

Talent Management on MNCs to Post 90s Chinese

Honghua Li

Earl G. Graves School of Business and Management
Morgan State University

Abstract

- Young Chinese less eager to join Non-Chinese MNCs. (Cécile Dejoux 2013)
- Young Chinese transnational rate has far exceeded the average level of employees of other ages in the enterprise.
- McKinsey researchers claimed better talent management let to better performance.
- Post-90s who have become the main force in the workplace.
- The post-90s high level knowledge, innovation, independent thinking.

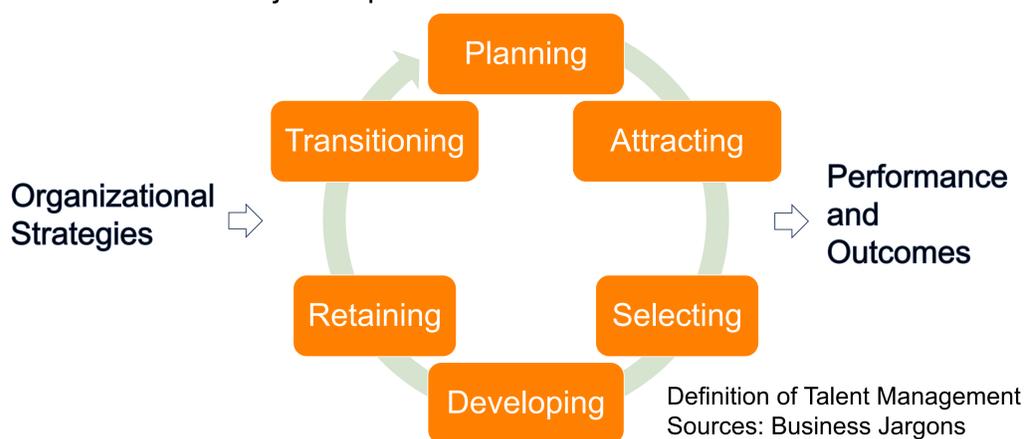
Key words: Post-90s, MNCs, Talent Management

Introduction

- FDI is high, MNCs make important economic contribution to Chinese market.
- Post-90s has been grow up since 2018 from a teenager to an adults. The population has reached 190 million in China. Nowadays, they are main force in the workplace.
- Most of Post-90s are well-educated, knowledgeable and experienced with broadened views.
- They are living better standards and have richer international experiences than previous generations.

Research Questions

- What is the current status of “talent management” in MNCs?
 - Do they recognize talent in their company?
 - How to manage talent in their organizations?
- How Post-90s Chinese be known about TM in MNCs?
- What are the Post-90s workplace values?
- How TM could adjust to post-90s Chinese in MNCs?



Hypothesis

- Four distinctive dimensions of talent management are involved in how talent attraction affects organization performance, leadership development, talent retention and career management .

