



Human Resources & Training



OVERVIEW

40% have
Overseas
experience



Hire only **top 5%**
of candidates



Hundreds of
training courses
a year

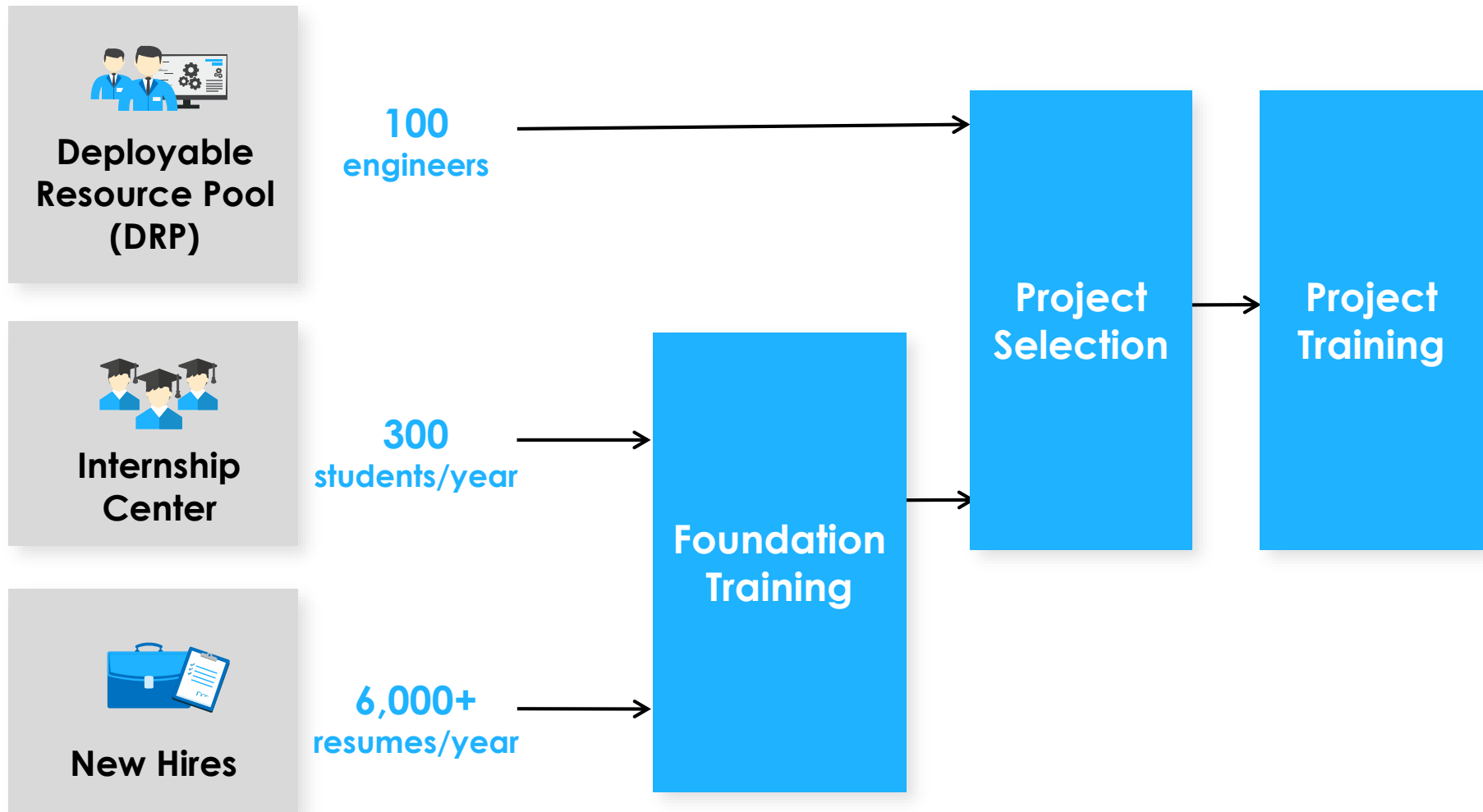


English is
working
language



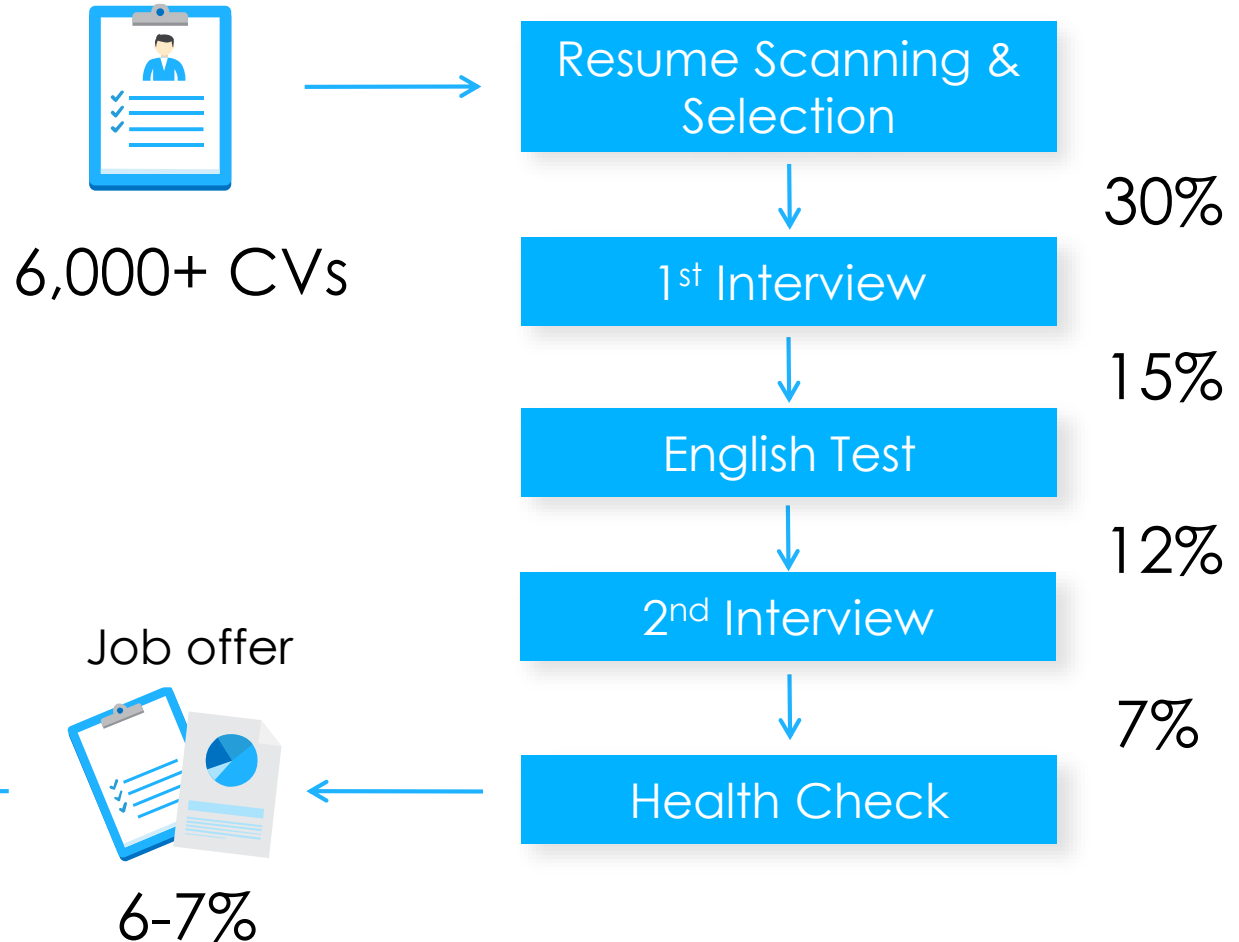
Frank & honest
communication

RAMP UP PROCESS



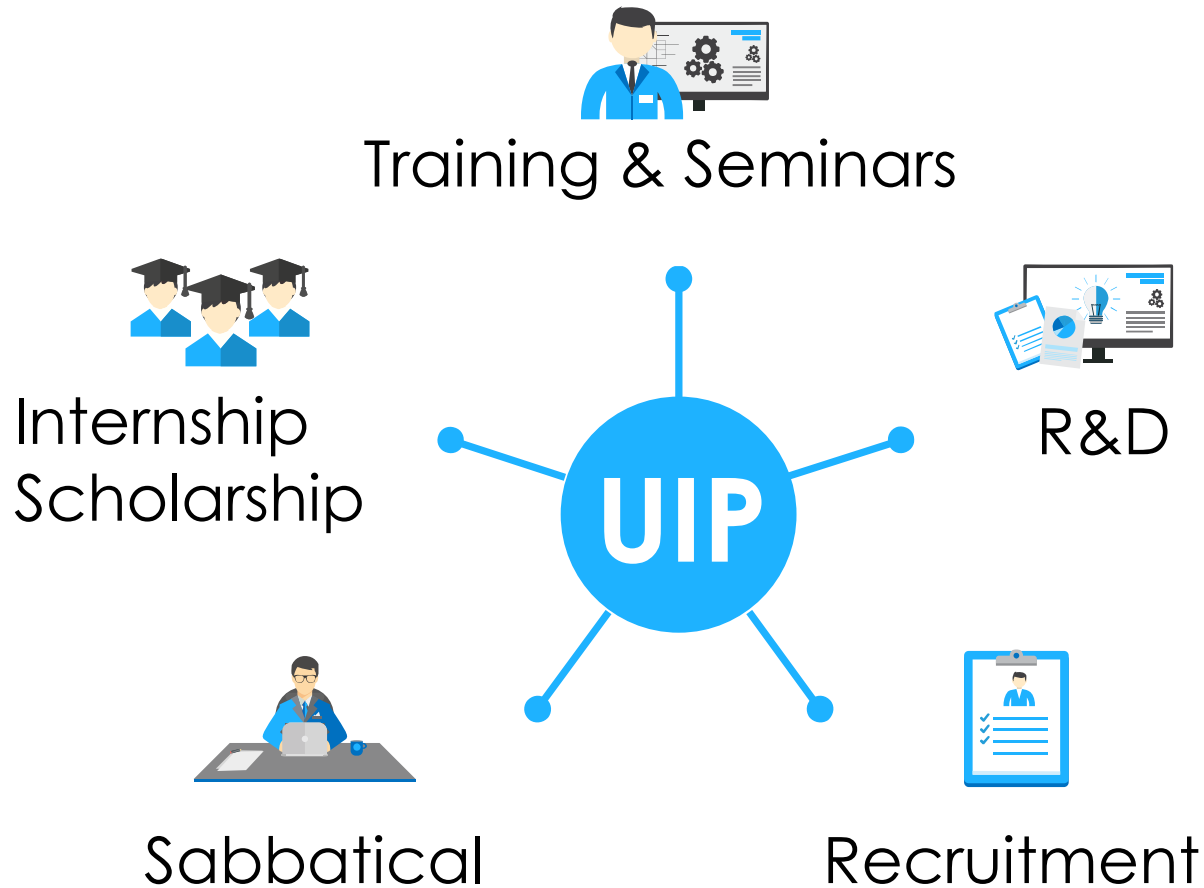
RECRUITMENT PROCESS

Only select the top 5% of candidates



| UNIVERSITY INTERACTION PROGRAM (UIP)

Collaborating with more than 20 universities in many activities



UNIVERSITY INTERACTION PROGRAM (UIP)

The Employer of Choice for top IT students



HUNDREDS OF COURSES A YEAR



Leadership

(Executive program, Change/Crisis management, Business planning)



Management

(Project planning and monitoring,
People management, Customer relationship)



Technical Skills

(Programming,
Telecom/Networking,
Mobile, Testing)



Soft Skills

(Presentation, Assertiveness,
Task management,
Languages)



Quality Process

(TUP Overview ,Peer review,
Unit test, Requirement,
Design , Configuration,
Estimation)



Foundation Training

(Common Technical Skills, Quality, Security, Policies, Work Etiquette)



New Hires

HOW TO RETAIN TALENT ?

The Employer of Choice

- Never lay off staff because of lacking business
- Attract 6,000+ resumes per year

Training & Career Opportunities

- Hundreds of training courses a year
- 40% have overseas experience

Competitive Compensation & Benefit

- Performance-based salary increase
- Competitive package (bonuses, health insurance, loan fund)

Open & Friendly Environment

- 20+ soccer teams
- 15 sport, music and hobby clubs
- 15+ CSR programs a year





Core Values



Respect

Treating others the way you want to be treated



Honesty

Being truthful to others and yourself



Commitment

We transform our promise into reality

Intranet.tma.com.vn/TMA-Core-Values/



THANK YOU

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