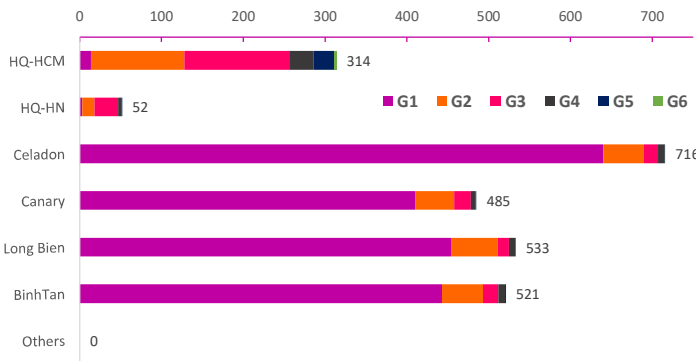


December-2019

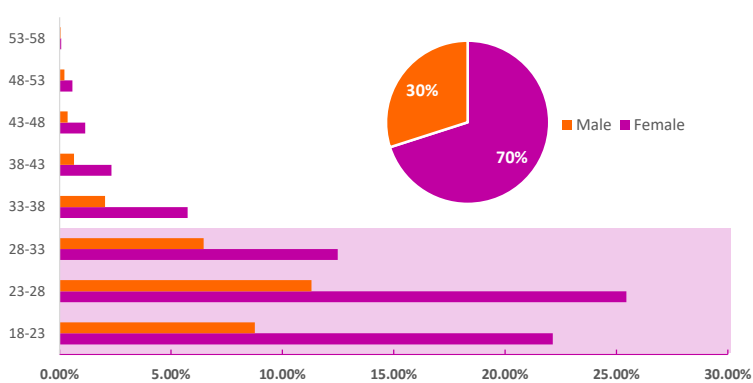
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Full-time employees

Working location



Gender

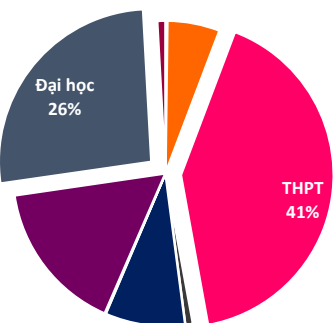
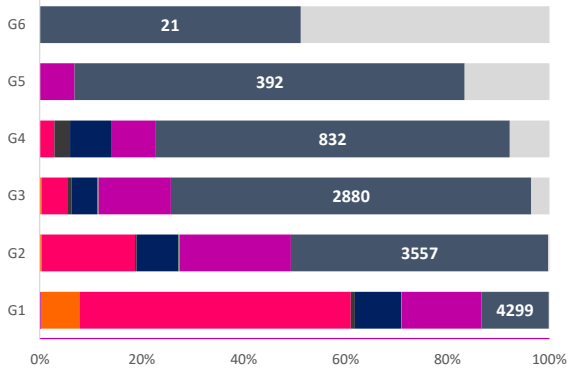


Seniority till Dec-19

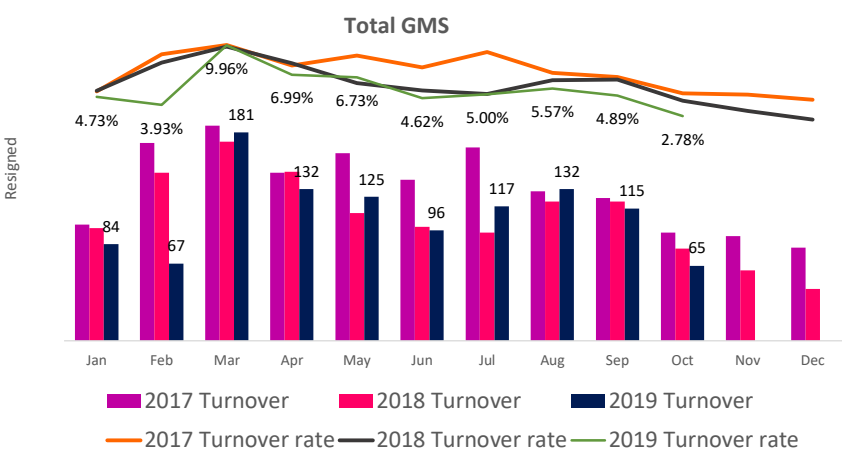
Seniority of resigns		Unit: Months of Serice					
	G1	G2	G3	G4	G5	G6	Average
Celadon	10.2	31.6	23.3	32.7	72.9	-	10.9
Canary	10.4	36.3	40.4	48.0	-	-	11.5
Long Bien	8.9	24.9	25.5	72.2	-	-	9.6
Binh Tan	7.9	25.7	18.7	25.0	-	-	8.8
HQ - HCM	8.5	14.4	24.5	26.6	40.3	88.9	18.5
HQ - HN	2.2	5.7	23.0	32.1	-	-	14.6

