

We take pride in
supporting our clients
with building great teams.

We are **DirectHR**

JUNE 2014



Bosch and 4 Talent Competitors: Included Employers

Based on 133,194 Resumes

	# Resumes			Gender Ratio	Averages		
EMPLOYER	Total	Current Employees	Former Employees	Male / Female	Age	Years of Experience	Employment Stability
Bosch	14,646	5,654	8,992	68:32	31	7y	LOWEST 2y 9m
Foxconn	73,896	19,514	54,382	76:24	31	LOWEST 6y 9m	HIGHEST 3y 4m
Siemens	28,008	10,196	17,812	65:35	33	8y 11m	3y 1m
Volkswagen	14,459	3,456	11,003	72:28	LOWEST 31	7y 2m	2y 10m
Cummins	2,185	955	1,230	68:32	HIGHEST 34	HIGHEST 9y 3m	3y 2m
TOTALS / AVERAGES:	133,194	39,775	93,419	72:28	32	7y 4m	3y 2m

Talent Details

Talent Flow

Job Ads

For more Direct HR Talent Reports go to:

www.chinarecruitment.com

Bosch and 4 Talent Competitors: Professional Background

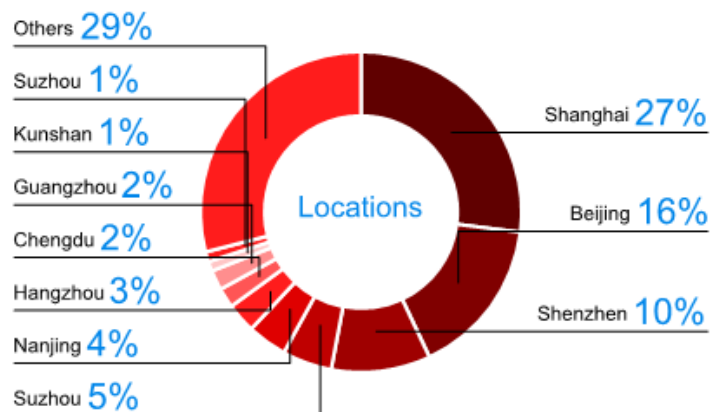
Based on 133,194 Resumes

Which Functional Areas have the largest headcount?

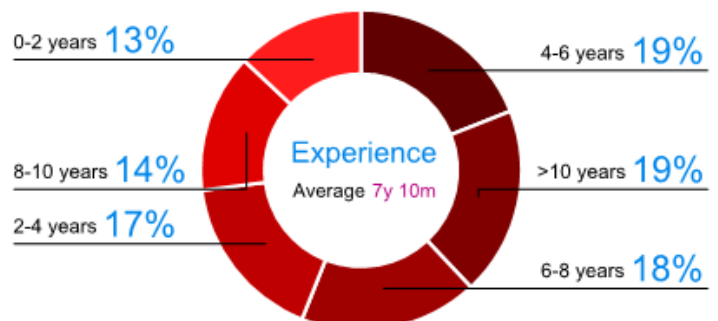
FUNCTIONAL AREAS

1	Engineering
2	Quality Assurance
3	Operations
4	Sales
5	Purchasing
6	IT
7	Project Management
8	Marketing
9	Logistics
10	Administration
11	R&D
12	HR
13	Finance
14	Accounting
15	Customer Service
16	Maintenance
17	General Management
18	Legal
19	Others

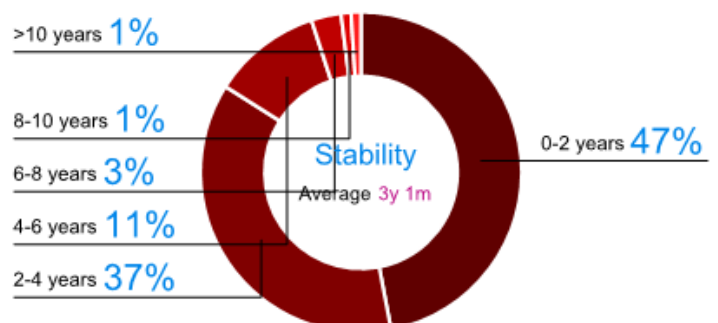
Locations of Included Professionals:



Experience of Included Professionals:



Employment Stability of Included Professionals:



Bosch and 4 Talent Competitors: Educational Background

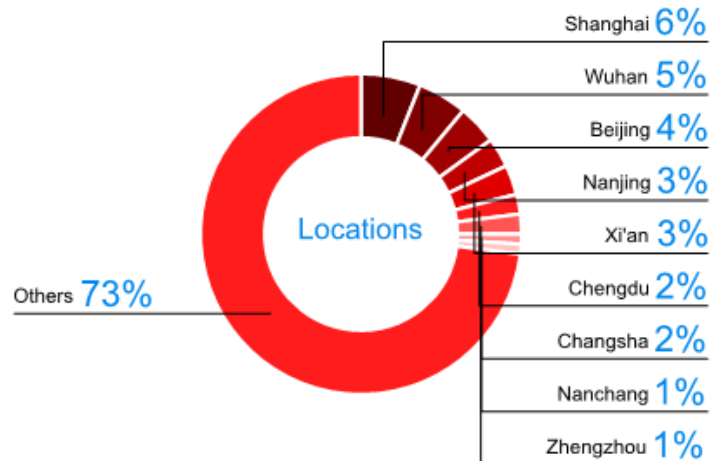
Based on 133,194 Resumes

Where did Included Professionals study?

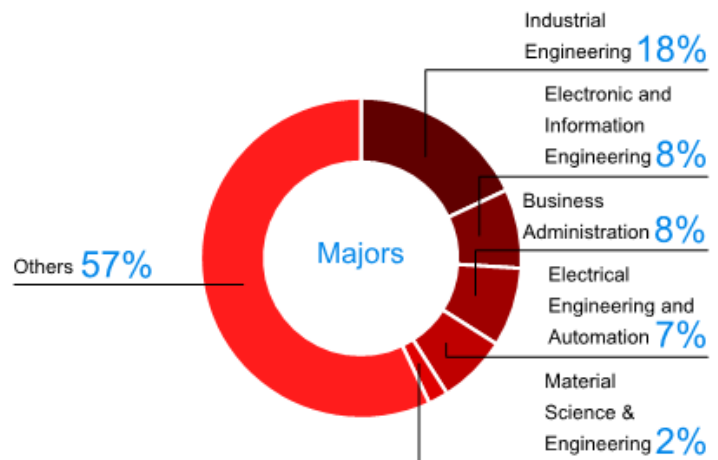
UNIVERSITIES

1	Wuhan University of Technology
2	Tongji University
3	Shanghai Jiaotong University
4	Shanghai University
5	Nanchang University
6	Fudan University
7	Xiangtan University
8	Hunan University
9	Hubei University of Technology
10	Sichuan University
11	University of Electronic Science and Technology of China
12	Zhejiang University
13	Huazhong University of Science and Technology
14	ShaanXi University of Science and Technology
15	Hunan University of Science and Technology
16	Henan University of Science and Technology
17	Zhengzhou University
18	Wuhan University of Science and Technology
19	Xi'an University of Technology
20	Xihua University

