



第二十四届中国招聘与任用年会

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Data Driven Recruiting

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GTA Organization

Past company

Field of study

confidential

Top Skills (via LinkedIn):

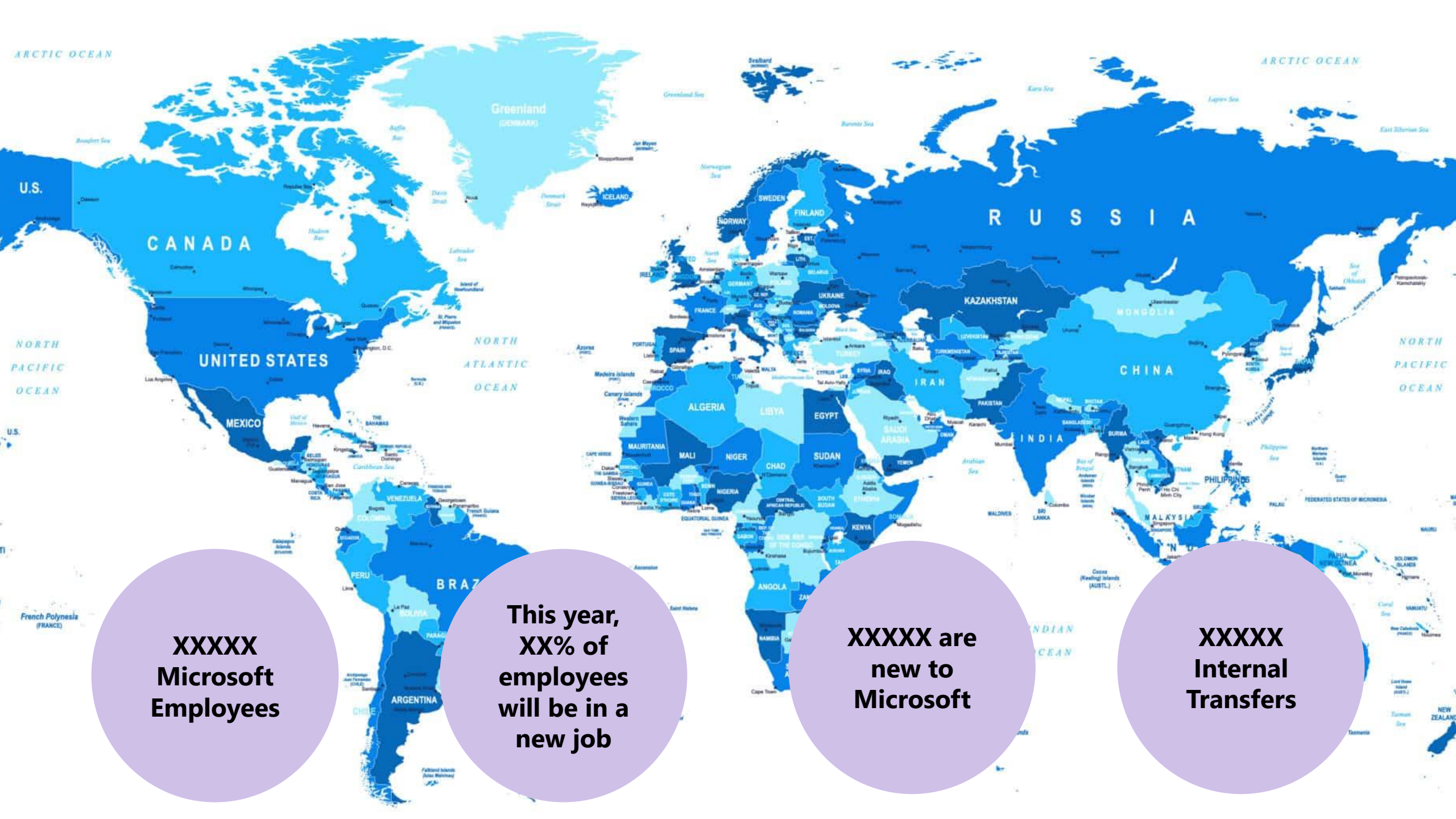
Recruiting
Sourcing
Technical Recruiting
Applicant Tracking System
Internet Recruiting
Executive Search
Screening
Temporary Placement
College Recruiting

