



Human Resource **Management**

Ace HRM Team

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Introduction

- Our proposal is structured to support and advise your company of the best tools by using human resource practices that we believe will positively impact the Hanoi Hat Company.
- We have looked at the reward system currently in place, and we would like to introduce a specific reward strategy which we believe will help to drive your organization forward.



Consideration

- We have taken into consideration the following facts:
- South Korea is, to some degree a hierarchical society.
- South Korean's have a collective society, are loyal, and have strong relationships.
- A culture of working to live, valuing fairness, harmony and quality in their working lives is upheld.

(Insights, 2019) (business, 2015) (Miraz, et al., 2017)



Consideration continued

- The setting of rules avoids uncertainty.
- South Koreans are programmatic, long- term oriented society.
- Social norms govern South Koreans.

(Insights, 2019) picture courtesy (Depos, n.d.)



HRM Pathway

- Soft HRM approach
- Employees are assets
- The importance of looking after your staff to gain organisational commitment
- Hard HRM approach
 - No training or development
 - Hard/soft approach can be misleading

(Armstrong, 2006)



Ace HRM's Strategy

- Respecting Hanoi Hat Company values.
- Be Cultural Broker act as a bridge look at both sides.
- Staff values, diversity, and equality.
- Focusing on employees' personal skills
- Organisational excellence – “create a comparative advantage for the organizational performance”

(Casciaro, et al., 2019)



Ace HRM Approach

- To entice and preserve the number of employees.
- To foresee the potential problem of surplus or shortfalls in staffing.
- To develop a flexible and well-trained workforce.
- To lessen the dependency on recruiting externally.
- Improving and utilising people.

(Armstrong, 2012)



Traditional HR Planning

- This method differs from the traditional Human Resource Planning.
- Finding the balance between supply and demand forecasting.
- An important variance between the traditional and contemporary.
- HR plans.
- Business strategy

(Armstrong, 2012)



What is the point!

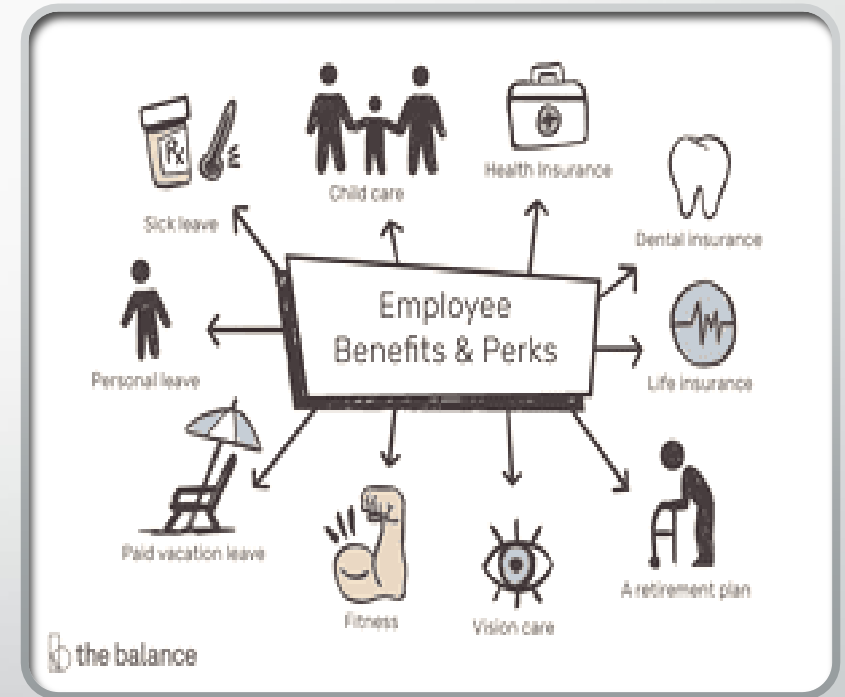
- It is questioned, is there any reason for these methods?
- Armstrong (2001) argues that in terms of a wide statement, proclaiming that even if all is attained, it is adequate enough to steer resourcing practices.
- Does this propose that any plans have to be flexible or cautious?

(Armstrong, 2012)



Reward Strategy

- Increase the basic wage for Hanoi Hat Company employees.
- Paid while training.
- Yearly Profit Related Bonus.
- Health Care Package.
- Introduce a sick leave policy.
- Observe all public holidays.
- Overtime pay



(Gross & Connor, 2008) (Hrinasia.com, 2019) (Chung, et al., 2014) picture courtesy (Doyle, 2019)



Benefits



- Reduce Employee Turnover.
- Employee Motivation.
- Higher Skilled Workforce.
- Employee Vested Interest.

picture courtesy (Trangnhung, 2016)





Questions



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