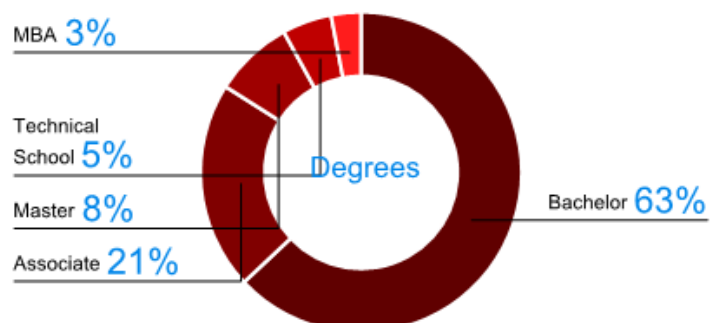
Locations where Included Professionals studied:



Majors Included Professionals studied:



Highest Degrees Included Professionals obtained:

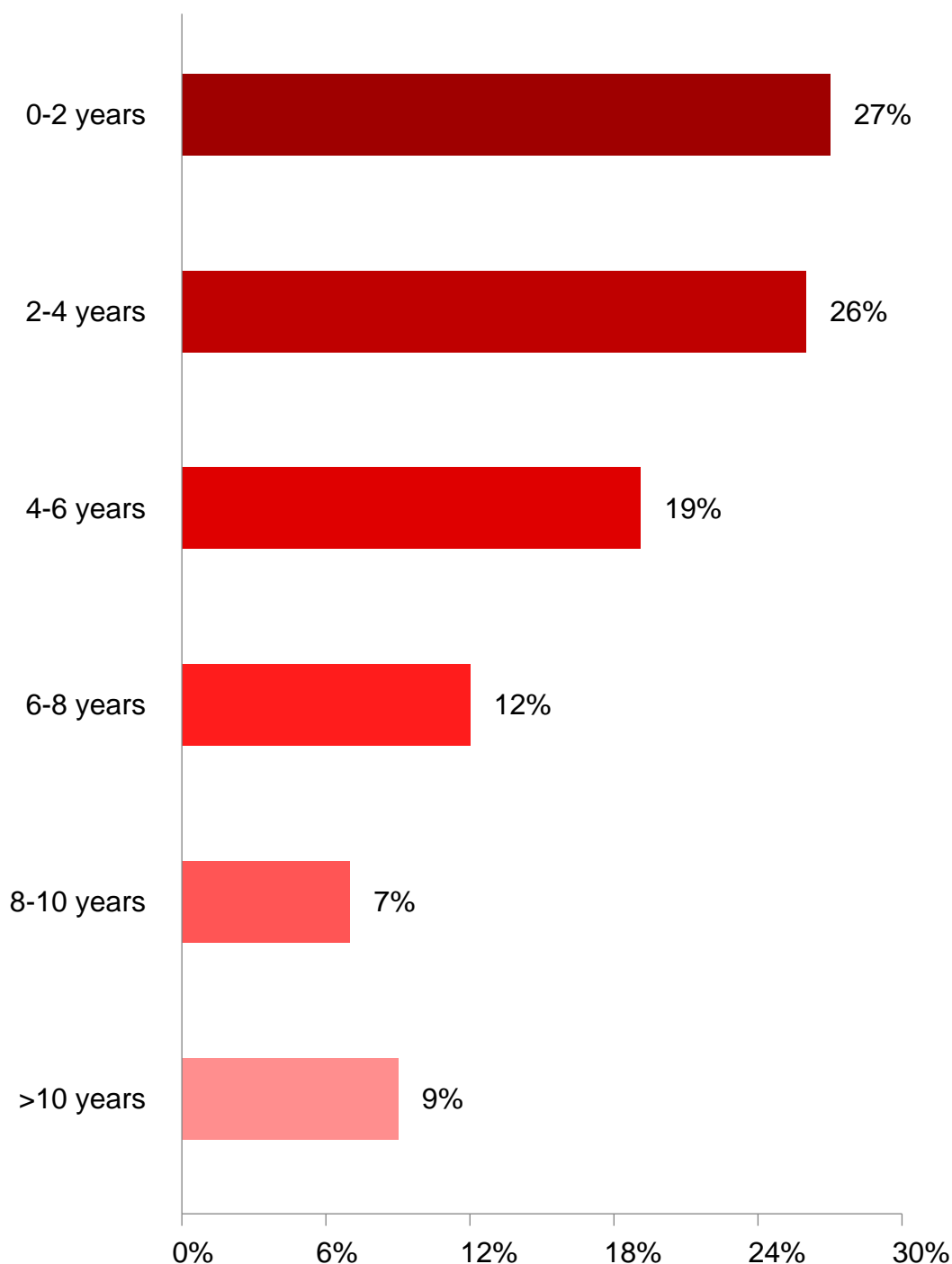


JUNE 2014

Bosch and 4 Talent Competitors: Required Experience

Based on 133,194 Resumes

Average Years of Experience before joining one of the Included Employers



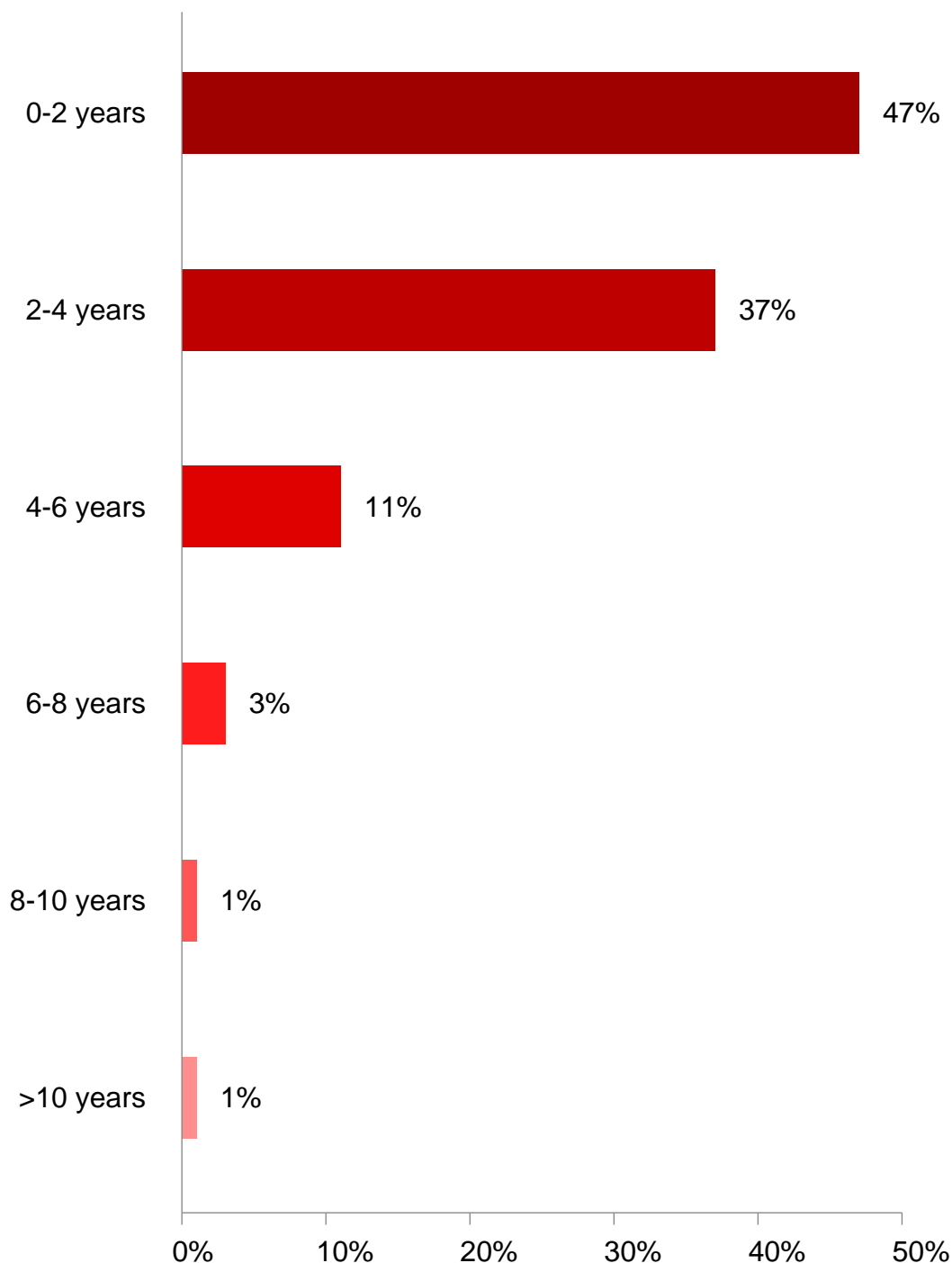
For more Direct HR Talent Reports go to:

www.chinarecruitment.com

Bosch and 4 Talent Competitors: Employment Stability

Based on 133,194 Resumes

Average Years of Employment with the Included Employers before moving to Another Employer



JUNE 2014

Bosch: Talent In-Flow

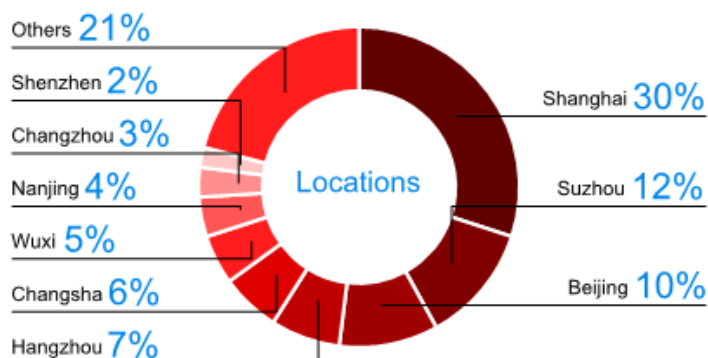
