The current recession is shifting priorities and redefining the list of employer’s issues and concerns. These are felt by HR professionals. Downsizing is now a common business practice and the market is flooded with job seekers. Organizations are reevaluating whether they have the right kind of people and the right number of people and how they can emerge from this new turbulence successfully. With the prevalent financial hardship, this has put HR strategies to their ultimate test.

Employers should reexamine their situation to improve their market share and profitability, become more competitive in the face of increasing competition, improve their effectiveness, and utilize their capital and human resources more efficiently. Employers should come up with the best HR practices and strategies during recession or economic downturns. Changes in the economic climate should provide them with the challenges and opportunities to analyze HR strategies and this conference is organized to provide purpose and needs.

INTRODUCTION

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OBJECTIVES

- To provide a new learning and sharing of ideas amongst practitioners and academicians, specifically in the field of Human Resource and the strategies to cope with the changes in the economic climate.
- As good platform for professionals to network and exchange ideas among delegates in the public and private sector, and a golden opportunity for interaction among HR professionals and practitioners to discuss and think through the best HR strategies for themselves and the nation.
- Sharing of experiences and benchmarking of best practices of organizations from the private and public sector.
- To provide an insight on the emerging issues, the challenges and the preparations to be made since this conference will be addressed by renowned corporate leaders with vast experience in the field of the Human Resource Management.

WHO SHOULD ATTEND?

- CEOs/MDs/Business Leaders
- HR Specialists and Professionals
- Managers/Executives
- Government officials
- Consultants/Training providers
- All those interested to learn the latest ideas and concepts in Human Resource Strategy.

CONFERENCE FEE

<table>
<thead>
<tr>
<th>Description</th>
<th>Participant</th>
<th>Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>RM750.00 per pax (without accommodation)</td>
<td>RM1090.00 per pax (with 2 nights stay at Superior Single Room, Grand Seasons Hotel)</td>
<td>RM300.00 per pax (without accommodation)</td>
</tr>
</tbody>
</table>

(Include conference materials, door gifts, lunch, refreshments & certificate of attendance.)

Further details, please contact:

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Dr. Elaiei Cheiyin Teng
B.Bus (Monash), MBA (Otaru), PhD (Nagoya)
Monash University Malaysia

Topic: Managing Talented Employees through Career Mentoring in Challenging Time

Dr. Elaine Chew teaches postgraduate and undergraduate courses at Monash University Malaysia. She also supervises postgraduate students. She has been awarded two Pro-Vice Chancellor Awards for Excellence in research and teaching. She was awarded two e-Science grants from Ministry of Science, Technology and Innovation to lead research with her teams on Malaysian business investment in China and training programs in enhancement of regional competitiveness of automotive industry. Dr. Elaine Chew also received recognition from the prestigious Japanese Society of HRM Young Scholar Award 2006 for excellence in researching in strategic human resource management.

Kevin Tan
Managing Director-Principal Consultant
Omni View Consultancy (M) Sdn Bhd

Topic: Achieving Results through Insights, People and Strategy

KEVIN TAN is the founder and Managing Director – Principal Consultant of Omni View Consultancy (M) Sdn. Bhd. Kevin graduated from Murdoch University, Perth, Australia with a Bachelor of Commerce in Accounting and Finance. He is also trained in the Personal Effectiveness and Management by Dale Carnegie, Australia. He is currently the Master Distributor and Trainer for Harrison Assessments International. Kevin’s area of expertise lies in the selection process, recruitment methodology, performance management, competency modeling, talent assessments and performance benchmarking of high performers. He is an accredited Competency Based Interview Technique Trainer by Predict Success, Inc, USA.

Kevin has provided consulting services to many organisations including Bank Negara Malaysia, Tenaga Nasional Bhd, UEM Group of Companies, Petronas, ING Insurance, MMC Bhd and Jimah Power to develop and customize competency models, job suitability templates and assessment tools to measure such competencies.

Ram Thiagarajah
International Consultant
Labour Standards and Employment Relations


Ram counts over 50 years experience in the application of Labour Laws and International Labour Standards and Practice of Industrial Relations and Labour Administration at the National, Sub-regional and Regional Levels in the Asian-Pacific Region. Ram has undertaken a series of Research Studies for the ILO and ILO Projects in the Asia-Pacific Region in the areas of Labour Administration, Industrial Relations, Tripartism, Human and Trade Union Rights, Determination of Wages Through Collective Agreements, Determination of Salaries of Public Service Employees, Application of Labour Law to the Informal Sectors, among others, and presented the reports of these studies in Sub-Regional and Regional Conferences and Seminars.

Among other ILO activities carried out in Malaysia, Ram has undertaken research studies on Fixation of National Minimum Wage for Malaysia and Tripartism and Working of National Tripartite Consultative Mechanisms in Malaysia. He has worked closely with Trade Unions, Employers’ Organisations and the Ministry of Human Recourses in Malaysia in carrying out these activities.