



# The War for Talent in the Tech Industry

A Case Study Summary

## COVID-19

The pandemic has changed global economic performance in which many companies had resorted to workforce retentions and hiring freezes during this difficult time.



## A New Competitive Era

Now that things are returning back to normal, a growing number of job openings are failed to be filled.



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In order to understand the talent rivalry within the tech industry, we delved into a job demand data from Thinknum's "Job Listings" database using HCMI's Job Analysis Framework.

