



YOUR QUALITY PARTNER FOR SOFTWARE SOLUTIONS



Human Resources & Training

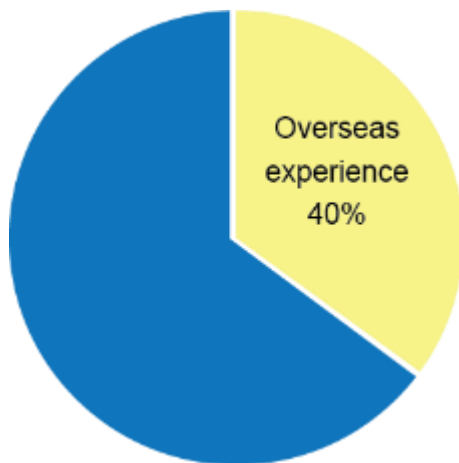
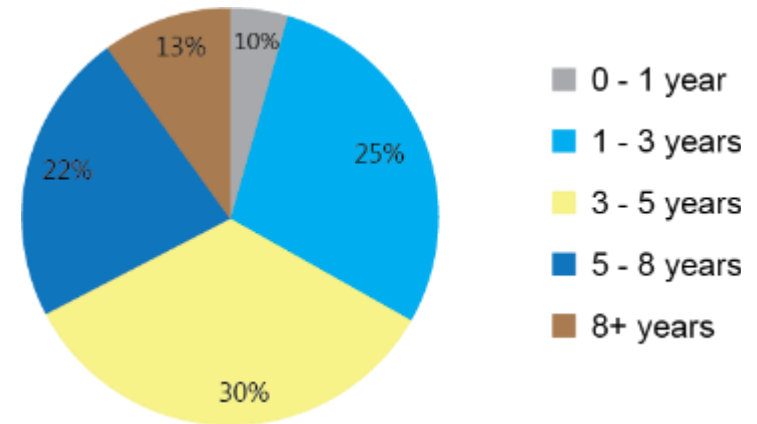
HUMAN RESOURCES & TRAINING

- ❖ Overview
- ❖ Ramp up Process
- ❖ Recruitment Process
- ❖ TMA Training Center (TTC)
- ❖ Student Development Center (SDC)
- ❖ University Interaction Program (UIP)
- ❖ TMA Learning & Leadership Center (TL2C)
- ❖ How To Retain Talent?



OVERVIEW

- Hire only top 5% of candidates
- 90% B.Sc, 10% M.Sc/PhD
- 40% have overseas experience
- 100% engineers can speak English

