

Our Offices

Shanghai 上海

15th Floor, The Crest Building, No.500 West Yan'an Road,
Changning District, Shanghai. China 200050
上海市长宁区延安西路 500 号嘉宁国际大厦 15 楼
电话 TEL: +86 21 2225 4600

Suzhou 苏州

801, Zhongyin Huilong Building, No. 8 Suzhou Avenue
West, Suzhou, China 215000
苏州市工业园区苏州大道西 8 号中银惠龙大厦 801 室

Hefei 合肥

15A22, Building E, Blue Business Port, Shushan District,
Hefei
合肥市蜀山区蔚蓝商务港 E 座 15A22 室

Dalian 大连

2901, ST2, Building 5 Yujing, Dalian Center, No.280
Changjiang Road, Zhongshan District, Dalian
大连市中山区长江路 280 号大连中心裕景 5 号楼 ST2 大
厦 2901 室

Beijing 北京

608, Fan Li Plaza, No. 22 Chaoyang District Street, Bei-
jing, China 100020
北京市朝阳区朝阳门外大街 22 号泛利大厦 608 室

Shenzhen 深圳

1105, Building B, Shangmeilin Excellence City II, Futian Dis-
trict, Shenzhen
深圳市福田区上梅林中康路 126 号卓越城二期 B 栋 1105 室

Qingdao 青岛

1711, Building B, Heda Center, No179 Tailiu Road, North
District, Qingdao, China 266199
青岛市市北区台柳路 179 号和达中心 B 座 1711 室

Changzhou 常州

22nd Floor, Building 5, Changfa Plaza, No.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

Guangzhou 广州

3208, Tianhe City, 208 Tianhe Road, Tianhe District, Guang-
zhou, China 510620
广州市天河区天河路 208 号粤海天河城 3208 室

Chengdu 成都

2110, No.18 Dongyu Street, Jinjiang District, Chengdu, China
610016
成都市锦江区东御街 18 号百扬大厦 2110 室

Wuxi 无锡

2813, YunFu Building, No. 288 Zhongshan Road, Liangxi
District, Wuxi
无锡市梁溪区中山路 288 号云蝠大厦 2813 室



Singapore

8 Marina Blvd Level 11, Marina Bay
Financial Centre Tower 1 Singapore 018981
Tel : +00 65 6727 6122

CONNECTUS

2025 人力资源雇佣调研报告

EMPLOYMENT REPORT

并购家 免费行业报告网

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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 200 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 200 professional consultants in 13 Asian cities. We provide executive search, recruitment process outsourcing, flexible staffing, internationalization, organization and talent development, consulting and market intelligence, 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.

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 global 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.

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.

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 12 个办事处）
Extensive Office Network (13 Offices in 3 Countries)



5
全方位人力资源解决方案公司（5 个事业部）
Total HR Solutions Company (5 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)



12
12 年稳定增长，为未来高增长做好准备
12 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



互联网与游戏
Internet & Gaming



房地产
Real Estate

奖项与荣誉
Awards & Honours

2024 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 2024 【Shanghai Government】

2024 年度前十非凡 Hunter 【猎聘】
Top 10 Extraordinary Hunter in 2024 【Liepin】

上海市优质人力资源服务机构【上海人社局】
Shanghai High Quality HR Service Institution 【Shanghai HR and Social Security Bureau】

2024 HRO 排行榜 - 外资 / 合资 TOP 10 【第一资源】
HRO Top 10 in 2024 - Foreign/joint venture enterprises 【Top HR】

2024 人力资源服务机构百强榜【第一资源】
HR Service Agency Top 100 in 2024 【Top HR】

2024 年度人力资源服务机构 100 强【Hroot】
HR Service Agency Top 100 in 2024 【Hroot】

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

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

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】

报告说明

《2025 康耐仕人力资源雇佣调研报告》以专业视角和严谨态度，深入剖析当前人力资源市场的动态与未来趋势。本报告基于对八大行业千余位管理人员及候选人的广泛调研，通过真实、客观的数据分析，全面呈现了各行业在人才雇佣、管理策略及未来发展方面的关键洞察。

本报告不仅聚焦行业现状，更通过前瞻性分析，助力组织在人才争夺战中占据先机。我们期待这份报告能为您的决策提供有力支持，共同探索人力资源管理的未来方向。

This report provides a professional perspective to analyze the current dynamics and future trends of the human resources market. This report is based on extensive research of over a thousand managers and candidates across eight industries. Through real and objective data analysis, it comprehensively presents key insights into talent recruitment, management strategies, and future development in each industry. This report not only focuses on the current situation and future trends of the industry, but also helps organizations gain an advantage in the war for talent.

样本量 Sample Size: 1182

调研持续时间: 2025 年 3 月 01 日 - 2025 年 4 月 30 日

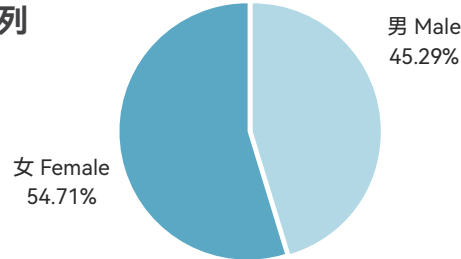
Survey Duration: March 01, 2025 - April 30, 2025

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

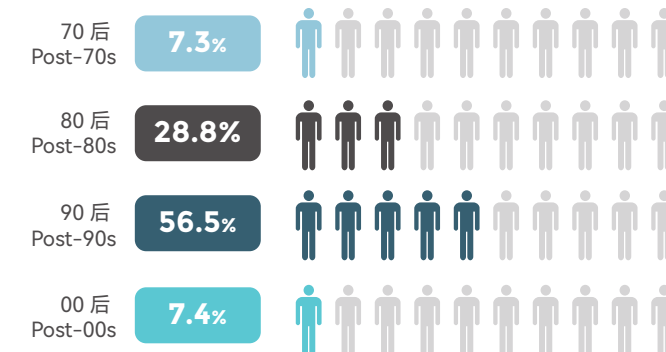
Industries: Industrial, Hi-tech & Semi-Conductor, Automotive, Healthcare, Banking & Financial Services, Consumer, Internet & ICT and Real Estate.

样本分析
SAMPLE ANALYSIS

受访者性别比列
Generation

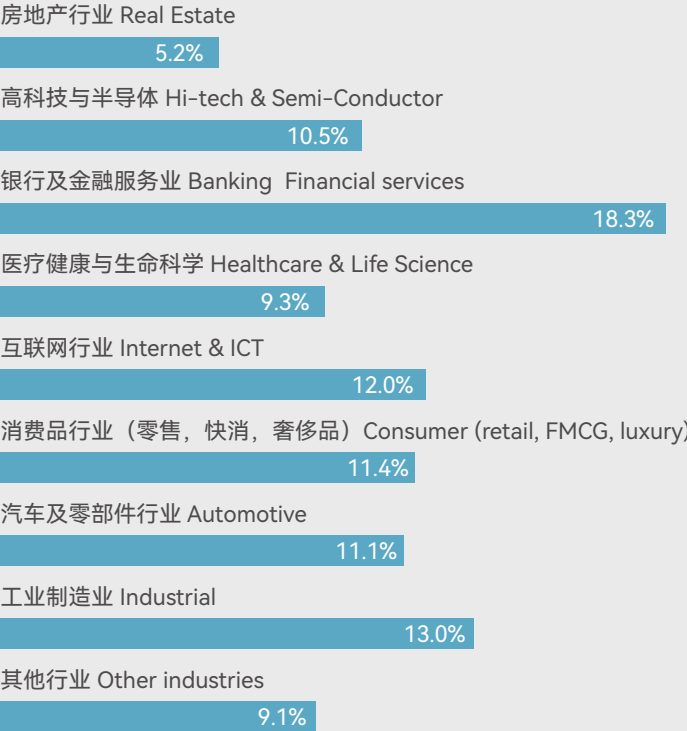


各年龄段比例
Proportion of each age group



行业占比

industrial distribution



01.

企业更倾向“即战力”人才

Enterprises are more inclined towards "combat ready" talents

在经济增速放缓的背景下,企业招聘预算收紧,更倾向于“少而精”的策略,减少校招比例,增加社招高匹配度人才。

- 核心岗位要求“入职即贡献”:企业不再愿意花长时间培养新人,而是希望候选人有直接相关经验。
- 更严格的背调和试用期考核:企业会通过更深入的背景调查、延长试用期或设置“项目制考核”来降低用人风险。

Against the backdrop of slowing economic growth, companies have tightened their recruitment budgets and are more inclined towards a strategy of “fewer but more refined”, reducing the proportion of campus recruitment and increasing the number of highly matched talents in experienced recruitment. The core job requirement is ‘contribute upon entry’: companies are no longer willing to spend long hours cultivating new employees. Companies will reduce employment risks by conducting more in-depth background checks, extending probationary periods, or implementing "project-based assessments".

02.

复合型人才吃香,单一技能者面临淘汰

Comprehensive talents are in high demand, while single skilled individuals face elimination

行业边界模糊(如新能源+AI、消费+直播电商),企业更青睐“多面手”,能适应业务快速调整的候选人。

- “T型人才”受追捧:既要有垂直领域的深度,又要有跨领域能力。
- “软技能”权重上升:沟通能力、抗压能力、快速学习能力成为筛选关键,尤其是经济下行期,企业更看重员工的“逆境生存能力”。

Industry boundaries are blurred (such as new energy+AI, consumption+live streaming e-commerce), and companies prefer candidates who are versatile and able to adapt to rapid business adjustments. T-shaped talents are highly sought after: they need to have both vertical depth and cross disciplinary abilities. Communication skills, stress resistance, and rapid learning ability have become key screening factors, especially during economic downturns, when companies place more emphasis on employees' "ability to survive in adversity".

