

# 连接世界：《职在中国》创刊辞

在全球化浪潮奔涌、多元文明深度交融的时代，职业理想的星辰与文化交流的曙光交相辉映，《职在中国》(WorkinChina)于时代的召唤中荣耀启航。这份期刊承载着坚定使命，致力于搭建理解中国职场的桥梁，以跨文化视角深度剖析中国职业发展脉络，促进全球人才交流与职场文明互鉴，助力国际人才融入中国职场生态，推动中国职场经验走向世界舞台。

在人才流动无国界、职场趋势瞬息万变的当下，洞察中国职业发展的复杂图景，成为全球专业人士、学者以及组织的迫切需求。《职在中国》依托国际学术组织联盟的雄厚资源，于香港——这座东西方文化和谐共生的国际都会注册成立，以敏锐视角捕捉中国职场的动态变迁，为全球读者打造专业、权威、前沿的资讯与交流平台。无论您是钻研中国新兴产业崛起路径的学者，还是在华寻求职业突破的外籍人士，亦或是布局中国市场的跨国企业战略决策者，本刊都将成为您在中国职场探索之路上的可靠指南。

对于众多怀揣梦想来华求学的国际学子而言，《职在中国》精心打造的“留学生职场导航”专栏，将成为他们职业生涯的启明星。初入中国，留学生不仅面临学业的挑战，还需融入全新的生活环境。专栏将分享如何高效利用中国高校丰富的学术资源，完成从本国教育体系到中国学术环境的过渡，如参与学术社团、申请科研项目等学习技巧；同时涵盖租房、出行、饮食等生活实用信息，助力留学生快速适应中国生活节奏，融入当地社群。

在签证政策方面，我们将详细解读各类签证的申请流程、期限规定及转换条件，尤其是针对毕业后想留华工作或创业的学生，提供工作签证、创业签证的申请攻略与政策解读，帮助他们清晰规划合法居留路径。文化层面，通过介绍中国职场礼仪、人际交往规则，解析传统节日与习俗在工作场景中的体现，帮助留学生跨越文化差异，在工作与生活中与中国同事、朋友建立良好关系。

尤为值得一提的是，随着中国创新创业生态的蓬勃发展，创业已成为留学生职业选择的重要方向。专栏将聚焦留学生创业扶持政策，如各地留学生创业园的优惠入驻条件、创业补贴申请渠道；分享成功留学生创业者的案例，从项目构思、团队组建，到市场开拓、融资策略等全方位经验；提供创业法律知识科普，包括知识产权保护、企业注册流程等关键内容，助力留学生将创新想法转化为商业现实，在中国这片创业热土上实现职业理想。

我们亦深切关怀海外学成归国的中国学子。他们带着全球视野与专业积累回归祖国，在融入本土职场时，既面临创新应用的挑战，也拥有创业开拓的机遇。“海归职场融合”专栏将深入解读国内行业政策变革，如新兴产业的扶持政策、区域发展战略对人才需求的影响等，帮助海归学子把握行业风口，无论选择就业中的创新实践，还是自主创业，都能找准方向。

在创新方面，剖析不同企业对海归人才的创新能力需求，无论是互联网大厂的敏捷开发思维，还是

传统企业的国际化战略布局能力,都将一一呈现。通过案例分析与专家建议,指导海归学子如何将海外的项目管理经验、前沿技术知识与国内市场需求相结合,比如将海外先进的环保技术应用于国内的双碳目标实践中,在工作岗位上绽放创新光彩。

在创业领域,专栏将聚焦海归创业的优势与路径。解读针对海归的创业扶持政策,如税收减免、创业担保贷款、创业园区入驻优惠等,让海归创业者充分享受政策红利。分享成功海归创业者的故事,从将海外先进商业模式本土化,到结合中国市场需求打造创新产品,从组建跨文化创业团队到对接国内资本资源,全方位展现海归创业的实践经验。同时,提供创业过程中的实用信息,如企业注册流程、知识产权保护、市场调研方法等,助力海归学子将创业构想付诸实践。