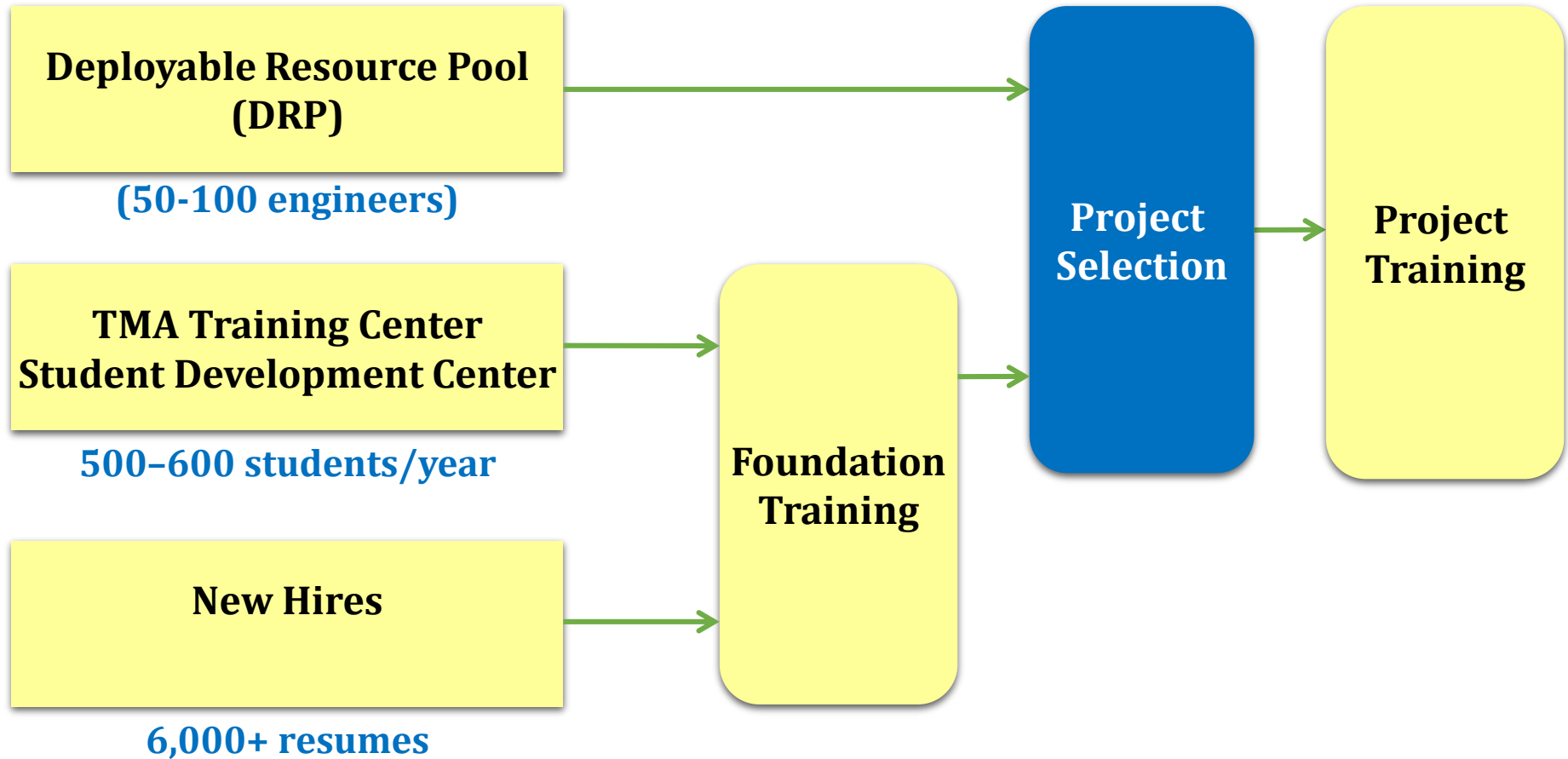


U.S
Canada
Ireland
France
Denmark
Belgium
Germany
Ukraine

Japan
Korea
India
China
Hong Kong
Singapore
