



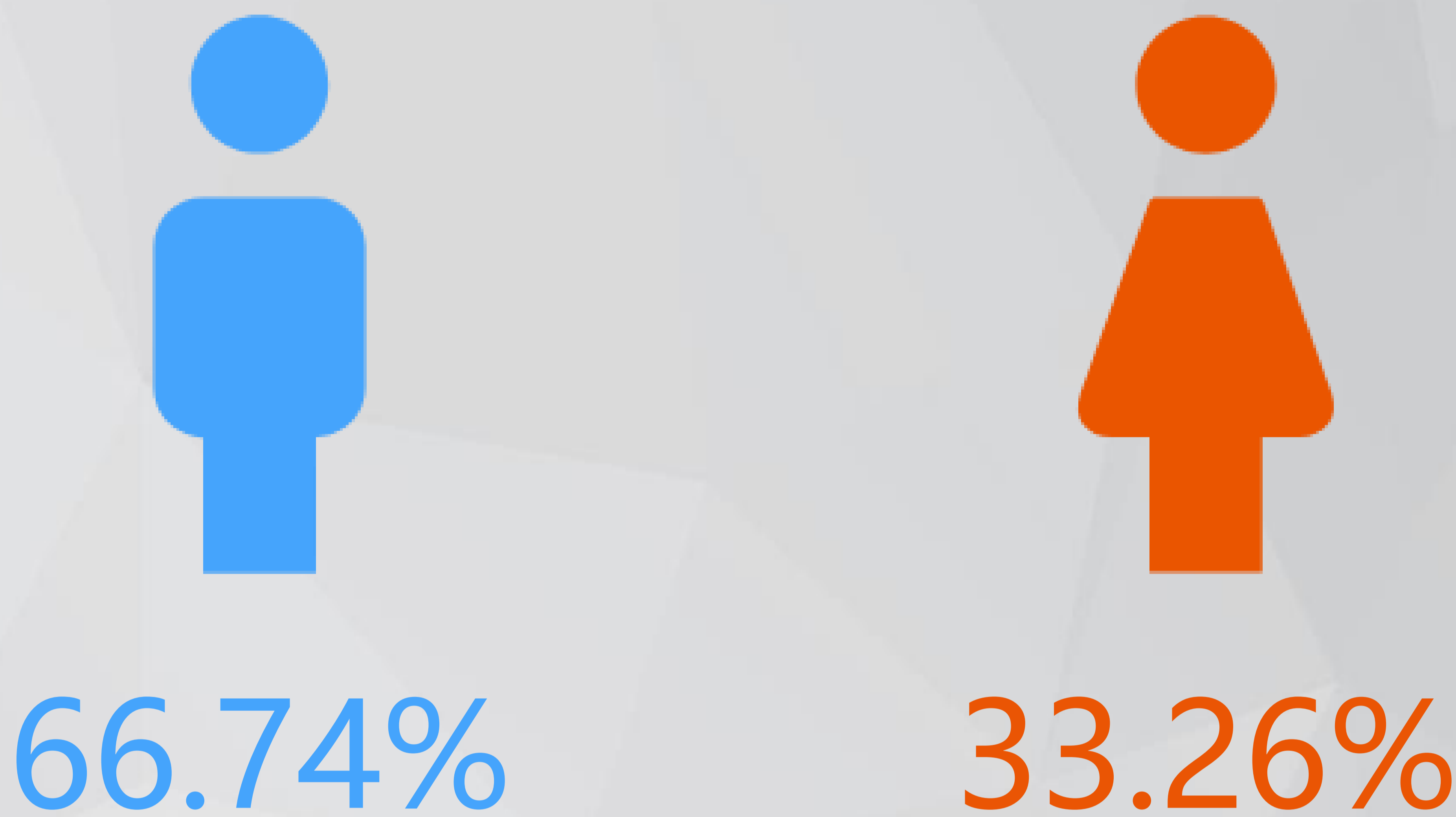
猎聘

中国5000万中高端人才画像

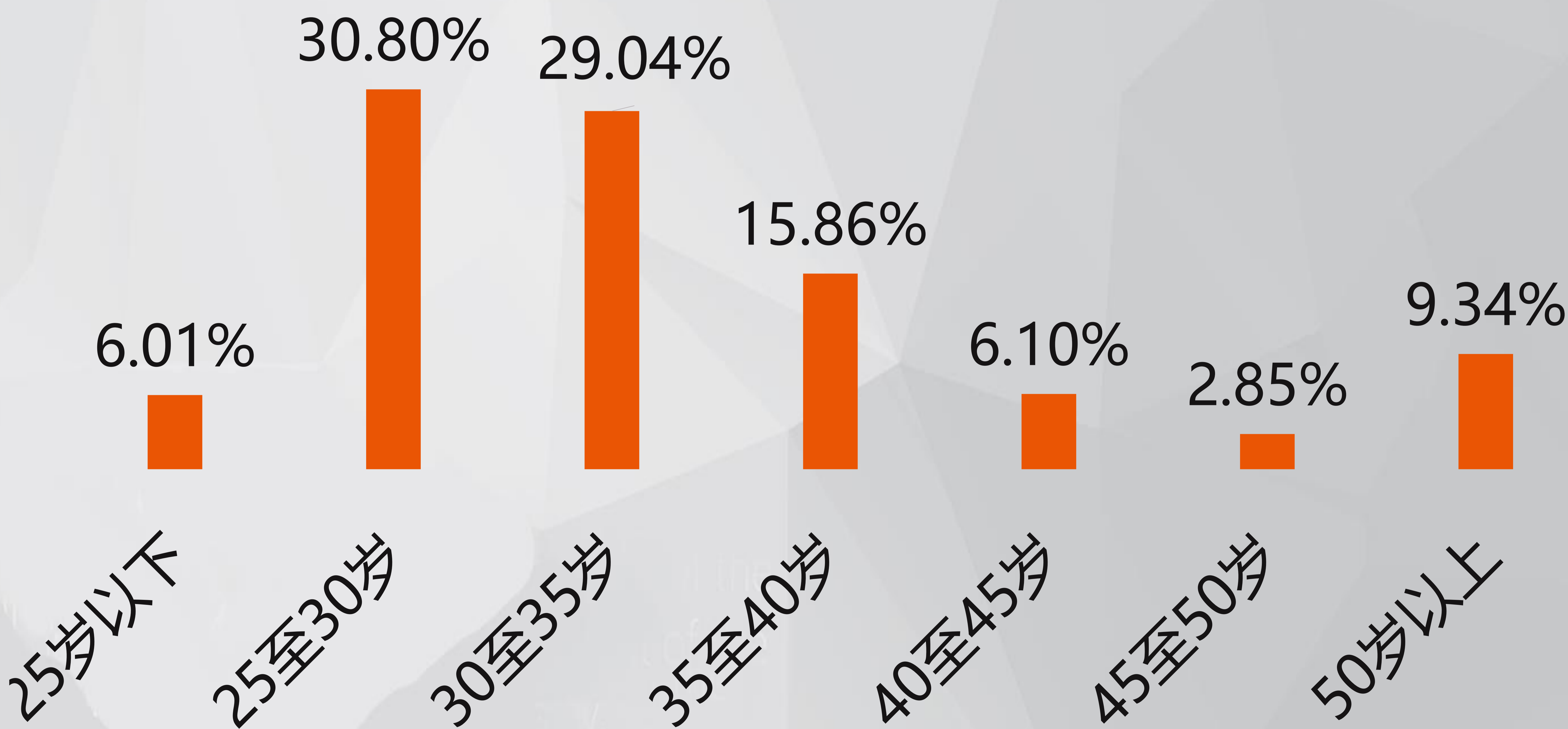
猎聘大数据研究院

超三成精英人才为90后 职场精英呈现年轻化

中高端人才性别分布



中高端人才年龄分布



商科与理工科背景包揽前十 商科出身更胜一筹

中高端人才专业背景分布TOP10



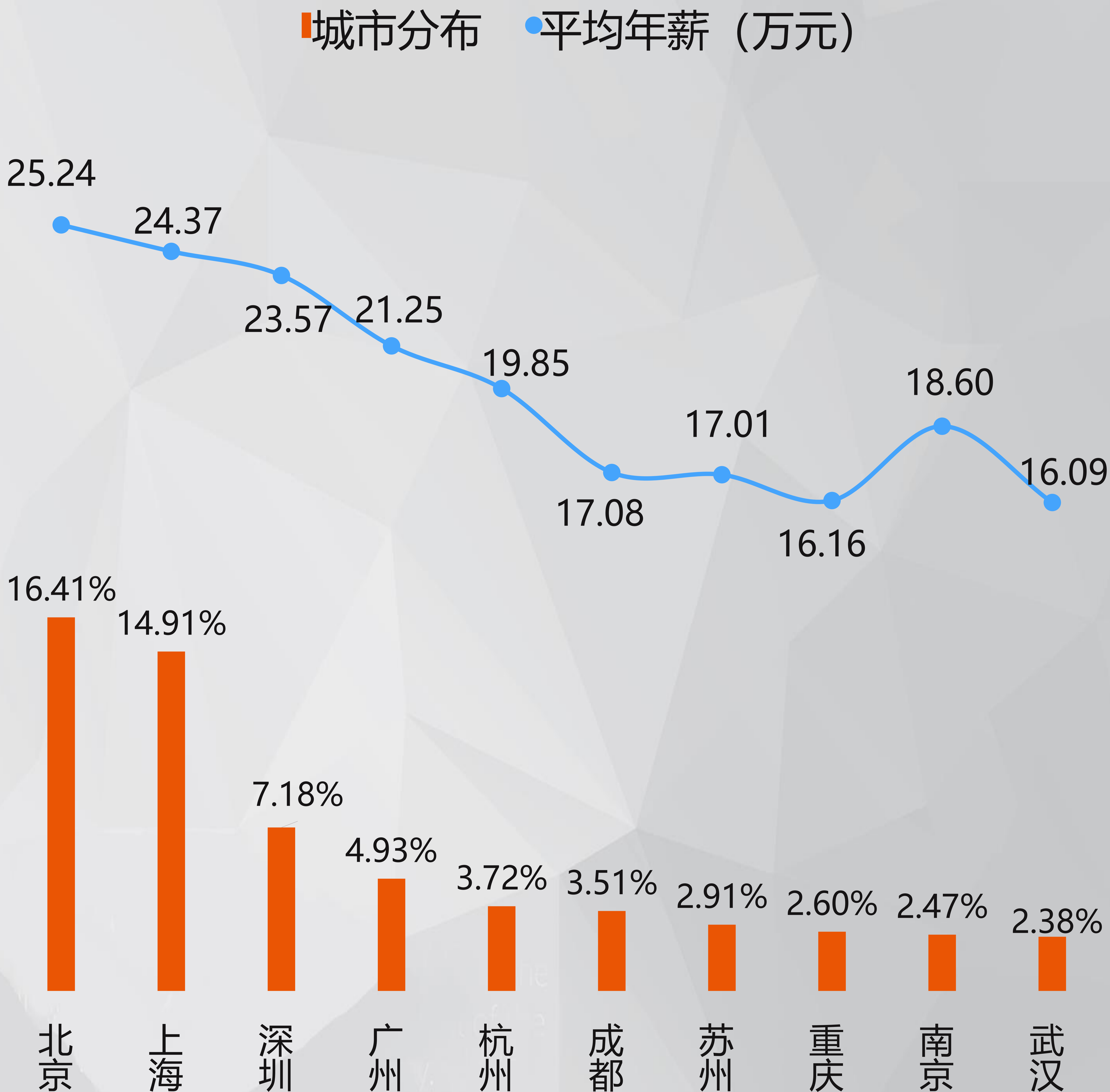
互联网人才集聚效应显著 金融薪酬位居榜首

中高端人才行业分布TOP6及平均年薪



一线城市人才吸引力强劲 京沪薪资领跑全国

中高端人才城市分布TOP10及平均年薪



