

# HRSINGAPORE

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## **Question - Starting Wages for Engineers**

Dear all,

What is the reference starting wages for a Dip/Deg in Engineering Field?

Thanks.

CP

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## **Developing Effective HR Policies & Procedures Workshop**

**- 8 June 2016**

What will happen if there are no traffic rules and traffic lights?: Chaos.

What happens if there are too many rules and too many lights? : Chaos also!

HR policies and procedures provide fundamental rules about and guidelines to practices and behaviour of the people in the organisation. They can be likened to game rules. They safeguard fairness and equality for all in the organisation, guide management and supervisors, and clearly explain expectations. HR policies reflect organisational culture and ensure compliance with employment legislation. More than drawing boundaries HR policies should also recognise and address people's needs.

Hence, the challenge is to strike a balance between having too many and having too few policies by having the right approach and by creating relevant and effective HR policies so as to effectively manage talent to deliver business

results.

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

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### **Course Outline**

- Why HR policies are important.
  - Defining policy and procedure.
  - How culture impacts HR policies.
  - A Case Study: GM's Faulty Ignition Switch Car Recall.
  - Some considerations before drafting HR policies.
  - 9 steps in developing policies.
  - Effect on bad HR policies.
  - Group discussions on some policies.
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