Australia
New Zealand

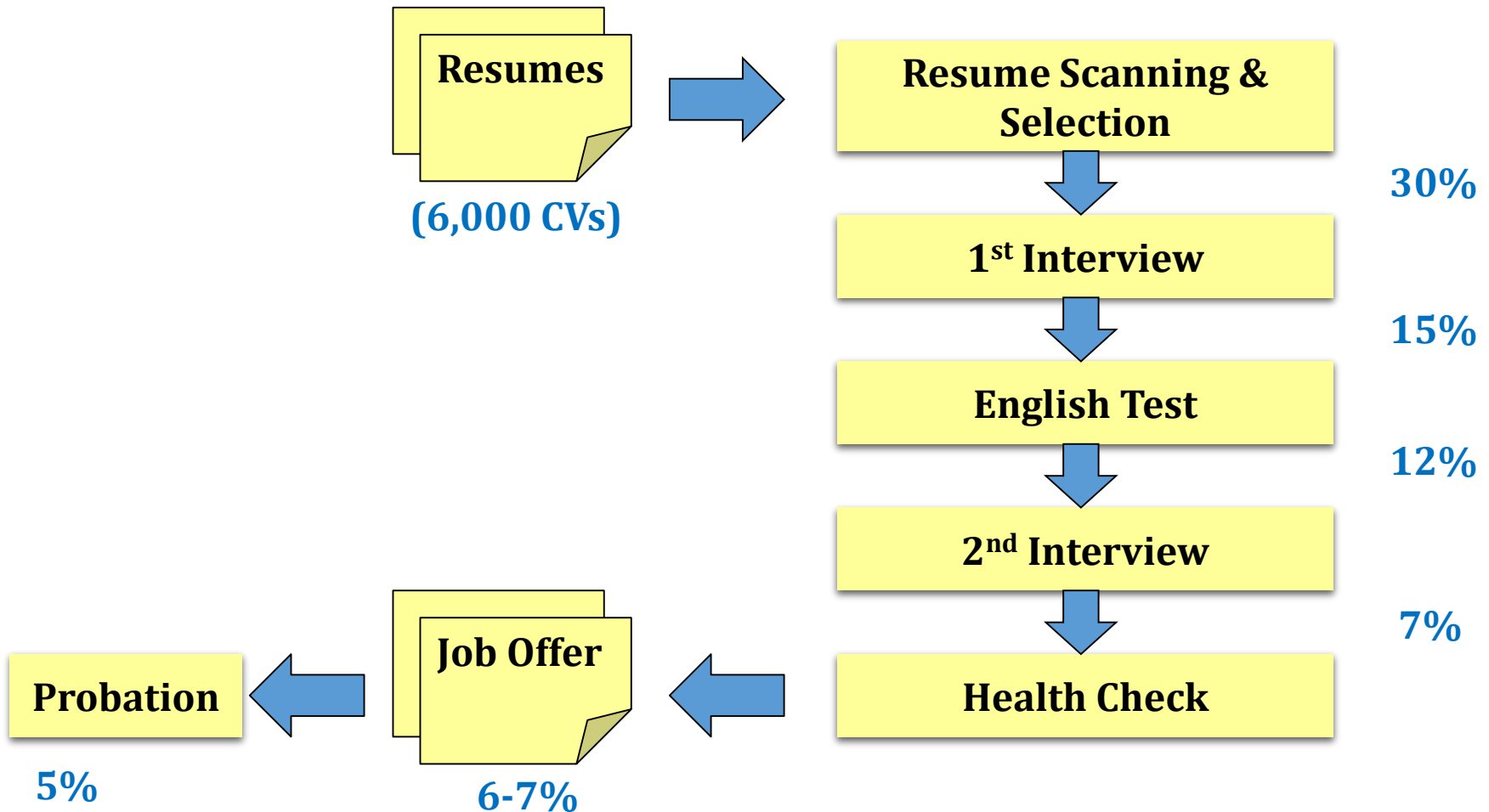
Indonesia
Philippines
Malaysia
Brunei
Turkey
Hungary
Brazil
South Africa