同时,针对海归可能遇到的“水土不服”,如国内职场的沟通方式、团队协作模式,创业过程中的本土市场规则、商业文化差异等,提供适应技巧,助力海归学子精准定位自身优势,实现海外经验与国内实践的无缝对接,在快速发展的国内职场与创业赛道中找准方向,释放自身价值。此外,还会分享海归人才在落户、住房、子女教育等方面的配套政策,解决他们的后顾之忧,让他们能全身心投入职业发展与创业征程。

同时,我们热忱欢迎全球优秀专家学者与创业者投身中国的创新发展浪潮。“全球创客中国行”板块将为他们提供一站式支持,从各地创新政策解读,如自贸区的税收优惠、高新技术企业的认定标准等,到产业园区资源对接,包括实验室共享、供应链合作等,助力项目快速落地。分享跨文化团队管理经验,如如何平衡不同文化背景员工的工作方式、建立高效的沟通机制等。搭建与本土投资机构、行业协会的合作桥梁,定期举办线上线下对接会,让国际人才与国内的风投大佬、行业领军者面对面交流。针对全球创业者关注的市场准入问题,提供详细的行业准入标准解读、合作伙伴筛选建议。对于专家学者,将介绍国内的科研项目申报渠道、产学研合作模式,如与高校共建联合实验室、参与国家重大科技专项等,推动其科研成果在中国转化。无论是人工智能、生物医药等前沿领域的创业项目,还是文化创意、教育科技等特色产业的创新构想,都能在这里找到适合的发展土壤,推动中国与世界在创新领域的深度合作。

《职在中国》坚守跨文化理解的办刊理念,力求构建一个多元包容的交流平台。我们的内容定位兼顾学术性与实用性,既有对中国职场变革的深度学术研究,如劳动力市场结构调整、组织行为学的本土实践等;也有行业领袖的一手经验分享,涵盖企业管理创新、人才战略制定、创业模式探索等领域;更有对国家政策法规的权威解读,帮助读者精准把握职场发展与创业机遇的方向。在读者定位上,我们面向在华留学生、归国人才、外籍职场人士以及关注中国职场的全球专业人士与学者,满足不同群体的信息需求。我们的办刊目标明确而坚定,短期致力于成为国际人才了解中国职场与创业环境的首要信息源,中期打造跨文化职场交流与创业合作的核心社群,长期则着眼于塑造具有全球影响力的中国职场研究与创新创业实践话语体系。

连接与共享,是《职在中国》的核心价值。我们期望通过本刊,汇聚全球智慧,打破文化与地域的壁垒,让全球管理者领略中国领导哲学的魅力,让中国专业人士与世界分享职业发展经验,让学者与从

业者携手塑造职场未来,让留学生与归国学子找到成长的阶梯与创业的沃土,让全球创新创业者在中国实现梦想。在这个充满差异与机遇的时代,职场与创业场成为文明交流互鉴、创新思想碰撞的前沿阵地。《职在中国》愿成为这一伟大进程的推动者,将本土智慧转化为全球财富,让全球视野赋能中国职场发展与创业实践,让每一位人才在中国的职场与创业舞台上绽放光彩。

值此创刊之际,我们诚挚邀请您加入这场知识与思想的盛宴。无论您是深耕职场的资深专家,还是初涉领域的探索者;无论您是怀揣梦想的留学生,还是志在创新的创业者,《职在中国》期待您的参与。分享您的经验,贡献您的研究,共同书写中国职场发展与创新创业的新篇章。

让我们携手共进,在机遇与挑战中探寻中国职场与创业领域的无限可能,搭建连接世界的职业与创业桥梁,共同迈向更加开放、包容、创新的全球职场与创业未来。欢迎走进《职在中国》,这里是您职业发展的伙伴,是全球职场智慧的汇聚地,更是通往无限可能的职业与创业之门。

创刊主编:郑立伟

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# Connecting the World: Inaugural Statement of WorkinChina

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In an era of surging globalization and deep integration of diverse civilizations, where the stars of career aspirations shine alongside the dawn of cultural exchange, WorkinChina sets sail with pride in response to the call of the times. This journal carries a firm mission: to build a bridge for understanding China's workplace, to deeply analyze the context of China's career development from a cross-cultural perspective, to promote global talent exchange and workplace civilization mutual learning, to assist international talents in integrating into China's workplace ecosystem, and to push China's workplace experience onto the world stage.