03.

稳定性成为隐形门槛

Stability becomes a hidden criteria

在经济不确定性加大的环境下,企业更担心员工短期离职带来的成本损失,招聘时更看重候选人的职业连贯性和长期承诺。

- 跳槽频率成为硬指标:跳槽频繁的候选人可能直接被筛掉,尤其是国企和大型民企,更偏好“5年以上同行业经验”的求职者。
- 内部转岗替代外部招聘:许多企业优先内部,减少空降高管,以降低磨合风险。

In an environment of increasing economic uncertainty, companies are more concerned about the intangible losses caused by short-term employee turnover, and place greater emphasis on candidates' career continuity and long-term commitment during recruitment. Candidates who frequently switch jobs may be directly screened out, especially for SOE and large private enterprises, which prefer job seekers with “more than 5 years of experience in the same industry”. Many companies prioritize internal recruitment and reduce the risk of parachuting executives.

04.

AI正在深刻重塑企业用人逻辑和职场竞争规则

AI is profoundly reshaping the rules of employment and workplace competition

无论招聘端还是在员工均面临结构性变革,人机协作成为标配。

- 替代型岗位缩减:基础数据处理、标准化客服、重复性文书岗位(如合同审核)招聘量下降40%+,企业更倾向用AI工具替代。
- 传统岗位AI技能捆绑:比如财务岗位要求能用AI自动生成税务报告。

Employees are facing employment structural changes, and human-machine collaboration is becoming the norm. The recruitment volume for basic data processing, customer service, and repetitive administrative positions (such as contract review) has decreased by over 40%, and companies are more inclined to replace them with AI tools. Traditional jobs are incorporating AI skills, for example, finance positions require the ability to automatically generate tax reports using AI.

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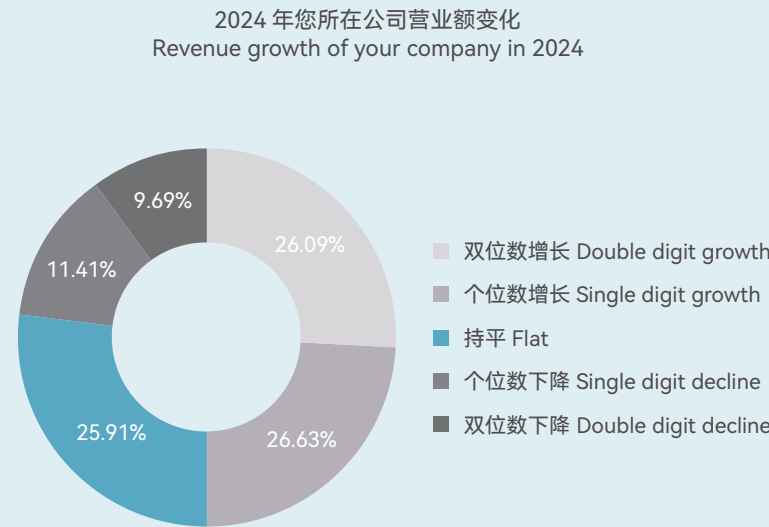
04 | 人才发展
Talent Development

Part One

市场趋势
MARKET OUTLOOK

2024年有半数企业的营业额均为增长

In 2024, the revenue of half of the companies increased



2024年，企业经营状况呈现分化但总体稳健的态势。约半数企业实现营业额增长（合计52.7%），其中双位数与个位数增长企业各占26.1%和26.6%，反映出部分企业抓住市场机遇实现强劲复苏，可能与行业竞争加剧或需求温和扩张有关。值得注意的是，25.9%的企业营业额持平，这一高比例群体或处于业务转型期，亦或是受成本压力等因素制约未能突破现状。

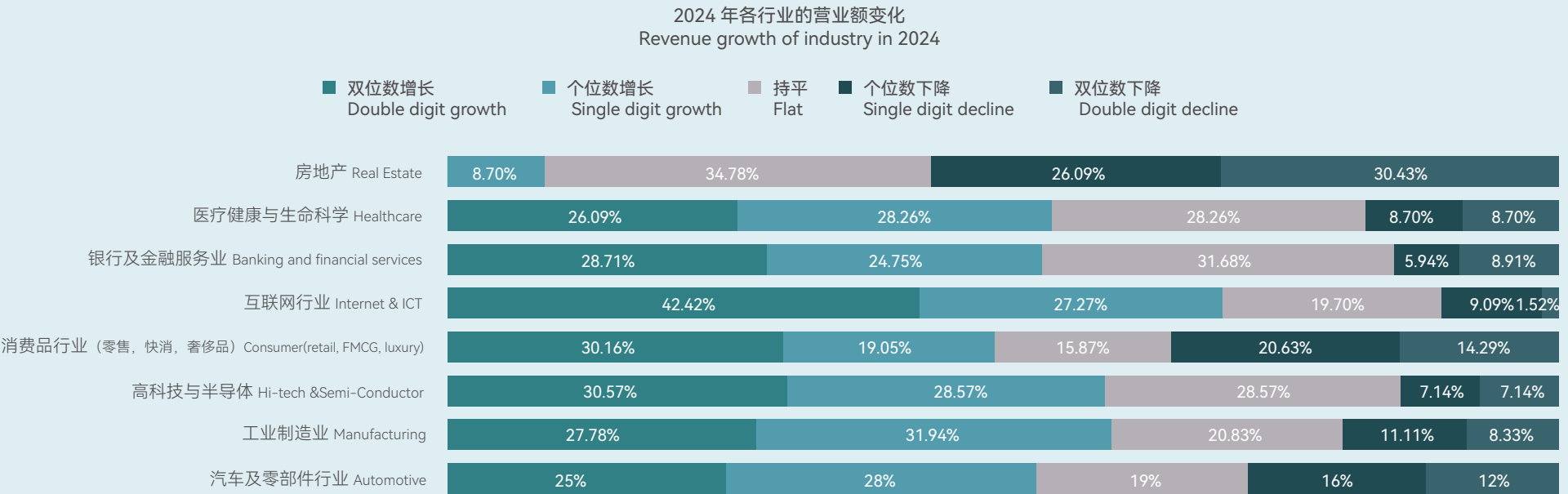
In 2024, the operating conditions of enterprises show a trend of differentiation while maintaining stability. About half of the companies achieved revenue growth (totaling 52.7%), with double-digit and single digit growth companies accounting for 26.1% and 26.6% respectively, reflecting that some companies seized market opportunities to achieve strong recovery, which may be related to intensified industry competition or demand saturation. It is worth noting that a high proportion of enterprises (25.9%) have a flat turnover, that is either in a period of business transformation or has not been able to break through the current situation due to cost pressures and other factors.

2024营业额双位数增长的前三行业分别是：互联网行业，高科技半导体行业 and 消费品行业

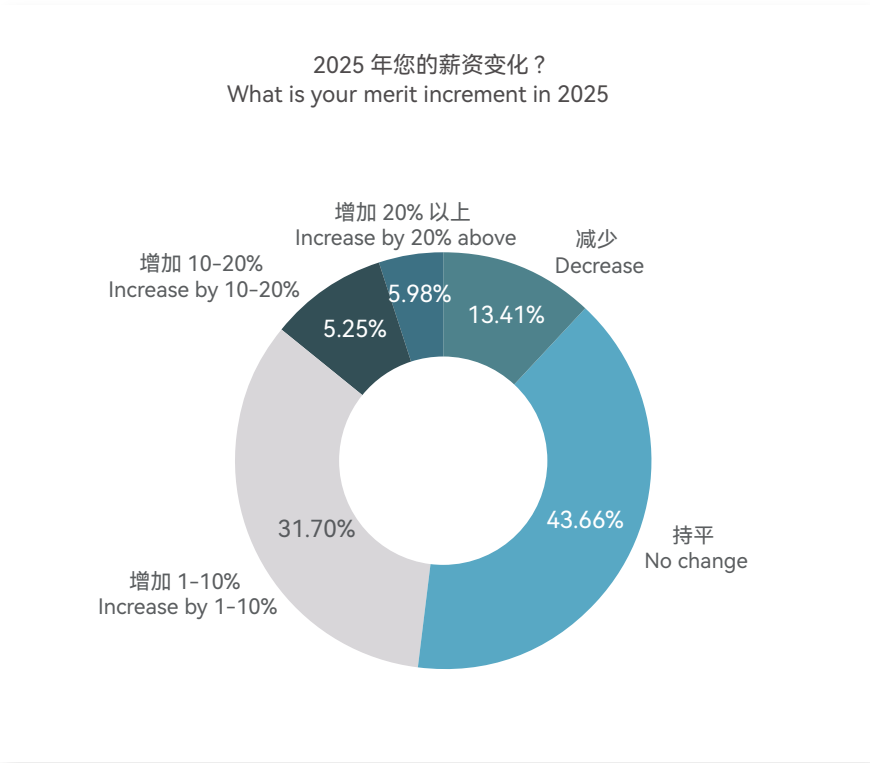
The top three industries with double-digit growth in revenue are Internet & ICT, Hi-tech & Semi-conductor and Consumer

数据折射出经济增长的不均衡性：快速增长企业多集中于数字化转型成功行业或新兴行业。

The data reflects the unevenness of economic recovery: rapidly growing enterprises are mostly concentrated in successful digital transformation or emerging industries.



