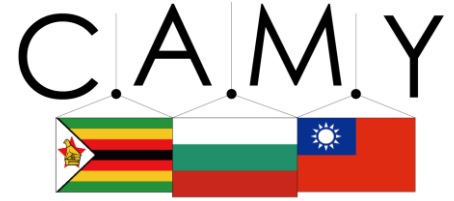




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Human Resource Management – Group Assessment

Presented by:

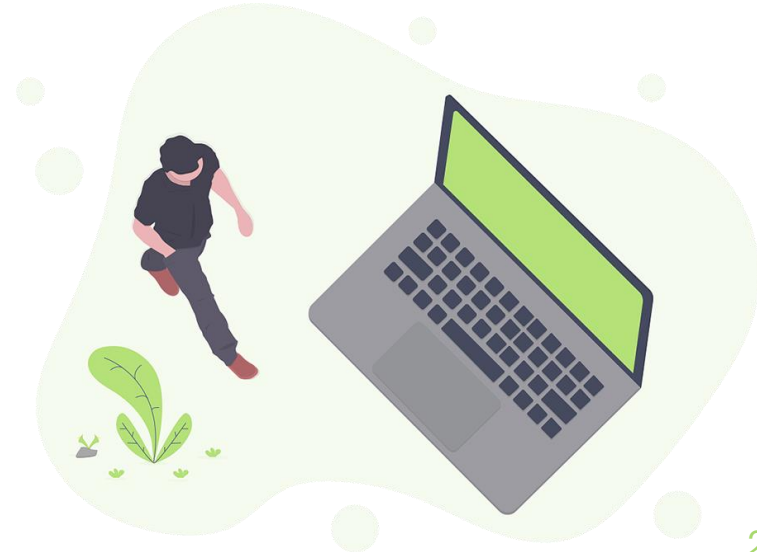
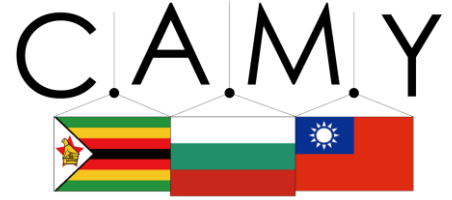
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30 April 2019



Outline

- Introduction
 - *Culture impact on the business*
- Hanoi Hat Company
 - *Current situation*
- Reward Management in Practice
 - The Importance of Rewards
- Human Resource Manager
 - *Benefits of HR manager to the business*
- *The General Manager*
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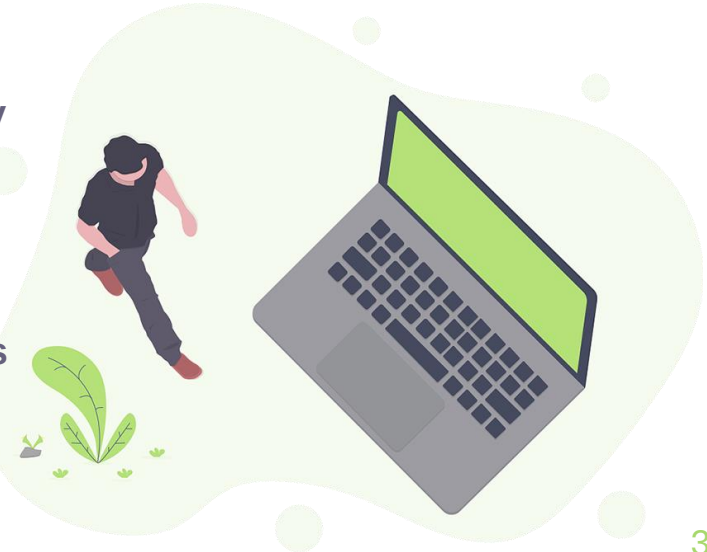


Introduction

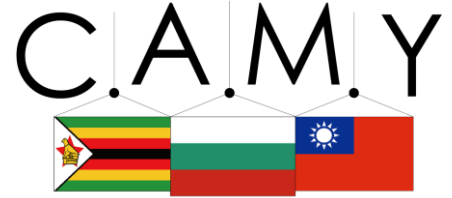
Vietnam is a unitary one-party socialist country where the **Hanoi Hat Company** is based. But Vietnam has gradually embraced its new era by actively participating in International business.

