

Leaders of Employers Organizations and Successful Former Participants (EREF2)

Feb 18 – Mac 19, 2021

Presentation by : Sarita (MALAYSIA) 



Self Introduction

Name / Country : Sarita Beram Shah from Malaysia

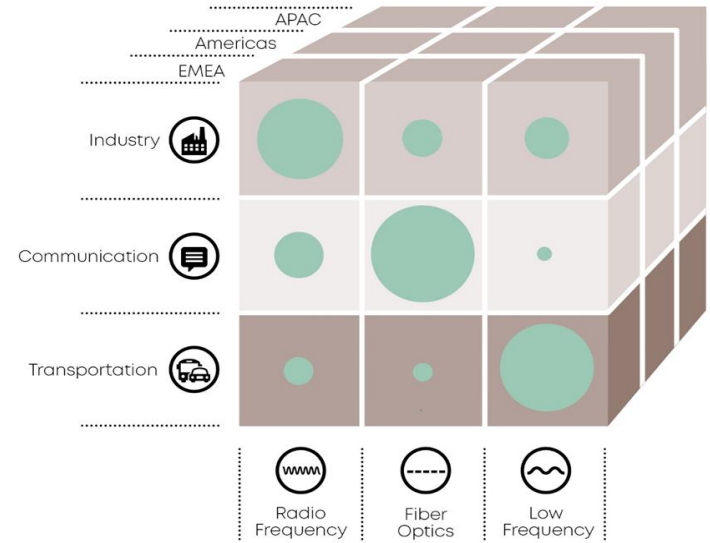
Company : HUBER+SUHNER (Malaysia) Sdn Bhd.

Head Office – Switzerland. Manufacturer of radio frequency, fiber optic and low frequency cables. National Union work environment.

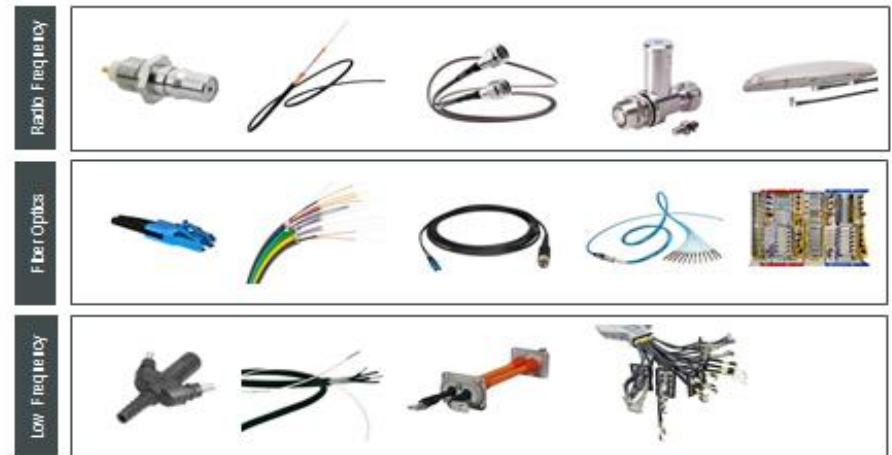
Main Job Duties :

- Recruitment
- Training & Development
- HR Policies
- Industrial Relations (negotiate with National Union)
- Performance Management
- Compensation & Benefit
- Safety & Health
- Talent / Expatriate Management
- Employee Welfare and Engagement

February 11, 2021



Products



Focus (5) (b) (ii) IR, HRM or HRD issues due to Covid-19 impact and counter measures implemented by my organization