2025年薪资持平的比例接近半数，达到43.7%
Close to half (43.7%) did not have any merit increment in 2025

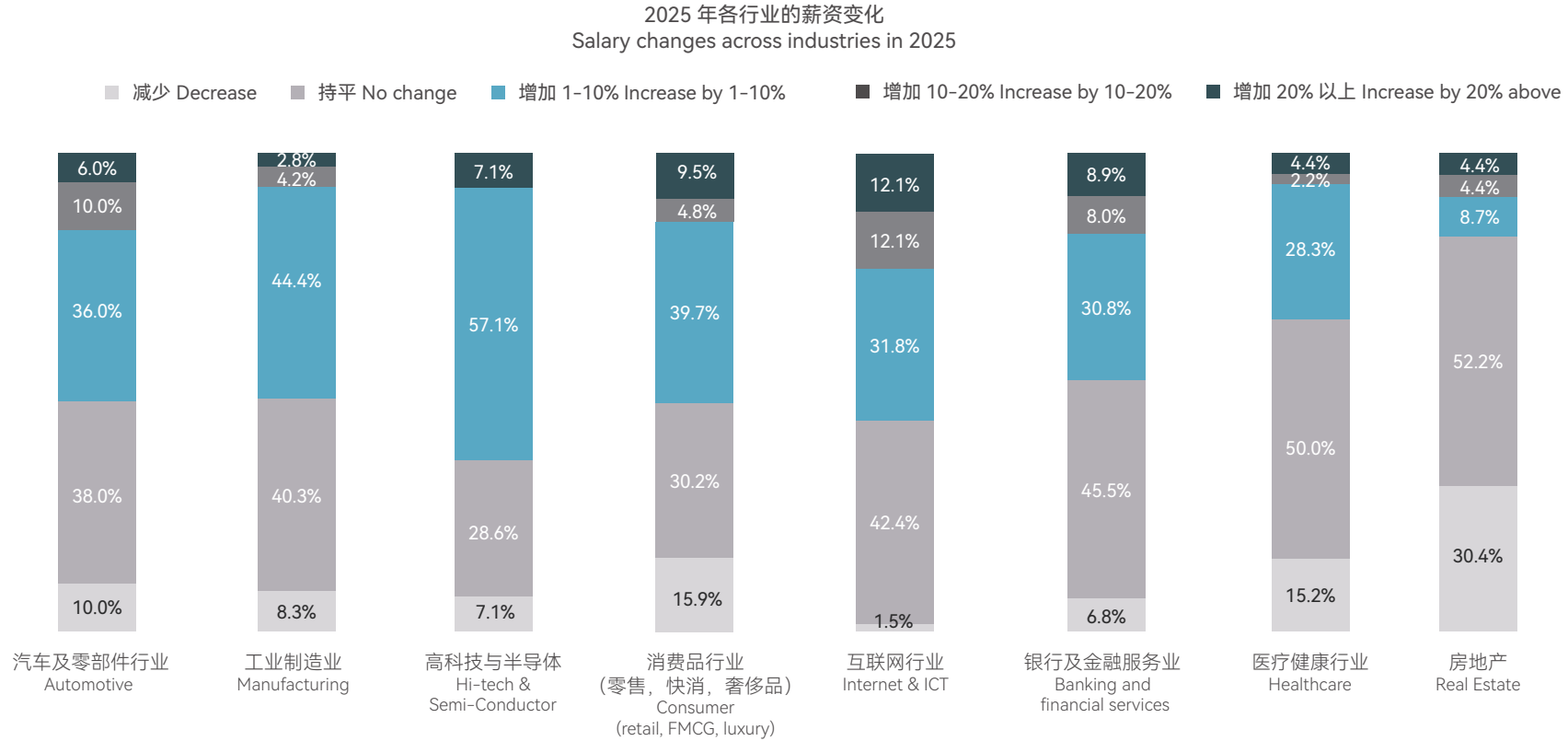


2025年薪资数据反映劳动力市场结构性分化。在全球经济增长放缓背景下，企业盈利空间收窄导致薪酬预算紧缩。近半数劳动者薪资停滞，说明企业普遍采取保守的人力成本策略，这既可能源于行业增长瓶颈，也可能反映企业通过冻结薪资应对经营压力。中低涨幅区间（1-10%）占比不足三分之一，更凸显用人单位对薪酬调整保持审慎态度。

The salary data for 2025 reflects the structural differentiation of the labor market. Against the backdrop of global economic slowdown, the narrowing profit margins of enterprises have led to a tightening of salary budgets. Nearly half of the workers' salaries have stagnated, indicating that companies are generally adopting conservative labor cost strategies. This may be due to industry growth bottlenecks or reflect the company's response to business pressure by freezing salaries. The proportion of the medium to low growth range (1-10%) is less than one-third, which highlights the cautious attitude of employers towards salary adjustments.

互联网行业涨薪>10%的占比达24.2%，领先其他行业，说明AI等前沿领域人才稀缺，企业高薪抢人以及跨境电商、AI应用等新增长点推高薪资。

The Internet industry leads the market with 24.2% giving >10% merit increments, indicating that talent in AI and other frontier fields is scarce, and new growth areas such as cross-border e-commerce and AI applications have pushed up salaries.

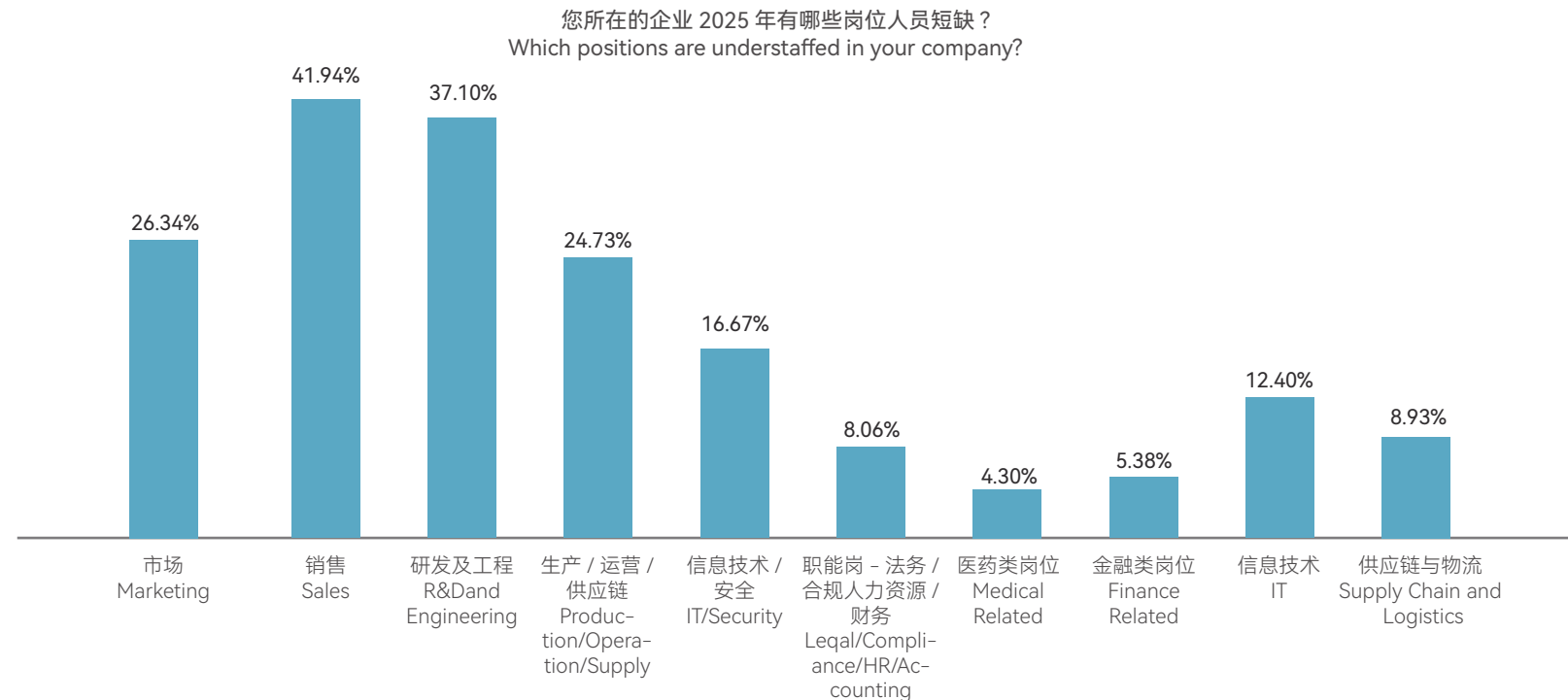


经济波动中，销售保生存，研发谋发展，两者始终处于刚需岗位

In the midst of economic fluctuations, sales ensure survival while R&D seek development, both are essential positions

销售岗短缺源于“高损耗+高需求”的动态平衡问题，而研发岗短缺是技术爆炸性增长与人才积累缓慢之间的根本矛盾。两者共同反映了企业在“活下去”（销售）和“活得好”（研发）之间的双重挑战。

The shortage of sales positions stems from the dynamic balance problem of "high turnover+high demand", while the shortage of R&D positions is the result of explosive technological growth and slow talent accumulation. Both reflect the dual challenges faced by enterprises in balancing "survival" (sales) and "living well" (research and development).

