

## CHAPTER 4 RESEARCH RESULTS

### **4.1 In the new political and economic era, the Lotte Group has three new requirements for strategic talent allocation:**

There is no need to consider the origin of talent and its social system in the introduction and selection of strategic talents.

In knowledge structure and vocational skills, it is required to know or be familiar with the political policy tendencies and laws and regulations of the country of nationality and the country in which the project is located;

In realizing the goal of social value, it is necessary to have political wisdom and legal thinking, make use of the time and space environment, and take the most appropriate way to express the responsibility.

### **4.2 The strategic decisions made by the Lotte Group in 2017 to lose the Chinese market are mainly for three reasons:**

The top level strategic decision makers of Lotte Group have struggled for power and profits and failed to form a strong strategic decision-making team.

The decision makers in the enterprise are not united, so that the top stratagem decision-makers of Lotte Group have no time to take care of the changes in the external environment and make it difficult to make accurate strategic decisions.

The "dry government related army" incident led to a worsening of the leadership of Lotte Group, giving people the right handle, and making mistakes affecting the chain reaction.

### **4.3 From the analysis of Lotte Group, it is found that in order to ensure stable development of enterprises, transnational enterprises should cultivate political-legal strategic talents .**

The introduction and selection of the open type of transnational corporations suitable for the political-legal strategic talents should be carried out by enterprises.

Integrate the political-legal strategic talents into the strategic decision making team of transnational enterprises

Establish and improve the political-legal strategic talents and transnational enterprises to coordinate the "bundling" development model, improve the priority of political-legal strategic talents in the strategic decision of enterprises, and highlight the role of political-legal strategic talents in the strategic decision-making of enterprises.