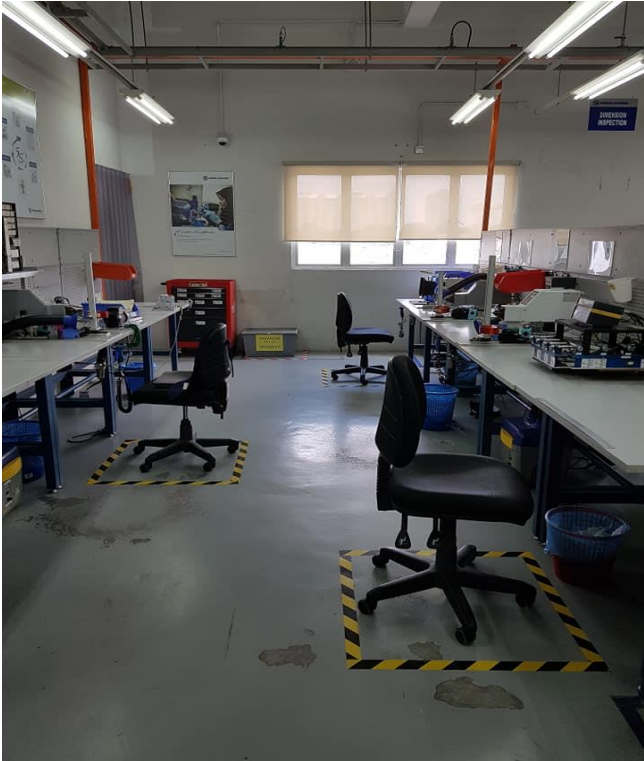
- Issue :
Adaption to new norm and new safety requirement. Previously employees never had to social distance, always work in close team, always work in the workplace (office), eat together and never wear face mask.



February 11, 2021

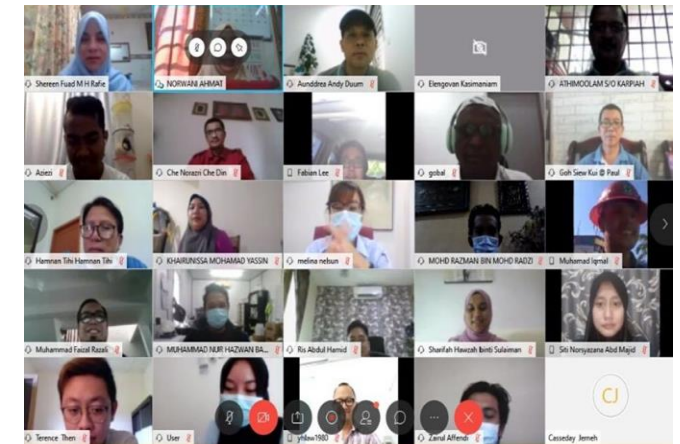


Social distance in workplace



Company confidential

- Counter measures :
 - Continuous employee briefing / engagement with employees on the importance of social distancing and other safety measures.
 - Implementation of work from home (non production employees) – on rotation / split to 2 groups and for Production employees – implementation of 2 shifts (2 groups)



work from home

- Issue :

Salary and benefit such as allowance were reduced for 2 – 6 months (depending on level of employee) in view of lesser sales / cost control. Demotivated employees.

- Counter measures :

- Appreciation, motivation, promote team work through non monetary benefit, benefit in kind activities example breakfast meet with management, distribution of breakfast, art contest for employees' children



Breakfast Meet



Art contest



Distribution of breakfast

- Issue :
Employee well being / mental stress – fear to be ill / contract Covid-19, fear to be dismissed.
- Counter measures :
 - Employee engagement / Town Hall Session by Managing Director (MD), Mass Covid 19 Swab Test (sponsored by Company)



MD Employee Engagement



Mass Covid 19 Swab Test

- Issue :
Lack of employee training and development (face to face)

- Counter measures :
 - E-platform, online learning activated and regularly used for various topics

The screenshot displays the HUBER+SUHNER Employee Learning Hub interface. On the left, there is a 'Quicklinks' section with buttons for 'Workspace Learning HR Suite', 'RecruitingApp HR View', 'Send email to employee', 'Checklists', and 'Start Review Meeting 2020/2021'. Below this is a 'Decisions' section with a magnifying glass icon and a '0' notification badge. The main content area on the right lists several training modules:

- BI Cockpit User Training**: Online Training, Target group: All Cockpit Users. Description: Information and introduction training to the new BI Cockpit // Informations- und Trainingsveranstaltung zum neuen BI Cockpit.
- BI Cockpit Visualizer Training**: Online Training, Target group: All Cockpit Users. Description: Information and introduction training to the new BI Cockpit // Informations- und Trainingsveranstaltung zum neuen BI Cockpit.
- Corporate social responsibility topics in supplier audits**: Online Training, Target group: Supplier auditors, (this training is **mandatory** for all supplier auditors). Location of event: MS Teams. Mandatory training on how to use the extended VDA 6.3-2016 Excel tool for supplier audits.
- Employee Review Meetings: eLearning for Line Managers**: E-Learning, Target group: Line Managers who are responsible to conduct and document review meetings in HR Suite at HUBER+SUHNER.

