

Losing Money to Become a Tycoon: Starting with Games

Chapter 521: Injecting the Tengda Group Spirit

Monday, May 16.

The new Tengda Group recruitment season had officially begun.

This was already the second company-wide recruitment examination held by Tengda Group. Having gone through the process once before, the Human Resources Department was now thoroughly experienced, and every stage of the recruitment proceeded in an orderly fashion.

At the moment, candidates were taking the written examination. After that would come interviews, onboarding, the Tengda Spirit Compatibility Test, and a series of other steps.

Wearing a staff badge, Wu Bin stood outside the examination venue, watching the new wave of applicants with mixed emotions.

Time really flies.

Thinking back, his connection with Tengda Group could be traced all the way back to November of last year.

At the time, he had tried to poach Hao Qiong from Shangyang Games. After all his efforts, however, he ended up only making himself jealous.

So Wu Bin decisively signed up for Tengda Group's recruitment exam.

He successfully passed all three stages and officially became a Tengda Group employee.

After joining the company, he accomplished a number of meaningful achievements. The one he was most proud of was summarizing the Tengda Group Spirit and using it to guide the authors attending the Terminal Chinese Web Author Training Class.

This was probably the perfect example of *putting knowledge into practice*.

Looking back, in just half a year, his life had undergone earth-shaking changes.

Wu Bin couldn't help but sigh with emotion.

Compared to the previous recruitment round, there were obviously far more applicants this time.

That alone demonstrated how much Tengda Group's reputation and scale had grown over the past six months.

On one hand, the company had expanded into more industries and created more positions.

On the other hand, every position now attracted significantly more applicants.

Near the entrance to the examination hall, a young couple encouraged each other before going inside.

"Honey, good luck! You'll definitely make it!"

"You too. You've practiced those test questions for so long—you'll definitely pass!"

"Once we get into Tengda Group, we'll immediately rent a bigger apartment."

"Yeah! And after we get hired, we'll never have to work overtime again. I'll cook delicious meals for you every day when we get home."

"We're both going to get in! Good luck!"

After cheering each other on, they headed toward their respective examination halls.

Scenes like this played out all around the venue.

Most applicants had come alone, but many had brought family members with them. It almost resembled people seeing loved ones off to military service.

The bustling crowd outside reminded Wu Bin of the anxious parents waiting outside college entrance examination centers.

Then again, it made perfect sense.

For many of these people, the significance of Tengda Group's recruitment exam was probably no less important than the National College Entrance Examination.

It was a chance to leap through the Dragon Gate—to change one's life overnight.

Wu Bin couldn't help feeling deeply moved.

For many people, especially the residents of Jingzhou, becoming an employee of Tengda Group has become a source of pride.

The company's rapid expansion throughout Jingzhou had gradually extended into industry after industry, and the city's residents could clearly feel its influence everywhere.

Rumors about Tengda Group had become increasingly exaggerated.

Some people claimed that Tengda Group's salaries were extraordinarily high—at least double those of other companies in the same industry.

Others said the company's benefits were unbelievably generous, offering every reimbursement, allowance, and bonus one could imagine—and plenty that no one would ever think of.

Still others insisted that Tengda Group never required overtime, and that employees actually considered working overtime something to be ashamed of.

The most unbelievable rumor of all was that anyone who joined Tengda Group, no matter how ordinary or mediocre they had been before, would undergo a complete transformation in a remarkably short period of time.

Naturally, people outside the company remained skeptical of these stories.

Ironically, that only made Tengda Group seem even more mysterious.

The rumors were so outrageous that no one could tell which parts were true and which were fabricated.

Yet people's longing to join Tengda Group only continued to grow stronger.

More and more people were even willing to move from other cities just for the chance to secure a position at Tengda Group.

Wu Bin knew very well that every one of those rumors was, in fact, true.

They simply ran so completely contrary to common sense that people found them impossible to believe.

As the Tengda Group Spirit became more widespread, the vast majority of Tengda Group employees had grown accustomed to keeping President Pei's true character—and the company's exceptional salaries and benefits—a closely guarded secret.

This only deepened the outside world's misunderstanding of Tengda Group.

President Pei himself was so humble and low-key that, naturally, his employees became even more reserved.

Who would dare try to claim credit in front of President Pei?

If Tengda Group had achieved so much success, at least seventy percent of the credit belonged to President Pei. Everyone else combined could split the remaining thirty percent.

Batch after batch of people from different backgrounds and with different personalities passed Tengda Group's rigorous recruitment examinations.

Afterward, they all received the same training in the Tengda Group Spirit, gradually immersed themselves in its unique culture, and eventually became true members of the company.

Wu Bin himself had gone through exactly that process.

He had to admit, it was an incredibly fascinating experience.

Watching the bustling crowd outside the examination venue, Wu Bin suddenly realized something.

Tengda Group was quietly, steadily transforming the entire city.

And that transformation was taking place on both the material and the spiritual levels.

On the material side, Tengda Group continuously hired employees and provided them with generous salaries.

While solving employment problems, these well-paid workers also gained financial security, began spending more freely, stimulated the growth of other industries throughout Jingzhou, and raised the city's overall economic standard.

Meanwhile, Tengda Group itself kept expanding into traditional industries.

From Moyu Internet Café and Moyu Delivery to the recently opened fitness centers, the company was continually reshaping people's daily lives.

The impact of such an enterprise on a city was obvious.

But on the spiritual level, Tengda Group was changing people's way of thinking as well.