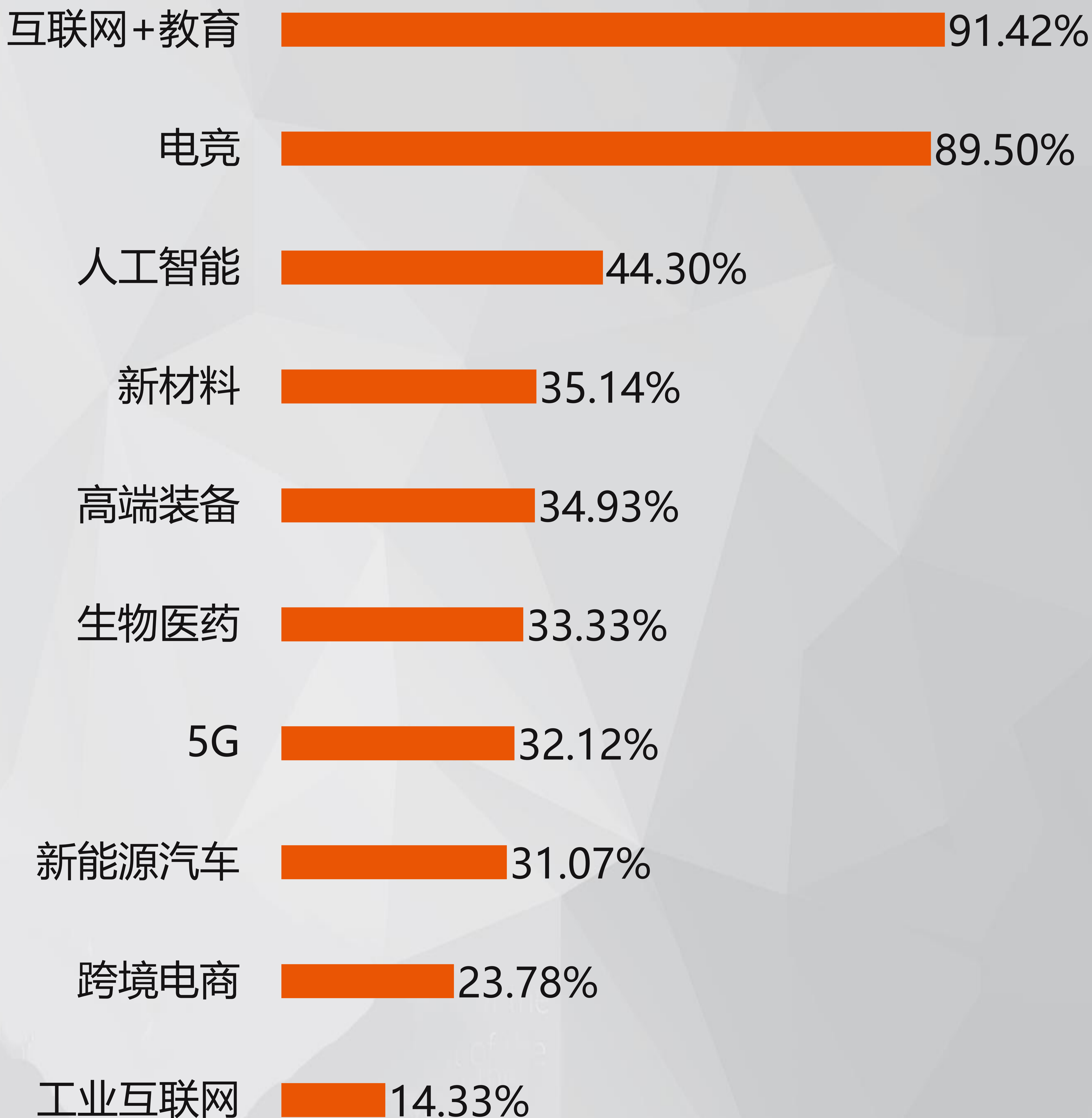
新型技术类人才最紧缺

人才紧缺指数最高的职能TOP15



热门新兴领域人才吸纳能力剧增

热门新兴领域人才需求同比增长TOP10



行业越传统跳槽周期越长

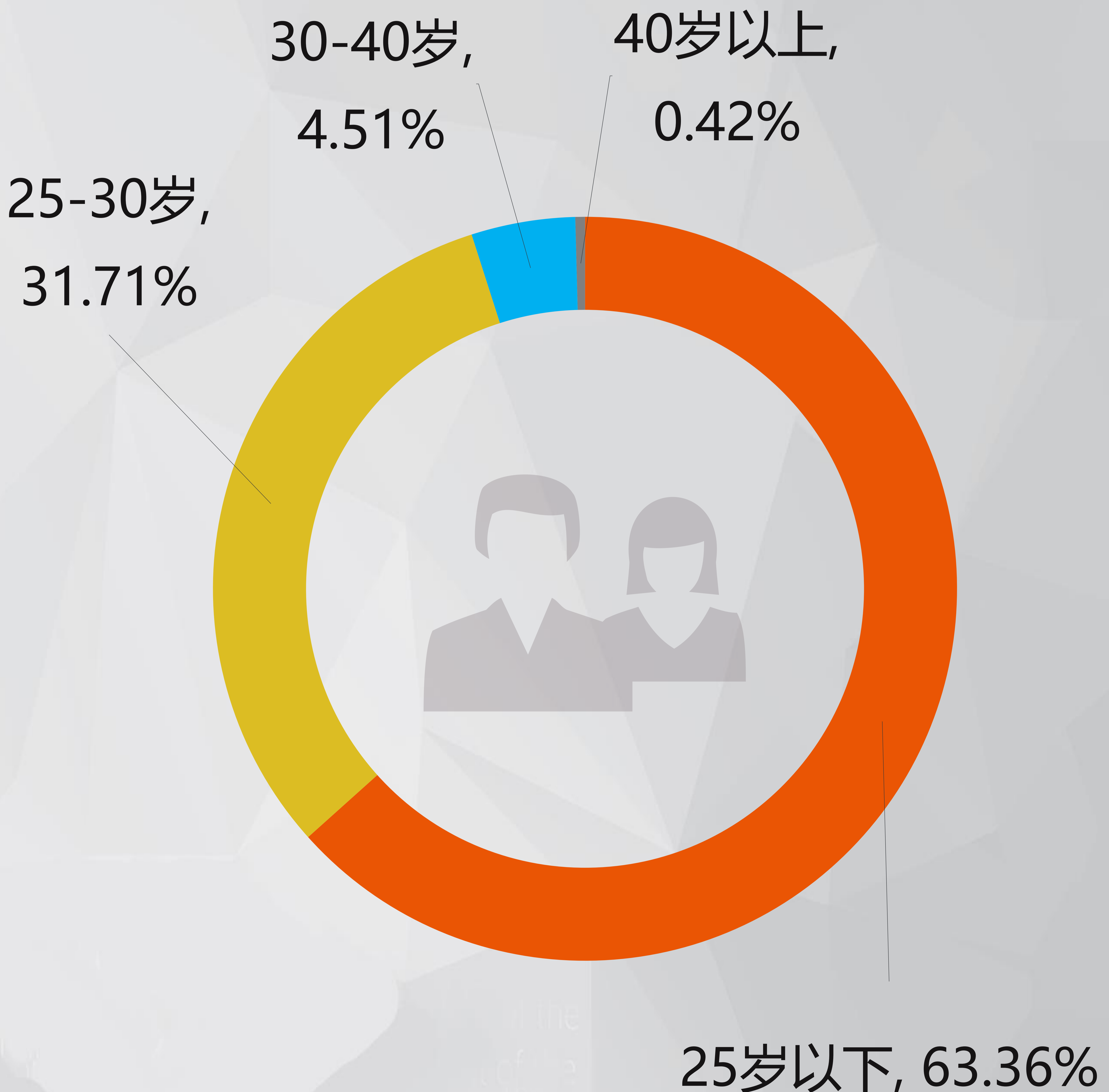
各行业中高端人才跳槽周期

单位：年/次



超六成海归为95后 海归人才呈现年轻化

海归人才年龄分布



跨城市跳槽薪资涨幅可观

中高端人才重点城市间流动产生的薪资涨幅

| 流出城市 | 流入城市 | | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 北京 | 上海 | 深圳 | 广州 | 杭州 | 成都 | 苏州 | 南京 | 天津 | 武汉 |