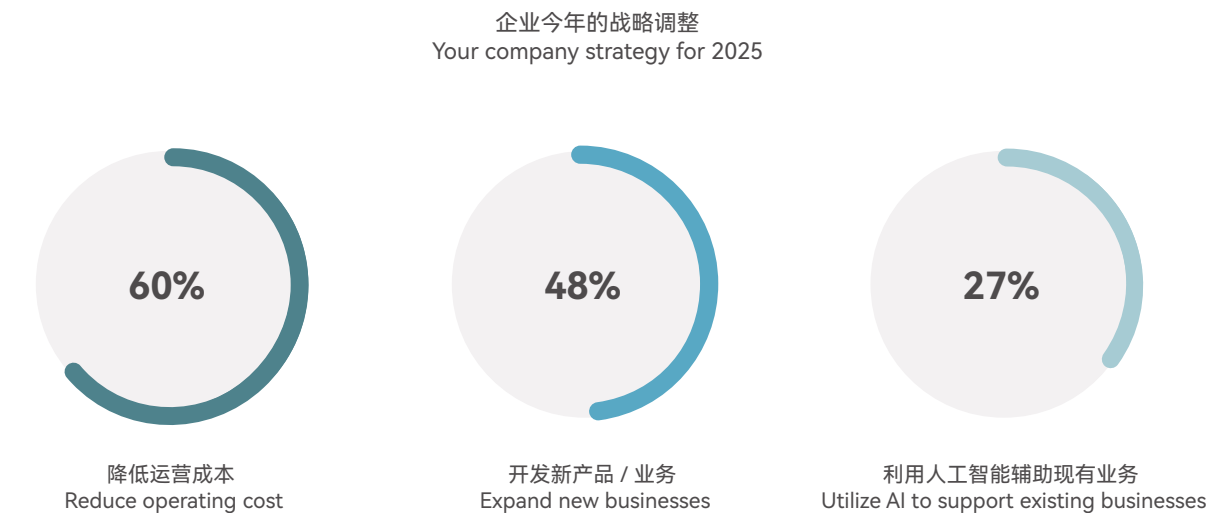


“降低运营成本”与“开发新产品”并非对立，而是企业应对危机的“双轮驱动”

“Reducing operating costs ” and “ developing new products ” are the “2-wheel drive ” for enterprises to respond to crises

成本控制是生存基础，但需避免短视；新产品/业务是增长引擎，但需精准投入。短期需谨慎控制成本，但必须为未来保留火种；长期则需通过创新打开市场，而创新的成功率又依赖于高效的成本管理。动态平衡两者，方能穿越周期。

Cost control is the foundation of survival, but it is necessary to avoid short sightedness; New products/businesses are growth engines, but require precise investment. We need to carefully control costs in the short term, but we must reserve the spark for the future. In the long run, it is necessary to expand market share through innovation and the success rate of innovation depends on efficient cost management.



Part Two

雇佣趋势分析

HR ANALYSIS

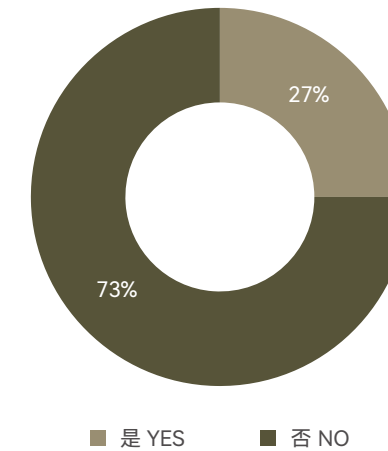
在2024年，职场求稳更为明显，有73%的受访者没有换工作

In 2024, the pursuit of workplace stability became apparent as 73% of respondents did not change jobs

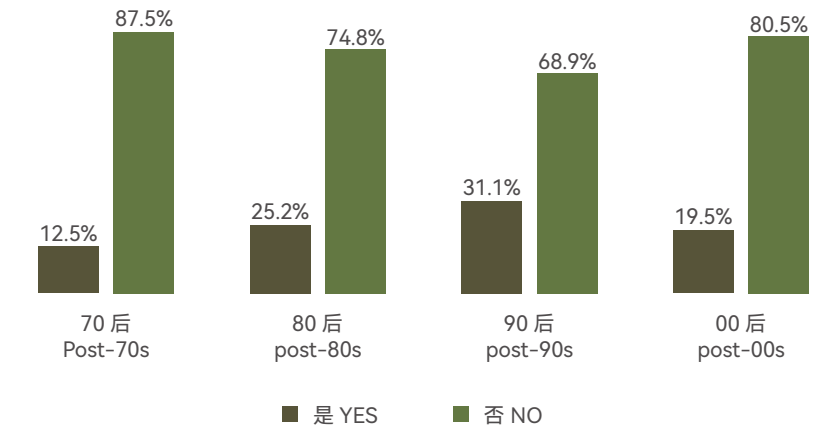
2024年职场求稳心态凸显，73%受访者表示没有换工作，反映出经济不确定性下的保守倾向。一方面，行业波动（如地产低迷/消费疲软）加剧职业焦虑，员工更看重现有岗位稳定性；另一方面，薪资增长放缓与机会成本上升，使得跳槽风险增大。

In 2024, stability in the workplace is paramount with 73% of respondents choosing not to change jobs, reflecting a conservative stance due to economic uncertainty. On the one hand, industry fluctuations (such as real estate downturn) aggravate occupational anxiety, and employees are more likely to seek job stability; On the other hand, the slowdown in salary growth and the increase in opportunity costs have increased the risk of job hopping.

在过去的 2024 年，您是否有换过工作？
Did you change jobs in 2024?



各年龄段在 2024 年换工作的比例
Job change by age group in 2024



2024年，换工作比例最高的行业分别为消费品行业，汽车行业和高科技半导体行业

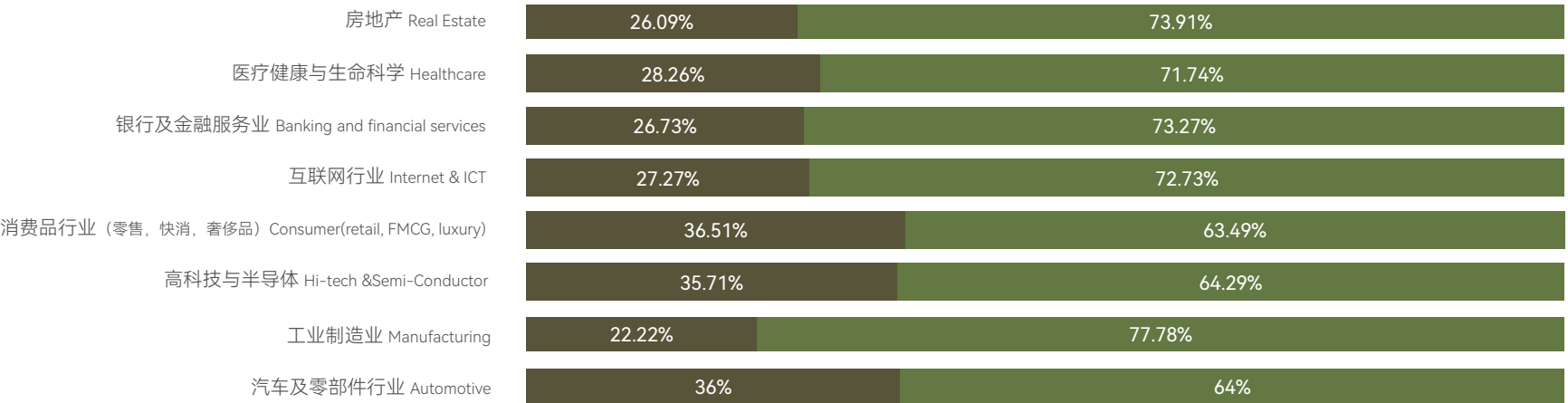
In 2024, the industries with the highest job changes are Consumer, Automotive and Hi-tech & Semi-conductor

技术迭代（如AI、新能源）加速人才竞争，头部企业高薪挖角核心人才；同时，传统岗位因自动化升级缩减，倒逼从业者主动转型。消费品行业受渠道变革冲击，汽车行业面临关税和消费疲软影响，半导体则因全球产业链重组产生岗位波动。

Technological iteration (such as AI and new energy) accelerates talent competition, with top companies offering high salaries to poach core talents; At the same time, the reduction of traditional positions due to automation upgrades has forced employees to actively transform. The consumer goods industry is impacted by channel changes, the automotive industry is facing tariffs and weak consumption, and the semiconductor industry is experiencing job fluctuations due to global industrial chain restructuring.