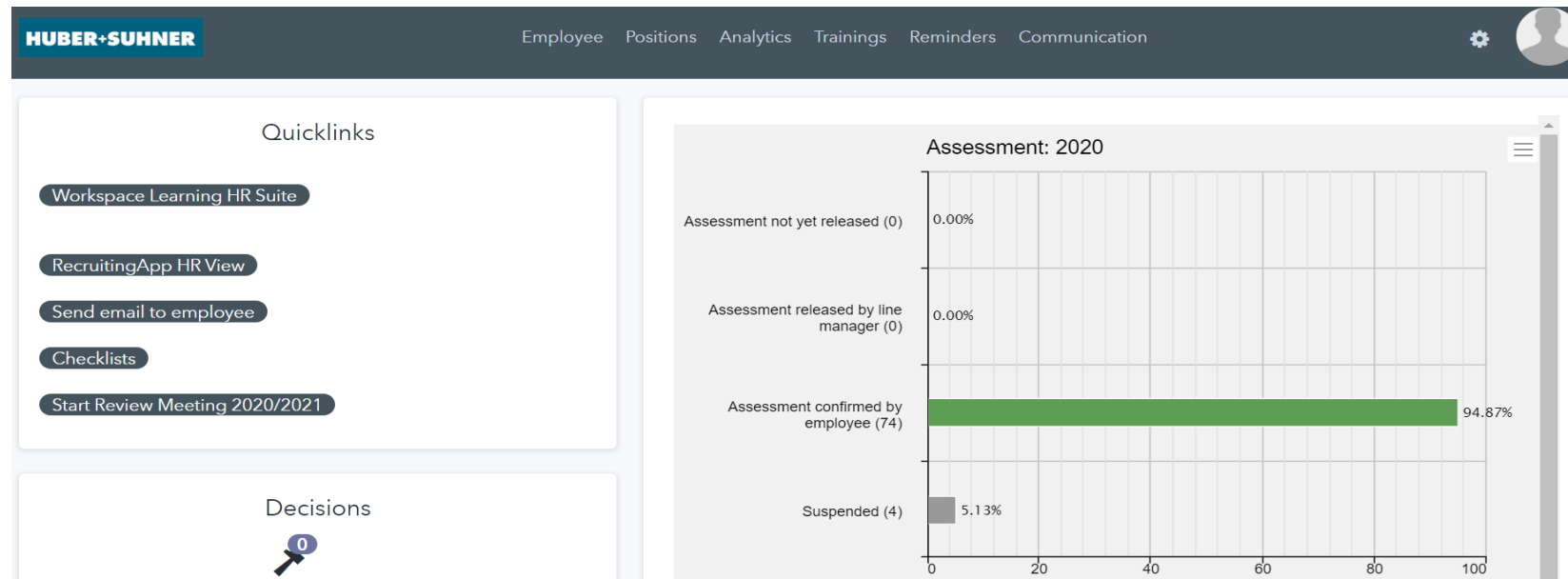
E-learning, online training

- Issue :

Employee work performance (work output) due to work from home.

- Counter measures :

- Daily Teams Call (within department), weekly (inter-department) on progress update
- Periodic employee assessment to monitor, assess performance through on-line portal



The background of the image is a dark blue gradient. It features a complex network of glowing blue nodes, which are small, bright, circular points of light. These nodes are interconnected by a dense web of thin, light blue lines, creating a sense of connectivity and data flow. The overall aesthetic is futuristic and technological.

Connecting – today and beyond