

# **Building a salary management program at Will Tech Vina Co., Ltd. Bac Ninh**

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**Abstract:** In the context of increasingly fierce competition, building and implementing an effective salary management system has become a decisive factor for the sustainable development of enterprises. This study aims to propose salary management solutions for Will Tech Vina Bac Ninh Company Limited through theoretical research on salary management combined with an analysis of the current situation. Accordingly, the study provides supporting tools to optimize the salary management system, enhance labor productivity, and maintain stability in the working environment. The expected results of this research not only contribute to improving the salary management process but also have practical applicability for other organizations.

**Keywords:** Salary management, Will Tech Vina Co., Ltd. Bac Ninh, system optimization