Based on 14,646 Resumes of current and former Bosch employees

Where is Bosch sourcing talent from?

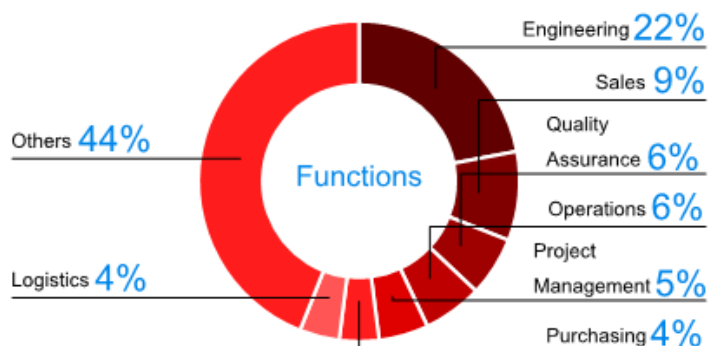
EMPLOYERS

1	Siemens
2	Foxconn
3	Delphi
4	Flextronics
5	BYD
6	GE
7	LG
8	Volkswagen
9	Sany
10	Sany (R&D)
11	Philips
12	ASUS
13	Samsung
14	Daimler
15	Hitachi
16	BenQ
17	Schaeffler
18	Emerson
19	Electrolux
20	Continental Automotive

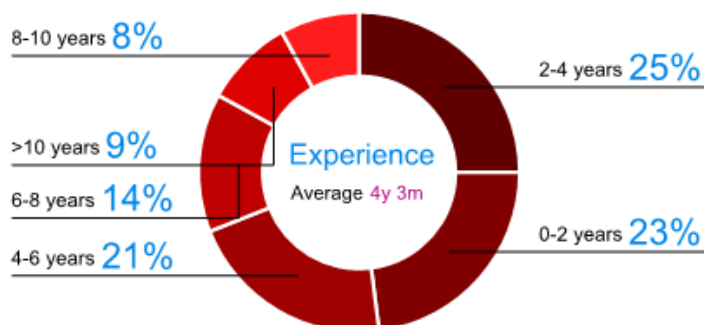
Locations where new hires joined Bosch:



Functions new hires had before joining Bosch:



Experience new hires had before joining Bosch:



For more Direct HR Talent Reports go to:

www.chinarecruitment.com

JUNE 2014

Bosch: Talent Out-Flow

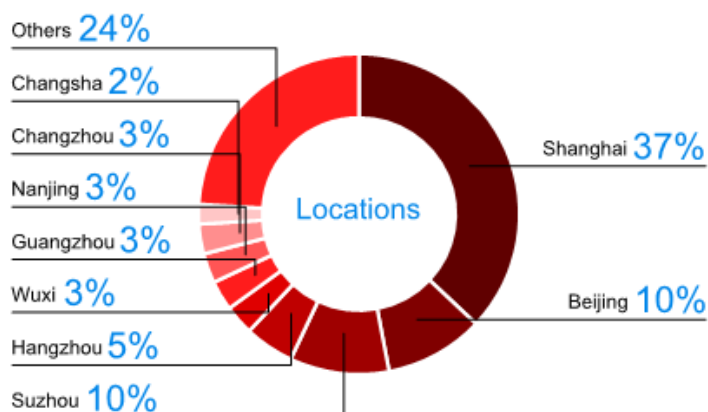
Based on **8,992 Resumes** of former Bosch employees

Who is sourcing talent from Bosch?