For employees, it cultivated a culture of working diligently while genuinely enjoying life.

It eased their anxiety and stress, breaking the vicious cycle of excessive workplace competition and burnout.

For consumers, Tengda Group promoted healthier lifestyles through businesses such as its internet cafés, deliveries, and fitness centers, serving as a positive influence on society.

Only now, looking back, did Wu Bin realize just how profound Tengda Group's influence had already become.

At that moment, he felt that he finally understood President Pei's ultimate goal.

Of course, judging from the current situation, that goal was still far in the future.

At present, Tengda Group's influence was still largely concentrated in Jingzhou.

Although it had begun expanding into places like Lin City, its overall reach remained limited.

Wu Bin guessed that this was because President Pei was treating Jingzhou as a testing ground, painstakingly building a complete and self-sustaining ecosystem there.

If it had been any other entrepreneur, they would have expanded Moyu Internet Café into a nationwide franchise, attracted outside investment, achieved financial freedom in no time, and begun enjoying life.

But President Pei had never intended to do that.

Clearly, money alone wasn't what he was after.

His ambitions were far greater—and far more difficult to achieve.

"So, as a member of the Human Resources Department," Wu Bin thought, "our responsibilities shouldn't end with our daily work."

"We should also take it upon ourselves to promote the Tengda Group Spirit, spreading it far and wide—not only among Tengda Group employees, but among the general public as well."

"Only then can President Pei's grand vision be realized more effectively."

For the first time in his life, Wu Bin felt an unmistakably clear sense of social responsibility.

In the past, he had been nothing more than an ordinary HR manager.

His days revolved around fulfilling his boss's orders—recruiting people, poaching talent, laying off employees, and negotiating salaries downward.

Simply making a living meant he could think only about meeting his employer's expectations and supporting his family.

As for a sense of social responsibility?

That had always seemed like something far too abstract and unattainable.

But after joining Tengda Group, Wu Bin no longer had to worry about food, clothing, or financial security.

His work was fulfilling and stable.

That gave him the freedom to pursue something beyond mere survival—to seek self-fulfillment and devote himself to work that genuinely mattered.

Most importantly, after spending so much time immersed in and inspired by President Pei's Tengda Group Spirit, he found himself eager—almost impatient—to share that spirit with others.

Just as he had once guided and answered questions for the writers at the Terminal Chinese Web Author Training Class, he now wanted to pass that inspiration on to even more people.

Wu Bin felt that he ought to become an interpreter of the Tengda Group Spirit.

Only then could he live up to President Pei's trust, recognition, and guidance.

. . .

6:00 p.m.

After finishing the day's recruitment work, Wu Bin had dinner at a nearby Moyu Internet Café before setting off for the Terminal Chinese Web Author Training Class.

Throughout the day's proctoring duties, he had been thinking about one question:

How could he fulfill his mission?

After giving it repeated thought, Wu Bin finally made up his mind.

He would write more comprehensive annotations on the Tengda Group Spirit.

Previously, through careful study of the Tengda Group Spirit, Wu Bin had already summarized several core principles:

- Work efficiently while emphasizing innovation.
- Obey leadership while maintaining independent thinking.
- Balance work and rest while keeping a long-term vision.

For a long time, this confidential document had circulated privately among Tengda Group employees.

It was strictly forbidden to post or distribute it on the company's internal forums or anywhere on the internet.

Wu Bin had also repeatedly stressed one important point:

This was not an official textbook.

It was merely one person's interpretation, intended only as a reference.

It should never be regarded as the one and only correct answer, nor should it be mistaken for President Pei's own thoughts.

One could only strive to get closer and closer to understanding the Tengda Group Spirit.

One must never assume that a particular interpretation represents its entirety and stop thinking any further.

Now, however, Wu Bin believed it was time to take another step forward.

Because the circumstances had changed.

For newly hired employees, even if they read his interpretation of the Tengda Group Spirit, it would still be difficult for them to fully understand or truly absorb it.

Compared with the veteran employees, they lacked one crucial advantage:

They had never worked directly alongside President Pei.

And in the future, they probably never would.

After all, as Tengda Group continued expanding into more and more industries, President Pei had an ever-growing number of responsibilities to handle every day.

The only people who regularly had opportunities to speak with him were the heads of each department.

Most new employees wouldn't even get the chance to exchange a few words with President Pei.

If they didn't even know what kinds of decisions President Pei had made, how could they possibly grasp the spirit behind those decisions?

Therefore, Wu Bin believed there was only one solution.

He had to provide far more detailed annotations explaining the Tengda Group Spirit.

His idea was simple:

He would record President Pei's words, actions, and achievements in writing.

By compiling them into a proper record, new employees could compare these real examples against the principles of the Tengda Group Spirit and, through President Pei's actual conduct, gain deeper and more accurate insights.

It was just like memorizing English vocabulary.

Words became much easier to understand when learned together with example sentences.

However, Wu Bin knew his own writing ability wasn't good enough.

Summarizing key concepts or listing important points was one thing.

But writing stories that were vivid, engaging, and authentic—stories that conveyed ideas naturally without sounding preachy or making readers feel lectured—required genuine literary skill.

So Wu Bin decided to visit the Terminal Chinese Web Author Training Class.

After all, he had once guided many online novel authors using the Tengda Group Spirit.

Surely some of them would be willing to join him in completing this great undertaking.

For example, Cui Geng, who had been deeply inspired by the Tengda Group Spirit and went on to write *The Butterfly Game*, seemed like an ideal collaborator.