

On-line ability assessment/ development: "Mind-set for work"

Toward integrating sense of value of creating result by organization's ability

★ to be utilized at recruitment and promotion decision, ability assessment and development of employees



Course feature

- Keep in mind each key points through test and explain until passing all the questions, not passively just listen on-line lecture
- Company can follow up studying by "action plan after studying" with referring "subject summary"

On-line ability assessment/ development: "Mind-set for work"

Each subjects focus on sense of value expected to be shared with Vietnamese employees

Subjects	Key sense of value to be shared
1 What is company?	Company is the place in which employees work together to provide product and service to customer. Based on the understanding that company's development is employee's development, employees are expected to be involved in company's business as a member of company.
2 Role & Responsibility of employee	Each employee is a member of company. Toward growth and development of company and oneself, employees are expected to enhance contribution to shared purpose and target, and improve themselves.
3 Work in team	Company is the place to work together. By working in team, company provides product and service to customer. By consolidating strength of each employee, the team can perform higher ability than just sum of each employee's ability
4 Open communication	Company is the place for work together. To make employees take harmonious action toward creating better product and service, it is necessary for all the employees to stand on the same understanding of situation and do work
5 Rule & Manner	Company is the place for work together. Company's rules or regulations are promises among employees toward creating comfortable collaborative working place. Enhance manner of employees to create comfortable collaborative working place without rules.
6 Operation standard	Operation standard is company's asset which is continuously improved thru failure or success in long years. Thus, operation standard enables creating higher result regardless of employee's ability level. Employees are expected to respect, follow and improve operation standard.
7 Respect for individual and fairness	Everyone has good intention like "I would like to make company better", "I would like to contribute to society thru my job". Respect individual" is to support those good intention to be realized. Fair ideas stand on entire company and future view (not on private or selfish view) are respected
8 Work from customer point view	All the jobs and things employees do will led to providing product and service to customers. When all the employees works from customer point of view, company can provide better product and service to customer
9 Kaizen mind-set for work	Under market economy, company which is not improved cannot survive. Some employee's improvement will remain as temporal result though, all the employees involvement to Kaizen will develop entire company's ability. All the employee is expected to do Kaizen while doing day to day work.
10 Take ownership over our work	When employee thinks their work is their own work, the employee will make the best effort, recognize issues and commit to result. Employee can consider their work as their own work, when the employee feels happiness in doing the work and like to do the work. Let's try to find joy from your work and make the work joyful.

Way of conducting on-line studying, and feature

Answer to overall question and read explanation

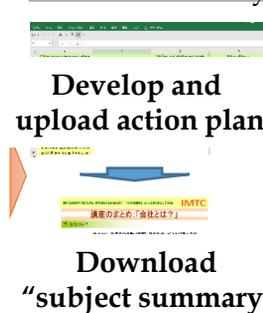
Answer to keypoint question and read explanation

Develop action plan after studying

Log-in



- Answer to questions by each keypoint (around 5) and read explanation
- Repeat answering to questions until passing all the questions



Course fee and registration procedure

Course fee (by each subject)

500, 000VND/ person (not include VAT)

Registration procedure

- After registration, login ID and password (valid for 3months) will be sent to the person who will study
- Managers who will check result can monitor status and confirm result through admin screens

Contact

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