

# HR Asia Announces Malaysia's Best Companies to Work for in Asia

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KUALA LUMPUR, Malaysia, Oct. 19, 2017 /PRNewswire/ -- Forty-five Malaysian companies have been named the Best Companies to Work for in Asia by human resource publication of Business Media International, HR Asia.



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This year, 9,360 employees from a total of 320 companies across Malaysia responded to the HR Asia Best Companies to Work for in Asia Survey. The survey covers eight markets across Asia, including mainland China, Hong Kong, Indonesia, Philippines, Singapore, Taiwan and Thailand, besides Malaysia.

Award winners include AmMetLife Insurance, DHL Asia Pacific Shared Services, DRB-Hicom, Encorp Berhad, RHB Banking Group, Telekom Malaysia, Top Glove, UHY Advisory and UMW Corporation.

## Good Employers Score Higher

Survey participants were asked affirmative statements about their employers, and either agree or disagree with each of the statements. Based on these answers across the survey, the top 3 areas that employees in Malaysia agree about their jobs are:

1. Employees in their companies work as a team (average score of 4.19/5).
2. Employees clearly understand their job scope and expectations (4.14/5).
3. Employees feel a strong sense of commitment to the organization (4.10/5)

On the other hand, the 3 areas that score the lowest in the survey (i.e. the ones which the employees feel their companies can improve on) are:

1. Employees feel that they do not really know what is going on in the organisation (average score of 3.54/5).
2. Employees do not have confidence in the senior management of the organisation (3.55/5).
3. Employees feel that they do not get supported by the companies in pursuing their own professional development. (3.56/5).

With few exceptions, all the winning companies scored significantly higher in these areas compared to other participants. This indicates that employers that are more transparent, supportive of employees' growth and lead by example, are more likely to be rated as a good workplace by their own employees.

### **What Employers Think**

85% of the employers surveyed felt that regular performance appraisal is important both for employee engagement and in retaining their talents. 84% of the participating companies felt that safety should be a top priority over 'fancy' workplaces, as a safe environment is conducive for productivity.

### **Evolving Face of Talents and Employment in Malaysia**

Dato' William Ng, group publisher and editor-in-chief for the HR Asia, says, "Disruptive innovation is not only changing markets and industries, it is redefining the workplace. The skillsets required are rapidly changing, while workplaces are being transformed to accommodate telecommuting and flexi-working, among others. Companies need to adapt and do so quickly in view of these changes brought about by technology and global inter-connectivity."

Ng also called on the government to update the current legislations to better reflect these changes. "Our labour laws are designed for a time when employment is defined by time, and not productivity. These were by and large meant for a time when the manufacturing and plantation sectors were our largest employers. Today, our economy is transforming into a service- and knowledge-based one, hence the laws must also be updated to reflect that," he said.

### **Words of Wisdom**

Echoing words of the triumphant winners of the HR Asia Best Companies to Work for in Asia Awards 2017, we cite few of the more inspiring pieces:

"The difference between the 'possible' and the 'impossible' lies in an individual's determination," says Ramzi Toubassy, CEO of AmMetLife Insurance Berhad.

BAT Global Business Services & IT KL Hub shares that "This award is dedicated to all our colleagues who are part of the journey of GBS & IT KL Hub in Aspac and who have made this an incredible place to work!"

"In DHL APSSC, we focus heavily on talent management. The management team believe future leaders of DHL APSSC can be homegrown and we take great pride in our successes in this area. DHL is the world's most international company, and we fully leverage the DHL network to provide challenges and stretch assignments to our people, providing them opportunities to grow and compete globally. We already have many examples of employees who are now successful leaders within the DHL network," says Ross Mackay, head of APSSC of DHL Asia Pacific Shared Services Sdn Bhd.

"At Encorp, it is about the organisation's personality, our attitude and our practices and about how we do things here so that we are aligned to our common goal. We practice values that instill a sense of belonging, the feeling that we are all making a difference, feeling recognised, rewarded and respected and the feeling you are working under inspiring team leaders. Aligned with the mission, Encorp aspires to be an organisation of one big happy family with motivated and well-trained Encorp Family Members," says Dato' Haji Zakaria Bin Nordin, group CEO of Encorp Berhad.

GlaxoSmithKline Malaysia shares that "At GSK, every employee is dedicated to constantly improving the way we work to better meet patients' needs. To do so, we have to attract and retain the best talent that share the same passion as us. We invest in our employees and have developed programmes that not only groom talents but help them achieve their full potential by being more rounded individuals professionally and personally. We encourage employees to contribute to their communities -- and give them plenty of support to do so. We have built an environment where our employees are focused on doing the right thing for patients and consumers."

