

Adecco

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Retaining Talent in Vietnam Does One Size Really Fits All?

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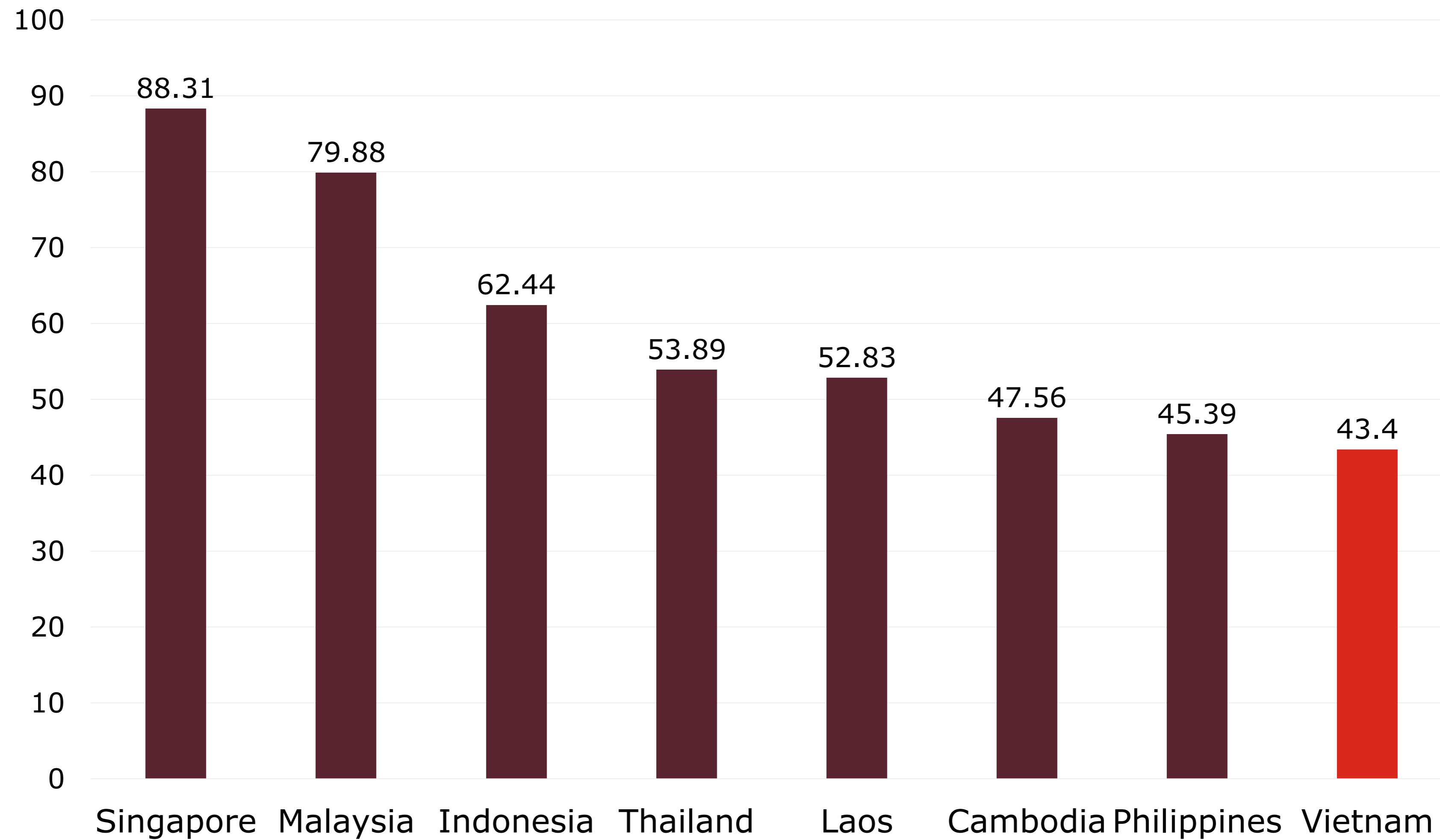
RETAINING TALENTS IN VIETNAM

1. Why People Quit
2. What Engage your Talents
3. How to Retain your Talents?

Why People Quit



Retaining Talents – South East Asia



* Source: Global Competitiveness Index 2019



89% employers
thinks employee quit for
better-pay

12% employees
actually quit for better pay

90% leaders understand the importance of retaining talents

25% leaders have strategic plan to retain talents



What Engage your Talents





**As an employee, think
& write down:**

1. Things you like about your company
2. Things you want to improve in your company

Does your Note includes

1. Things relates to work environment
2. Things relates to your colleagues
3. Things related to management styles
4. Things related to finance/money

Why People Leave

PULL FACTORS

being “pulled” by outside factors (e.g. better offers, personal plans,...)