各年龄段在 2024 年换工作的比例
The proportion of job changes by industry in 2024

■ 换过 ■ 没换过

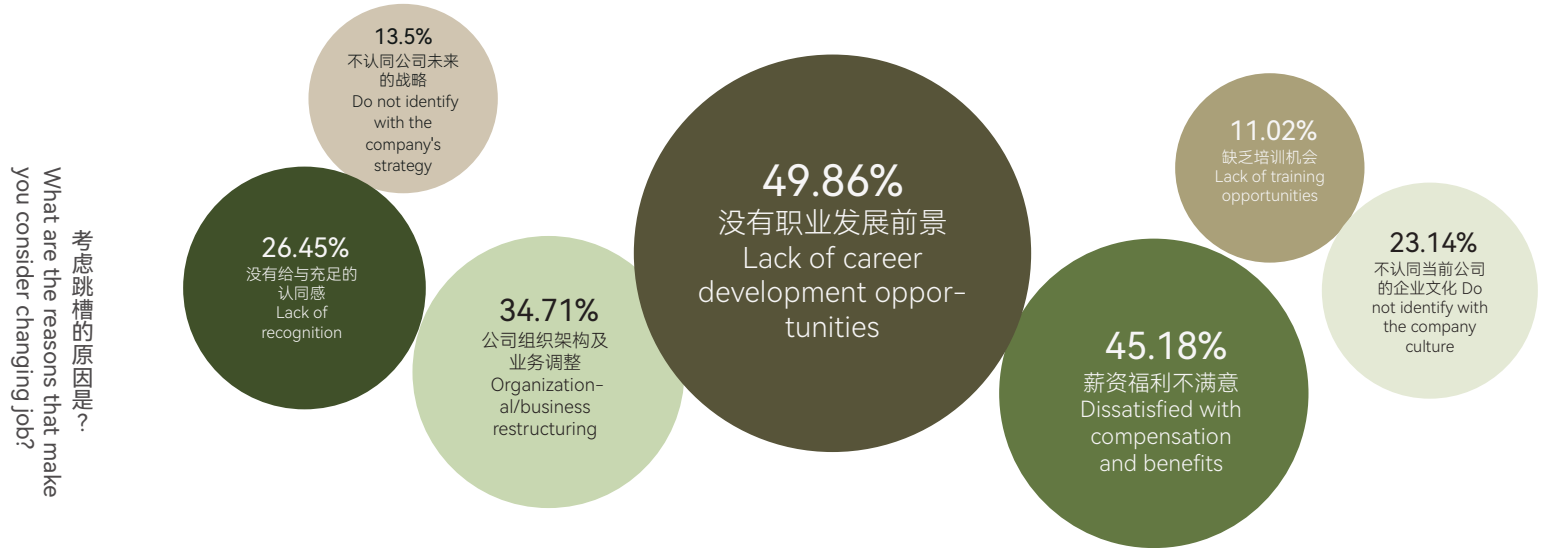


最主要的离职原因依旧是“没有职业发展前景”

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, 和公司组织架构重组。

The main reasons for resignation include insufficient personal development space, unreasonable salary and benefits, and company restructuring.



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

各世代有关跳槽原因的对比

Comparison of reasons for job hopping across generations

没有职业发展前景
Lack of career development opportunities

80后是所有世代里最为重视“自身的职业发展前景“的
Post-80s value career development as their top priority.

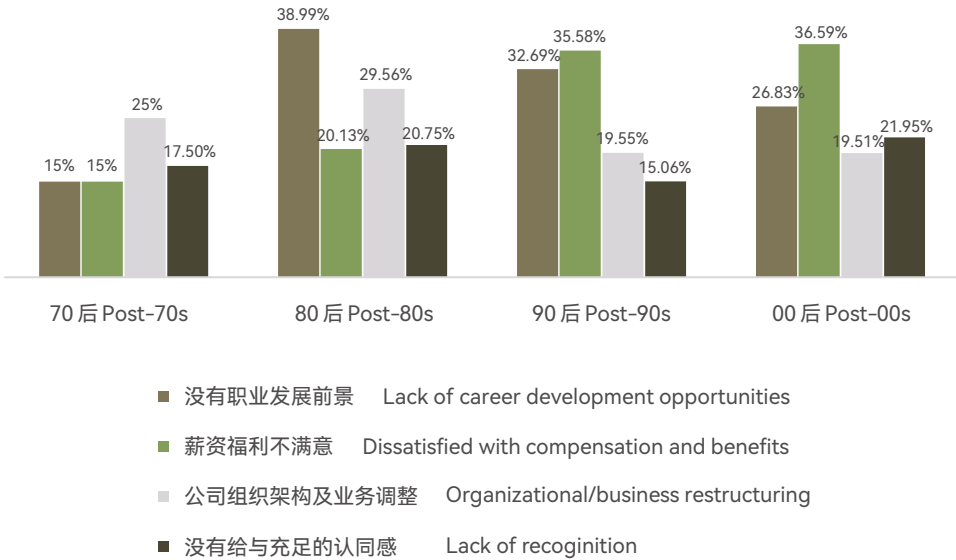
薪资福利不满意
Dissatisfied with compensation and benefits

90后和00后将薪资福利排在跳槽首要因素的比例最高。
Post-90s and 00 place salary package as their main reason for changing jobs.

公司组织架构及业务调整
Organizational/business restructuring

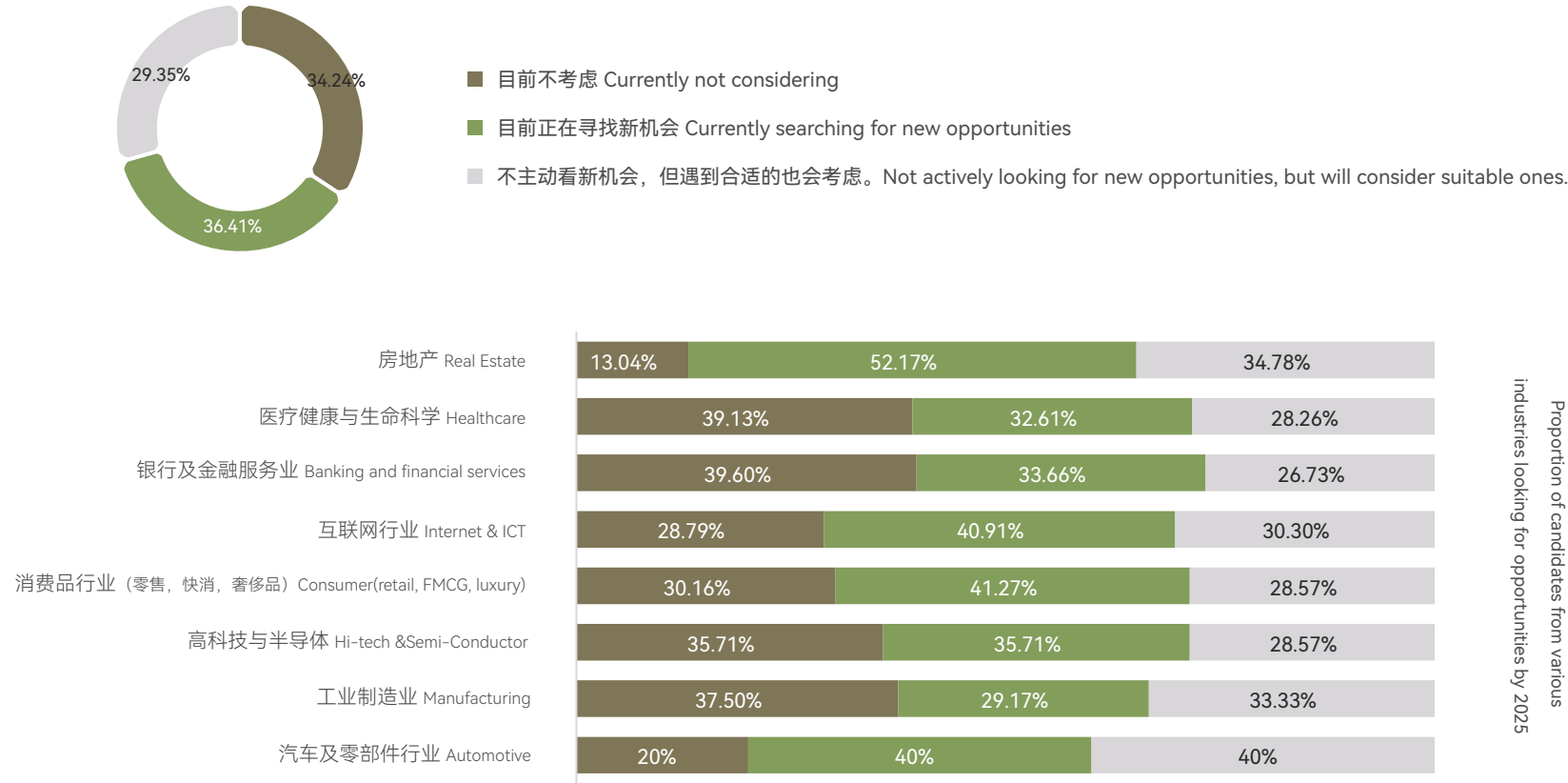
可以看出，当组织架构变动或业务调整时，70后以及80后更容易遭遇被动离职。
Post-70s and 80s are the most vulnerable when companies restructure.

影响各世代跳槽的主要原因
Reasons affecting job hopping across generations



2025年，主动看机会比例最高的三个行业分别是房地产，消费品和互联网

In 2025, the top 3 industries with the most job seekers are Real Estate, Consumer and Internet & ICT



各行业人选2025年看机会的比例
Proportion of candidates from various industries looking for opportunities by 2025

薪酬/福利待遇始终是职场人选择企业时最看重的因素

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

数据反映了职场价值观的共性需求，物质保障始终是职业选择的基础要件，尤其在经济不确定性增强的时代背景下。

This survey result confirms that compensation package is a fundamental element when making a career choice, especially in the context of increasing economic uncertainty.



