

Zoho People Plus ROI Guide for Vietnam

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1 Introduction to Zoho People Plus

Zoho People Plus is an integrated HR suite combining talent acquisition, core HR management, payroll, employee engagement, and analytics. It automates HR processes, ensures compliance with Vietnam's labor laws, and enhances employee experiences. Tailored for Vietnam's SME-dominated economy (98% of businesses) and digital landscape (73% internet penetration in 2024), it offers a cost-effective, cloud-based solution for managing a dynamic workforce [1].

1.1 Key Features Relevant to Vietnam

- **Talent Acquisition:** Streamline recruitment with job postings, applicant tracking, and assessments, integrating with local job portals like VietnamWorks.
- **Core HR Management:** Manage employee data, onboarding, attendance, leave, and performance, compliant with Vietnam's Labor Code (e.g., social insurance, PIT).
- **Payroll Processing:** Automate payroll with statutory deductions (PIT, social insurance), supporting VND and local bank integrations.
- **Employee Engagement:** Surveys, collaboration tools, and feedback mechanisms to boost retention in Vietnam's competitive job market.
- **Customizability:** APIs for integration with local tax systems or payment gateways like ZaloPay.
- **Affordability:** Priced at \$10/user/month (monthly) or \$9.50 (annually), 245,000 VND/user/month (24,500 VND/USD, September 2025), with a 30-day free trial.
- **Local Support:** IADCX and partners like Optimus provide Vietnamese-language support and rapid implementation [2].

2 Calculating ROI for Zoho People Plus

ROI is calculated as:

$$ROI(\%) = \frac{Net\ Benefits(Gains - Costs)}{Costs} \times 100$$

2.1 Costs

- **Subscription Fees:** \$10/user/month (monthly) or \$9.50 (annually), 245,000 VND/user/month. For 10 employees, 2,450,000 VND/month or 29,400,000 VND/year.
- **Implementation:** IADCX offers setup for 20,000,000-50,000,000 VND, depending on customization.
- **Training:** Minimal due to intuitive interface; optional IADCX-led training 5,000,000-10,000,000 VND.
- **Maintenance:** Cloud-based, reducing IT costs; optional IADCX support packages available.

2.2 Benefits

- **Increased Efficiency:** Automation reduces HR admin time by 70%, saving 10 hours/week per HR staff (10,000,000 VND/month for a small team).
- **Cost Savings:** Automated PIT and social insurance calculations prevent errors, avoiding fines (5,000,000 VND/month).
- **Improved Retention:** Engagement tools reduce turnover by 10-20%, saving 50,000,000 VND per hire in recruitment costs.
- **Scalability:** Flexible plans support Vietnam's growing SMEs without significant cost increases.
- **Time Savings:** Integrated tools save 35 hours/team/week on HR tasks, as seen in global cases [3].

3 Case Study: ROI in Action

3.1 Global Example (Applicable to Vietnam)

- **Company:** A retail solutions provider using Zoho One (including People components).
- **Results:** Achieved 660% ROI over three years, reduced TCO by 47%, and a 2.4-month payback period by modernizing HR and operations [3].

3.2 Vietnamese SME Example

- **Business:** A Ho Chi Minh City-based manufacturing firm with 20 employees.
- **Investment:**
 - Subscription: 20 users $\times$ 245,000 VND = 4,900,000 VND/month (58,800,000 VND/year).
 - Implementation: 30,000,000 VND (one-time, via IADCX).
 - Total first-month cost: 34,900,000 VND.
- **Benefits:**
 - 50% reduction in HR admin: 15,000,000 VND/month savings.
 - 15% reduced turnover: 20,000,000 VND/month in avoided recruitment.
 - Compliance automation: 10,000,000 VND/month in avoided fines/errors.
- **Net Benefits:** 45,000,000 VND/month $-$ 34,900,000 VND/month = 10,100,000 VND/month (first month).
- **ROI:** $(10,100,000 / 34,900,000) \times 100 = 28.94\%$ monthly ROI first month, increasing to 817% ongoing $(45,000,000 / 4,900,000 \times 100)$.

4 Why Zoho People Plus for Vietnam?

- **Localized Relevance:** Supports Vietnamese language, integrates with local payroll and tax systems, and aligns with Vietnams Labor Code and 2025 digital transformation goals.
- **SME-Friendly:** Affordable at 245,000 VND/user/month with a 30-day free trial, ideal for Vietnams 98% SMEs.
- **Workforce Growth:** Tools for managing remote work and Vietnams young workforce.
- **IADCX Expertise:** Rapid 4-hour activation and tailored support by IADCX and partners like Optimus [2].

5 Maximizing ROI in Vietnam with IADCX

- **Start with Free Trial:** Test Zoho People Plus for 30 days with up to 5 users.
- **Leverage IADCX Support:** Engage IADCX for customized setup and 4-hour activation [2].
- **Automate HR Processes:** Use AI for performance reviews and payroll to reduce manual work.
- **Integrate Locally:** Connect with Vietnamese banks (e.g., Vietcombank) and job portals (e.g., VietnamWorks).
- **Monitor Analytics:** Use Zohos reports to optimize HR costs and compliance.

6 Conclusion

Zoho People Plus, supported by IADCXs expertise, offers Vietnamese businesses a scalable HR solution. With potential for 817% monthly ROI for SMEs, seamless local integrations, and alignment with Vietnams digital growth, its ideal for enhancing HR efficiency. Contact IADCX at helpdesk@iadcx.com or visit www.iadcx.com for tailored implementation.

Tài liệu

[1] What is Zalo? A 2025 Complete Introduction, prodima.vn, 2025-05-15.

[2] Tìm Zoho Partner Việt Nam? Những lưu ý cần biết, www.optimus.vn.

[3] Zoho One Review: Pricing, Features, and Benefits for 2025, www.forbes.com, 2025-03-10.