

MATTER THAT MATTERS IN MALAYSIAN INDUSTRIAL RELATIONS



INTRODUCTION

The management of Human Resources in the 21st century requires appropriate knowledge, skills and attitudes to ensure professionalism and effectiveness in the achievement of organizational goals. Management personnel are vested with certain rights in the management of the organization. However, a fair number of senior management personnel are either ignorant or ambivalent regarding some of the fundamental operating principles in Malaysian industrial jurisprudence and industrial relations, thus resulting in misconception and inappropriate practices much to the chagrin of trade unions, employees and the Industrial Court. Employee relations matters are not the exclusive domain of the Human Resource Department. CEOs, SME owners, Divisional & Departmental Heads, Sectional Heads and generally supervisory management staff play a key role in ensuring that proper systems are in place and get implemented at operations level. If the actions at source are not handled properly, dire consequences would follow, more so when they operate in a unionized environment.

Dealing with employee relations matters like contractual terms under Malaysian industrial jurisprudence and law, collective agreement provisions, communications, discipline and performance issues require appropriate knowledge, skills and attitudes in order to avoid costly consequences to the organization. A fair number of professionals, practitioners and lawyers included, get it wrong. Employees are becoming more aware of their rights and remedies available to them.

COURSE OUTLINE

- Introduction To Malaysian Industrial Relations
- Issues Relating To Contracts Of Employment

OBJECTIVES

- Gain "one-stop" understanding on a number of relevant and live issues in Malaysian Industrial Relations in the "touch-n-go" or 'pit-stop' approach in parts of the course.
- Be aware of the costly consequences that may ensue management decisions taken without appropriate knowledge and understanding.
- Understand some fundamentals of Malaysian Industrial Relations those non-specialist consultants and lawyers are unaware.
- Ascertain the need to formulate (revisit & review) proper documentation of contracts, procedures & rules to reduce exposure risks.
- Learn the many myths of management "prerogatives" and avoid making "5th grader" mistakes that would cause dire financial and image issues.

WHO SHOULD ATTEND?

Human Resource Practitioners, Managers, Supervisors and Executives.



- Issues Relating To Contracts Of Employment

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