

實習生現身說法： Internship Programme Testimonial



Szymon Bielecki

Adecco首屆實習生

This program is definitely one of the most interesting internship offers I have seen in Taiwan!

In August this year, I joined Adecco as an intern, along with 4 others. The duration of the internship is one year. I am approaching the half of the program, as the 5 month of the internship will start in around a week.

This program is definitely one of the most interesting internship offers I have seen in Taiwan, due to

- a) The length- most internship programs last only 3 months, and are conducted usually during summer break
- b) The formula- this internship allows me to switch a department every quarter to find the best fit for me.

This is a great opportunity for a young person like myself to really find our place on the job market.

Great thing about being an intern in Adecco is that we are truly involved in the life of the company- we are given regular assignments, we are responsible for cases, we do participate in the social life of Adecco, including all the integration events, parties, etc. The only difference between an intern and an FTE, from my point of view, is the amount of hours spent at the company and the fact we do not get KPIs, or if we do, they are rather learning targets than sales targets, which allows us to focus on the training and development of skills rather than landing sales.

I am looking forward to the second half of the program, where I will likely rotate and try different kind of recruitment work, in different fields. This program is a special chance, and I am very happy I was given an opportunity to participate in it.

You are never treated only as an intern when it comes to work and responsibilities.

The biggest advantage of this program is that all interns can rotate to different teams quarterly. Under these circumstances, we can gain more industry knowledge and become familiar with the services Adecco provides.

If you ask me about my impressions after joining Adecco, a sense of accomplishment would be my answer. You are never treated only as an intern when it comes to work and responsibilities. The real duties that you take on are almost the same as FTEs in the company, and this is the most effective and efficient way to build up our fundamentals. "Learning by doing"

I believe for the next nine months in Adecco, I can learn more skills through this internship program and enhance my abilities to become a professional in the personnel industry.



Murphy Chiu

Adecco首屆實習生



Peggy Shih

Adecco首屆實習生

1年之間可以有4次機會轉換到不同部門，了解這個部門的運作方式以及各項產業型態。

在這個計畫當中，我認為最大的特點就是1年之間可以有4次機會轉換到不同部門，了解這個部門的運作方式以及各項產業型態。

然而我第一個接觸到的部門是薪酬管理，一開始Mentor帶領我了解公司與員工簽署的合約，並且學習其中條文如何向員工說明。並且針對Adecco與客戶端之間，如何收取費用，然後招募員工時，Adecco與客戶端各自應該遵守那些條款。比如：對於公司資訊保密、薪資待遇...等。

雖然在薪酬管理這個部門所做的事情看似瑣碎，但如果在未來是想要成為各大公司的人資專員，都必須要知道的基本知識以及經驗。

「在科技持續發展的世代，而我們關注的是人性。」
這是在Adecco的第三個月所體認到的事。

在這個實習工作職務上，要為電商、網路媒體、新創公司等，找到業務及行銷的人才。起初，得承認我在這個工作上吃了不少苦頭，大概因為是業務與行銷，所以人選比你更會講！在許多次碰撞之後，我意識到一個好的顧問，不只是必須具有識英雄的「慧眼」，而是在這個新興的數位內容產業中，具有高度敏銳的市場分析能力，甚至是每一次與人選的溝通，都要掌握住人性的需求及適時的關懷，展現出一個顧問的專業度與價值。而這些經驗，都成為我再次面對問題時，可以去修正以及改變的養分。

除了職務上的自我收穫外，這些成長的過程中，都有支持一切發生的力量，那就是從Adecco一開始的training，到現在幫助我慢慢適應工作上的環境階段，都有規劃性的安排。即便過程中會有些碰撞，也相信會因為持續努力而產生改變！



Sarah Cheng

Adecco首屆實習生

雖然工作跟課業的兩邊夾擊讓我很焦慮，但是在最後完成時的成就感也是不言而喻！

[INTERVIEW]

因為本來就覺得人資領域很有趣，所以當初看到Adecco招募實習生的廣告我馬上就投遞履歷，之後也順利的收到面試邀請函。

[ORIENTATION]

開工的第一個禮拜是密集的新人訓練，連續五天公司安排各個主管幫我們上課、講解公司的運作以及業務，原來我們公司囊括了各種人力資源服務內容，有正職招募、外包服務、短期約聘等等。當時雖然感到很累但是非常充實，我感覺我真的是來實習而非只是一般的工讀生。

[SWP2]

到了SWP2，我的mentor給我很大的自由去發揮，過程中雖然工作跟課業的兩邊夾擊讓我很焦慮，但是在最後完成時的成就感也是不言而喻，Recruitment相關要學習的東西還很多，未來我希望能夠繼續在SWP2深耕，繼續在人資領域學習。



Elisar Chang

Adecco首屆實習生