SUMMARY INFORMATION
ABOUT NEW CONTRIBUTIONS OF THE THESIS THESIS

1. Thesis title: "***Wage management in construction joint stock companies in Hanoi city"***
2. Specialization: Human Resource Management
3. Code: 9340404
4. Full name of the researcher: Truong Thi Tam PhD student Code: TSQT 0108
5. Full name of instructor: Instructor 1: Assoc.Prof.Dr. Mai Quoc Chanh
   Instructor 2: Assoc.Prof.Dr. Nguyen Thi Lan Huong
6. Training institution: University of Labor and Social Affairs
7. New contributions of the thesis:

Theoretically:

Firstly, Determine the theoretical framework of salary management in joint stock companies built according to the management function throughout from Planning; Implementation organization; Inspection and supervision; Evaluate and adjust.

Secondly, Based on the overview and qualitative research results, the thesis proposes a group of 09 factors affecting pay and then builds 09 hypotheses and research models to test the research hypotheses as a premise. for adjusting wage administration activities based on labor remuneration.

Thirdly, through qualitative research, the thesis adds 02 additional scales (each scale includes 03 indexes - Items) associated with two factors specific to the research construction joint stock enterprise and capital ownership factor. of the business

In terms of practice:

Firstly, the thesis uses a research method combining quantitative and qualitative with 05 situations, testing 769 (valid) observations to compare and cross-analyze views to clarify the causes behind them. after quantitative results and find new discoveries. The thesis results prove that there are 7 groups of factors affecting labor payment and salary management.

Secondly, the results of the thesis suggest businesses and policy makers to have management solutions to develop policies, improve governance capacity, and enforce the effectiveness of remuneration policies to ensure fairness to create incentives. capacity to improve labor productivity and work efficiency of employees.

Thirdly, the research model of the thesis is built for joint stock companies, which can be extended to the context of private enterprises, FDI or enterprises belonging to components, organizations, as well as the context of public enterprises other countries

Instructor 1	**Instructor 2**	**PhD Candidate**
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