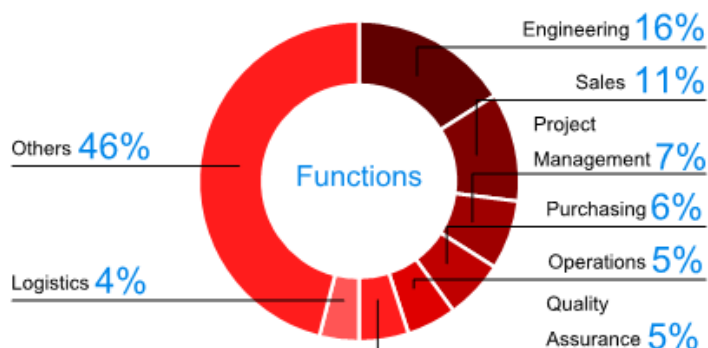
EMPLOYERS

1	Siemens
2	Cummins
3	Volkswagen
4	Delphi
5	GE
6	Schaeffler
7	ZF
8	Sany
9	Sany (R&D)
10	Continental Automotive
11	Valeo
12	Honeywell
13	Schneider
14	TRW
15	Flextronics
16	Daimler
17	Sany Heavy Machinery
18	SAIC
19	Ford
20	BMW

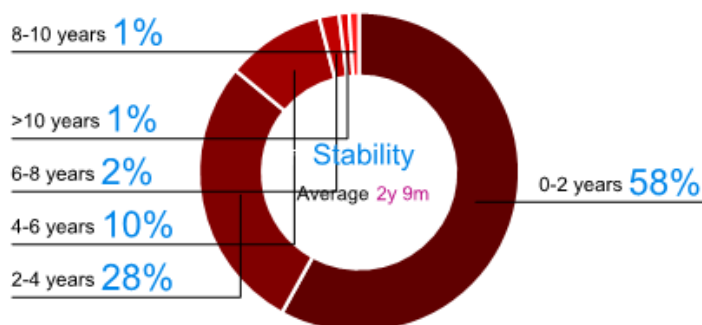
Locations former Bosch employees started for their new employers:



Functions former Bosch employees had before joining their new employers:



Years of employment with Bosch before leaving Bosch:



For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com

JUNE 2014

Foxconn: Talent In-Flow

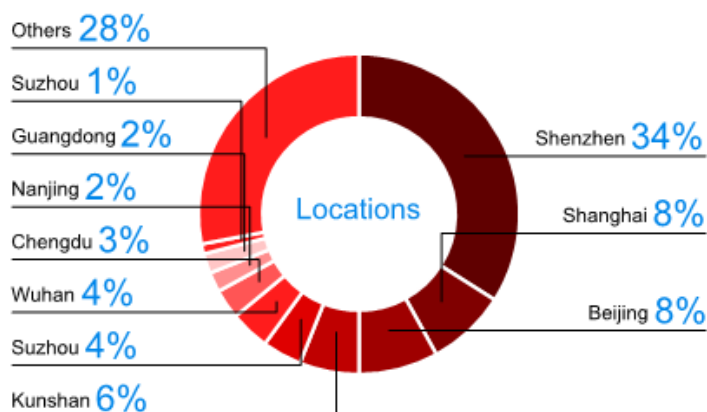
Based on **73,896 Resumes** of current and former Foxconn employees

Where is Foxconn sourcing talent from?

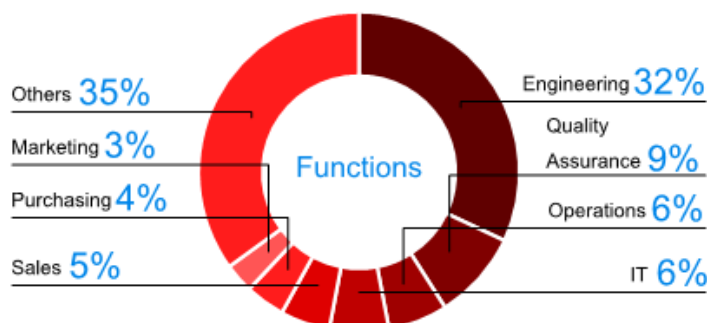
EMPLOYERS

1	ASUS
2	Flextronics
3	DELTA
4	BYD
5	Wistron
6	Compal
7	Mitac
8	Quanta
9	MSI
10	Huawei
11	Samsung
12	Haier
13	Inventec
14	ZTE
15	Tech-Front
16	Sanyo
17	TCL
18	Motorola
19	LG
20	Cal-Comp

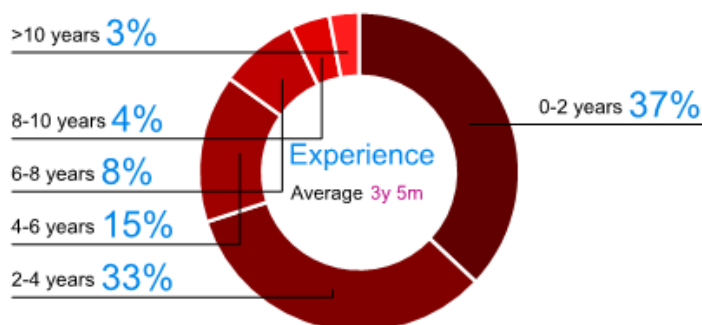
Locations where new hires joined Foxconn:



Functions new hires had before joining Foxconn:



Experience new hires had before joining Foxconn:



For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com

JUNE 2014

Foxconn: Talent Out-Flow

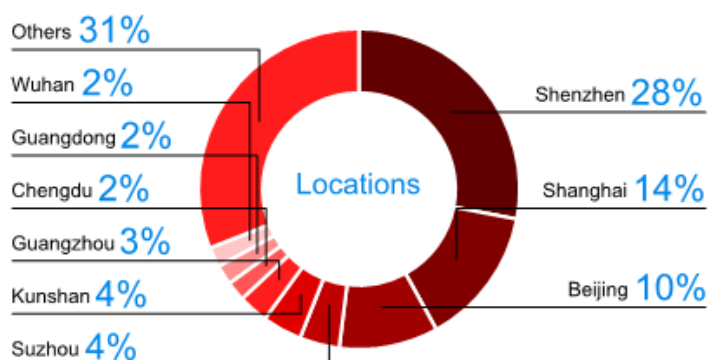
Based on **54,382 Resumes** of former Foxconn employees

Who is sourcing talent from Foxconn?