PUSH FACTORS

related to their current job (e.g. poor relationships with manager/colleagues,..)

⇒ create the reasons for leaving

⇒ you can control this



A black clothespin is attached to a thin, dark string that runs horizontally across the upper portion of the image. The clothespin is holding a small, white rectangular card. The card is centered in the lower half of the frame. The background is a solid, light grey color. In the bottom-left and top-right corners, there are white, stylized geometric shapes that resemble the corners of a page or a frame.

**What about
your
workforce?**

- 1** Possibility of Professional Development
- 2** Friendly environment
- 3** Financial gratification
- 4** International environment

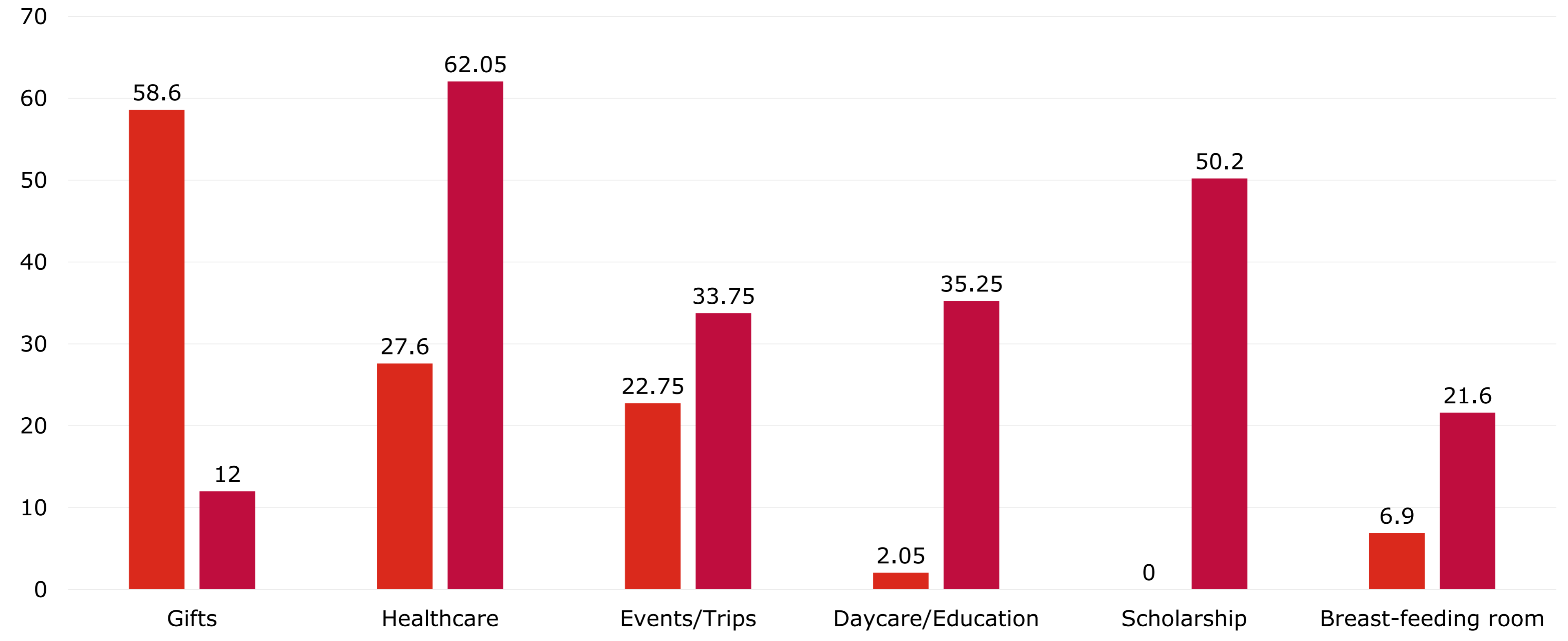
Most Important Factors for Millennial when Choosing a Job

*Survey conducted by
CEEC & AIESEC Vietnam*



Working Mums in Vietnam

2019 SURVEY BY ADECCO VIETNAM



Current benefit (%)



Desired benefit (%)



Retaining talents

1. ≠ Financial gratification
2. Your employees' needs throughout different life and career stages

The background is a rich, textured red fabric with deep folds and highlights, creating a sense of depth and movement. A large, white, stylized L-shaped graphic is positioned in the upper right quadrant, consisting of a vertical bar and a horizontal bar meeting at a right angle.

How to Retain your Talents?

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How to Retain your Talents?



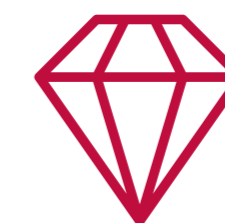
Develop Relationships that
Treat Employee as Individuals



Empower Workers to Develop
Networks within the Company



Close Communication Gaps



Consult with HR Experts

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Thank you!

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