

## **Tet Bonus**

The Lunar New Year is coming, which is an opportunity for employers to show appreciation to their employees for the past year's work and to encourage their efforts for the next, through Tet bonuses. Depending on the business's success and each employee's contributions, employers might decide to offer cash or gifts. This is always a touchy issue in the days before Tet and can make many people happy and many others disappointed.

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Some businesses thrive and reward employees with huge bonuses, both commensurate with their contributions and to retain talented people. These workers, it is hoped, will then work and devote themselves to their jobs for another year. Yet businesses that only reward employees with gifts can face a great deal of criticism from staff, even if the decision to do so is a sensible one for the employer.

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This presents a dilemma for employers who may not be in a position to offer large bonuses. If the business both needs happy and committed employees to survive but cannot afford to offer significant bonuses, what should be done?

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What is the purpose of giving Tet bonuses?

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How are bonuses calculated?

What should an employer do if there is not enough money for a large bonus?