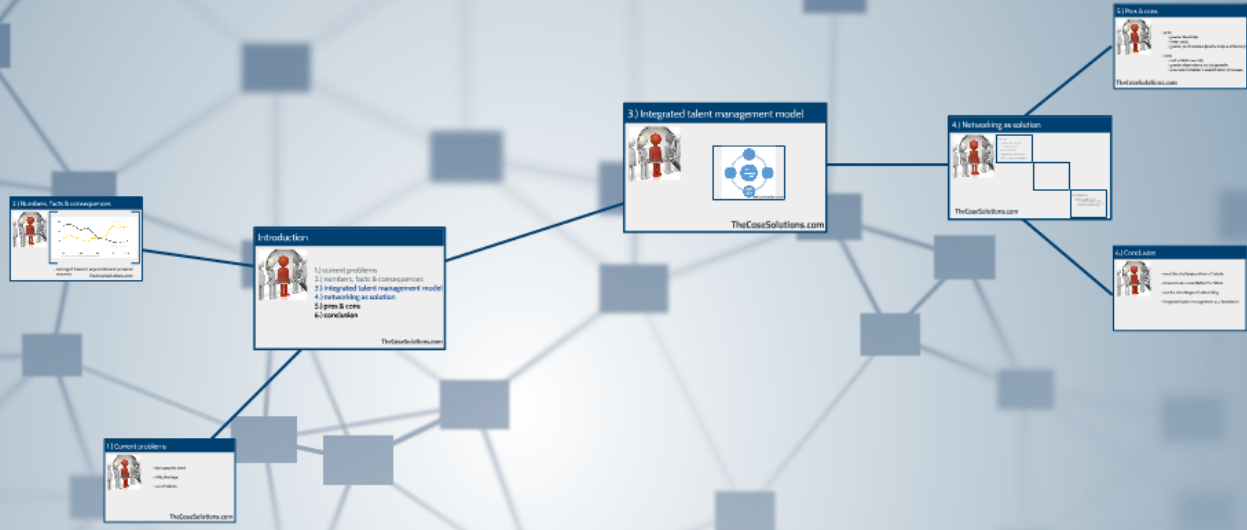


# War For Management Talent In China

TheCaseSolutions.com



# War For Management Talent In China

TheCaseSolutions.com

# Introduction



- 1.) current problems
- 2.) numbers, facts & consequences
- 3.) integrated talent management model**
- 4.) networking as solution**
- 5.) pros & cons
- 6.) conclusion

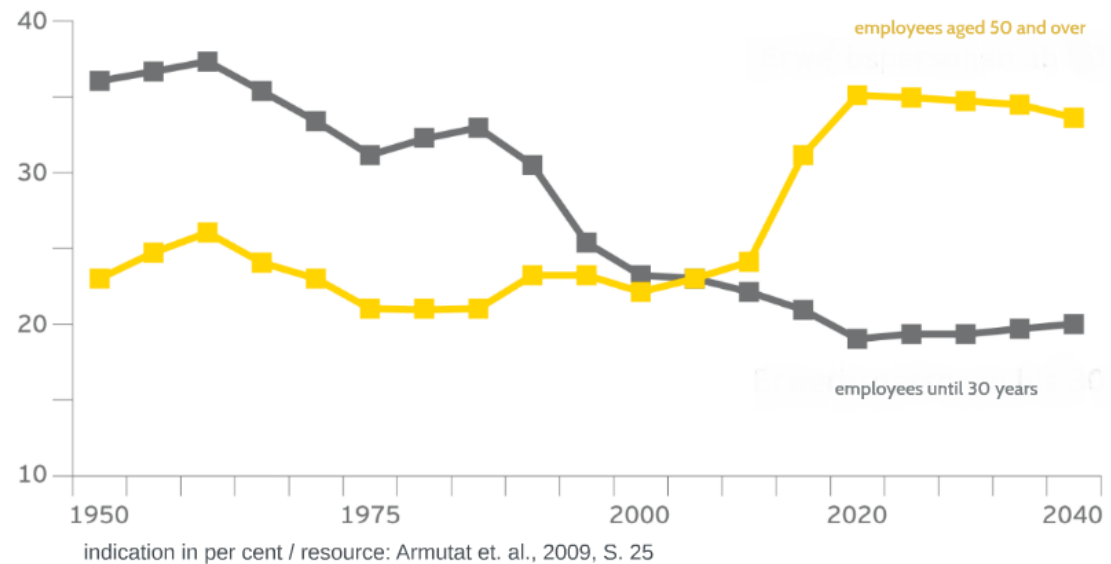
# 1.) Current problems



- demographic trend
- skills shortage
- war of talents

**TheCaseSolutions.com**

## 2.) Numbers, facts & consequences



- missing of financial, organisational & personnel resources

[TheCaseSolutions.com](http://TheCaseSolutions.com)

# 3.) Integrated talent management model



**TheCaseSolutions.com**





# 4.) Networking as solution



## HR-Software

- *Payroll & Time Management*
- *Workforce Management*
- *digital personnel file*
- *Application Management Software*
- *Skills & Competences Management*



## use of social media

- *Facebook, Xing, LinkedIn*
  - *comparison of applicant data*
  - *approach to additional know-how*
  - *active Employer Branding*

**TheCaseSolutions.com**



## 5.) Pros & cons



- pros
  - *greater flexibility*
  - *lower costs*
  - *greater performance (productivity & efficiency)*
- cons
  - *lack of data security*
  - *greater dependency on the provider*
  - *extensive initiation & coordination processes*