

Employee Recruitment and Separation in the New Normal Post COVID-19 (Online)

INTRODUCTION

Recruitment is one of the most important aspect in HR as good people help companies sustain and grow over time. In Singapore, recruitment of various types of workers is done differently. The recruitment cycle and strategies adopted differs between companies. However, the aim is the same – to build an effective workforce within budget which is ready to drive business outcomes.

Recruitment will however dramatically change post Covid-19. Online interviews together with assessments will become a norm for PMET roles. For Rank and File roles, it will become more difficult to find, interview and ascertain candidates. Onboarding, which is important to set the right tone for work, will also have to change. This session expounds more of various company practices. Participants will also understand more about fair hiring in Singapore's context and how not to be perceived as discriminatory.

Participants will also understand better various means and reasons why employee separation occurs. Doing it the right way solves many unnecessary issues especially during Covid-19 situations. Wrongful dismissal guidelines laid out examines various examples of what is wrongful and what is not. This session will allow for an in depth discussion about separation and how to optimise the employee relation even after separation.

COURSE OUTLINE

- Understanding the recruitment cycle and strategies to optimize time and effectiveness
- Understand the hiring landscape in Singapore and various sourcing channels and national hiring programmes to build a talent pipeline
- Understand and apply concepts related to interviewing such as choosing for the right skills, competencies, traits and motives especially during post Covid-19 situations.
- Understand the tripartite guidelines on fair employment practices (for hiring) and tripartite standards on recruitment practices
- Understand employee separation (termination, dismissal, retrenchment, frustration and others).
- Apply the right techniques to overcome employee separation issues in this new normal.

METHODOLOGY

The course will be delivered through a combination of the following methods:

- **Lecture** – To establish initial knowledge transfer
- **Interactive discussions** – To facilitate sharing of ideas and experience within class
- **Case studies & videos** – To illustrate applications

TARGET AUDIENCE

Recruiters, Talent Acquisition Executives, Hiring Managers, Executives and Business Partners who seek to improve hiring effectiveness through the good and effective practices.

SPEAKER'S PROFILE

Mr Freddy Liew is an award recipient of the SNEF-STEPHEN LEE AWARD for leadership development in Tripartism and Industrial Relations. He is currently in the Industrial and Workplace Relations Department.

His areas of expertise include HR analytics, compensation and benefits, work measurement and labour-management relations. Prior to SNEF, Freddy worked with a top HR consulting firm where he did projects related to talent management for Fortune 500 companies. He is also currently working on Human Resource, Industrial Relations and Employee Relations matters.

Freddy graduated from Nanyang Technological University with Honours in Mathematics and Economics. He also holds a Master of Science in Economics from the Singapore Management University, as well as a Post-Graduate Diploma in Education from the National Institute of Education.

Please refer to SNEF website for available dates

Duration : 9am – 12noon (3 hours)

Virtual Classroom: ZOOM App

Course fee : \$192.60 (Inclusive 7% GST)

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