

Advancing to Doctoral Research Stage (Presentation)

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Research Proposal

Does Hong Kong still remain a viable destination for long-term employment to the Western professional expatriate and, if not, what can be done?



Summary of Research Proposal

Highlight recent observations of changing talent landscape (e.g. less Westerners)

Government's actions to build up international status (e.g. Top Talent Pass)

Analyse further using HR theoretical framework of:

- **Global talent attraction / competition**
- **Global talent management / development**
- **Knowledge economy (Technology and Innovation, ESG, Green Finance)**



Critically Evaluate Research Proposal

Strengths: Strong impact and interest from local and global workforce, government and education bodies given very limited research

Weaknesses: Not able to do an in-depth evaluation given limited direct literature whilst theoretical HR frameworks can only be loosely applied

Limitations: Very new phenomenon which is still in flux; other external factors (PESTLE)



Alternative Approach in Research Design

Planned Research Design: Hybrid of quantitative (e.g. government figures on unemployment, new work visa approvals and arrivals plus departures since Jan 2021) and qualitative research (i.e. interviewing minimum 30 foreign talents at professional level currently in Hong Kong using semi-structured interview)

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Expected Findings to Enhance Study Field

Identify key gaps in terms of future growth areas and local skills shortages to best determine which industries would most benefit from overseas talents (can accordingly allocate employment visas to fill these gaps)

Government can also look to fill these 'skills' gaps by **promoting continuing education of its current working population** whilst **organically grow anticipated future skills** via primary and secondary education (e.g. STEAM).

Contribute towards practical studies for **relevant future human capital development in Hong Kong with a focus on talent acquisition, talent management and a knowledge-based economy** (or form foundation for other research areas)

Encourage the business community to work closely with 'think tanks' and academics to help chart a growing and robust HR strategy for for the betterment of Hong Kong's international future presence

