

***Doi moi* and the transformation of employment relations**

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This paper attempts to examine the relationships between economic reform and employment relations (ER) transformation. It seeks to strengthen understanding of the evolution of ER from a traditional Socialist model towards modern Human Resource Management (HRM). Key to such an understanding are macro level factors, such as economic reform and changes in employment policy, and micro level factors, such as managerial roles, enterprise interests, response to market demand and the response, initiative and implementation of government policy.

Factors influencing the adoption of new ER practices are not solely at the firm level but influenced by ideology, firm interests, market and state. The effective study of ER transformation not only involves the investigation of ER practices but includes an examination of the macro level context within which the practices are implemented. Therefore it is necessary to study the relative significance of, and interaction between government and enterprise factors in explaining the trend towards the adoption of HRM practices in Vietnam. It also requires a full understanding of the ideological, political and economic context.

Key words: economic reform, employment relations, human resource management.