Years of experience

Years in current position

confidential

Human Resources
Talent Management
Employee Relations
Onboarding



**XXXXX
Microsoft
Employees**

**This year,
XX% of
employees
will be in a
new job**

**XXXXX are
new to
Microsoft**

**XXXXX
Internal
Transfers**

Recruiting Process



Plan

Alignment
Demand Plan
Job Description
Open and Post Req



Source

Research & Identification
Outreach & Convert
Relationship Management



Assess

Qualify
Screen
Interview



Offer

Offer Development
Negotiation
Closing



Hire

Pre-Onboard
Background Check
Relocation
Immigration

Source



XXM visitors – XXM views XXM applications



Microsoft Office Windows Surface Xbox Deals Support

Careers Professionals Students and graduates Life at Microsoft Sign in Saved jobs

Do what you love
Create the future you want

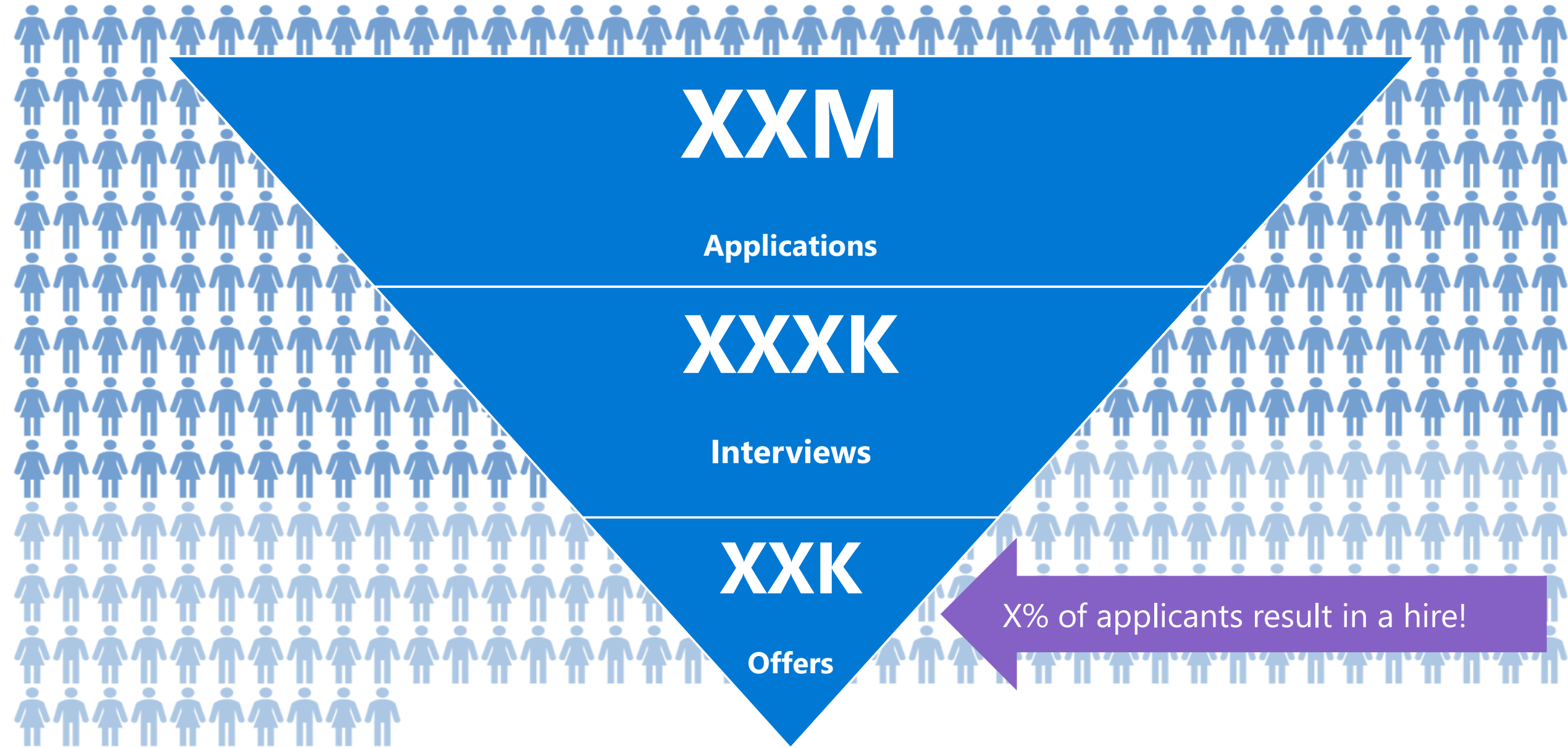
Search jobs Find Jobs

Students and recent graduates
We offer a variety of scholarship programs, internships and full-time opportunities designed to empower you. Imagine the impact you can have and jumpstart your career.
Explore student opportunities >