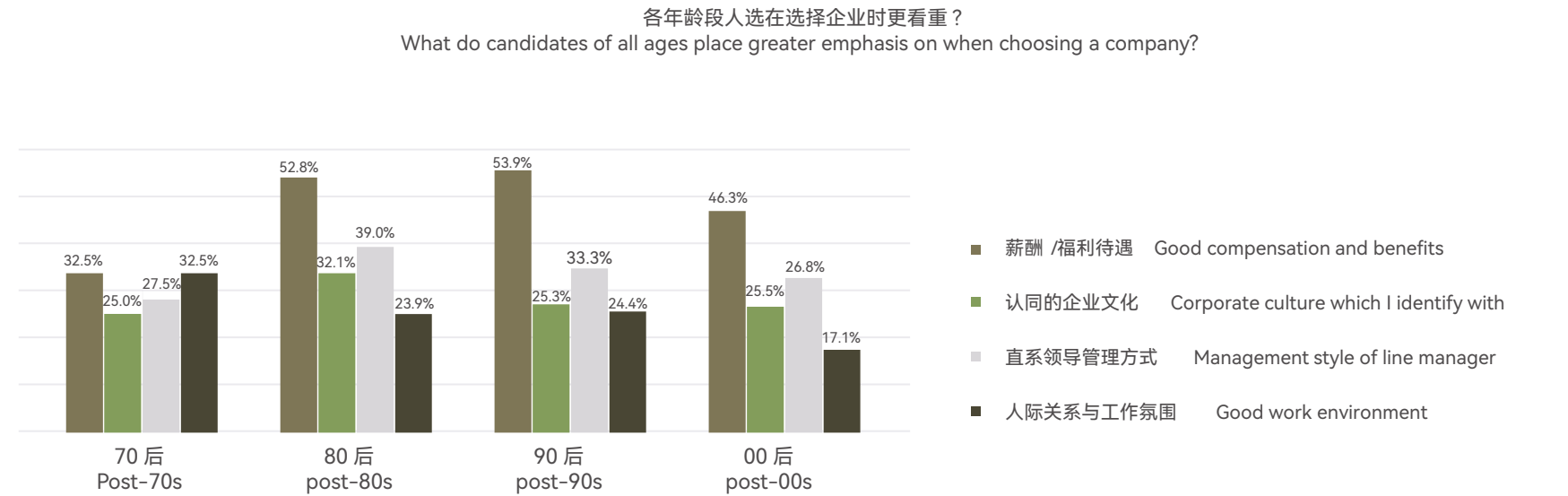
直系领导管理方式是选择机会的第二大考虑因素

Management style of the Line Manager is the second major consideration when choosing employers

薪酬 / 福利对于每个年龄段的职场人来说，都是看选择企业时最重要的衡量标准。

"领导管理方式"位列第二,说明当基础需求满足后,员工更关注微观职场生态,权威型与赋能型管理带来的效能差异已形成广泛认知。而"企业文化"则体现组织价值观的精神引力,Z世代及知识型从业者尤为看重文化认同带来的归属感。

Compensation/benefits are the most important criteria for professionals of all ages when choosing a company. The "leadership management style" ranks second, indicating that when basic needs are met, employees pay more attention to the micro workplace ecology and the difference between authoritative and autonomy management. 'Corporate culture' reflects the spiritual attraction of organizational values, with Generation Z and knowledge-based employees particularly valuing the sense of belonging brought by cultural identity.



Part THREE

AI浪潮下的变革 AI INNOVATIONS

00后对AI时代感到不确定性的比例为46.3%，远高于80后的28.9%和90后的30.5%。

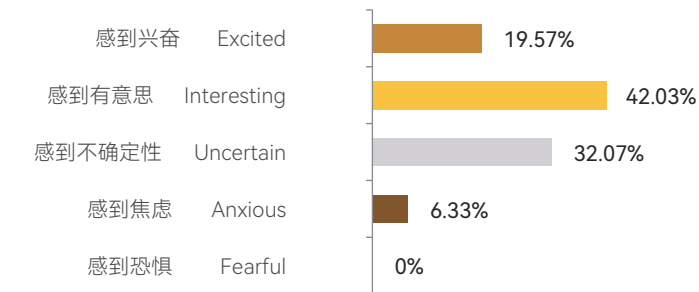
The proportion of Post-00s who feel uncertain about the AI era is 46.3%, much higher than the 28.9% of Post-80s and 30.5% of Post-90s.

其原因可能有：

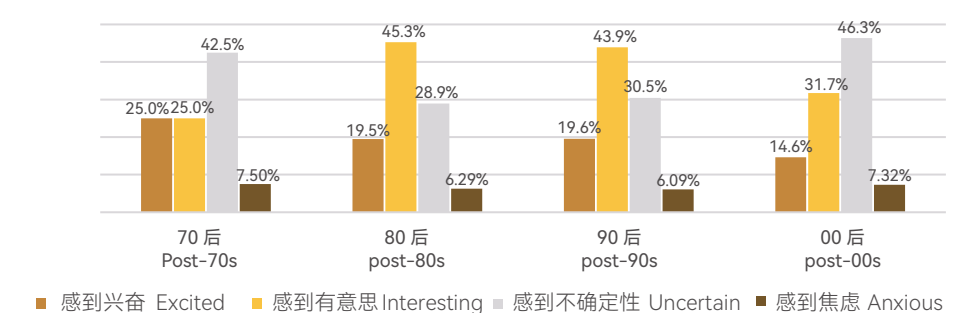
1. 职业前景的模糊性：00后正面临AI对就业市场的剧烈冲击，传统职业路径（如文职、基础编程、设计等）可能被AI替代，而新兴领域的规则尚未成熟。相比之下，80后、90后已部分完成职业积累，适应能力更强。
2. 信息过载与认知负担：00后成长于信息爆炸时代，对AI的认知既来自技术宣传，也来自社交媒体夸大的威胁论（如“AI毁灭人类”）。这种矛盾信息加剧了他们的困惑，而80后、90后对技术变革的认知更基于渐进式经验。

The reasons may include: 1. Ambiguity of career prospects: Post-00s are facing a severe impact of AI on the job market, and traditional career paths (such as clerical, basic programming, design, etc.) may be replaced by AI, while the rules of emerging fields are not yet mature. In contrast, those born in the 1980s and 1990s have partially completed their professional accumulation and have stronger adaptability. 2. Information overload and cognitive burden: Post-00s grew up in the era of information explosion, and their understanding of AI comes from both technological propaganda and exaggerated threat theories on social media (such as "AI destroys humanity"). This contradictory information exacerbates their confusion, and the understanding of technological change by the Post-80s and Post-90s generations is more based on gradual experience.

对于 AI 如此高速发展的时代，你的感受
Your biggest feeling about the rapid development of AI



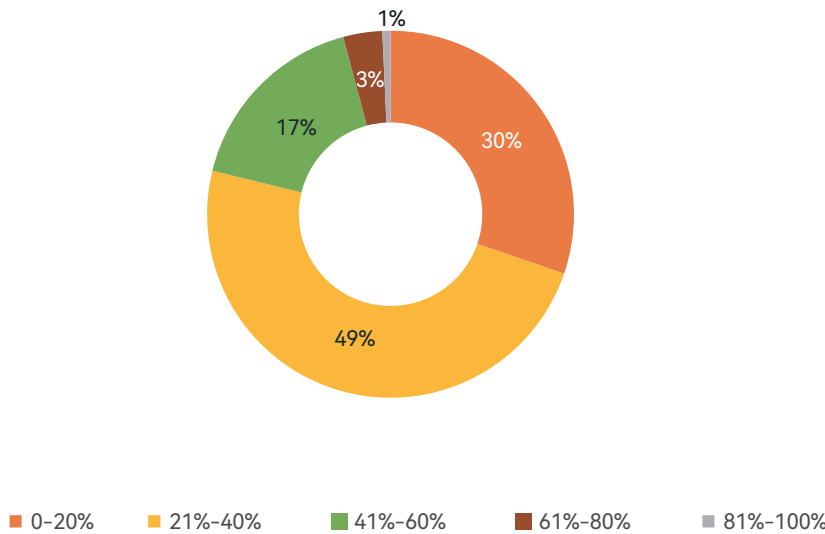
不同世代的感受
The feelings of different generations



AI时代的到来，为职场人开启了全新的工作模式

The arrival of the AI era has opened up a new working mode for professionals in the workplace

AI 辅助您百分之多少的工作？
How much of your work do you think AI will assist you with?



职场人认为AI能不同程度的帮助自己提高工作效率。其中选择能辅助自己21-40%工作量的受访者比例最高，达到49%。

AI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。

Workplace professionals believe that AI can help them improve work efficiency to varying degrees. The proportion of respondents who can assist in completing 21-40% of the workload is the highest, accounting for 49%. AI, as a powerful technological assistance, has profoundly influenced various industries. Through automation and intelligence, it has solved a large number of tedious and repetitive tasks for professionals, greatly saving time and energy. At the same time, AI can also promote innovation and expand career development possibilities, bringing many substantial benefits to professionals.

各世代对AI辅助自己完成工作的比例

Comparison of measures taken by enterprises in various industries to cope with the AI era.

从图表可以看出“年轻人更善于使用 AI”这一趋势。

年轻人更善于使用 AI 的可能原因有：

- 技术适应性：90/00 后是“数字原住民”，对新技术的学习曲线更短。
- 教育背景：近年高校课程更多融入 AI 工具（如 Python、数据分析），而 70/80 后可能缺乏系统培训。

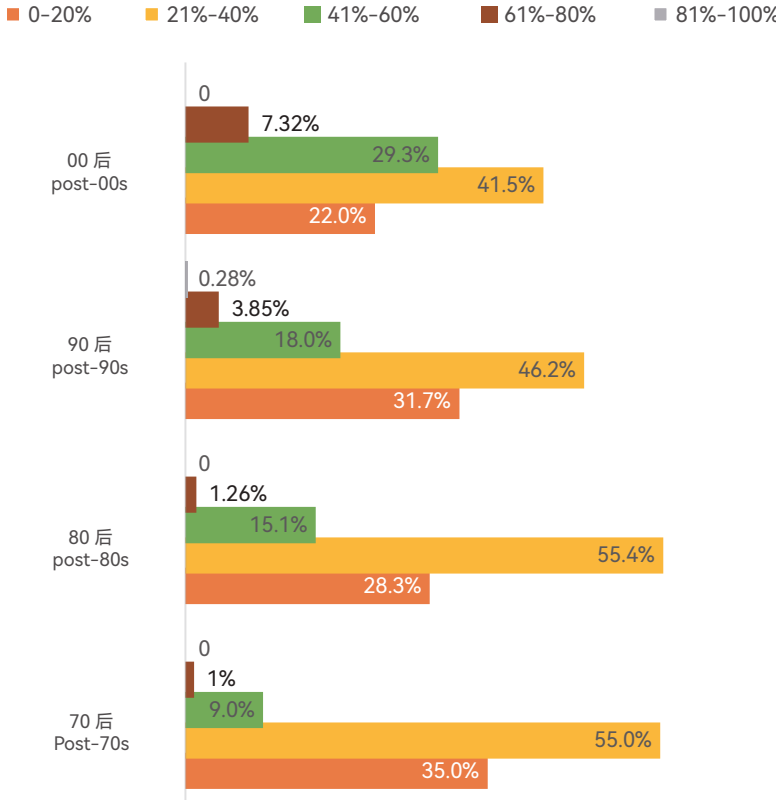
Gartner 预测：到 2026 年，职场中 AI 工具的使用率将超过 80%，代际差距可能缩小。因此，为了更好的适应 AI 时代，无论年龄，都要主动学习 AI 工具来提升竞争力。

From the chart, it can be seen that there is a trend of 'young people are better at utilizing AI'. Possible reasons for the advantage of young people include:

- Technological adaptability: Post-90s/00s are "digital natives" with a shorter learning curve for new technologies.
- Educational background: In recent years, college courses have increasingly integrated AI tools (such as Python and data analysis), while those born in the 1970s and 1980s may lack systematic training.