RAMP UP PROCESS



RECRUITMENT PROCESS

Only select the top 5% of candidates



TMA TRAINING CENTER (TTC)

Source of TMA' s quality resources

❖ Provide practical training to fill the gap between ICT graduates skill levels and TMA needs

- Technical skills
- Software engineering process
- Real experiences
- Soft skills
- Verbal English communication

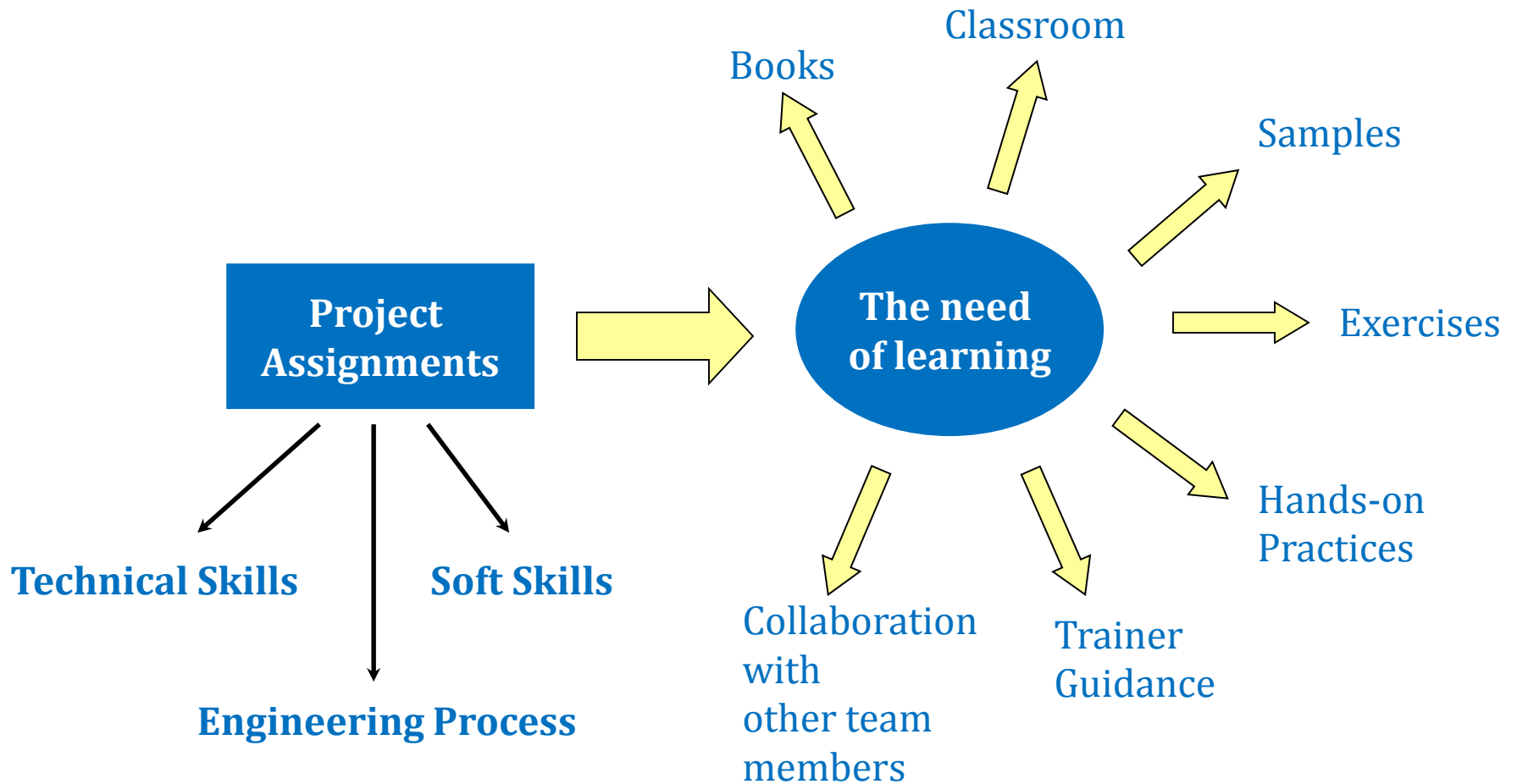
❖ 300+ students/year

4 main streams:

- ❖ C++ /Java/.NET
- ❖ Mobile Development
- ❖ Testing
- ❖ Networking Programming

TTC: TRAINING METHODOLOGY

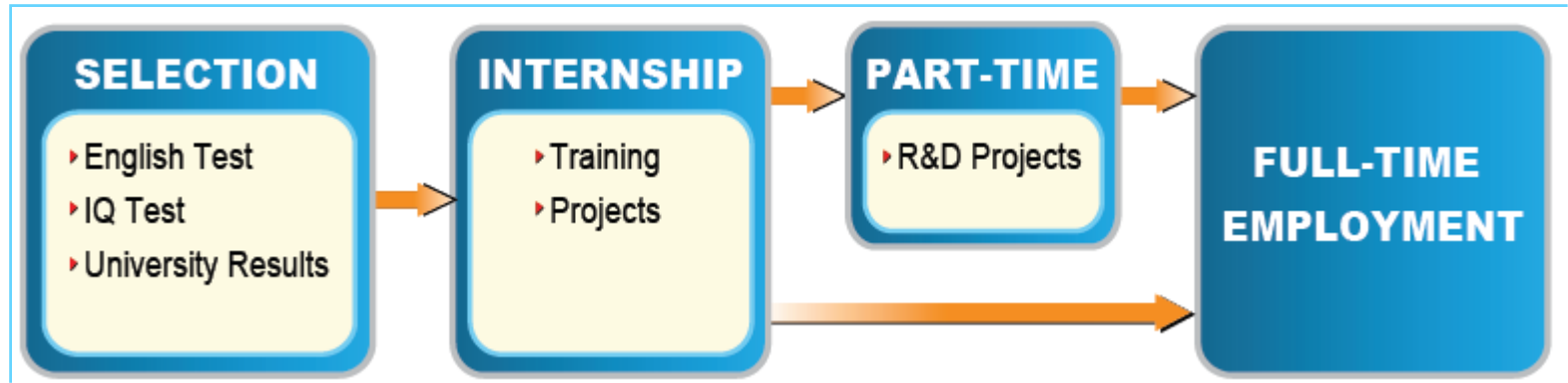
Environment to learn practical skills



STUDENT DEVELOPMENT CENTER (SDC)

Sources of TMA' s quality resources

- ❖ Provide environment to learn and practice in software projects
- ❖ 300+ students/year