Experienced professionals
Want to make a difference? So do we. Step in to explore the wealth of career opportunities and take your career to the next level.
Explore career opportunities >



Assess & Offer



Internal

XX%

Employees visiting
career site each
year

XXK

Employees apply
to an internal job
each year

XX

Number of jobs
applied to per
internal candidate

XX%

Internal
candidates that
land a new job
each year

Employee Referral

XXXXK

Referrals
submitted by
employees each
year

XXK

Employee referrals
hired each year

XX%

Industry hires
made via
employee referrals

\$XM

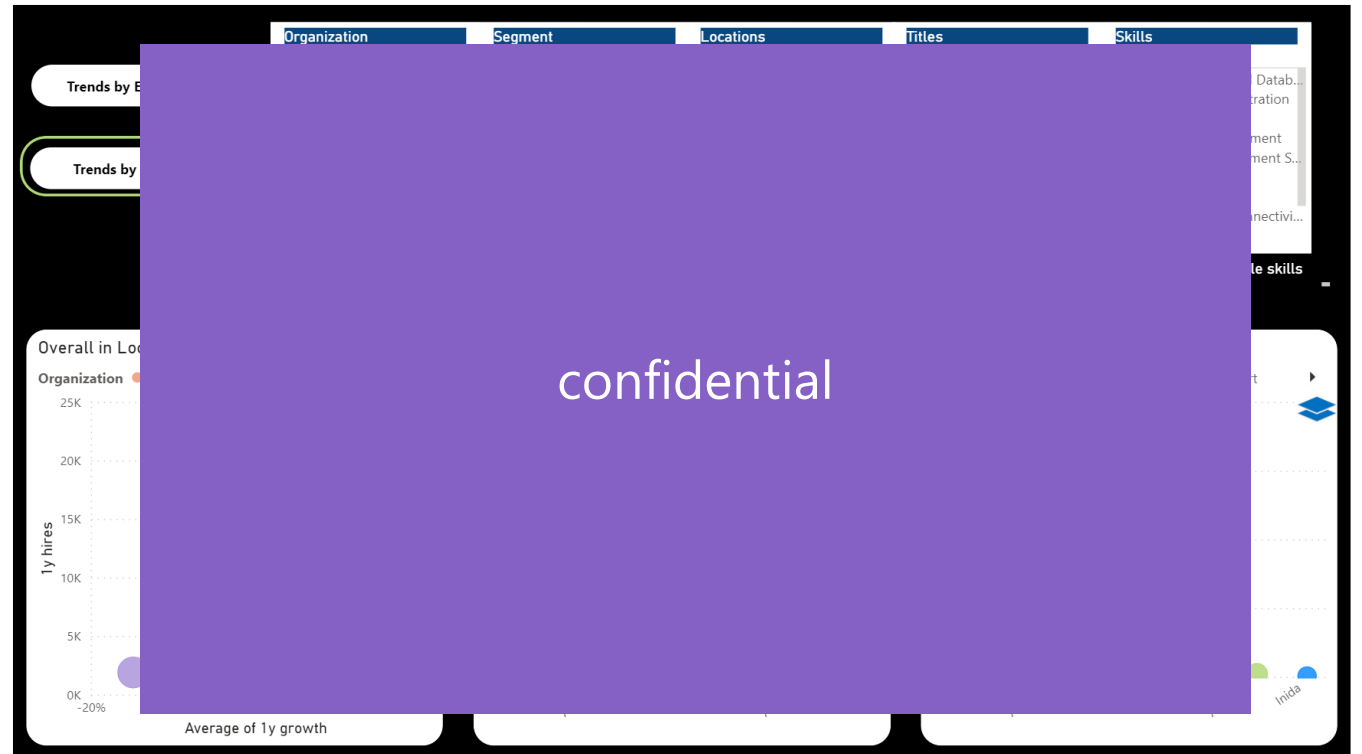
Employee referral
bonuses paid each
year

...That's a lot of Recruiting...
...dealing with a lot of Data...

