










China				Hongkong															
	 51Job	 Zhaopin	 Lagou	 Dajie	 Boss Zhipin	 Liepin	 Zhuopin	 JobsDB	 Jobable	Recuite.com.hk	LinkedIn	Indeed	Monster	Ctgoodjobs	Cjobs	Jiu Jik	JUMP	Job Market	Job Finder
	1. Executive search 2. Campus Recruitment 3. Job posting with multi access control 4. 51JingYing, for high skilled, experienced professionals, headhunters are involved 5. Provide training programs and services 6. Zhiding Online: provide high quality online talent assessment solutions for enterprises 7. HR outsourcing 8. Salary survey reports 9. HR Research center: offers reports and experts insights talent management, compensation and benefits and performance management, providing practical HR management solutions to help design staff structure, improve the performance of corporate workforce and solve the complex HR issues.	1. Jobs and internships 2. Campus Recruitment 3. Share job DB with Zhuopin 4. Provide different trainings 5. Test program on Career trend, behaviour type, mind maturity 6. "NET" test, include 1. Overall ability(what you can do?) 2. peronality characters(what are you suit to do) 3. Career valution(what do you want to do?) 165 RMB 7. Direct interview: recommend 40 matched jobs per day that you can apply direct interview. Once apply, HR will confirm interview date	1. Simplified CV structure, easy to enter 2. "Yipai" function, candidate can apply for "Yipai", if your CV is approved, Lagou dedicates one professional consultant for you, who will company you to find jobs, prepare interviews, until you have an offer. Target high level CV, on few market(Product, Design, Technology, Operation, Marketing) https://pai.lagou.com/talent/guide.html 3. "Dakun" function, Platform for UIUX, Poster design, Logo design quick projects. There are designer profiles with clear price. Within 15mins to set up projects and designers. Price, poster(around 2000), Logo(around 3500), UI(around 1000 by page) https://activity.lagou.com/topic/sjszc0410.html 4. Freelancer platform for small IT projects(Development, Designs, Marketing/Operation, Product), within 1 hour you can find technical people to talk about your projects. Fixed price per MD 5. Talk to HR inside APP 6. Do some tasks to add the ads apply limit, 10 by default 7. Limit the max application per day so that the application is more accurate Company account: 1. Need to upload business liscence to create an account, Lagou takes 24 hours max to verify, took 10 mins for me 2. Candidate's contact info is not hidden 3. If the candidate didn't show up for interview as planned, can comment 4. Mutiple account, master and sub accounts 5. Company profile can show pictures and interview comments by candidates 6. Free account: 50 ads per year, 5 ads active at the same time, 5 times free contact candidates 7. recommended candidates is highly related, there is a related percentage 8. Provide a powerful HR SaaS platform, will link to company account, can link to wechat	1. Display recruiter active time, CV respond speed, chat wish 2. Candidates who went for interview can comment the ads 3. swipe left -> not interested, swipe right -> apply for job 4. HR can invite candidate to apply the ads 5. Chat with other people : coworker/ Peers/Alumni without add them as connections. Swith left(ignore) /right (send chat invitation)	1. Chat with future Boss directly in APP 2. Support video chat and voice chat 2. The website is the same as APP, reccommand users to use APP 3. Hide CV for the companies you've worked for 4. Show online status of the recruiter 5. Light website, only have chat and apply job features	1. No need to apply for jobs, only refresh your cv, headhunters do that for you 2. 3 interfaces: candidates, headhunter, company 3. Show the jobs that headhunters found for you. If you accept the job invitation, the headhunter will see your personal information, if you refuse, they can't see your personal information. 4. Show the jobs that companies recommend to you 5. Headhunter recruitment of Zhilian	1. Company review 2. Simplified CV Structure, easy to enter 3. Job alerts 4. Resources 5. Saved jobs 6. Recommended jobs 7. People also viewed 8. Share jobs 9. People also applied 10. Invite candidates to apply jobs 11. Manage purchase and billing 12. Catogory applied candidtes: Shortlist or Not suitable, Unprocessed	1. Upload CV from local, Dropbox, Google Drive 2. Share job(196 social media) and save job 3. Progress of jobs applied 4. Edit CV 5. Similar jobs 6. 10 highest recommended jobs with a matched score 7. Blog 8. Seeker and employer resources 9. Technical support											
