

Talent management in international business : a case study on X company in Mainland China's High - t

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ABSTRACT

ABSTRACT In recent years, "Talent Management (Talent management)" term, the domestic and foreign academic research, business surveys and reports began to appear frequently as a management trend, especially in a complex environment, the implementation of the right talent management to international enterprises, it is critical success factors and a challenge. However, academic research in the field of management is still emerging issues, real scholars will be to combine the theory and practice and discussion to increase, improve and expand the integrity of this theoretical literature. In this study, mainly through interviews with the internal file information; followed by secondary data (company presentations or annual reports, relevant journals / non-periodical information, books, newspapers and magazines, company website, etc.), compile and make the case after the X Company research and analysis. The results will be "triangular test (triangulation)", in order to improve the reliability of qualitative research. The above steps, of establishing a more rigorous case study of China can depict the depth of international business case X practical approach talent management company, hoped to combine theory and practice, specific recommendations for future research and the industry reference . The study found that international companies in China eager to establish a sound management system and process of talent, but also willing to accept the challenge and find the right talent management; but in fact, the Chinese mainland enterprises in talent management and application, although expectations of their own as the Western State enterprises in general, building leadership talent development system or a sound succession plan, but the lack of solid theoretical foundation and corporate practice, still the general staff and key personnel from the two aspects of solid and practical foundation for talent management. Key Words: Talent Management, Mainland China ' s High Tech Industry, International Business

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