Seniority of current grade		Unit: Months of Serice					
	G1	G2	G3	G4	G5	G6	Average
Celadon	13.2	31.7	34.8	42.6	59.0	-	15.4
Canary	18.7	35.7	39.9	52.4	33.6	-	21.7
Long Bien	15.5	32.2	33.6	22.2	47.1	-	17.9
Binh Tan	16.8	29.0	35.8	45.9	44.8	-	19.2
HQ - HCM	11.9	16.0	22.1	32.4	41.7	16.3	21.9
HQ - HN	3.5	19.8	24.2	22.4	40.7	-	21.9

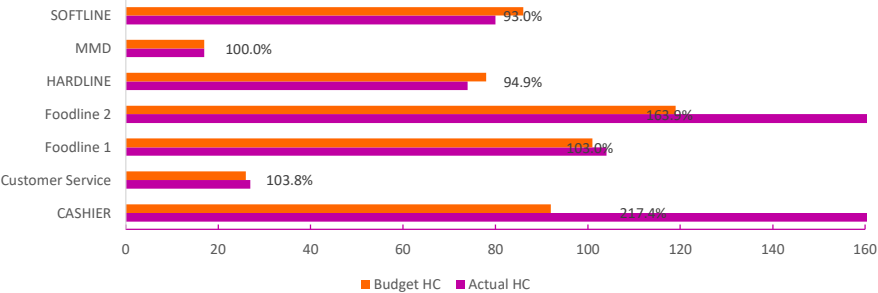
Education



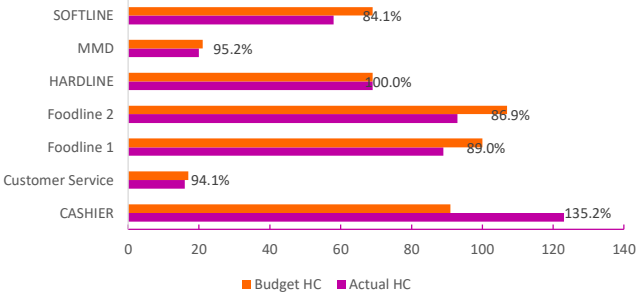
Turnover



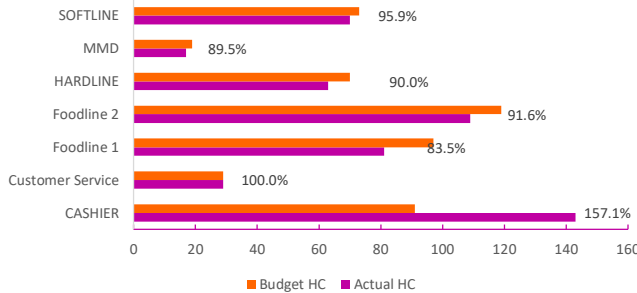
Headcounts - Celadon



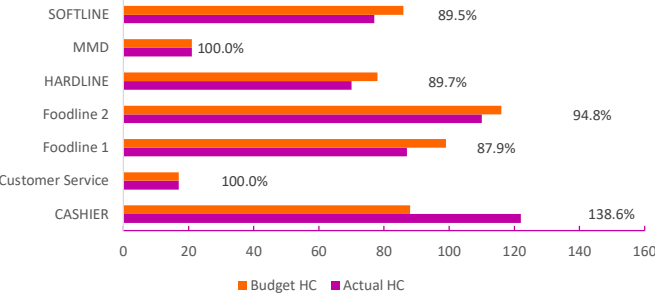
Headcount - Canary



Headcount - Long Bien



Headcount - Binh Tan



I. Highlights		II. In-depth analysis (Outstanding issues of Human resource depends on annual objectives)		III. Predictions & Recommended actions (Trends of part (II) and solution)	
1. Human capital & company performance	Human capital ROI	2019 focuses:	1. Employee Turnover Significant areas of issues Analysis & problems causation HR's actions & results	1. Macro economics analysis PESTEL analysis	2. Significant internal human resource trends Demographic shift Workforce Turnover Engagement
	Human Investment ratio				
	Population distribution by groups (working locations, age, genders, education, business units, contract category)				
	Headcount plan achievement rate				
	Hire rate vs exit rate				
	Vacancy rate				
2. Demographic & deversity	Requisition ratio (New vs Replacement)	2. Employee engagement	Engagement survey item report Significant areas of issues Analysis & problems causation HR's actions & results	2. Significant internal human resource trends	Demographic shift Workforce Turnover Engagement
	Employee tenure (avrg staying duration)				
3. Headcount & Internal Movement	Employee turnover rate	Engagement survey item report	Significant areas of issues	Engagement	Turnover
	Employee engagement & satisfaction				
4. Recruitment & Acquisition	Employee engagement index	Employee satisfaction index	Employee satisfaction index	Employee engagement index	Employee satisfaction index
	Employee engagement index				
5. Employee tenure & turn over	Employee engagement index	Employee satisfaction index	Employee satisfaction index	Employee engagement index	Employee satisfaction index
	Employee engagement index				
6. Employee engagement & statisfaction	Employee engagement index	Employee satisfaction index	Employee satisfaction index	Employee engagement index	Employee satisfaction index
	Employee engagement index				