

**FINE TUNE  
THE SUCCESS EQUATION**

# Changed HR landscape is changing the way we manage human capital and resources in Vietnam

## Recruitment challenges

The increasing globalization combined with ever increasing shortage of skilled workers and advances in technology have produced changes to recruitment practices in Vietnam and throughout the world. To stay ahead of competition, businesses are struggling to attract the best talents. How can they attract the best?

## Retention strategies

When accounting for the costs (both real costs, such as time taken to select and recruit a replacement, and also opportunity costs, such as lost productivity), the cost of employee turnover to for-profit organizations has been estimated to be up to 150% of the employees' remuneration package. There are both direct and indirect costs. Direct costs relate to the leaving costs, replacement costs and transitions costs, and indirect costs relate to the loss of production, reduced performance levels, unnecessary overtime and low morale. How can businesses implement retention strategies to reduce those high turnover cost?

## Organization restructures

Expanded businesses will make your existing organization structures outdated in the new context. M&As cause great changes in personnel, culture, structure and strategy. How can businesses maneuver their existing structures and cultures to fit in a new environment and strategy?

## HR function outsourcing

In the context of increasing globalization and competition, businesses are forced to concentrate on their core activities while eliminating and outsourcing their non-core activities. Many businesses indicate HR outsourcing as an effective part of their HR strategies. How can they find a trustworthy and reliable provider?

# Integrating local practices with international understanding

Globalization has changed the HR landscapes considerably. The global expansion of large companies have created demands for higher quality workforces and emerging of a new international workforce. Global competition forces businesses to switch from their non-core to their core activities, which defines the higher qualities and specialties of talents. Fast business expansion and development force companies to fine tune their business organization and compliance management system. The increasing number of M&As forces companies to restructure their organizations.

However, there exist obstacles for businesses like strong diversity in local cultures, laws and regulations, people, and infrastructures in general. And an equation that works for many international companies is International Practices, Local Understanding.

With NhanViet Management Group the equation that works is Local Practices, International Understanding. We have applied the equation to provide integrated services and solutions for companies in Vietnam & Indochina to maximize their HR capital and investments.

## Fact Sheet

**2003:** Established the company

**2008:** Acquired membership of Glasford International  
Established partnership with a global payroll service provider

**2009:** Incorporated Advisory department  
Incorporated Business Application into Technology department  
Rebranded VIPdatabase into VIPsearch

**2010:** Rebranded Nhan Viet into NhanViet Management Group, abbreviated as NVM Group

Visit [www.NVMgroup.com](http://www.NVMgroup.com)



# Since 2003, we have helped organizations to maximize their HR capital and investments

## Executive Search & Selection

Delivering search excellence through integrity of consultants' expertise in their practices and exclusive search methodology

## HR Advisory

Delivering excellence to optimize your HR functions and processes through consultants' expertise and commitment

## HR Insights & Research

Delivering insights into your employees and companies to optimize your HR capital and investments

## Payroll Outsourcing

Delivering excellence in payroll: accuracy, timeliness, security and compliance through system oriented consultants and advanced technology platforms

## HR Outsourcing & Interim Management

Delivering excellence to optimize your investments in staffing to run a business

*“ We have cooperated with Nhan Viet for years in human resources. Nhan Viet provides us very professional and client-oriented recruitment, training and consulting services. Especially, Nhan Viet always updates us with latest information about Labor Market, brings us perfect policies for human resource issues, help us build, improve and develop our staff. We are very satisfied with all services offered by Nhan Viet and strongly believe that Nhan Viet will be more and more developed. ”*

Mr. Cao Tien Vi  
Chairman of the Sai Gon Paper Joint Stock Company

*“ It's one year since we signed the payroll contract in Aug 2009. I can say that your service is outstanding and your support is very helpful for us during the tough set-up time of our company. ”*

Ms. Chau Doan Nhat Hanh  
Financial Controller - [www.cclind.com](http://www.cclind.com)

# We create values through Innovation, Professionalism and Contribution

## Innovation

Globalization creates constant changes in business opportunities and HR landscape. Constant innovation in services and solutions enable us to pro act on clients' needs and challenges. They can benefits from our constant innovation and improvements in methodologies, process, and service level.

