

Let's review HRM system toward realizing sustainable development of company

HRM system assessment

★ Recommended to the companies which have issues like as below

- ♦ Subjective or biased evaluation result
- ♦ HRM system is designed to increase total HR cost year by year
- ♦ Salary system is not going along with employee's ability or accomplishment



Feature

- ♦ HR expert for foreign subsidiary will conduct assessment
- ♦ Propose ideas to HRM system issues
- ♦ Support improving system after assessment (under additional contract)

□ Purpose and over view of assessment

Conduct assessment to grade, evaluation and salary system to find issues and suggestions

Analyze each system

- ✓ Company direction, target
- ✓ Organization chart, role description
- ✓ List of employee(age, section, working experience..)
- ✓ Standards of evaluation, promotion, target management...
- ✓ Historical data of evaluation result
- ✓ Salary structure, table
- ✓ Historical salary data

Discuss assessment result report

- ♦ Issues relating to Grade system
Ex: Difference betw. Higher and lower grade is not clear, there is ambiguous grade
- ♦ Issues relating to Evaluation system
Ex: There is inconsistency betw. Expectation and evaluation items
- ♦ Issues relating to salary system
Ex: There are employees whose salary is higher than upper grade employee

□ Way to proceed assessment

Step1

- Sign NDA contract
- Receive data
- Confirm expectation to assessment

Step2

- Initial data analysis
- Confirm contents of data

Step3

- Analyze data
- Discuss issues and suggestions

Step4

- Discuss result report
- Discuss improvement plan

□ Assessment consultant



- Director at IMTC
- Former senior manager at Accenture Japan
- Experiences in production, railway, insurance, trading, logistics, retail...
- Came to Vietnam since 2007, leading training and consulting for more than 300 Japanese companies all over Vietnam
- Monthly issuing articles at NNA Vietnam
- Organizing HR related seminar for Japanese expats
- CPA in Japan

Hachiya Kenji

□ Assessment fee

Assessment

50, 000, 000 VND (before VAT)

Transportation

Round trip fee from IMTC office to project site (x 4 times)

Contact

International Management Training & Consulting

Contact: HN: Tel) 024.3222.2171, Mail) imtc_hanoi@imtc.vn,

HCM: Tel) 028.3551.1900, Mail) imtc_hcmc@imtc.vn

Address: Hà Nội: Room 302, 3rd Floor, #3, 115 Nguyen Khang Alley, Yen Hoa Ward, Cau Giay District., Ha Noi, Viet Nam.

HCM: Room 303, 3rd Floor, #29 Bach Dang, Ward 15, Binh Thanh District