The **Hofstede Insights** has introduced the six dimensions:

- Power Distance Index (PDI)
- ✓ Individualism Versus Collectivism (IDV)
- ✓ Masculinity Versus Femininity (MAS)
- Uncertainty Avoidance Index (UAI)
- ✓ Long Term Orientation Versus Short Term Orientation (LTO)
- Indulgence Versus Restraint (IND)



Culture Impact on Business



Individualism vs Collectivism (IDV)

'the degree of interdependence a society maintains among its members'

- Vietnam scores low on this dimension (score of **20**): **loyalty** in a collectivist culture is paramount
- Any reward strategies implemented should consider: **Employer/employee relationships** are perceived in moral terms (like a family link), **hiring** and **promotion** take account of the employee's in-group'

Masculinity vs Femininity (MAS)

'the fundamental issue here is what motivates people, wanting to be the best (Masculine) or liking what you do (Feminine)'

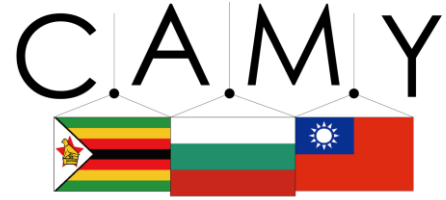
- Vietnam scores **40** on this dimension and is thus considered a Feminine society.
- The Reward Management for the Hanoi Hat should be based on “**working in order to live**” **mechanism** and to reach **work- life balance** for its employees.

Long Term Orientation vs Short Term Orientation (LTO)

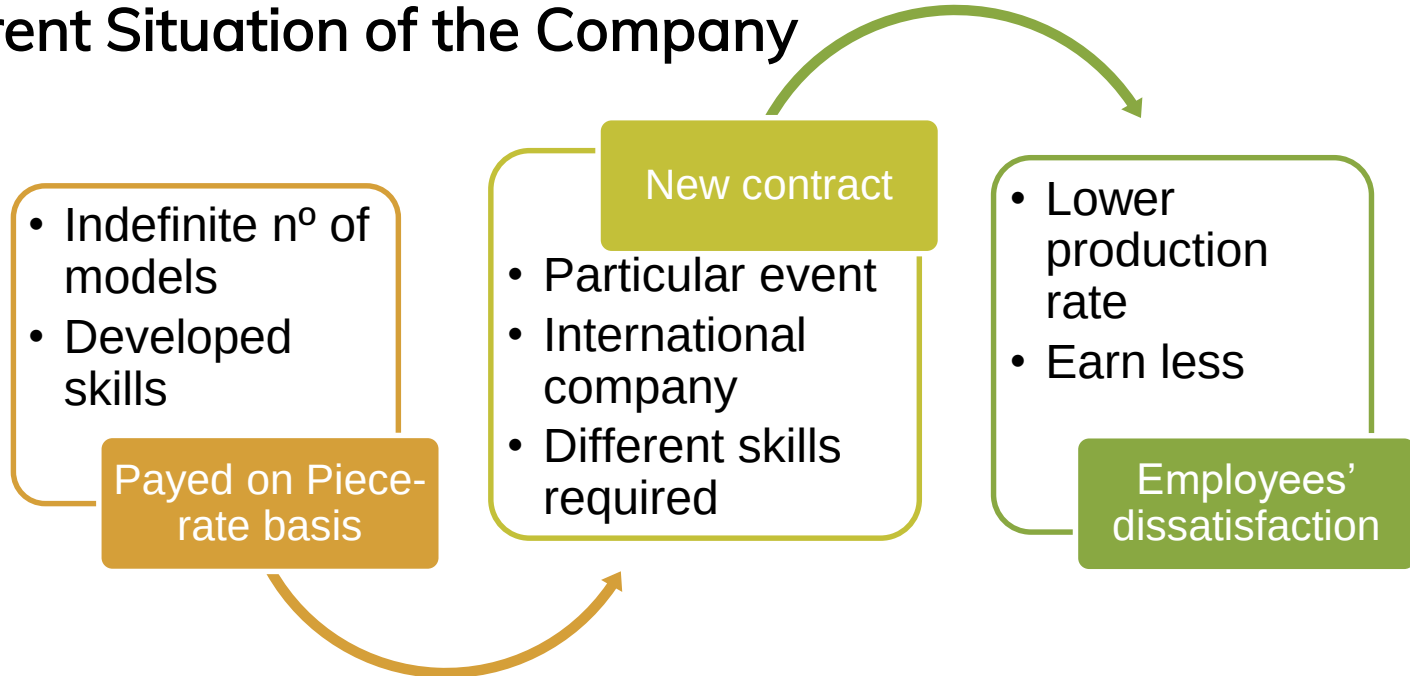
'how every society has to maintain some links with its own past while dealing with the challenges of the present and future'