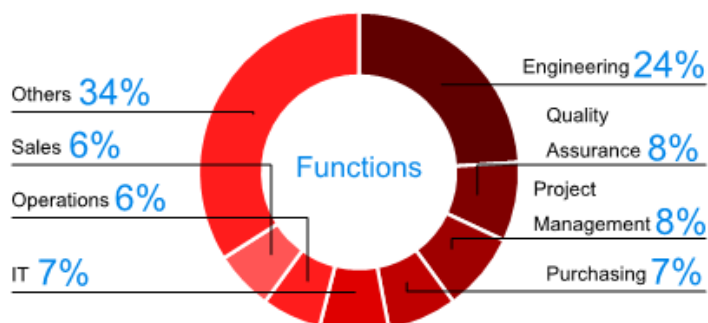
EMPLOYERS

1	Huawei
2	Flextronics
3	ZTE
4	BYD
5	Lenovo
6	TE Connectivity
7	Lite On Mobile
8	Emerson
9	Jabil
10	IBM
11	Molex
12	Sany (R&D)
13	Sany
14	Delphi
15	Amphenol
16	Haier
17	TCL
18	Hi-P
19	Laird
20	Samsung

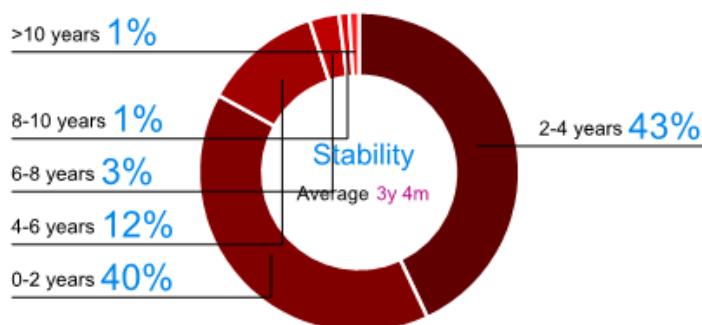
Locations former Foxconn employees started for their new employers:



Functions former Foxconn employees had before joining their new employers:



Years of employment with Foxconn before leaving Foxconn:



For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com

JUNE 2014

Siemens: Talent In-Flow

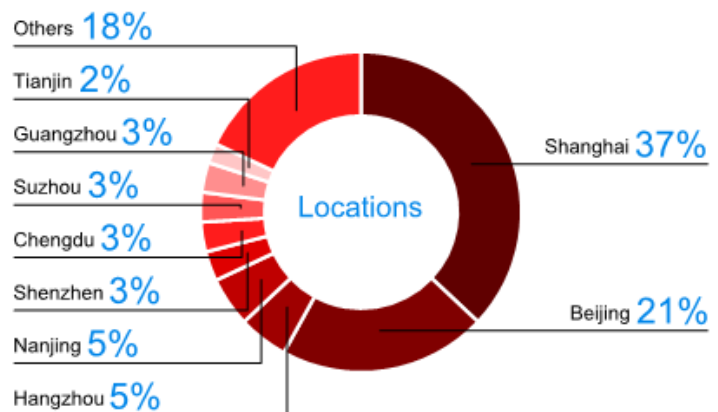
Based on **28,008 Resumes** of current and former Siemens employees

Where is Siemens sourcing talent from?

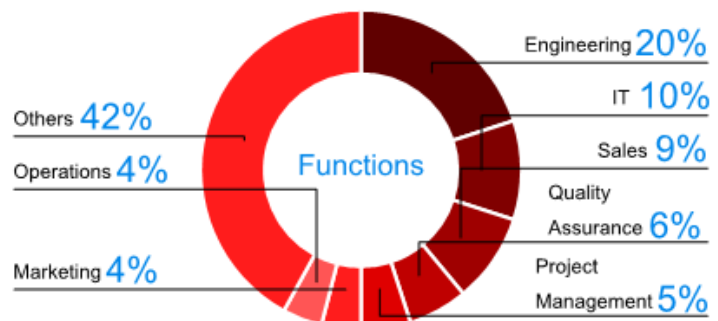
EMPLOYERS

1	Huawei
2	Motorola
3	Alcatel-Lucent
4	ZTE
5	GE
6	Nokia
7	ABB
8	UTStarcom
9	LG
10	Foxconn
11	Schneider
12	Samsung
13	Philips
14	Nortel
15	Flextronics
16	Haier
17	Lenovo
18	IBM
19	HP
20	Honeywell

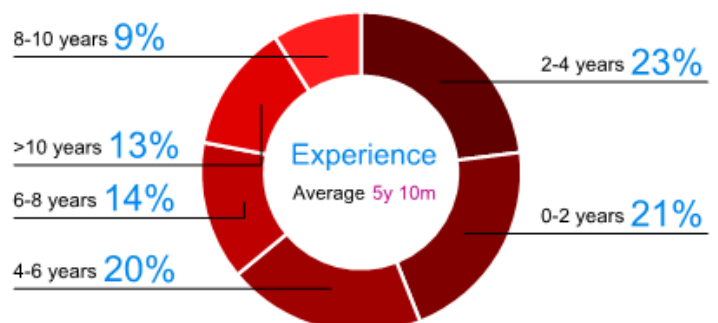
Locations where new hires joined Siemens:



Functions new hires had before joining Siemens:



Experience new hires had before joining Siemens:



For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com

JUNE 2014

Siemens: Talent Out-Flow

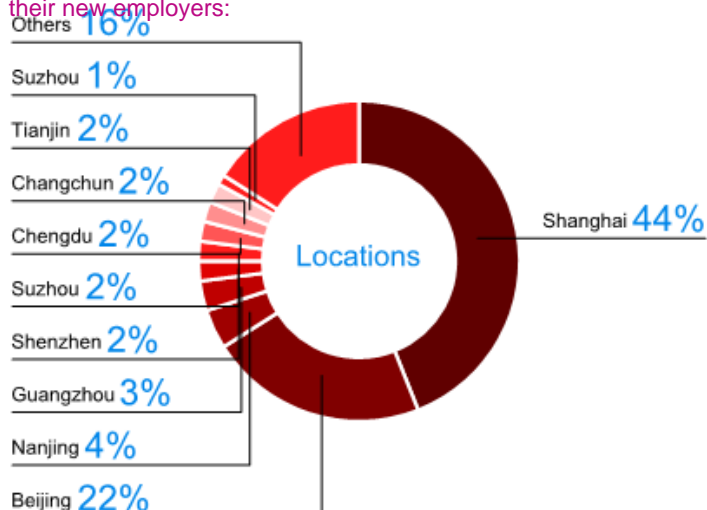
Based on 17,812 Resumes of former Siemens employees

Who is sourcing talent from Siemens?

