

**HRM Group Presentation
FEB 19.
INDIVIDUAL REPORT**

Module Code: LCMB7000

Student ID: 1812922

Lecturer : Mary March

Programme: MBA

YEASIN ARFAT

Introduction:

Vietnam was officially renamed as Socialist Republic of Vietnam in 1975 with "Ha Noi" as their capital. It imaged as a communist country after a long standing war with north Vietnam. It has a large demographic features with 9.6 Million of population where the growth rate is 0.93%. 60% of the total population is under 23 years old where 15% of the population are considered to be skilled.

Employment Law of Vietnam:

A true market economy , its openness and its extra ordinary economic growth in recent decades made Vietnam a highly rated country to invest.

Vietnam"s Labour law's and its implementation are in very good shape. it covers almost all aspects of labour relations in the work place . it relates with right to workers to the right to organise workers which includes labour contracts agreements , minimum working age and the minimum wages.

ABOUT HANOI HAT COMPANY:

HANOI HAT Company is a small company operating with a limited number of staff and was making basic hats. the General Manager and the line Managers were controlling the business from recruitment to productions sector.

Contemporary Reward Practice for The Hanoi Hat Company:

Bratton and Gold (1999, p. 238) defined reward in the following terms, "Reward refers to all forms financial returns and tangible services and benefits employees receive as part of an employment relationship."

The below statements will underline the importance of the reward Management

There are three Principals" Bratton and Gold (1999, p. 238) are to":

1. Attract and retain suitable employees
2. Maintain levels of employee performance
3. comply with employment legislation and regulations.

Persuading the line Managers to adopt the Reward Practices for Hanoi Hat :

- Reduce expenditure on wages and salaries over the long term
 - Hanoi Hat company can attract and retain staff to a more needed calibre, experience and qualifications.
 - Hanoi Hat can motivate their workers as to maximise organisational performance
 - to encourage particular types of employee behaviour they can put direct effort.
-
- they can train their old employees to develop their skills so that they can earn more salaries.
 - Hanoi hat can introduce a performance related pay increase to get more productivity from employees
 - They can generate a personal career plans for their employees.
 - Hanoi Hat can introduce a merit bonus for every Employees.

International sports ware company contract:

The cutters were used to paid piece rate basis where they can make a lot of money if they wanted to but the new contract brought many different designs so the cutters had to learn the new skills and for the complication cutters were producing less hat as a result their earning fall in dramatic way.

In this case the company can create a basic salary based employment to deal with the current dissatisfaction and also introduce a performance based pay rise to encourage the employees to work harder. This reward practice will solve the initial problem Hanoi Hat was having to compete in the global market.

Appointing a HR Manager:

appointing a HR Manager would be very crucial for the company as the company will grow bigger.
the recruitment process will be more sustainable and right people will be chosen for the right place.
more over the communication gap will be less between line managers and the employees .

The General Manager should hold a meeting with the line managers and explain how important it would be to recruit a HR Manager for the long term. when the company grows the responsibilities of the line managers will grow rapidly so it would be difficult for them to handle things like recruitment etc.

conclusion:

Hanoi Hat company Can link their performance Appraisal with their pay review in every year.
the company can promote some of their old staff to management level for a better understanding to the base staffs . or even create a level of team leader between management and the employees to reduce the communication gaps.

Although Reward programs is a task for every company to improve the productivity of the company , Hanoi Hat can adopt few of them to avoid the recent downfall and the general manager can uphold the importance of the reward program by doing a one to one meetings with employees and the line managers.

I think by taking these necessary steps Hanoi Hat company can easily compete in the global market and get success.

Reference:

https://en.wikipedia.org/wiki/Demographics_of_Vietnam

https://en.wikipedia.org/wiki/Communism_in_Vietnam

<https://www.roedl.com/en-gb/de/media/publications/brochures/documents/brochure-labour-law-in-vietnam-roedl-partner.pdf>