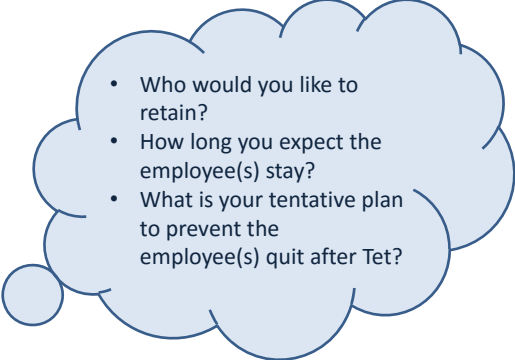






Practical Employee Retention Plans in Vietnam

Kim-Anh Le
Managing Director – Dynamic Consulting
Vice-President – VNHR

CEEC, 11 Jan 2016




- Who would you like to retain?
- How long you expect the employee(s) stay?
- What is your tentative plan to prevent the employee(s) quit after Tet?

CEEC, 11 Jan 2016

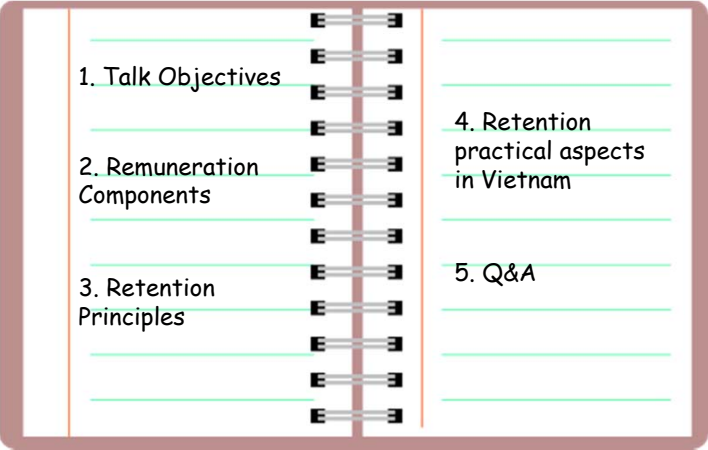
Talk Objectives

Share & learn practical aspects in retaining employees in Viet Nam, especially after Tet



CEEC, 11 Jan 2016


Agenda



1. Talk Objectives	4. Retention practical aspects in Vietnam
2. Remuneration Components	5. Q&A
3. Retention Principles	

CEEC, 11 Jan 2016

Remuneration Components



BASE SALARY


BENEFITS
PERKS

BONUS
INCENTIVE

LONG-TERM
INCENTIVE

CEEC, 11 Jan 2016

Retention Principles



Right Person


- Who need to retain at first priorities?
- What are his/her/their motivation needs?

Right Time

- The period that has highest risk of voluntary leave?
- The minimum years that you expect the employee(s) to stay?



Right Plans

- Which is the most appropriate remuneration component that can keep the employee(s) stay within that period?
- What are other actions that can keep them more engaged?



Practical Aspects in VN

CEEC, 11 Jan 2016



Employees Needs

Each level has different motivation needs, depending on ...

- Their age
- Their position levels
- Their career opportunities in the market
- Their generation
- Their background, their personal values, their ethnic culture

How much You, Your HR, Your Line Managers *know* about your target employees?

CEEC, 11 Jan 2016






Split bonus payment is most common practice in Vietnam, but sometimes it doesn't work for ...


- Workers
- Sales/ Marketing Manager
- Sales people

if ...

