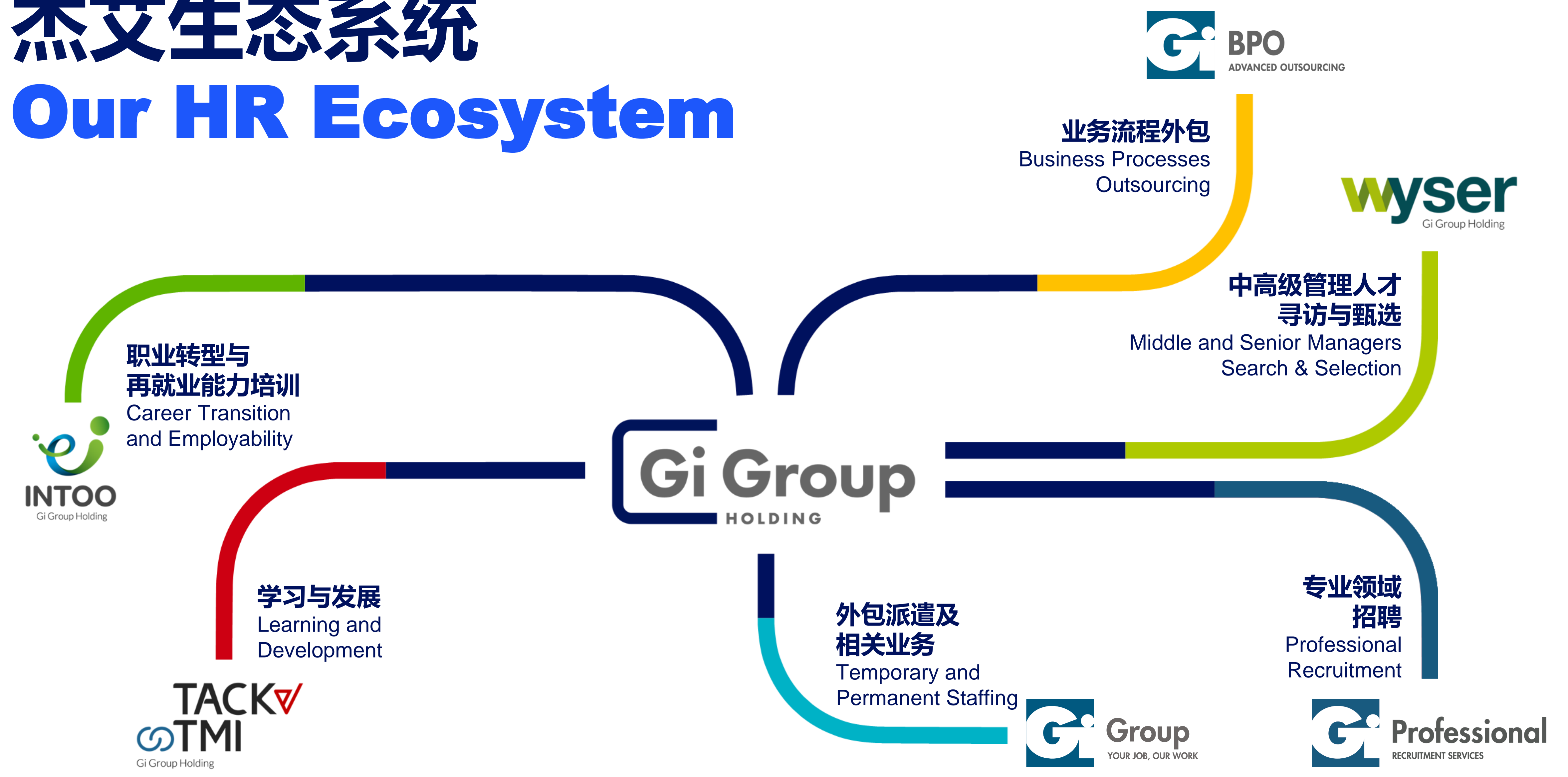
### 4 助力企业成本外化，利益内化

Help enterprises externalize costs and internalize benefits



# 杰艾生态系统

## Our HR Ecosystem



杰艾提供**灵活的劳动力解决方案**，在管理大量工商业人员招聘和雇佣方面拥有深厚的专业背景。

We provide flexible workforce solutions with a deep expertise in managing high volumes for the Industrial & Commercial Staffing markets.

## 核心服务 CORE SERVICES



### 灵活用工 TEMPORARY STAFFING

高效率企业服务 We provide the efficiency companies need

通过灵活用工服务，杰艾帮助客户处理新项目或备战用工旺季，确保客户用工的灵活性和高效性，并实现成本监控和需求满足。

With our temporary staffing service, we help our clients to deal with new projects or prepare peak season, ensuring flexibility, effectiveness, cost monitoring and need satisfaction.



### 常规招聘 PERMANENT STAFFING

高质量候选人才 The right candidate at the right time

杰艾就客户的招聘需求与其进行有效沟通，并管理所有的人才搜寻和选择流程，以便为客户提供满足其岗位要求且符合其公司文化的候选人。

We consult our clients on their hiring needs and manage all sourcing and selection in order to provide them with the candidate that satisfies their requirements and fits with the company environment.

杰聘通的核心业务是提供专业人员的招聘和雇佣解决方案，最高至**初级管理职位**，包括**长期和临时岗位**。此外，通过杰聘通，我们还提供其他额外的服务，例如**人力资源咨询**等。

The core business manages professional staffing and recruitment solutions up to **Junior Management positions**, for both **permanent and temporary roles**. In addition, by Professional Recruitment, we can provide additional services such as **HR Consultancy**.

杰艾BPO能够通过投资和整合最佳实践和方法来研究、规划、管理和协调每个流程，从而**为客户创造附加价值和高度灵活性**。Our specialists are able to study, plan, manage and coordinate the processes through investing and integrating best practices and methodologies to generate **added value and high flexibility for our clients**.

其流程和解决方案已获得 ISO9001 和 ISO27001 认证。We guarantee GiBPO processes and solutions with the ISO 9 001 and the ISO 27 001 Certifications.

通过最新的方案设计和技术，TACK&TMI能够充分利用并发挥**学习咨询、个人评估、培训干预**（包括现场和远程）、**异步学习**（数字化和自定进度）和**绩效辅导**等方面的最佳优势。

Using the latest in solutions design and technology, we leverage the best in **learning consulting, individual assessments, training interventions** (both in-person and virtually), **asynchronous learning** (digital and self-paced) and **performance coaching**.

纬择深入了解客户的业务需求，并结合特定的行业知识，为客户提供**定制化的解决方案**。

We offer **custom-made solutions** starting from a deep understanding of the business needs combined with our industry-specific knowledge.

在人才寻访与甄选的过程中，纬择还提供增值服务，例如**猎头、评估和候选人市场测绘**等。

Within Search & Selection process, we offer added value services such as **head hunting, assessment centre and candidate market mapping**.

INTOO 帮助人们根据公司目标和劳动力市场**调整自己的能力、行为和表现**，并提供**个性化和定制化项目**，同时专注于提升候选人体验、职业流动和劳动力转型，包括**培训、辅导、职业发展、变革管理和再就业**等服务。

We help People aligning their competences, behaviours and performances to Company objectives and Labour Market, delivering **high-touch and customized programs**. We focus on enhancing the candidate experience, career mobility and workforce transition, including **coaching, mentoring, career development, change management and outplacement**.



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