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## The difficulties Vietnamese company managers are currently facing in the context of integration

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### Abstract

This article discusses about diverse troubles or difficulties of all scales that Vietnamese managers have to face and deal with in their daily business activities to solve the problems and bring about higher business performance considering the quickening pace of integration in their local and international business environment.

**Keywords:** managers, Vietnamese companies, integration context

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### 1.1. Challenges that managers today have to face in the context of integration

Becoming a leader or head of an organization is not easy. Sometimes we will encounter difficulties and obstacles. But that doesn't mean managers should give up. To adapt to those challenges, managers need to find appropriate skills and measures to lead more successfully.

Letting yourself adapt to a new environment is a huge change. However, not only at first, but over time we need to adapt to other changes in the working environment, which are entirely due to external objectivity. A leader's responsibility is to maintain a perfect spirit to adapt flexibly, stay calm and solve problems in every situation. Try to minimize the impossible problem, predict the chances that the problem will occur and prepare as best you can to cope with it.

#### 1.1.1 Unpleasant people

We as executives, leaders, and our attitudes and lifestyles really influence quite a few people, especially our employees and subordinates. Sometimes they will have bad attitudes, be unpleasant, uncooperative with us or just work for the sake of not paying much attention to their work. But, as a leader, you need to stay calm in the face of negative reactions and treat your subordinates tactfully and kindly. Don't pay too much attention to their negative words that affect your leadership spirit.

#### 1.1.2. Work pressures

In the work environment, pressure is an obvious part, so adapting and relieving that pressure will make our work easier than ever and bring high performance in work. Work for a long time. We are not like a machine, we cannot run on a long road without stopping, instead relieving stress will help us achieve the best possible efficiency and increase our productivity. Optimal efficiency than ever.

#### 1.1.3. When laying someone off

To become a manager, your responsibilities will include asking someone to quit, or you having to let that person quit. Be a smart administrator and remember to never let someone quit without thinking carefully, hastily, or making a hasty decision to get

things done or while angry. angry. We need to keep calm while making such internal changes to be beneficial to the organization or team you are leading. This will demonstrate your true leadership capacity.

#### **1.1.4. Communicate bad information**

As an administrator, we sometimes encounter bad problems such as loss of business assets or failure to meet the financial needs of employees. This is one of the sensitive issues so it is sometimes very difficult for us to communicate to receive understanding from them. Therefore, if you are a smart administrator, find a way to talk to them so that they realize the objectivity of the problem and sympathize with you as a leader. This is also one of the abilities to improve the management skills of a smart administrator.

#### **1.1.5. Keep the fire of enthusiasm burning in your work**

Even though we are the leader, sometimes we will realize that we are tired of instructing others. This is common in many administrators, and the first thing to do is find your source of motivation to revive your motivation. We should reflect on the journey we have gone through, the source of motivation, passion, or confidence that we chose on this path, then find the source of motivation and urge you to move forward. Don't make yourself more depressed by doing things that aren't useful. When administrators are tired of their work, their employees will not be enthusiastic about their work, so no matter how tired you are, bring a source of positive energy to your employees' work process. members and for yourself. Try to keep the fire of enthusiasm burning in the work you are doing, confidently exchange the ability to flexibly improvise at work with your belief in success at work.

#### **1.1.6. Cultural issues in the workplace**

The problem of lifestyle and culture is one of the problems we often encounter in a business or company. Sometimes you will find that it is difficult for an administrator to integrate with his or her own employees. We cannot talk or chat with our employees or sometimes there is something that makes us misjudge their abilities and makes them have an unfavorable view of us. Changing their negative thoughts and opinions about you is very difficult. However, if we judge based on the level of work and equality, it can be considered objective. We are leaders, so don't say bad things or make up bad things about your employees if you don't want them to leave us every day. If you want to work effectively, you must first demonstrate a cooperative attitude to your team, so they know that you are a truly capable leader.

#### **1.1.7. Be respected and loved more by everyone**

Sometimes, just because of the responsibilities you have, it will give others the opportunity to create doubt and jealousy because we are administrators, and sometimes what we do will not please everyone. Don't let those things make us confused or worried, but always be kind, respectful and focus on your communication skills to make them see that no matter what you do, you are the leader of the company. they also won't be able to change. Then over time, you will receive respect from everyone, making them truly admire your leadership skills and sometimes even receive the most respectful love.