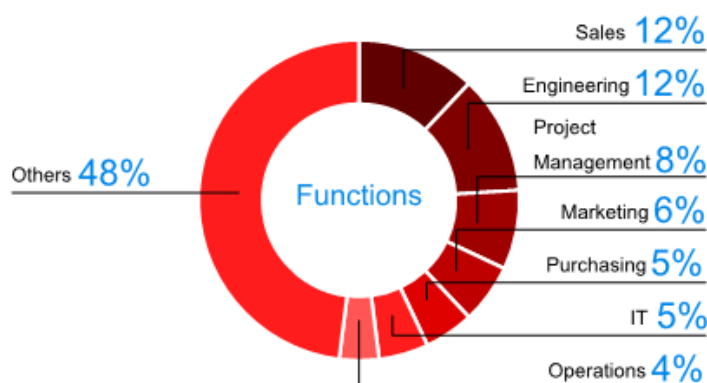
EMPLOYERS

1	GE
2	Schneider
3	ABB
4	Huawei
5	Bosch
6	Alcatel-Lucent
7	Continental Automotive
8	HP
9	BenQ
10	Nokia
11	Motorola
12	IBM
13	ZTE
14	Ericsson
15	Flextronics
16	Delphi
17	Samsung
18	Honeywell
19	Philips
20	Intel

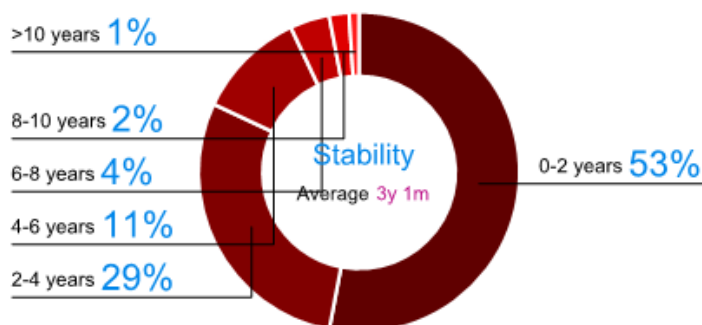
Locations former Siemens employees started for their new employers:



Functions former Siemens employees had before joining their new employers:



Years of employment with Siemens before leaving Siemens:



For more Direct HR Talent Reports go to:

www.chinarecruitment.com

JUNE 2014

Volkswagen: Talent In-Flow

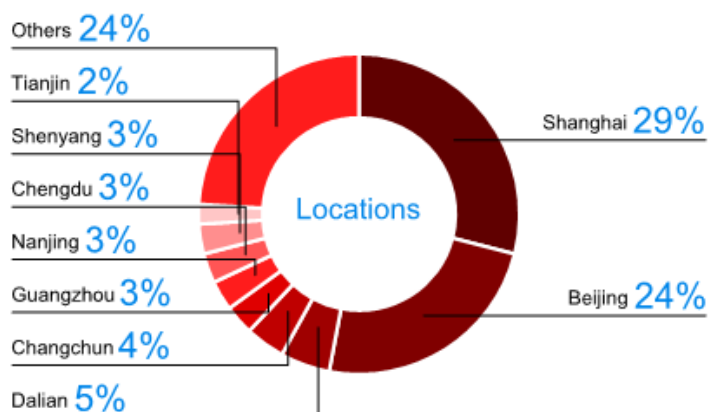
Based on 14,459 Resumes of current and former Volkswagen employees

Where is Volkswagen sourcing talent from?

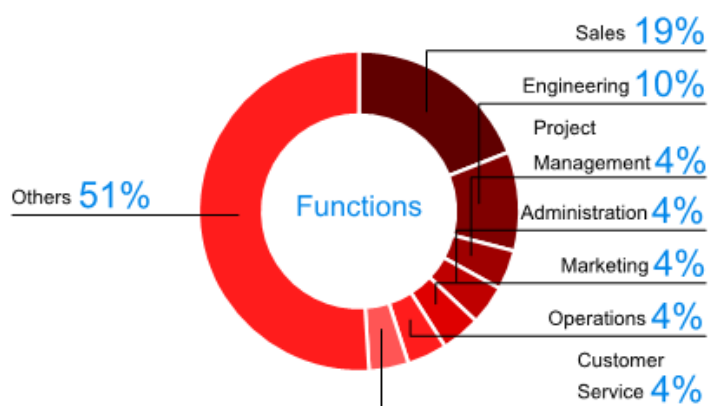
EMPLOYERS

1	Toyota
2	Hyundai
3	Ford
4	Daimler
5	BYD
6	Nissan
7	Siemens
8	SAIC
9	Bosch
10	General Motors
11	Chery
12	BMW
13	Ping An
14	DongFeng
15	ICBC
16	Mazda
17	KIA
18	Suzuki
19	LG
20	Foton

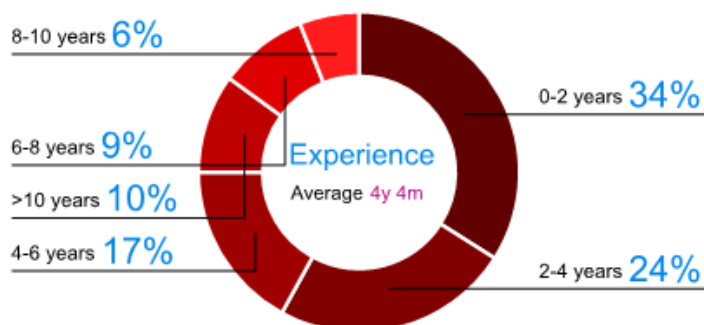
Locations where new hires joined Volkswagen:



Functions new hires had before joining Volkswagen:



Experience new hires had before joining Volkswagen:



JUNE 2014

Volkswagen: Talent Out-Flow

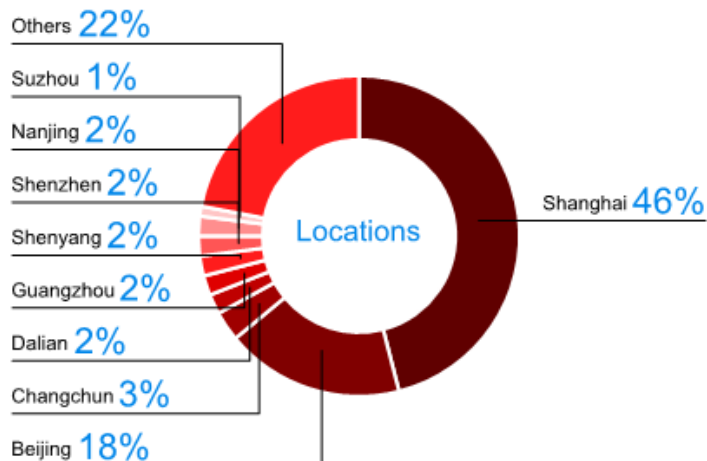
Based on 11,003 Resumes of former Volkswagen employees

Who is sourcing talent from Volkswagen?