- Vietnam scores **57**, making it a **pragmatic culture**: 'truth depends very much on situation, context and time'
- A more practical approach to consider Vietnamese employees' behavior is essential.

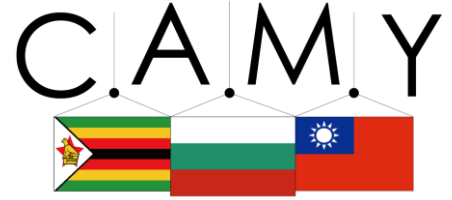
Hanoi Hat Company



- Current Situation of the Company



Reward Management in Practice (1)



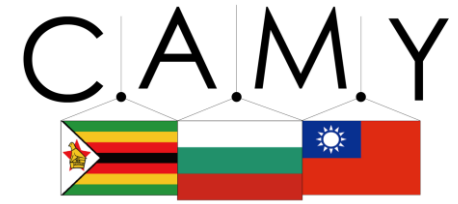
Reward Management

‘The processes of deciding how people should be rewarded and of ensuring that reward policies and practices are implemented.’

(Armstrong, 2014: 331)



Reward Management in Practice (2)



- Rewards are important source of motivation for employees when managed properly and under the right conditions.



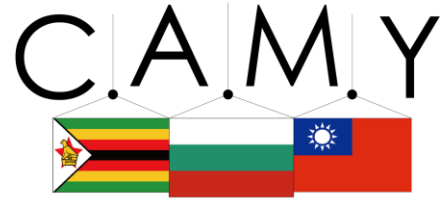
▪ Financial Rewards

- Extra Expenses
- Bonuses
- Daily catering service
- Health insurance
- Travel tours

▪ Non-Financial Rewards

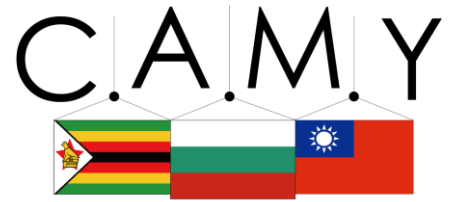
- Skills development
- Recognition rewards
- Merit rewards
- Better carrer opportunities

The Importance of Rewards



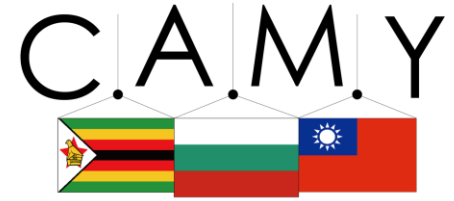
- Maximises the use of resources
- Practice of rewards adopts a multi-dimensional focus
- Make the organisation a great place to work
- Help to attract and retain high quality employees/add value to people
- Contribute to the motivation and engagement of employees
- Reinforces organisational values and achievement of its goals
- Involve stakeholders