Website main features																			
Links	http://www.51job.com/	http://www.zhaopin.com/	https://www.lagou.com/	https://www.dajie.com	https://www.zhipin.com/	https://www.liepin.com/	http://www.highpin.cn/	http://hk.jobsdb.com/hk	https://www.jobable.com										
Target Audience	All	All	IT Market Only candidates with at least 3 years experience	Young people	All	High level candidates only in 5 main cities	High level candidates	All	All										
Paid Add-ons	Candidate: 1. Who viewed my cv 2. Personal competitive analysis 3. 51asistant: auto job apply, auto refresh cv	Candidate: 1. Put CV on top	All functions free for candidates Employer: Free account: 50 ads per year, 5 ads active at the same time, 5 times free contact candidates	All free for candidates Employer : Free account: 30 ads Paid CV invitation, 199 RMB to send cv systematically to 500 matched candidates. If someone share the ads on wechat moment, he will get a random red envelop(100 RMB in total)	Candidates: 1. Personal competitive analysis 2 times/6 RMB, 10/18, 20/30 3. Profile photo decoration 30 days 50 RMB 2. Add contact list from 6 to 60 people, 30days 60RMB, 60/100, 120/180	Candidate: Put CV on top of search list+Mass apply+Put CV on top of all candidates applied + Self ads + personal consultant 498 per month 998 per quarter 1348 per half year 1968 per year Employer: Free account : 10 ads	Candidates: Put CV on top 98RMB for 15 days 128/30,268/90	Candidates: Free	Candidates: Free										
Hide CV to certain companies	Yes	Yes	Yes can filter by email extension	No	Yes	Yes	No	No	No										
Competitive advantage	1. Leading recruitment website in China, with the most registered members (over 100 million), the largest resume database (100 million), and the highest peak traffic (over 300 million average daily page views). On average, there are over 5 million job postings online, and approximately 42 million applications are delivered through 51job.com to potential employers every week. 2. Provide different HR services	1. Auto apply jobs 2. provide inside Tests 3. Big registered members and jobs ads	1. Limit the number of applys by candidate to make the application more accurate 2. "Yipai" function 3. Can comment if candidate didn't show on interview 4. "Dakun" function 5. Employer: Swipe left not interested, swipe right chat with candidate directly	1. swipe left and right/pass or apply 2. Give more chance to reactive candidates using 'Invite to apply jobs' 3. Auto refuse CV after 5 days, candidate will know the progress 4. "Dakun" function 5. Employer: Swipe left not interested, swipe right chat with candidate directly	1. Personal competitive analysis 2. Show recruiter's online status 3. Video chat,change wechat account, change phone number inside APP 4. Alert for the online status of HR/Boss	1. Headhunter involved, strict verification of users 2. High accurate match system	1. Show clearly apply status 2. Comment on headhunter, HR and candidates 3. Have Zhaopin huge DB 4. Job apply invitation	1. Clean website, easy to use 2. Huge candidates&jobs DB	1.Cool website 2. Matched score 3. Online customer support										
Weakness	1. Bad UIUX 2. Too many advertisements 3. Delay on send cv to employers 4. No recommended jobs	1. Bad UIUX	Expensive for employers	1. Fewer job ads than other platform 2. No email notification for applied cv	1. No Company list, can't select company when input the cv 2. Actually most of the time you talk with HR	Expensive adds-on	1. Very simple company introduction 2. UIUX old style	1. APP: bad UIUX	1. No App 2. Too simple company description 3. Can't search candidates										
Languages	Chinese and English	Chinese	Chinese	Chinese	Chinese	Chinese	Chinese	English, Bahasa	English,Traditional Chinese										
Mobile APP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No										
Candidate search	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No										
APP main features	1. Job apply 2. Edit CV 3. Who viewed me 4. Apply history 5. Campus recruitment 6. Resources 7. Share APP	1. Job apply 2. Direct interview 3. Edit CV 4. Message center: applied history, interview invitation, who viewed me,	1. Job apply 2. Edit CV 3. Message center 4.Live show 5. New ads list 6. Recommended company by city 7. Who viewed me, apply progress, invitation progress 8. Blogs 9. Block companies	1. swipe ads/job apply 2. Employee/Employer chat 3. Video interview 4.Build connections/ Chat with other people 5. Edit CV 6. Discovery: blogs, hot jobs, urgent jobs, hot questions, career life, Dajie news	1. Job apply 2. Employee/Employer chat 3. Edit CV 4. Message center 5. Interested Jobs/ companies 6. Block companies with company name and email extension 7. Buy adds-on 8. Who viewed me (distinct HR and headhunter)	1. Job apply 2. Employee/Employer chat 3. Connections 4. Edit CV 5. Buy inside adds-on 6. Message center 7. Discovery: like weibo 8. Who viewed me, new ads, who is interested in me	1. Job apply 2. Employee/Employer chat 3. Edit CV 4. Who viewed me, apply progress, my comments	1. Jobs for you(recommended jobs) 2. Job apply 3. Eidt CV 4. Applied history 5. Feedback to JobsDB, contact info, acout JobDB	No APP										