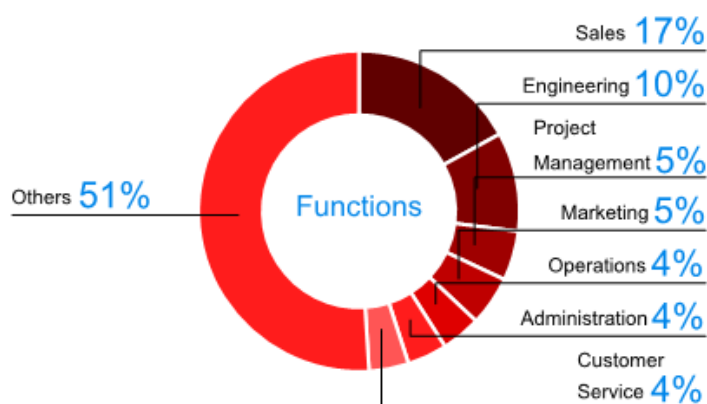
EMPLOYERS

1	Toyota
2	BMW
3	Daimler
4	SAIC
5	General Motors
6	Hyundai
7	Siemens
8	Delphi
9	Ford
10	Ping An
11	Bosch
12	Nissan
13	Volvo
14	Mazda
15	China Unicom
16	BYD
17	Geely
18	Faurecia
19	Yanfeng
20	DongFeng

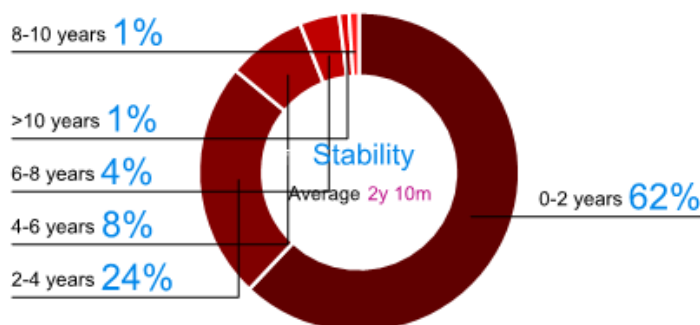
Locations former Volkswagen employees started for their new employers:



Functions former Volkswagen employees had before joining their new employers:



Years of employment with Volkswagen before leaving Volkswagen:



JUNE 2014

Cummins: Talent In-Flow

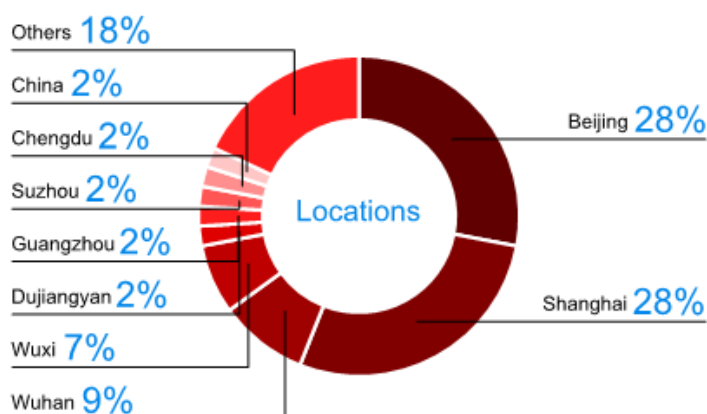
Based on 2,185 Resumes of current and former Cummins employees

Where is Cummins sourcing talent from?

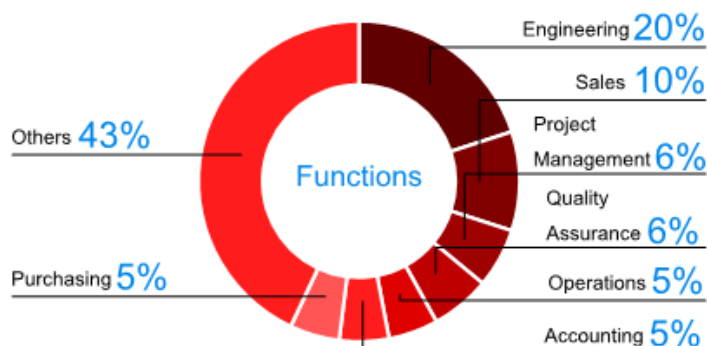
EMPLOYERS

1	Bosch
2	DongFeng
3	Foton
4	Siemens
5	Delphi
6	Schneider
7	Foxconn
8	GE
9	BYD
10	Hyundai
11	Ingersoll Rand
12	WesTrac
13	SAIC
14	ABB
15	Ford
16	Valeo
17	SHELL
18	Sany
19	Sany (R&D)
20	Intel

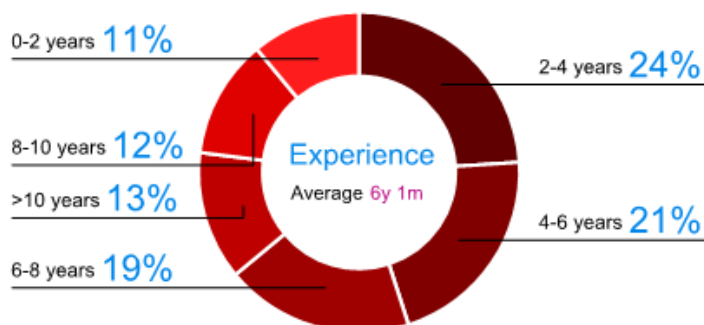
Locations where new hires joined Cummins:



Functions new hires had before joining Cummins:



Experience new hires had before joining Cummins:



JUNE 2014

Cummins: Talent Out-Flow

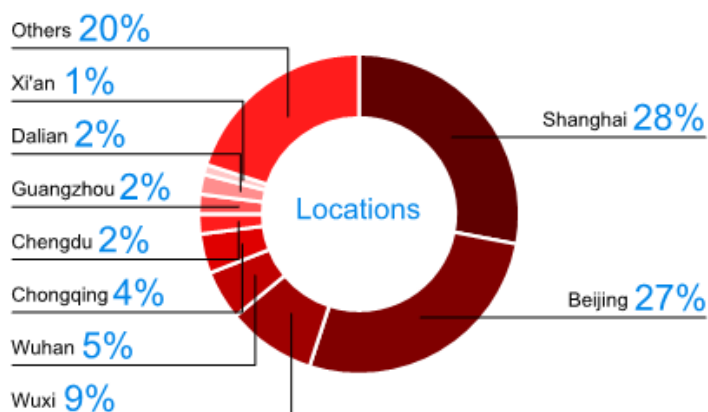
Based on 1,230 Resumes of former Cummins employees

Who is sourcing talent from Cummins?