Human Resource Manager (1)



- The new orders for the particular event are **not for a long-term project**, but it is possible that the contract could be prolonged in the future.
- Thus, hiring a **HR Manager** or having an **ownership** amongst the employees may facilitate long term focus

Benefits of HR manager to the business



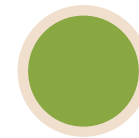
- Increasing the efficiency of administration office- they won't have to deal with issues of recruitment and dismissal.
- The line managers won't have to deal with other staff problems and could concentrate on their own tasks. They would work on their responsibilities for the good of the team.
- HR manager would help for the implementation of reward practices in the company. So, labour productivity would increase after the worker's satisfaction.



Efficiency



Promotes Team
work

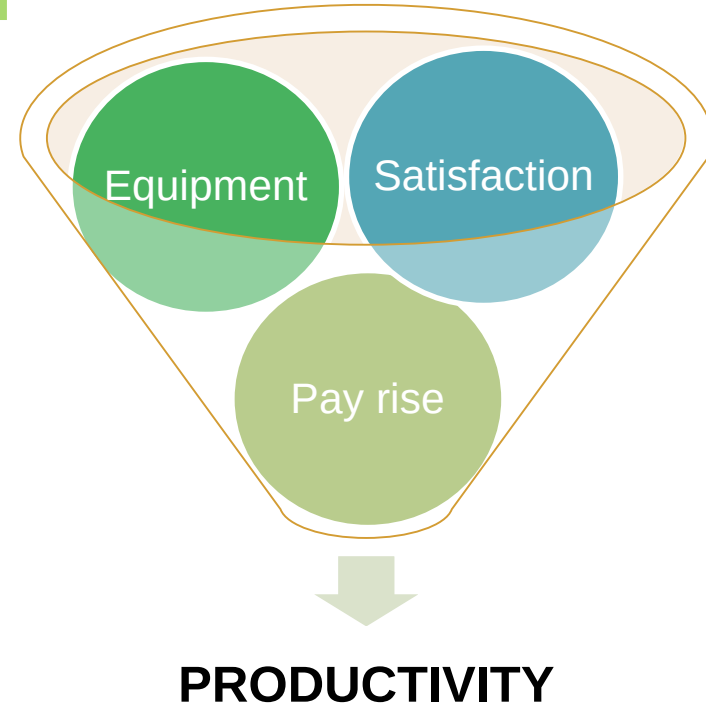


Enhances employee
interest in the
organizational
performance

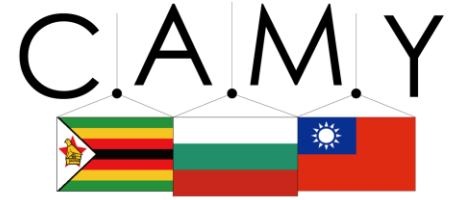
The General Manager

The General Manager should suggest:

- Investment in new and better **equipment**
- **Increase payments**
- **Satisfaction** for employees in different ways

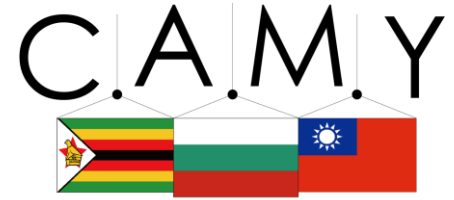


Recommendations



- Payments for overtime working hours
- Changing the way of payment
- Paid double-time wages on paid holidays
- Health care packages
- Vouchers for food and shopping
- Increasing holiday pay
- Receiving additional bonuses for achieved results
- It's necessary to recalculate the wages for the workers based on changed difficulty of production process.

Conclusions



- To retain and satisfy employees, Hanoi Hat Company should implement strong rewards



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Thank you for your attention!

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