#### **1.1.8. Maintain intense concentration**

In the work environment, sometimes it's easy to get distracted and not be able to concentrate on our work. Your employees will sometimes bother you a lot because of the nature of their work or deliberately push you into an awkward, inattentive situation. Employee work problems will sometimes make us feel unable to focus on our work. This is part of management, but you need to avoid wasting time by such small issues, always keep focused on the most important goal, do not discuss side issues that do not help. for work. Keep your best posture to calmly solve all your work problems. Focusing intensely on what must be done and not solving side problems that do not help the work.

#### **1.1.9. Communication problems**

Regarding communication, sometimes we encounter a situation where instead of replying to one person's email, the employee will send all the information to many people in the company at the same time. Or employees cannot keep up with work progress because leaders do not present all the information they need. This is probably something that every business or company administrator has encountered. So try to practice how to present your opinions as clearly and coherently as possible. This benefits the entire organization, not just you.

#### **1.1.10. Solve the clutter**

Sometimes you will encounter things like the shifting of responsibility between employees for a breakdown in the work they do. Or other more important problems are failures from projects at work that I am pursuing. Right now what we need to do is regain our spirit and think about how to make the next project/event a great success. But not collapsed or depressed about everything.

In fact, leadership is not just about coping with problems but also about shouldering a large part of the responsibility in work to achieve optimal management efficiency. When we encounter difficulties and challenges, the first thing is to think about how to solve the problem, only then can we become successful people. The path to glory will endure many hardships and hardships, but when you receive the results, it is very appreciable. No one can bring you success, only you can create a bright future for yourself.

#### **1.2. What are the ways to overcome the above difficulties, especially the situation in Vietnam?**

- Being under uncomfortable work pressure or mental pressure. Instead of sitting in one place for 8 hours, exercise more to reduce body pain. You can arrange to get up early to exercise or go to the gym after work. Act calmly and professionally, wish your employee all the best in his/her new position, and tell him/her that he/she will be missed. Find out the reason for leaving. There are many factors that cause employees to leave their jobs suddenly: salary, management, pressure and working environment. Investigate the reason before accepting or persuading employees. Listen to employees' opinions. The difference between an authoritarian manager who does not know how to listen, understand, or sympathize with employees and a democratic manager who is able to listen and receive feedback from employees and the work they do what he's doing, including key customer

relationships.

- Let us try to convey bad news as honestly and clearly as possible. Disappointing things happen all the time, but what matters is how we share news about them. This is also one of the capabilities to improve the management ability of smart administrators. But if you hide it yourself, it's easier for employees to guess terrible things. When they are uncertain about their future, they paint a bleak picture. Therefore, deliver bad news to employees when necessary and avoid panic. Ensure that employees have all the information necessary to support the company and contribute to its future success.

- Suggest changes to some tasks and seek harmony. Try to work with new people internally, try to get permission from your boss, and work on an upcoming report or presentation with someone you feel comfortable with. Outside the company, it could be a supplier or customer with whom you have a close relationship. Find a colleague with whom you can talk, you want to devote yourself to your work.

- Know how to motivate employees when the boss feels they are having difficulties and create a comfortable working atmosphere, which not only wins the respect of employees but also improves work efficiency.

- Company regulations and instructions to guide and raise awareness of all people about the importance of cultural behavior in the community. We may not be able to adapt to a group of people who talk too much, you may underestimate your employees, but no matter what happens, you still have to take responsibility. Changing employee behavior is an extremely difficult task for us, but at least you are laying the first bricks for forming appropriate behaviors and lifestyles. If you don't want your employees to gossip, don't badmouth them to anyone. If you want to work effectively as a team, you must first show a cooperative attitude to your team.

- After understanding the causes of disagreements among employees, leaders and managers need to know how to develop appropriate solutions. This will help establish the company's internal culture, develop and promote higher work efficiency, and clear and transparent benefits for each employee. The manager must declare to the employee that although the jobs are the same, there will be a difference in salary. Managers need to know how to control the process of exchanging ideas among employees. After employees make suggestions, managers need to clearly point out the pros and cons of that opinion, so that employees clearly understand what aspects of the problem they are actually raising. At that time, the manager is the one who agrees and gives the final opinion, avoiding the situation of employees discussing and reaching the final result.

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