Demo
LTI

The screenshot shows the LinkedIn Talent Insights interface. At the top, there is a dark blue navigation bar with the LinkedIn logo and 'TALENT INSIGHTS' on the left, and 'HOME', 'FOLDERS', and 'Create report' on the right. Below the navigation bar, the left sidebar contains filter categories: 'Company (Required)' with a 'Clear' link and a 'Microsoft X +' button; 'Location' with a '+' button; 'Skill' with a '+' button; 'Job Title' with a '+' button; 'Function' with a '+' button; and 'Advanced Filters' with a '-' button. The main content area displays the Microsoft logo, the name 'Microsoft', and the text 'Full-time' and '178,258 employees on LinkedIn'. To the right of this information are 'Export' and 'Save to folder' buttons. The central part of the page is a large purple rectangle with the word 'confidential' written in white.

Demo
LTI enhanced
Market Intelligence

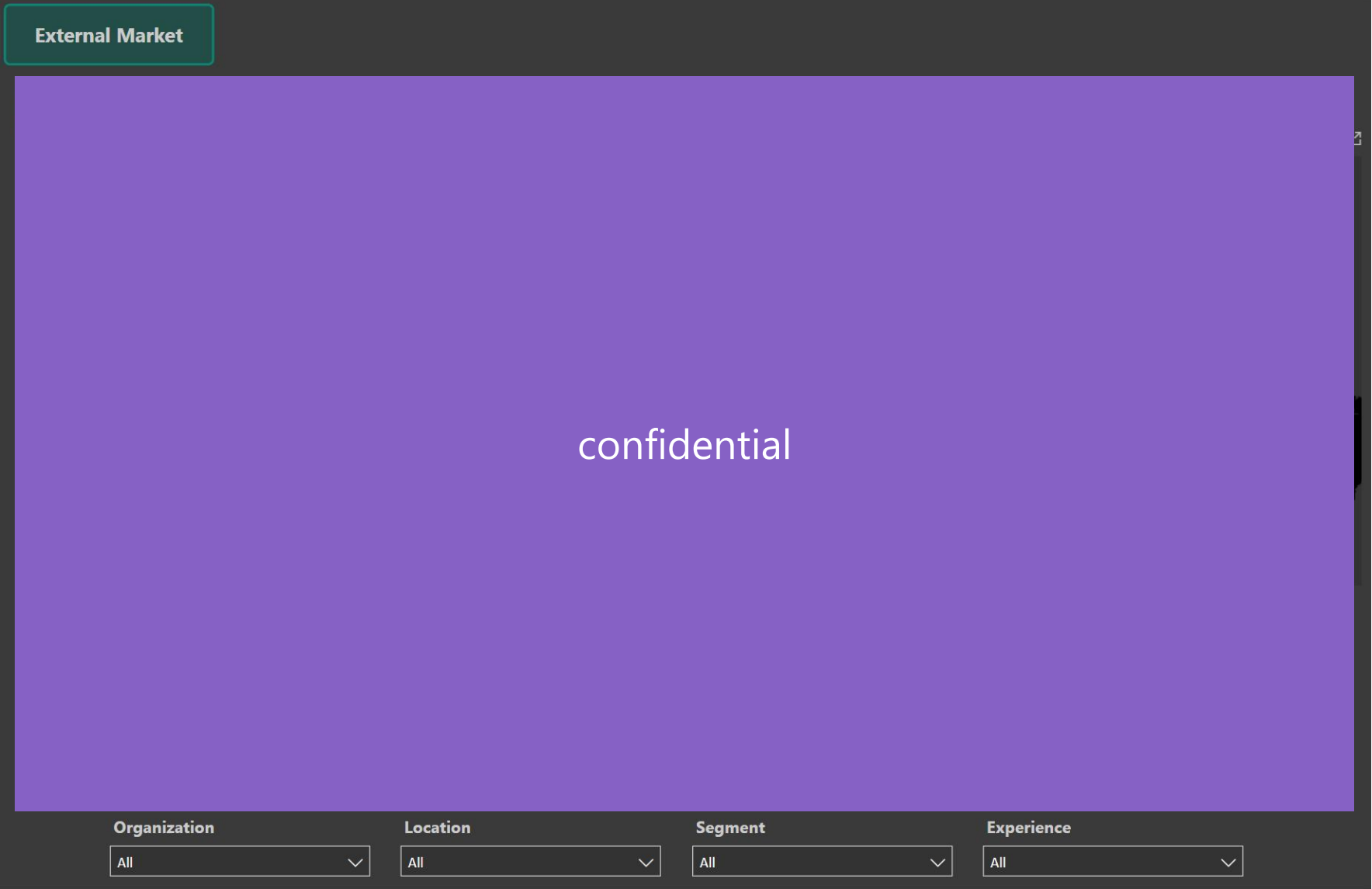


Demo
PBI/LTI

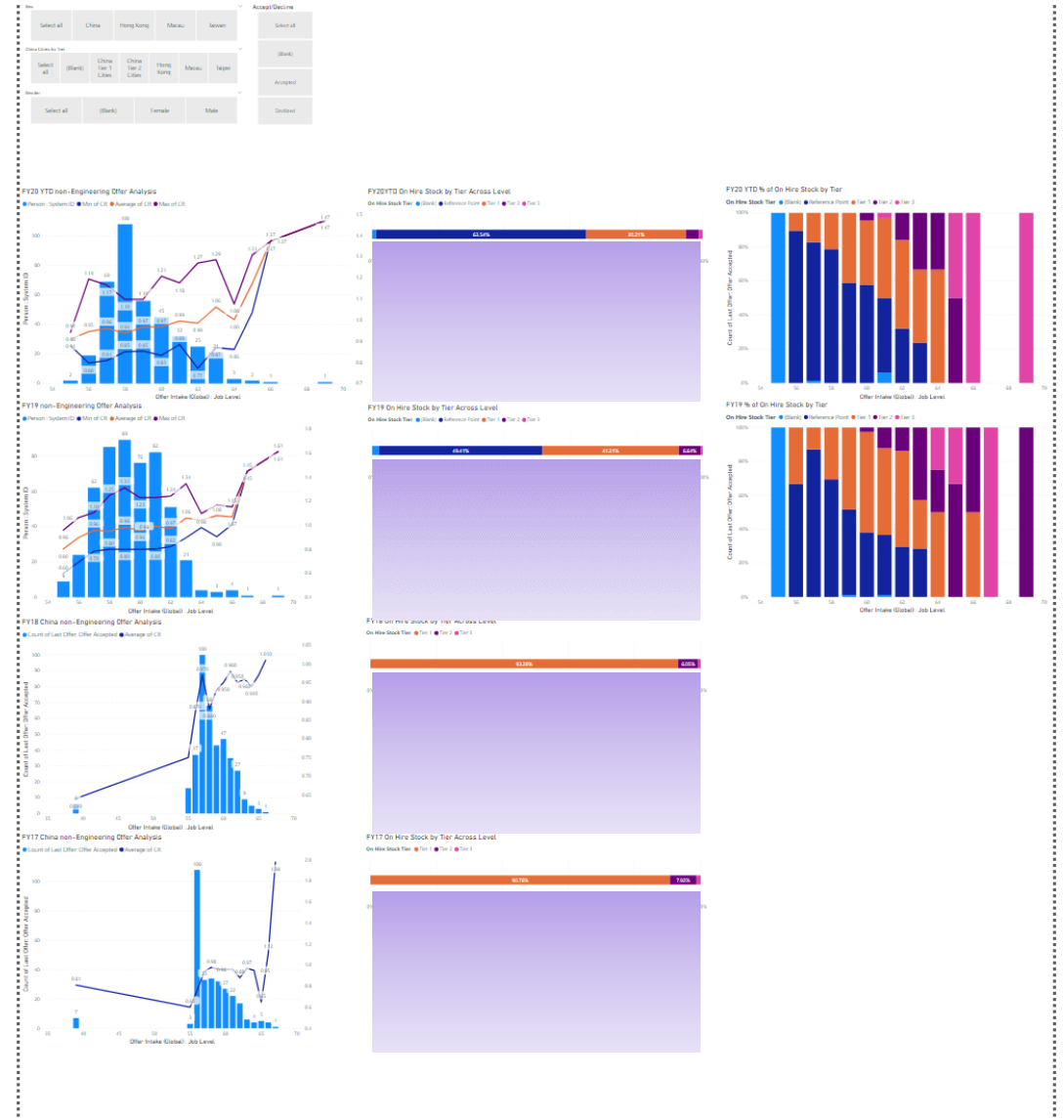
External Market

confidential

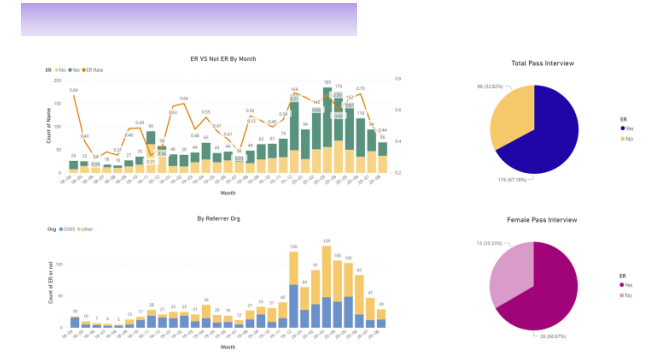
Organization All Location All Segment All Experience All