Great Eastern Life Assurance (M) Bhd shares that "In Great Eastern Life, our People are our greatest asset, and thus engaging with and nurturing their growth potential remain central to Great Eastern Life's talent agenda. We are delighted that our efforts in providing a conducive work and growth climate for our People have been recognized; we will continue to champion meaningful relationships and work-life balance to Make Life Great for all in Great Eastern Life."

"At Plexus you can push the boundaries of innovation and discover your highest potential. We empower people, innovate solutions and achieve excellence," says Mr. Chuah Cheng Leong, Senior Director of Human Resources of Plexus APAC.

"Shopper360 is speeding towards regional excellence, and we will continue to grow and enhance our community of experts," says Chew Sue Ann, Managing Director of Shopper360.

Top Glove Corporation Bhd shares that "In Top Glove, we aspire to be a Fortune Global 500 company. In order for us to reach our goal, we need a good and strong foundation. Good employees are our biggest asset and foundation.

This is where, we in Group Human Resources serve as a strategic business partner to ensure our employees are aligned, engaged, capable, safe and healthy."

"We are humbled with HR Asia's recognition of UHY's effort in talent management. In an industry that is notorious for its above average staff turnover rates, it is an honour to win this award for the second consecutive year and it goes a long way to inspire our team and people to make UHY the best accounting firm to work for!" says Datuk Alvin Tee, senior partner of UHY Advisory (KL) Sdn Bhd.

### **About HR Asia**

HR Asia is Asia's largest circulating publication for senior HR professionals. With over 50,000 copies distributed every issue, and an online and offline audience exceeding 200,000. HR Asia is the go-to brand for HR professionals seeking quality business intelligence and industry updates. HR Asia is published by Business Media International, a regional leader in B2B intelligence.

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### **List of Winners of HR Asia Best Companies to Work for in Asia 2017**

<b>Company</b>	<b>Industry</b>
AmMetlife Insurance Berhad	Life Insurance
APM Automotive Holdings Bhd	Manufacturing, Automotive Parts
Arrow Components (M) Sdn Bhd	Electronic Components Distributors
Arvato Systems Malaysia Sdn Bhd	IT
AXA Affin General Insurance Bhd	General Insurance
Bank Kerjasama Rakyat Malaysia Bhd	Banking
BAT Global Business Services & IT KL Hub	Consumer Goods

BEWG (M) Sdn Bhd	Construction
CCM Duopharma Biotech Berhad	Pharmaceutical Manufacturing
Coca-Cola Bottlers Malaysia	Consumer Goods
DHL Asia Pacific Shared Services Sdn Bhd	Captive Shared Services
DRB-Hicom Berhad	Automotive, Services & Properties
ENCORP BERHAD	Property Development
Experian (Malaysia) Sdn Bhd	Information Services
Glaxosmithkline Malaysia	Healthcare - Pharmaceutical
Great Eastern Life Assurance (M) Bhd	Life Insurance
Habib Group	Jewellery Retailing
Heraeus Materials Malaysia Sdn Bhd	Manufacturing
Johnson Matthey Sdn Bhd	Manufacturing
Kimberly-Clark Malaysia	Consumer Goods
Manulife Insurance Bhd	Insurance
Media Prima Berhad	Media Content & Commerce
Mitrajaya Holdings Berhad	Construction and Property Development
Mondelez Malaysia Sales Sdn Bhd	Consumer Goods
Nexperia Malaysia Sdn Bhd	Semiconductors (Manufacturing)

Plexus Manufacturing Sdn Bhd	Manufacturing
Prudential Bsn Takaful Berhad	Takaful
Puma Sports Goods Sdn Bhd	Retail And Wholesales
Putrajaya Perdana Berhad	Construction, Property Development & Concessions
RHB Banking Group	Banking & Financial Institution
SAJ Ranhill Sdn Bhd	Water Utility
Sama-Sama Hotel KL International Airport	Hospitality
SAS Institute Sdn Bhd	Information Services
Shopper360	Advertising & Marketing
Sunpower Malaysia Manufacturing Sdn Bhd	Manufacturing, High Efficiency Solar Cells
Sunway Lagoon Sdn Bhd	Tourism & Leisure
Swarovski Malaysia Trading Sdn Bhd	Retail and Wholesale Trading
Syarikat Takaful Malaysia Berhad	Takaful / Insurance
Tech Mahindra Limited, Malaysia	IT Services
Telekom Malaysia Berhad	Telecommunication
The Everly Putrajaya	Hospitality
Top Glove Corporation Bhd	Glove Manufacturing
UHY Advisory (KI) Sdn Bhd	Professional Services

UMW Corporation Sdn Bhd	Automotive, Equipment and Manufacturing & Engineering
VF Brands Malaysia Sdn Bhd	Retail and Wholesale

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