

CASE STUDY

WORKFORCE MANAGEMENT AT SCALE

Semiconductor



INDUSTRY

Semiconductor Manufacturing

COUNTRY

USA

KEY RESULTS

 **1,000+**

Workers managed
monthly

30% » 10%

Annual turnover rate
reduction

 **100%**

Onsite workforce
management support



Stable Workforce for
Production Continuity

CLIENT INTRODUCTION

A leading global semiconductor manufacturer headquartered in the United States, operating a large-scale manufacturing facility in Southern Vietnam with stringent requirements for workforce quality, operational continuity, safety, and compliance.

CONTEXT

The client required a dedicated onsite workforce partner to:

- Maintain a stable workforce to support production demands.
- Respond quickly to workforce fluctuations during peak and low-demand periods.
- Manage workforce performance, productivity, and retention.
- Ensure strict compliance with labor regulations, EHS requirements, and factory standards.
- Reduce administrative burden and workforce-related risks.

SOLUTIONS

HR OUTSOURCING

- Deployed a dedicated onsite management team at the factory.
- Managed the full workforce lifecycle from recruitment to daily operations.
- Oversaw attendance, productivity, performance, employee engagement, and retention.
- Supported EHS compliance, risk control, and workforce governance.
- Implemented flexible workforce planning aligned with production requirements.

"Manpower is a global company with professionalism, ethical conduct in business, strict adherence to industry regulations/ RBA / local law with safety standards and continuous improvement efforts to drive for operational excellence."

Client's Leadership Team

CLIENT FEEDBACK



4.9/5



"They are transparent. Manpower shares the detailed information always and the information is well explained and trustworthy."

Client Feedback from Manpower's Quarterly NPS Program

WHY MANPOWER VIETNAM?



17x

Most Ethical Company
by Ethisphere

130+

Industry-specialized
consultants nationwide

10,000+

Associates
managed annually

OPTIMIZE WORKFORCE OPERATIONS

From staffing & outsourcing to recruitment and payroll, Manpower helps organizations build agile, productive, and compliant workforces at scale.

[EXPLORE HR OUTSOURCING](#)



ABOUT MANPOWER VIETNAM

Backed by 78+ years of global expertise and 18+ years in Vietnam, Manpower helps organizations solve workforce challenges in the changing world of work.