Demo PBI Offer Analysis



Demo PBI Hiring Review



Hire Rate Analysis- Candidates Failed O365 but hired to other Suzhou team



Demo LinkedIn Recruiter WW Tech Talent Supply

	US	Worldwide
Candidates	12978	33733
Changed Jobs in Past 12M	5174 40%	14129 42%
Job Posts in Past 30 Days	2929 23%	5266 16%
Engaged Talent	6250 48%	17554 52%

Top Employers (before it is)	Reports To Email	Fiscal Year	External hires	Internal hires	Grand Total	% External of hires	% Internal of hires	
								Level 1
IBM	223	2016	643	248	896	73%	27%	
Cognizant	200	2016	9	4	13	69%	31%	
Microsoft	757	2016	JEANIC	652	247	899	73%	27%
Cognizant	703	2017	JEANIC	358	205	563	64%	36%
Infosys	367	2017	JEANIC	15	9	24	63%	38%
Oracle	345	2017	JEANIC	373	254	627	64%	36%
Wipro Limited	485	2017	JEANIC	260	180	440	59%	41%
Amazon Web Services	473	2018	JEANIC	3	11	14	21%	79%
Google	400	2018	JEANIC	263	191	454	58%	42%
SAP	442	2018	JEANIC	1288	652	1940	66%	34%
Deloitte	419	2018	JEANIC	3	11	14	21%	79%
HCL Technologies	322	2018	JEANIC	263	191	454	58%	42%
Tata Consultancy Services	281	2018	JEANIC	1288	652	1940	66%	34%
BN	275	2018	JEANIC	1288	652	1940	66%	34%
DMC Technology	256	2018	JEANIC	1288	652	1940	66%	34%
Accenture	231	2018	JEANIC	1288	652	1940	66%	34%
Transacta	188	2018	JEANIC	1288	652	1940	66%	34%
Del E&K	175	2018	JEANIC	1288	652	1940	66%	34%
Deloitte Consulting	144	2018	JEANIC	1288	652	1940	66%	34%
Verpage	109	2018	JEANIC	1288	652	1940	66%	34%

CSA Internal transfer ratio 42% in FY18
VS GSMD Average around 50%

Company	CSA Internal Hire Ratio	Cloud Architect Incremental vs Last Year
MS	35%	6%
Dell-EMC	33%	7%
IBM	33%	-7%
Oracle	26%	21%
Salesforce	25%	29%
AWS	22%	63%
Google	14%	34%

	External Reality		Microsoft's Positioning		
	External Relevant Talent Supply	P12 Talent Movement Ratio	Relevant Talent # in MS	Relevant Talent # Ranking	External vs Internal Supply
Azure & Apps	3995	37.14%	500	1	8.0:1
Data & AI	8523	39.87%	382	4	22.3:1
App Dev	5605	38.60%	190	6	29.5:1
SAP on Azure	1096	31.67%	27	5	40.6:1

Data & AI		App Dev	
IBM	1174	IBM	916
Cognizant	571	Cognizant	333
Deloitte	419	Cognizant	275
Microsoft	382	Oracle	207
Cognizant	382	Amazon Web Services	205
Infosys	346	Microsoft	190
Google	314	Wipro	161
Oracle	284	Google	158
Amazon Web Services	210		

External Hiring Source	MS	AWS	MS Vs AWS
Architect	45%	33%	12%
Consultant	11%	6%	5%
Software Engineer	6%	8%	-2%
Tech Lead/Manager/CTO	5%	12%	-7%
Pre-Sales/Tech Sales	3%	2%	1%
System Engineer/Manager	2%	6%	-4%
PM	2%	2%	0%
Data Scientist	1%	0%	1%
Sales	1%	4%	-3%
Devops	1%	2%	-1%
Founder/CEO	1%	2%	-1%
Others	22%	24%	-2%

Q&A