Convert pdf to text	No	No	No	No	No	No	No	No	Yes										
Employee/Employer chat function	No	No	Yes	Yes	Yes	Yes	Yes	No	No										
SMS notification	No	No	No	No	No	No	Yes	No	No										
Video interview	No	No	No	Yes	No	No	No	No	No										
Interview comments	No	No	Yes	Yes	No	No	No	No	No										
Company introduction pictures	No	No	Yes	No	Yes	Yes	No	No	No										
Market Data on pay levels	Yes	Yes	No	No	No	No	No	No	No										

County	Company	Has APP?	Languages	Price	Menu	Submenu	Link	Features specifications
China	前程无忧	Yes	Chinese/English only for home page		Home page		www.51job.com	Quick search bar on Jobs / companies Full search on job key words, job function,job industry, company type(foreign or mainland etc), work experience, salary range, company size, education demand, job type (FT or PT or intern) A personal account zone with simple information of the cv: cv name, edit button, refresh button. And how many people viewed, how many jobs applied Quick access to job searching by cities Show a short list of hot jobs to access quickly Access to company services Very long ads zone, company buy the places for ads Show a short list of known companies
					Search page		http://search.51job.com/list/040000%252C00,000000,0000,00,9,99,%2B,2,1.html?lang=c&stype=1&postchannel=0000&workyear=99&cotype=99°reefrom=99&jobterm=99&companysize=99&lonlat=0%2C0&radius=-1&ord_field=0&confirmdate=9&fromType=&dibiaoid=0&address=&line=&specialarea=00&from=&welfare=	Search bar: by whole job description/company name Search bar: by industry type Search bar: by job function Quick search by a list of nterprise type(foreign or mainland etc), work experience, salary range, company size, education demand, job type (FT or PT or intern), publish date, work place, metro
					City page		http://www.51job.com/shenzhen	Quick search job bar A short list of urgent job ads Show different size of company logo to access to company page Articles about the job searching Friend link to other websites mostly job ads website
					Advice&Tips		http://www.51job.com/default_res_e.php	A list of career hotspots A list of hot articals and recommanded articals Search article on whole article/title/writter BBS articles Articles per different topic Sign up for 51job newsletters, one theme per week
					CV template		http://jianli.51job.com/	Online researches CV Template per career CV cover CV tables University logos Top 8 suggestions for above examples
					Cover Letter		http://qiuzhixin.51job.com/	Cover letter by designers per career examples Self recommendation letter examples Recommendation letter examples Self evaluation letter examples
					Interview skills		http://www.51job.com/careerpost/tiaocao/mianshi.php	Articles about interview skills and tips English Interview skills and tips Skills for before,during and after interview Hot BBS articles regarding interviews Search article
					Job changing skills		http://www.51job.com/careerpost/tiaocao/tiaocao.php	Important notes for changing jobs Articles about changing jobs Change job experience Labor low about the job changing Hot BBS articles regarding job changing Search article
					51Job Topics		http://arts.51job.com/cls/99/53/index.html	Some hot articles
					51Job Salon		http://my.51job.com/bs/shalong/index.php	BBS articles
					51Job job searching strategies		http://arts.51job.com/cls/class_050102.html	Some hot articles
					Career news		http://arts.51job.com/cls/class_0503.html	Some hot articles
					Labor law news		http://arts.51job.com/cls/class_0502.html	Some hot articles
					51Job numbers		http://arts.51job.com/cls/class_050502.html	Some hot articles
					Career topics		http://arts.51job.com/cls/class_0504.html	
					BBS		http://bbs.51job.com/	BBS website
					City news		http://arts.51job.com/cls/class_0507.html	Articles per city
					Personal bookmarks		http://my.51job.com/my/folder/Fo_Artlist.php	
					Canpus Recruitment		http://xy.51job.com/default-xs.php	Search bar A list of company logo ads BBS hot articles A list of hot companies
