

**NEW CONTRIBUTIONS TO ACADEMY, THEORY,
NEW THESIS ON SCIENCE AND PRACTICE OF THE THESIS**

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Thesis title: ***“Study on factors affecting work motivation and employee engagement with the bank: The case of Bank for Agriculture and Rural Development of Vietnam in the Mekong Delta region ”***

Main instructor: Assoc. Prof. Dr. Duc Hai Thanh Luu.

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Training institution: Tra Vinh University.

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Research results, have contributed: Theoretical contributions: (i) The theory of work motivation, the theory of employee commitment to the organization, is still relevant in the commercial industry. trade in Vietnam; (ii) In Vietnam, there has been no research on Working Motivation and Commitment, the thesis has been done; (iii) New addition to the scale of “Work pressure” and “Operational risk” in the Vietnamese commercial banking sector. Practical contribution: (i) the study has found the factors affecting the work motivation and the employee's commitment to the bank, helping the bank managers have a theoretical framework. to research and find solutions to increase employee motivation as well as employee's long-term commitment to the bank; (ii) Second, through the research results, among the above 11 factors, the most influential factors are the factor of Success Assessment, followed by Labor Policy; superior; work pressure; working conditions; Welfare; salary; partner; operational risk; training - promotion; Work motivation affects employees' commitment to the bank. From here, helping bank managers will have a basis for prioritizing which of the 11 factors to use to create work motivation and long-term commitment of employees to the bank.

Science instructor opinion	<i>Date.....month.....year 2021 Postgraduate</i>
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