In an age where talent flows without borders and workplace trends change rapidly, gaining insight into the complex landscape of China's career development has become an urgent need for global professionals, scholars, and organizations. Leveraging the abundant resources of the International Academic Organizations Alliance, WorkinChina is registered in Hong Kong—a cosmopolitan city where Eastern and Western cultures coexist harmoniously. It captures the dynamic changes in China's workplace with a keen perspective, creating a professional, authoritative, and cutting-edge information and exchange platform for global readers. Whether you are a scholar studying the rise of China's emerging industries, a foreign professional seeking career breakthroughs in China, or a strategic decision-maker of multinational enterprises deploying in the Chinese market, this journal will serve as a reliable guide on your journey of exploring China's workplace.

For the many international students who come to China with dreams, the “Career Navigation for International Students” column, meticulously crafted by WorkinChina, will be a guiding star for their career paths. Upon arriving in China, international students not only face academic challenges but also need to integrate into a completely new living environment. The column will share tips on efficiently utilizing the rich academic resources of Chinese universities to transition from their home country's education system to China's academic environment, such as participating in academic societies and applying for research projects. It will also cover practical life information including housing, transportation, and dining, helping international students quickly adapt to China's pace of life and integrate into local communities.

In terms of visa policies, we will provide detailed interpretations of the application procedures, duration regulations, and conversion conditions for various types of visas. Especially for students who wish to work or start businesses in China after graduation, we will offer application guidelines and policy interpretations for work visas and entrepreneurship visas, helping them clearly plan a legal residence path. At the cultural level, by introducing Chinese workplace etiquette and interpersonal communication rules, and analyzing the manifestation of traditional festivals and customs in work scenarios, we will help international students bridge cultural differences and build good relationships with Chinese colleagues and friends in both work and life.

Notably, with the vigorous development of China's innovation and entrepreneurship ecosystem, starting a business has become an important career choice for international students. The column will focus on entrepreneurship support policies for international students, such as preferential admission conditions for international student entrepreneurship parks in various regions and channels for applying for entrepreneurship subsidies. It will share cases of successful international student entrepreneurs, covering comprehensive experiences from project conception and team building to market development and financing strategies. It will also provide popular science on legal knowledge related to entrepreneurship, including intellectual property protection and enterprise registration procedures, assisting international students in transforming innovative ideas into business realities and realizing their career ideals on China's fertile ground for entrepreneurship.

We also deeply care about Chinese students who have returned home after studying abroad. They bring

global perspectives and professional accumulations back to their motherland, facing both challenges in applying innovation and opportunities for entrepreneurial development when integrating into the local workplace. The “Career Integration for Returnees” column will conduct in-depth interpretations of domestic industry policy changes, such as support policies for emerging industries and the impact of regional development strategies on talent demand, helping returned students grasp industry trends and find the right direction whether they choose innovative practices in employment or independent entrepreneurship.

In terms of innovation, it will analyze the demand for returnees’ innovative capabilities in different enterprises, ranging from the agile development thinking required by internet giants to the international strategic layout capabilities needed by traditional enterprises. Through case studies and expert advice, it will guide returned students on how to integrate overseas project management experience and cutting-edge technical knowledge with domestic market demand—for example, applying advanced overseas environmental protection technologies to domestic carbon neutrality practices, so as to shine with innovative brilliance in their jobs.

In the field of entrepreneurship, the column will focus on the advantages and paths of entrepreneurship for returnees. It will interpret entrepreneurship support policies for returnees, such as tax reductions, entrepreneurship guarantee loans, and preferential admission to entrepreneurship parks, allowing returned entrepreneurs to fully enjoy policy dividends. It will share stories of successful returned entrepreneurs, comprehensively demonstrating their practical experiences from localizing advanced overseas business models and creating innovative products tailored to Chinese market demand, to building cross-cultural entrepreneurial teams and connecting with domestic capital resources. Additionally, it will provide practical information during the entrepreneurship process, such as enterprise registration procedures, intellectual property protection, and market research methods, helping returned students put their entrepreneurial ideas into practice.