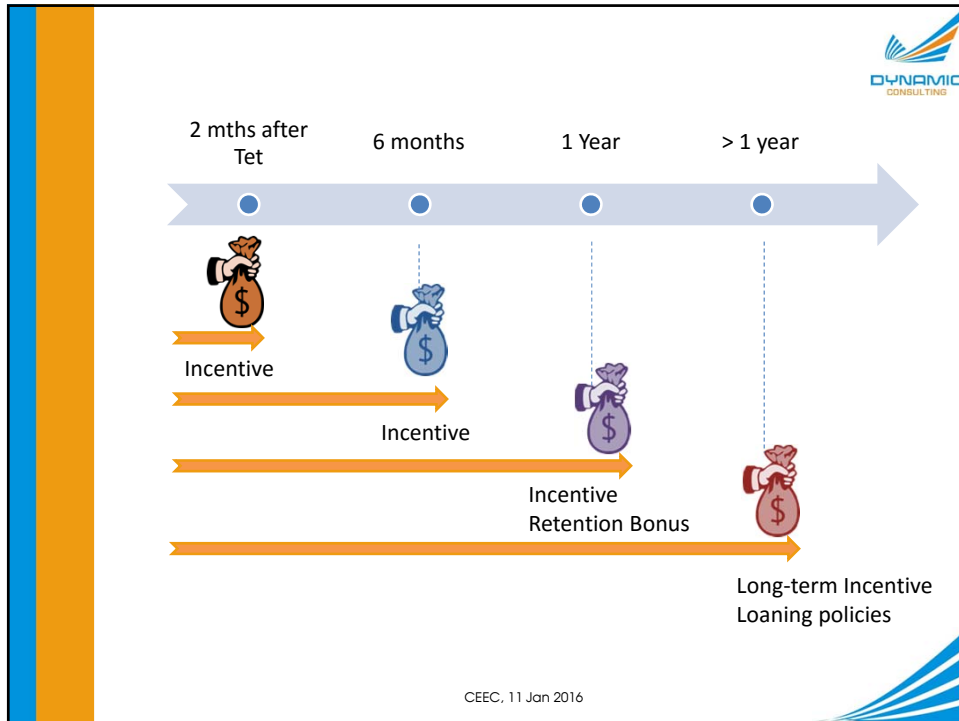
CEEC, 11 Jan 2016

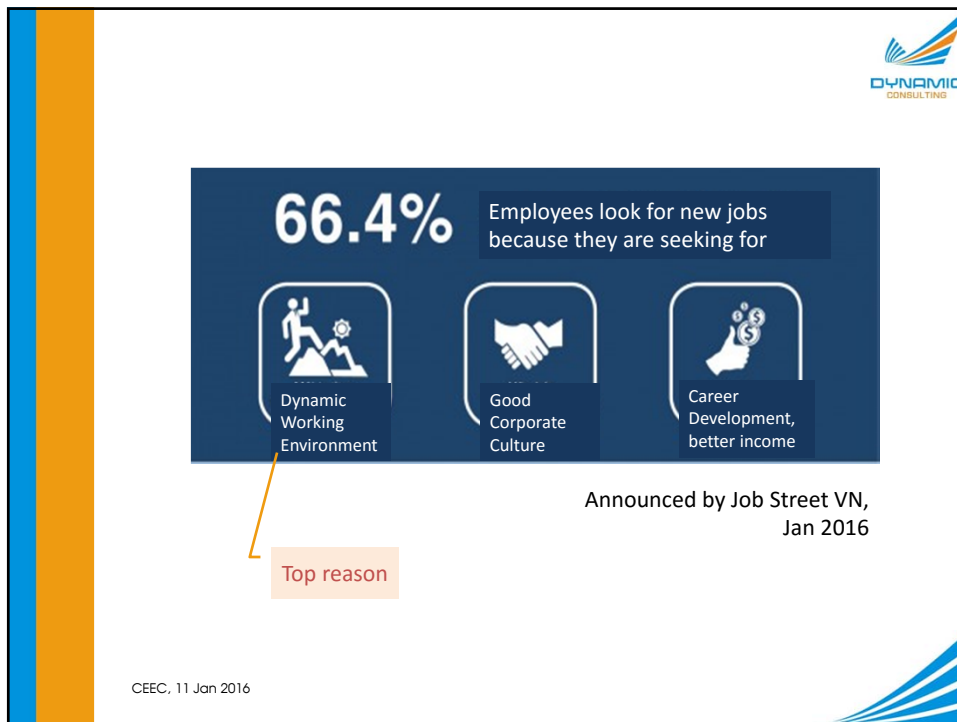
Other practices in VN to prevent employees quit after Tet



CEEC, 11 Jan 2016



The slide features the text "Employee Retention" in blue on the left and "Employee Engagement" in blue on the right. Between them is a large blue question mark and the word "or" in orange. The DYNAMIC CONSULTING logo is in the top right corner. The text "CEEC, 11 Jan 2016" is at the bottom center.



Employee Engagement

- ❖ *Clear Direction*
- ❖ *Fair Management Practice*
- ❖ *Interesting Job*
- ❖ *Flexible working time hours*
 - ❖ *Work Life Balance*
 - ❖ *Social Network*
 - ❖ *Career Path*
- ❖ *Reverse Mentoring*

CEEC, 11 Jan 2016

Conclusion



- ❖ One plan cannot control voluntary employee turnover rate for all companies
- ❖ Good Retention Plan is an integrated, appropriate and long-term solution
- ❖ It should start by identify your target employees and understand their needs

CEEC, 11 Jan 2016



CEEC, 11 Jan 2016

