



YXT Helps Retail Group Build an AI-Ready Organizational Knowledge System Through 300 Job Models

September 7th, 2026

An A-share listed retail group with multiple business segments, including supermarkets, bakeries, snack stores, and discount stores, and a nationwide store network, recently partnered with YXT.com Group Holding Limited (NASDAQ: YXT) to launch a job capability system reconstruction project through YXT's intelligent talent development platform. With AI capabilities, YXT is helping the company unify its capability language, improve job models, and establish a group-wide talent standards system, laying a foundation for organizational intelligence.

As AI moves deeper into enterprise operations, the key to enterprise intelligence is no longer simply connecting to a large language model. It is about enabling AI to truly understand a company's internal knowledge, job roles, and business logic. For large organizations, job capability systems are becoming an important foundation connecting organizational knowledge, talent development, and business operations.

As the retail group continues to expand across multiple business formats and new operating models, its previous talent evaluation methods and job standards, which were largely built on business experience, have become less able to support the needs of a multi-business, multi-role organization. Different business lines may define high-performing talent differently; some new roles lack clear capability requirements; and a large amount of knowledge related to outstanding employees, key positions, and business experience remains scattered across managers and business teams, making it difficult to form organizational assets that can be continuously operated and improved.

What the company needed was not just a talent management tool, but an organizational capability system that could capture knowledge, replicate capabilities, and support business growth.

From Job Model Building to Organizational Knowledge Accumulation

To support this goal, YXT helped the company build a group-wide talent standards system and systematically organize job capability requirements across different business lines. In the past, different departments could use different terms to describe similar capabilities, affecting capability assessment and talent development. With AI-powered semantic analysis, the platform can identify similar capability items and support the creation of a unified capability language system.

For new business roles in areas such as bakery and discount retail, YXT's AI-powered job modeling capabilities combine job responsibilities, business scenarios, and existing enterprise knowledge to assist in generating initial job capability models, which are then further calibrated by business experts. This helps transform job definition from a process dependent on individual experience into reusable organizational knowledge assets.

In the end, the company completed the development of more than 800 standardized capabilities and over 300 job models, forming a unified capability system covering multiple business segments and roles. This provides foundational support for future talent management and organizational intelligence initiatives.

From Static Documents to Business Infrastructure

The value of job models extends beyond talent management. They also connect talent assessment, learning and development, and organizational capability building.

During talent reviews, the company uses the unified job capability models as evaluation standards, combined with YXT's AI-BEI behavioral event interview tool to help generate structured interview content. This is helping talent evaluation move from experience-based judgment toward assessments grounded in capability standards and behavioral evidence. As a result, the talent review cycle has been shortened from three to five weeks to less than two weeks.

In talent pipeline development, the system can identify development directions based on job capability requirements and continuously track capability changes, providing data support for succession planning and employee growth. At the same time, job capability models are connected with learning resources and development paths, helping employees clearly understand role requirements, current capability gaps, and future growth directions.

As a result, job models are no longer static documents. They are becoming important infrastructure that connects talent development, knowledge operations, and organizational capability building.

In the AI Era, Job Knowledge Is Becoming the Foundation of Enterprise Intelligence

For AI to create real value, enterprises need a knowledge system that can be continuously accumulated, updated, and called

upon. Job capabilities, business processes, policies, procedures, and expert experience are all important components of enterprise knowledge.

Based on this trend, YXT continues to advance its intelligent productivity strategy, helping enterprises build intelligent knowledge systems that transform job capabilities, business experience, policies, workflows, and best practices into continuously accumulated and callable knowledge assets. These assets can further support AI agents in participating in role-based work and business processes.

The retail group's practice highlights the new value of job models in the AI era. It is not only an upgrade of the talent management system, but also a foundation for building organizational intelligence. When companies can continuously capture knowledge, replicate capabilities, and enable AI to understand how the organization operates, talent management can further evolve from a management tool into an intelligent productivity system that supports continuous enterprise development.

About YXT.com

YXT.com (NASDAQ: YXT) is a technology company focusing on enterprise productivity solutions. With a mission to "Empower people and organization development through technology," the Company strives to become the supreme provider in building and boosting enterprise productivity by combining over a decade of experience in tech-enabled talent learning and development and with AI-augmented task copilots and unleashing the power of knowledge and synergy. Since its inception, YXT.com has supported and received recognition from numerous Global and China Fortune 500 companies.