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Human Resource Management for Female Employees in Hanoi, Vietnam
– Work Value, Perceived Organizational Support and Organizational Commitment –

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<Abstract>

We explore Human Resource Management (HRM) for female workers in Hanoi, using a questioner based method. We uncover the similarities and differences in HRM practices between foreign affiliated firms and local firms. We examine the differences between male and female white collar workers regarding work value, perceived organizational support (POS), and organizational commitment. Our results show that HRM practices for women are not significantly different between foreign affiliated firms and local firms. Female employees do not perceive HRM practices as being unduly important, nor do they regard the POS as much as their male counterparts.

<Keywords>

HRM Practices for Women Workers in Hanoi, Women Workers in Hanoi, Gender Diversity in Hanoi, White-Collar Workers in Hanoi, HRM Practices of Japanese Company in Hanoi