					Campus recruitment seminar		http://xy.51job.com/xy/xjh.php	Search bar: by region, time, university A list of recent recruitment seminar quick access by cities
					Internship page		http://shixi.51job.com/	Search bar: by internship function/career Internship news Internship hot companies List of internship ads per functions/companies List of internship hot companies
					51Job Essence	Home page	http://www.51jingying.com/	Search job bar: by job name/region/year salary/career/headhunter Search headhunter bar: by headhunter name/company name/region Newest job ads Newest headhunter
					Job Searching		http://www.51jingying.com/common/searchcase.php?5CC4CE=1008	List job ads per publish date Search bar: by job name/region/year salary/career/headhunter
					Connections management		http://www.51jingying.com/manager/myspy.php	Connections management Cards management: exchanged cards, received cards, sent cards Copy 51Job Essence link to send to friends Upload personal card Add personal card Add personal card massively Bookmarks Black List of connections Applied job list
					Job Auctions		http://auction.51jingying.com/auction/auctionindex.php	Special job sessions per carrer , for example : Internet session, Finance session, etc, each session last 5 days Each session has a list of job titles list of companies who are hiring, list of job ads, list of applicants, how much do I worth, Q&A Sign up for a session, choose the position you are signing up to, then it shows that a professional recruit consultant will contact you in 3 days.
					Search headhunter		http://www.51jingying.com/manager/searchspy.php	Search bar: by headhunter name/ company List of recent headhunter information
					My Profile		http://www.51jingying.com/manager/mgrcenter.php?tabid=getPrivacy	Personal information, editable
					51Job CV		http://www.51jingying.com/manager/mgrcenter.php?	Show your CV, only one CV could be chosen
					Essence CV		http://www.51jingying.com/manager/mgrcenter.php?tabid=getPrivacy	Text field for education experience, work experience, project experience, skill evaluation
					Salary information		http://www.51jingying.com/manager/mgrcenter.php?	Current salary and expected salary
					Applied jobs		http://www.51jingying.com/manager/mgrcenter.php?	Show all the jobs I applied
					Recommanded jobs		http://www.51jingying.com/manager/mgrcenter.php?	Show all the recommanded jobs
					Bookmarks		http://www.51jingying.com/manager/mgrcenter.php?	Show all the bookmarked jobs
					Contact info and login		http://www.51jingying.com/manager/mgrcenter.php?	Phone number/Email/Login
					Modify Passwords		http://www.51jingying.com/manager/mgrcenter.php?	Modify the passwords
					Privacy settings		http://www.51jingying.com/manager/mgrcenter.php?	Set up if the CV and Cards are open to everyone, can block some headhunters
					Notifications		http://www.51jingying.com/manager/mgrcenter.php?	Set up if receive notifications by SMS or Email, and the frequency
					Newsletter		http://www.51jingying.com/manager/mgrcenter.php?	Sign up for newsletter, receive the job ads every week by the job function you defined
					Message center		http://www.51jingying.com/manager/webchat.php	Received messages and cards, sent cards
					Customer Account	Personal information	http://my.51job.com/my/79078444/My_Pmc.php?451149800	Show brief account information with profile photo Show brief CV information, with actions Edit and Refresh CV Show number of jobs applied, how many times searched by companies, how many times CV viewed by companies in 60 days Search job bar Quick list of jobs by urgent ads/hotest ads/less competition ads/nearest ads Hot articles
					My CV		http://my.51job.com/cv/CResume/79078444/CV_CResumeManage.php?1407399779	List all the CV, can create new CV, edit CV, and set up if available to everyone Look up average salary per postion/career/place
					My Job Bookmarks		http://my.51job.com/my/folder/79078444/Fo_PutIn.php?1133484390	List of jobs stored in 2 months, 500 max
					My search criteria		http://my.51job.com/my/79078444/My_SearchManage.php?2092207239	Create and manage personal search criteria, could be used for future searching
					My applied history		http://my.51job.com/my/history/79078444/My_AppHistory.php?1000954718	History for job applied
					My newsletters		http://my.51job.com/my/mailtrace/mailcenter.php?1304676661	Manage newsletter for discount activities, messages, marketing news, recommanded jobs, trainings,
					My messages		http://my.51job.com/my/Mc_Info.php	Messages from HR

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