

## Performance Appraisal and Re-Career

### Course Objective

- Further enhance the long-term employability of older employees
- Develop skills necessary in conducting performance appraisals to facilitate the pre and post preparation for the re-employment process
- Equip participants with necessary knowledge in having a re-employment discussion with older employees prior to their re-employment
- Explore various flexible work arrangements that are relevant to both re-employed staff and business needs
- Equip participants with knowledge to support the re-employed employees to perform in the new re-employed arrangements beyond retirement age

### Target Audience

HR professionals and supervisors / line managers overseeing manpower planning and re-employment arrangements.

### Course Outline

- Overview of Performance Appraisal (PA)
- The importance of PA to management and employees
- Benefits and concerns of PA
- Why PA failed
- Goal setting and the PA process
- Competencies of the future
- Re-employment planning and discussion

### Methodology

- Lectures
- Case Studies
- Group Discussions
- Role plays
- Exchange of cross-industry practices

### Trainer

Ernest Chew is a seasoned Human Resources practitioner with over 35 years of broad-based experience in human management and training and development with various multinational and local companies in the Asia Pacific region.

He is fully versatile in all areas of HR having deep and extensive experiences in learning and development, compensation and benefits, talent and organization development as well as business partnering and human resource operations.

Ernest possesses a Master Degree In Human Resource Management and a Bachelor Degree in Business Administration. He is also an ACTA Certified Trainer and Assessor.

Duration	: 1 day, 9am to 5pm (7 hours)
Course Venue	: SNEF Corporate Learning Centre @ Tanglin
Course Fee	: \$347.75 (inclusive 7% GST)

**Register online at SNEF website [www.snef.org.sg](http://www.snef.org.sg)**  
Click on 'Training' and Course Category '**Human Resources/Industrial Relations**'

### Enquiries:

Karmila DID: 6827 6923/ Training hotline: 6827 6927

Email : [karmila@snef.org.sg](mailto:karmila@snef.org.sg) / [trg@snef.org.sg](mailto:trg@snef.org.sg)