| 北京 | 33.74% | 39.45% | 37.23% | 37.70% | 30.65% | 17.09% | 16.83% | 26.92% | 14.11% | 10.52% |
| 上海 | 36.06% | 32.67% | 34.38% | 26.09% | 32.57% | 9.17% | 23.50% | 20.72% | 10.98% | 11.35% |
| 深圳 | 33.56% | 34.99% | 30.94% | 27.89% | 30.44% | 11.23% | 33.10% | 26.96% | 8.33% | 9.10% |
| 广州 | 48.51% | 42.44% | 41.14% | 31.18% | 40.32% | 18.79% | 25.24% | 34.74% | 38.27% | 13.59% |
| 杭州 | 38.46% | 42.01% | 30.80% | 55.81% | 33.47% | 9.96% | 21.55% | 27.66% | 15.17% | 10.64% |
| 成都 | 54.62% | 63.99% | 57.32% | 55.99% | 56.07% | 29.39% | 11.48% | 52.44% | 17.32% | 30.47% |
| 苏州 | 52.48% | 48.47% | 36.73% | 24.19% | 36.20% | 30.02% | 31.29% | 29.87% | 17.10% | 22.84% |
| 南京 | 47.87% | 51.41% | 51.53% | 25.51% | 45.09% | 20.58% | 40.66% | 31.47% | 23.57% | 26.27% |
| 天津 | 59.82% | 64.56% | 56.12% | 47.58% | 48.02% | 28.20% | 37.63% | 54.61% | 30.14% | 28.96% |
| 武汉 | 51.62% | 55.13% | 56.83% | 51.61% | 53.70% | 27.31% | 66.32% | 62.09% | 44.28% | 30.05% |

THANK

YOU