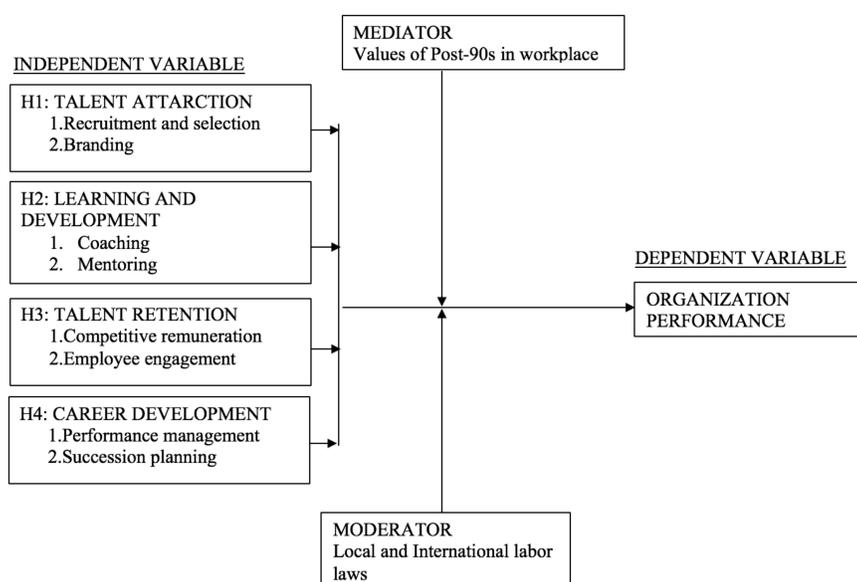


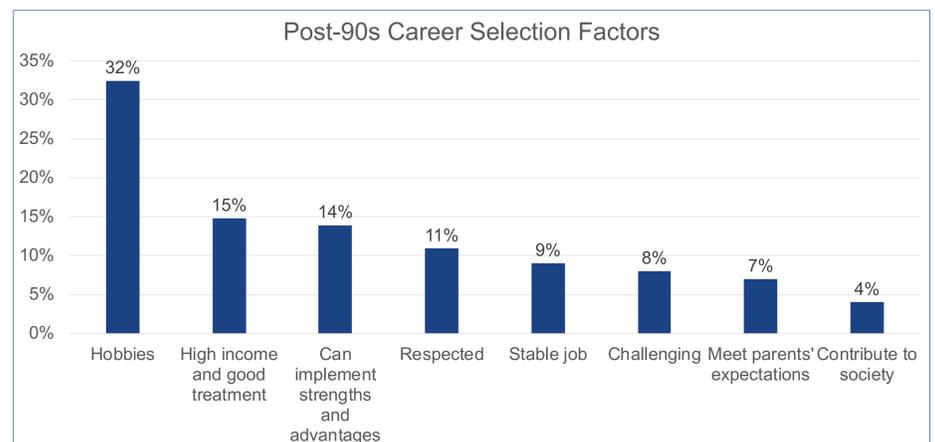
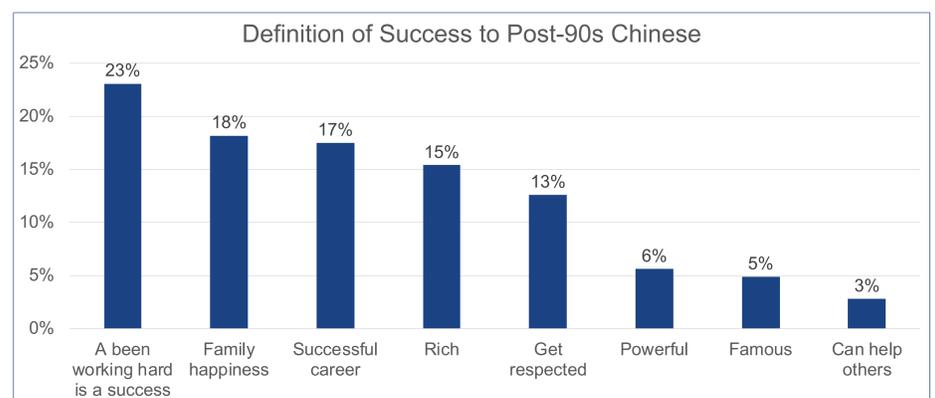
Figure 1. Theoretical Framework (Wanjira Muriithi 2017)

Method

- The purpose of this study is to investigate the talent management on MNCs to Post-90s Chinese.
- Through the intensive literature review, searching scientific papers.
- Qualitative with an exploratory goal, seeking to understand the situation without prior expectations about the phenomenon.
- Data collecting rules have three basic principles:
 - Used the multiple evidence sources
 - Created a data base will all collect information
 - Allowed to conceive an evidence chain of all phase, enabling to verify the propositions presented in the conceptual model.
- (Cara, Jardim, and Maria Jose Sousa, n.d.)
- The data is collected from second source, in the real study will conduct real interview and collecting datas.

Data analysis

Data from an amount of 143 Post-90s Chinese interviews, study about their Definition of Success and Career Selection Factors.



Conclusions

- Soft Influence > Hard Managing
 - Strong working abilities, modest, sharing hobbies, good image
- Happiness Management > Performance Management
 - Career management, creating happiness working environment
- Policy Agreement > Power Dominant
 - Contractual spirit, respect, equality and transparency
- Empathy Communication
- Humanize Management

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