Gartner predicts that by 2026, the usage rate of AI tools in the workplace will exceed 80%, and the intergenerational gap may narrow.

Therefore, in order to better adapt to the AI era, regardless of age, it is necessary to actively learn AI tools to enhance competitiveness.

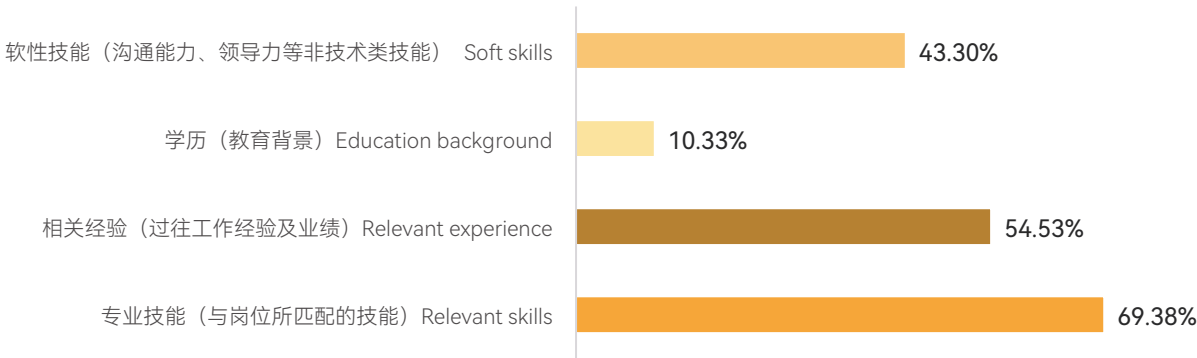


AI时代，匹配的专业技能比经验更重要

In the AI era, relevant skills are more important than experience

企业更看重候选人能否快速胜任具体工作,而非纸上谈兵。专业技能直接决定生产力,尤其在技术迭代快的领域(如 IT、人工智能),学历无法完全代表实际能力。其次, 经验的价值被强化。相关经验意味着对行业痛点的理解和解决问题的能力, 能降低企业培养成本。最后, 学历门槛的弱化。随着教育普及和职业培训多元化, 学历逐渐成为“基础筛选条件”而非核心竞争力。

Enterprises place greater emphasis on whether candidates can quickly perform specific tasks, rather than just talking on paper. Professional skills directly determine productivity, especially in fields with rapid technological iteration such as IT and artificial intelligence, where education cannot fully represent actual abilities. Secondly, the value of experience is strengthened. Relevant experience means an understanding of industry pain points and the ability to solve problems, which can reduce the cost of enterprise training. Finally, the weakening of the educational threshold. With the popularization of education and diversification of vocational training, education has gradually become a "basic screening condition" rather than a core competitiveness.



AI时代，企业在调整组织结构和招聘AI相关人才

In the AI era, enterprises are adjusting organizational structure and recruiting AI-related talent

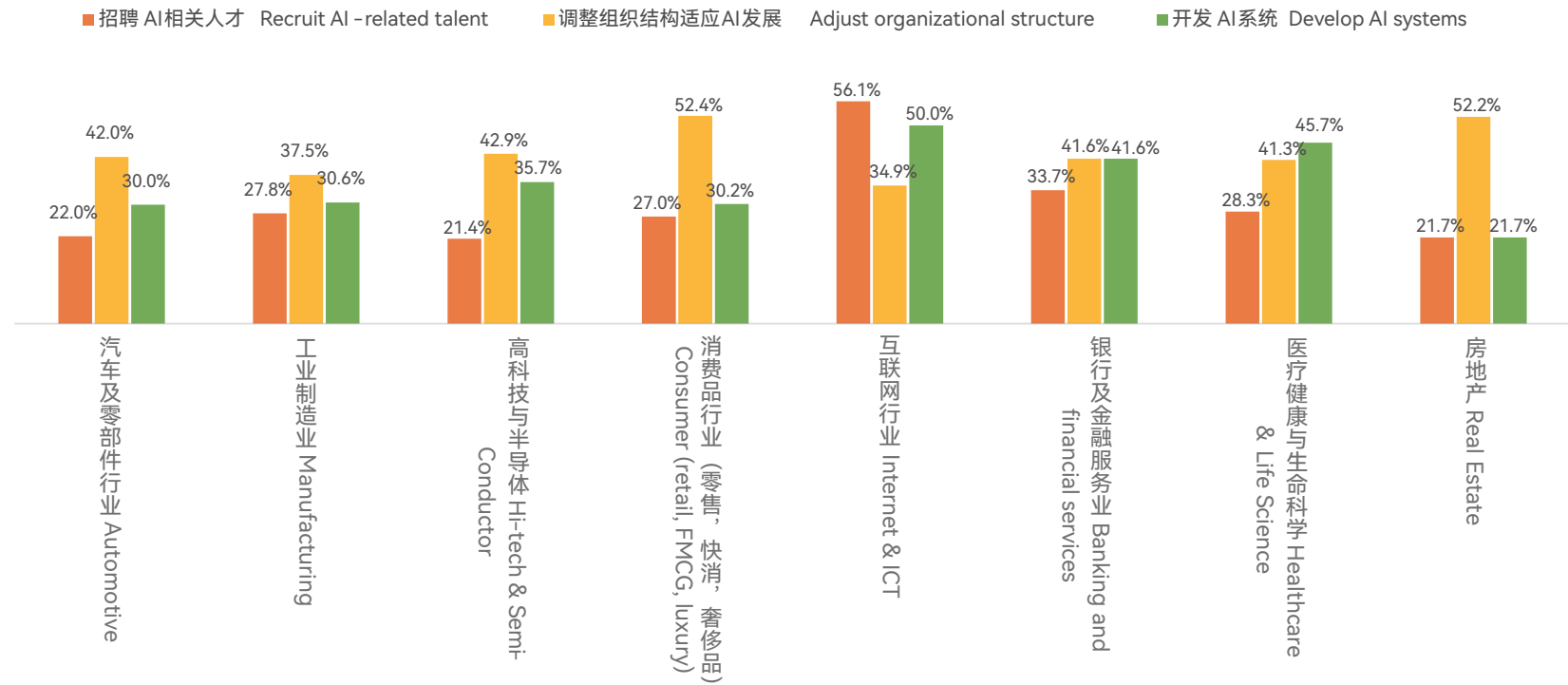
企业会如何应对 AI 时代
How companies respond to the AI era



这反映出AI技术对企业管理模式、业务流程和人才结构的深远影响，企业意识到必须打破传统架构才能释放AI潜力， 这凸显了组织敏捷性和人才的重要性。

This reflects the profound impact of AI technology on enterprise management models, business processes, and talent structures. Enterprises realize that they must break through traditional architectures to unleash the potential of AI, highlighting the importance of organizational agility and hiring the right talent.

