# Article information:

Talent Management and HRM in Multinational companies in Beijing: Definitions, differences and drivers - ScienceDirect  
<https://www.sciencedirect.com/science/article/abs/pii/S1090951609000753>

# Article summary:

1. Talent Management (TM) has become increasingly important in recent years, but there are still gaps and omissions in its theoretical and empirical development.

2. TM is often seen as the next core competency in HR domain expertise, focusing on the identification, development, and redeployment of talented employees.

3. The study focuses on TM perspectives and practices in seven multinational corporations (MNCs) in Beijing, identifying four main perspectives on TM: exclusive-people; exclusive-position; inclusive-people; social capital. Six of the companies had adopted ‘exclusive’ perspectives, while just one organization had adopted an ‘inclusive-people’ approach.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

这篇文章主要探讨了人才管理和人力资源管理在北京跨国公司中的定义、差异和驱动因素。文章首先介绍了人才管理的概念和重要性，但指出目前对于人才管理的研究还存在很多缺陷和遗漏。接着，文章提出了四种不同的人才管理视角，并通过对北京七家跨国公司的实证研究，分析了这些公司采取的不同人才管理策略。最后，文章总结了研究结果，并与现有文献进行比较和对比。

然而，本文存在一些偏见和局限性。首先，作者没有充分探讨人才管理可能带来的负面影响或风险。其次，作者过于强调跨国公司采取“排他性”视角进行人才管理，而忽略了其他可能存在的策略选择。此外，在论述“什么是人才”以及“什么是人才管理”的问题时，作者没有考虑到不同文化背景下对这些概念的理解可能存在差异。

此外，在方法论上也存在一些问题。作者只选择了北京七家跨国公司作为样本进行研究，并未考虑到其他地区或行业中可能存在的不同情况。同时，在数据收集方面也可能存在偏见或误差。

总之，本文虽然提供了一定程度上关于人才管理在中国跨国公司中应用情况的信息，但其结论需要更多数据支持，并需要更全面地考虑相关问题所涉及到的复杂性和多样性。

# Topics for further research:

* Negative effects or risks of talent management
* Alternative strategies for talent management in multinational companies
* Cultural differences in understanding the concepts of talent and talent management
* Limitations of the sample and potential biases in data collection
* Need for more comprehensive consideration of complexity and diversity in related issues
* Further data support for the conclusions drawn in the article

# Report location:

<https://www.fullpicture.app/item/388c1351b17eb9aa001cf465380a562a>