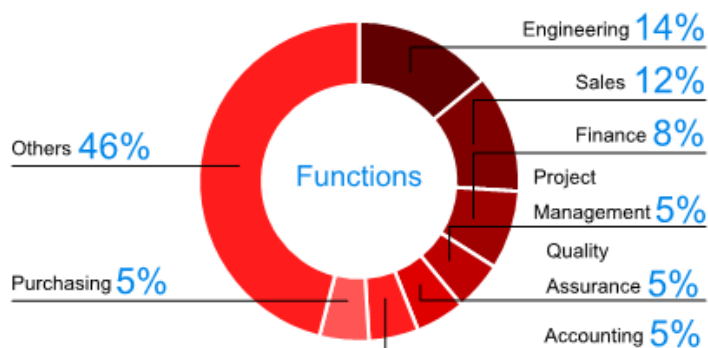
EMPLOYERS

1	GE
2	Caterpillar
3	Caterpillar (R&D)
4	DongFeng
5	Bosch
6	Siemens
7	Foton
8	Ford
9	ABB
10	SHELL
11	Faurecia
12	Delphi
13	Sany
14	Sany (R&D)
15	Honeywell
16	Volkswagen
17	John Deere
18	HP
19	Daimler
20	Volvo

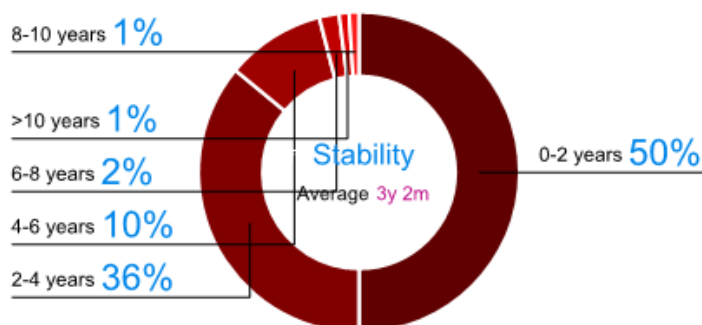
Locations former Cummins employees started for their new employers:



Functions former Cummins employees had before joining their new employers:



Years of employment with Cummins before leaving Cummins:

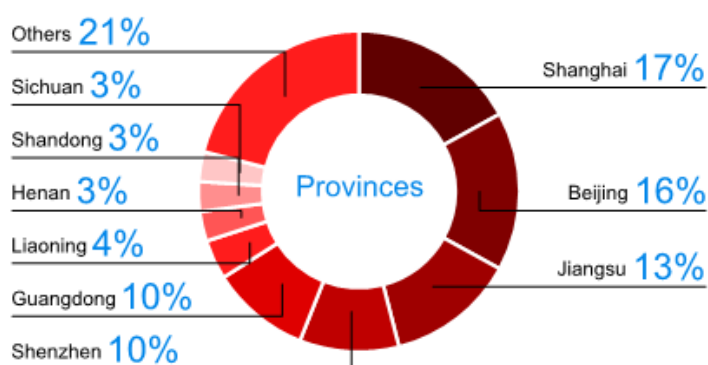


For more Direct HR Talent Reports go to:

www.chinarecruitment.com

Bosch and 4 Talent Competitors: Job Ads Locations

Based on **306 Job Ads** published in May 2014



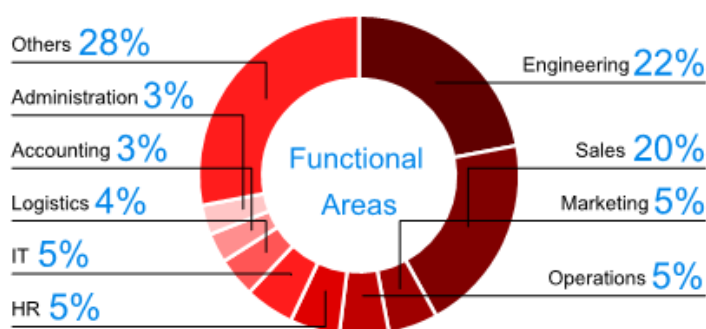
		Job Ads	
PROVINCE		Quantity	%
1	Shanghai	51	17%
2	Beijing	48	16%
3	Jiangsu	39	13%
4	Shenzhen	31	10%
5	Guangdong	30	10%
6	Liaoning	13	4%
7	Henan	10	3%
8	Shandong	9	3%
9	Sichuan	9	3%
10	Others	66	21%

JUNE 2014

DirectHR

Bosch and 4 Talent Competitors: Job Ads Functional Areas

Based on **306 Job Ads** published in May 2014



		Job Ads	
FUNCTIONAL AREA		Quantity	%
1	Engineering	66	22%
2	Sales	62	20%
3	Marketing	15	5%
4	Operations	15	5%
5	HR	14	5%
6	IT	14	5%
7	Logistics	11	4%
8	Accounting	10	3%
9	Administration	10	3%
10	Others	89	28%

For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com

PAGE 17 OF 18

Talent Details

Talent Flow

Job Ads



CHINA RECRUITMENT FIRM OF THE YEAR 2012 FINALIST

China STAFF Awards by Wolters Kluwer



Director

Chun Liew

L: English, Chinese, German, Dutch

T: (86 21) 5090 3649 ext. 200

E: c.liew@directhr.cn

Direct HR has offices in Shanghai, Beijing, Shenzhen and Ningbo.

Direct HR does not warrant the accuracy, completeness or usefulness of any of the information provided. In no event shall Direct HR or Direct HR employees be liable for any losses or other consequential, incidental, exemplary or special damages relating in whole or part to the use of Direct HR information. No part may be reproduced without permission.

For more **Direct HR Talent Reports** go to:

www.chinarecruitment.com