Meanwhile, aiming at the “acclimatization” issues that returnees may encounter—such as domestic workplace communication methods, team collaboration models, and local market rules and business cultural differences in the entrepreneurial process—we will provide adaptation skills. These will help returned students accurately position their strengths, achieve seamless integration of overseas experience with domestic practices, and find their direction in the rapidly developing domestic workplace and entrepreneurship track to release their value. Furthermore, we will share supporting policies for returned talents in terms of household registration, housing, and children’s education, resolving their worries and enabling them to fully devote themselves to career development and entrepreneurial journeys.

At the same time, we warmly welcome outstanding global experts, scholars, and entrepreneurs to join China’s wave of innovative development. The “Global Innovators in China” section will provide one-stop support for them, from interpreting local innovation policies (such as tax incentives in free trade zones and certification standards for high-tech enterprises) to connecting with industrial park resources (including laboratory sharing and supply chain cooperation), facilitating the rapid implementation of projects. It will share experiences in cross-cultural team management, such as how to balance work styles of employees from different cultural backgrounds and establish efficient communication mechanisms. It will build bridges for cooperation with local investment institutions and industry associations, regularly holding online and offline matchmaking meetings to enable international talents to communicate face-to-face with domestic venture capital tycoons and industry leaders. For market access issues concerned by global entrepreneurs, it will provide detailed interpretations of industry access standards and suggestions for selecting partners. For experts and scholars, it will introduce domestic research project application channels and industry-university-research cooperation models, such as establishing joint laboratories with universities and participating in national major science and technology projects, to promote the transformation of their research achievements in China. Whether it is entrepreneurial projects in cutting-edge fields such as artificial intelligence and biomedicine, or innovative ideas in characteristic industries such as cultural and creative industries and educational technology, all can find suitable soil for development here, promoting in-depth cooperation between China and the world in the field of innovation.

WorkinChina adheres to the editorial philosophy of cross-cultural understanding and strives to build a diverse and inclusive exchange platform. Our content positioning balances academic rigor and practical-



ity, including in-depth academic research on China's workplace changes (such as labor market structure adjustment and localized practices of organizational behavior); first-hand experience sharing from industry leaders, covering fields such as enterprise management innovation, talent strategy formulation, and entrepreneurial model exploration; and authoritative interpretations of national policies and regulations, helping readers accurately grasp the direction of workplace development and entrepreneurial opportunities. In terms of reader positioning, we target international students in China, returned talents, foreign professionals, and global professionals and scholars concerned about China's workplace, meeting the information needs of different groups. Our editorial goals are clear and firm: in the short term, to become the primary information source for international talents to understand China's workplace and entrepreneurial environment; in the medium term, to build a core community for cross-cultural workplace communication and entrepreneurial cooperation; in the long term, to shape a globally influential discourse system for China's workplace research and innovation and entrepreneurship practices.

Connection and sharing are the core values of WorkinChina. We hope that through this journal, we can gather global wisdom, break down cultural and geographical barriers, allow global managers to appreciate the charm of Chinese leadership philosophy, enable Chinese professionals to share career development experiences with the world, let scholars and practitioners jointly shape the future of the workplace, help international students and returned talents find a ladder for growth and fertile ground for entrepreneurship, and let global innovators and entrepreneurs realize their dreams in China. In this era full of differences and opportunities, workplaces and entrepreneurship arenas have become frontiers for civilizational exchange, mutual learning, and collision of innovative ideas. WorkinChina is willing to be a promoter of this great process, transforming local wisdom into global wealth, enabling global perspectives to empower China's workplace development and entrepreneurial practices, and letting every talent shine on China's workplace and entrepreneurship stage.

On the occasion of its inauguration, we sincerely invite you to join this feast of knowledge and ideas. Whether you are a senior expert deeply engaged in the workplace, an explorer new to the field, an international student with dreams, or an entrepreneur committed to innovation, WorkinChina looks forward to your participation. Share your experiences, contribute your research, and jointly write a new chapter in China's workplace development and innovation and entrepreneurship.

Let us work hand in hand to explore the infinite possibilities in China's workplace and entrepreneurship fields amid opportunities and challenges, build a bridge connecting the world for careers and entrepreneurship, and jointly move towards a more open, inclusive, and innovative global workplace and entrepreneurial future. Welcome to WorkinChina—here is your partner in career development, a gathering place of global workplace wisdom, and a gateway to infinite possibilities in career and entrepreneurship.

Founding Editor-in-Chief: Zheng Liwei

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