各行业企业应对AI时代所采取的措施
Measures taken by enterprises in various industries to cope with the AI era



PART FOUR

人才发展 TALENT DEVELOPMENT

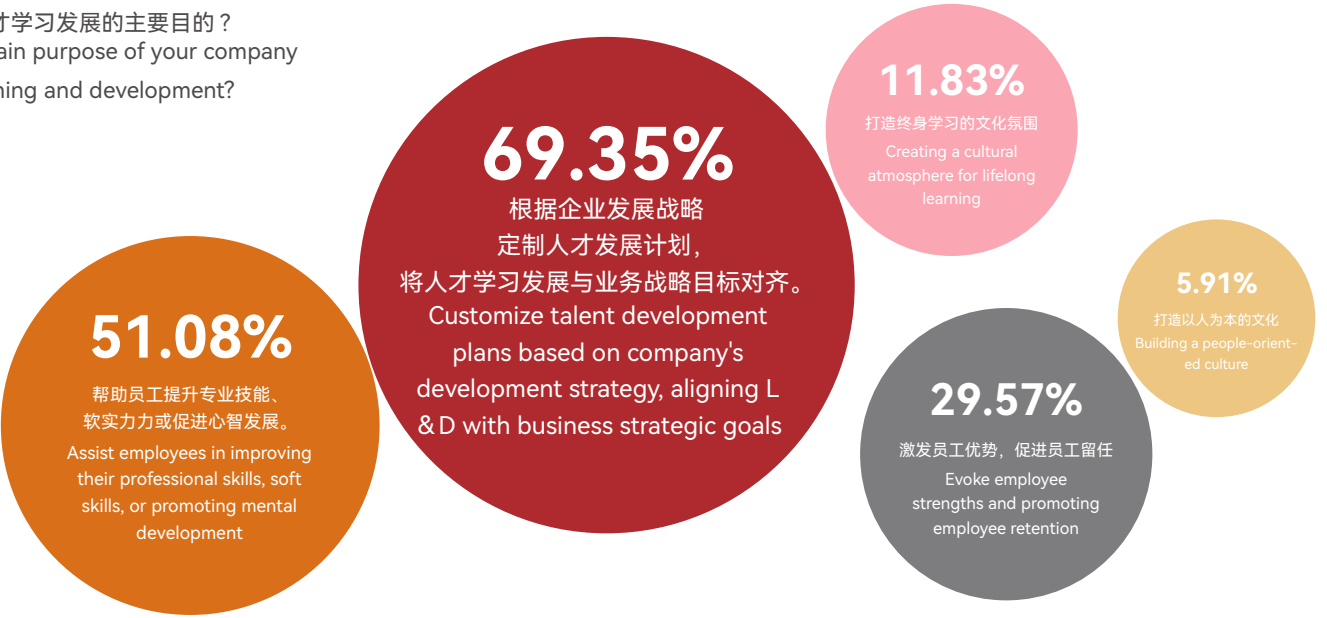
您企业对于人才学习发展的主要目的

What is the main objective of talent learning & development for enterprises

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.

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?

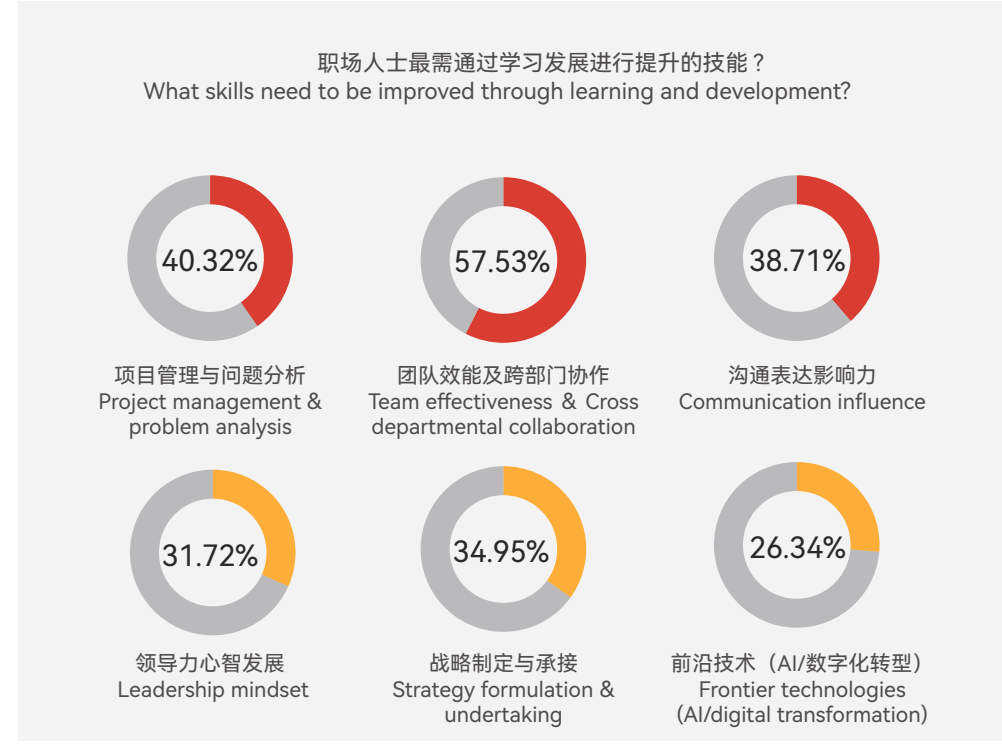


团队效能及跨部门协作、项目管理与问题分析、沟通表达影响力被认为是最需要提升的三项软技能

Team effectiveness and cross departmental collaboration, project management and problem analysis, and communication influence are considered the three soft skills that need to be improved

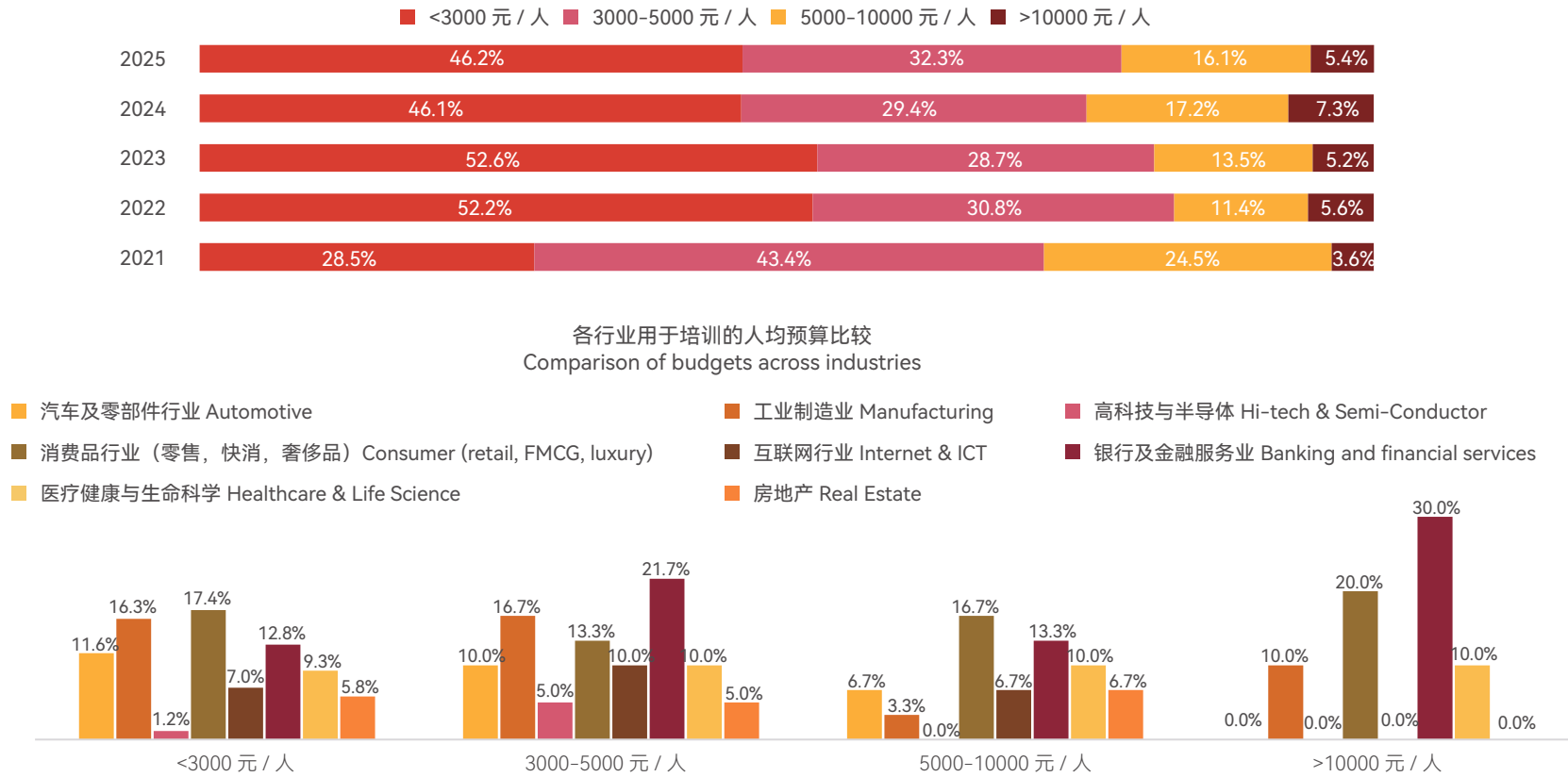
反映出企业在复杂业务环境中对协同效率与执行力的高需求。跨部门协作的短板可能源于流程壁垒或目标不一致，需通过结构化协作机制与共同目标对齐来优化；项目管理与问题分析能力的不足则提示需强化方法论培训以提升决策质量。

Reflecting the high demand for collaborative efficiency and execution in complex business environments by enterprises. The shortcomings of cross departmental collaboration may stem from process barriers or inconsistent goals, and need to be optimized through structured collaboration mechanisms aligned with common goals. The lack of project management and problem analysis skills suggests the need to strengthen methodological training to improve decision-making quality.



企业增加培训预算，特别是在后疫情时代的制造业和消费品行业

Enterprises increase training budget post-COVID particularly in Manufacturing and Consumer Industries



50%受访者所在企业都提供过“卓有成效类”相关的培训课程

50% of the respondents' companies have provided training courses related to "Lead Results"

说明当下企业对职场人的核心能力期待分为三层：结果导向；自我驱动；团队影响。

企业需要“成事 + 抗压 + 聚人”的复合型人才，数字化协作和心理资本成为隐性刚需。职场人应优先掌握“定目标 - 管自己 - 带团队”的闭环能力。

The current expectations of companies for core competencies in the workplace can be divided into three levels: Result oriented; Self driven; Team influence. Enterprises need comprehensive talents who can achieve success, withstand pressure, and form teams. Digital collaboration and psychological strength have become implicit necessities. Workplace professionals should prioritize mastering the closed-loop ability of "setting goals, managing oneself, and leading a team".

