

HRSINGAPORE

Question - Bond and Sponsorship

Hi all,

Currently in my company, we do co-fund sponsorship with another company for our staff who are going on an overseas training attachment. This happens when there is a Budget cut in the sponsorship and therefore we will come in to top up the remaining amount required for the sponsorship.

Based on our policy, we will bond staff based on the duration of the training attachment, regardless of the amount of the sponsorship. However, since we are co-funding the sponsorship, should our bond be pro-rated according to the percentage of our sponsorship?

This is because staff feel like that they are serving double bond for the same training attachment.

Thanks!

Mabel

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HR for Non-HR Workshop

- 25 May 2016

With the trend towards reducing the number of management levels in organizations, many companies are putting non-HR trained executives, particularly those with backgrounds in admin, accounting and finance to take

charge of HR.

This one day workshop is therefore designed to equip non-HR Managers, Executives and Supervisors with the necessary knowledge to perform their HR duties more effectively. Participants will be given an overview of the various HR functions and practices.

For details, please click on: <http://hrsingapore.org/overviewofhr/>

Course Outline

- Evolution of HRM.
- Understanding the Modern Role of HR.
- HR Concepts & Applications:

I. Staffing

- Recruitment & Selection.
- Effective Hiring Strategies.
- Employee Turnover.
- Voluntary/Involuntary Terminations.
- Retention of Employees.

II. Compensation & Benefits

- Pay Equity.
- Variable Pay Systems.
- Stock Plans.
- Health & Insurance Plans.
- Government Mandated Benefits.

III. Effective Organization

- Performance Management.
- Training & Development.
- HR Programs.

IV. Legal Issues

- Employment Laws.
- Mandated legislations.
- Payroll.

V. Disciplinary Procedures

- Issuing Warning Letters.
- Suspension from Work.
- Termination & Dismissal.

VI. Record Keeping

- Requirements.
- Methods.
- Human Resources Information Systems.



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