*“ NhanViet Management Group HR Consulting services has been a great help to us in understanding more about our people via the process of capability assessment. This contributes much to our organization review. ”*

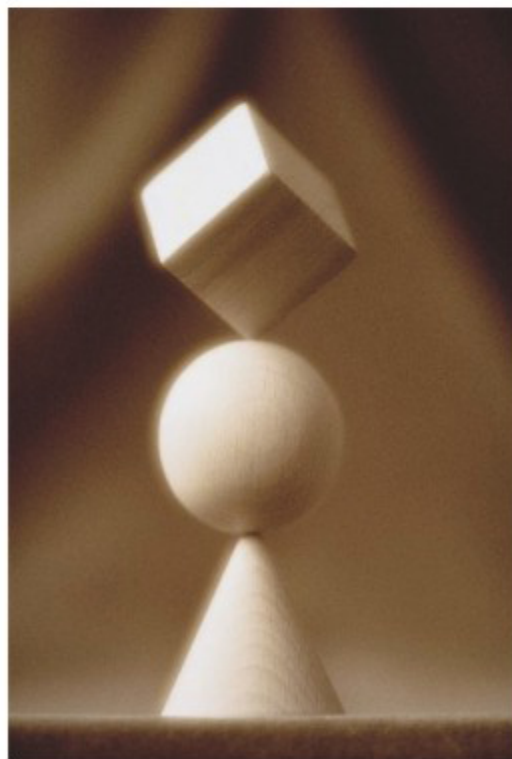
*Mr. Sigmund Strømme  
Chairman, Baconco Ltd.*

## Professionalism

Professionalism builds trust. If trust is not established, even the best solutions will be useless. Our consultants keep a consistent manner of professionalism throughout our entire consultancy and service delivery. The professionalism enables us to excel at every sophisticated assignment from clients.

## Contribution

Each client is unique! Addressing the key issues and fine tuning services and solutions require our consultants' experience and non-stop efforts. We do not ignore even the smallest issues as we claim it our duties to pro act on clients' upcoming issues and mitigate risks.



# People is our key asset

“All we can do is bet on the people we pick”

Jack Welch

Whatever HR landscape is changing, we need people to carry out those changes! Changes can come from the marketplace, our clients and from us. This strategy enables us to quickly adapt ourselves to changes and pro act on clients' needs and challenges.

NhanViet Management Group consultants are experienced experts in their fields, including:

- » Executive search specialists
- » Recruitment specialists
- » Organizational reviewers and designers
- » HR research specialists
- » Employee survey specialists
- » Payroll specialists
- » Tax advisors
- » Contract outsourcing advisors
- » Administration advisors

Our people own **T-shaped capability**:

- » Deep knowledge & experience delivering service excellence
- » Rich knowledge in the sectors and industries of Clients

“I am very satisfied with the payroll service provided by NhanViet Management Group. It really helps to release the admin burden for HR. Your people are helpful, always meeting our deadlines and proactive in providing supports.”

Ms. Nguyen Tue Khanh

Human Resources Manager - GE Vietnam





# Technology shapes our cutting edge

As an Integral HR Business Partner, we truly understand our clients' concerns of data securities, accuracy and timeliness for every outsourced tasks and assignments.

We have long leveraged our technology platforms to overcome clients' concerns, exceed their expectations and pro act in emergency cases the results of which affect our clients' businesses.

At NhanViet Management Group (NVM Group), we are leveraging and developing services based on the Cloud Computing platform including:

- » SaaS Software as a service
- » PaaS Platform as a service.

NhanViet Management Group implements multiple compliance and security measures that meet the highest industry standards.

- » Non-Disclosure Declaration
- » Data Security
- » Business Continuity / Disaster Recovery Plans

**Visit:**

<http://www.NVMgroup.com/en/our-technology>



Should you expect to explore how our equation can work for you, visit [www.NVMgroup.com](http://www.NVMgroup.com) or call us at +848 3847 9364

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