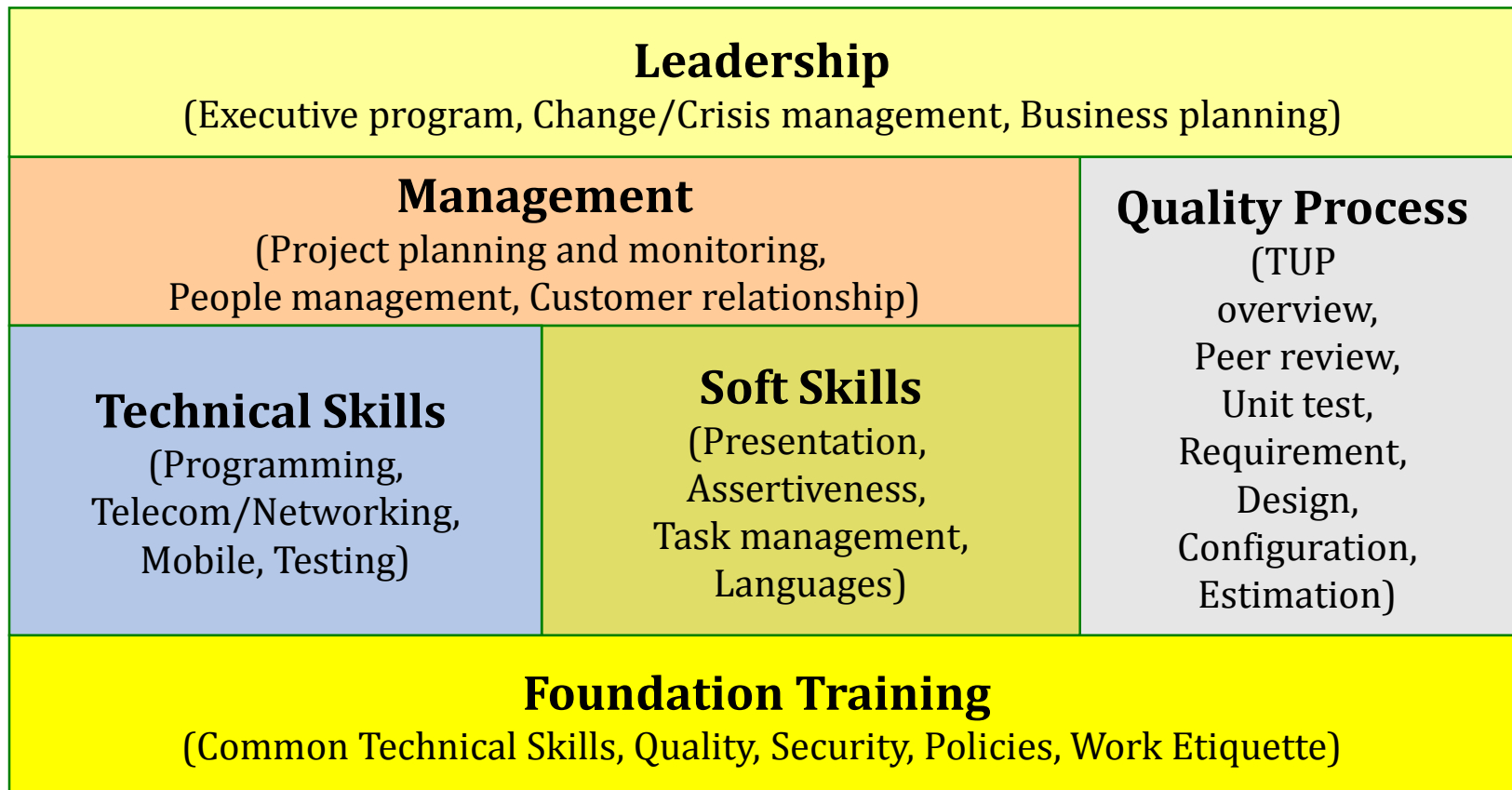
UNIVERSITY INTERACTION PROGRAM (UIP)

❖ Collaborating with more than 20 universities and colleges in many activities:

- Internship
- Seminars
- R&D
- Sabbatical
- Recruitment



TMA LEARNING & LEADERSHIP CENTER (TL2C)



New Hires

HOW TO RETAIN TALENT?

The Employer of Choice

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

Competitive Compensation & Benefit

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

Training & Career Opportunities

- Many internal courses
- 40% have overseas experience

Friendly Environment

- Open culture and many outdoor activities: *sport clubs, music band, field trips, etc.*
- Team building funds





THANK YOU !

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