



COMMUNIQUE 滿新

Private Circulation Only

Vol. 6 Issue 2

April 2008

Why Trusting Your Employees Could Boost Your Business

Trust is perhaps one of the most important things in life, as it differentiates the relationships we have with all the surrounding people.

Of course, the amount of trust an employer puts on his / her employees makes an impact too. How much does a trusted employee work better and how the employer should trust his / her employees? Do you trust your employees? Do you think it matters to your business, if you trust your employees or not?

- You think that letting them know what is happening in the company will damage your image or increase information security risk?
- Do you think it is better to play safe by not trusting the new employees?
- Do you think you know better what and how your employee should do?

If you say yes to the above, you may consider improving your attitude to your employees because you are severely limiting yourself to mediocre work efficiency.

Why trusting your employees matters

To know what you get by trusting, you need to know how the employee will improve his / her performance, when trusted. Here are a couple of things to remember:

- Gets more pleasure from work because his / her superior trusts him / her
- Works harder because he / she gets more pleasure from work and tries to please the superior more (not because he / she is scary but because he / she is nice to work with)
- Works more efficiently by doing what he / she is best in (the reason you hired him / her is because she / he is a professional, right?)

As you can see, the dream of every employer may come true if they only trust their employees – they will work harder and be more efficient. In what form that may come does not matter as much as it will significantly boost your business, depending on the amount of professionals you have and how much trust you put in them.

Why letting him / she do his / her job is right

Though it is clear why a joyful and a hardworking employee is a better employee, it may not be clear why it is important for a professional to do his / her job without interference. Or at least, it is not very clear to many employers out there.

The reason you hire someone is that you do not know how to do something or does not have the time to do something. Either way, you need someone to do the job. If you do not know how to do something, it is in your best interest to let the pro do the job right (you hired a pro, right)?

However, if you know enough to be dangerous, it is still a pretty solid idea to leave the pro alone because no one likes someone looking over their shoulder and breathing down their neck.

However, I do not want to risk by trusting some stranger

Of course, whether you trust the professional should depend on his / her skills and knowledge and you need to pick the right professional from the start to trust him / her.

However, if you see from the resume and from his / her confident talk that he / she should know what he / she is doing, inspiring him / her with some trust may only benefit your company. Also, how do you see what he / she can do if you do not trust him / her much, or worse, control what he / she does?

Also, if you desperately want something done, a professional will always listen and take your information into account. If it is important, it will be done. However, you rather trust the pro to do anything and then tell what you want, then insist on doing something anyway.

Most things would be done anyway, but it is much better for you, the business and the professional to use trust first, requests second.

Rounding up

Of course, this whole point of trust does not matter if the employee is incompetent. That is why you need to pick the right professional, have him / her do a couple of small jobs to test him / her (and be sure to let him / her know you will cut him / her loose afterwards, if all goes well) before actually putting your business into the hands of a professional.

Blue Chip Candidates

In an increasing complex business environment, competition for high calibre human resource has never been so intense. The need to adapt and change behaviours and attitudes is a fact of life for today's organisations. Thus, to assist you in exploring alternatives, we took the initiative to improve your ability to recruit potential human resource by furnishing you with extracts of the following candidates' profiles shortlisted from our Database.

These profiles have been prepared in good faith, summarised from details provided by the candidates and is supplied in the strictest confidence. All introduction of candidates are subject to our Terms of Business available from our office.

HEAD OF FINANCE (BANKING)

(REF. NO. 1213)

Has a degree in Computing Science and a Certified Information Systems Auditor (CISA) with 19 years of experience in the IT and IT audit functions. Experience in field audits and setting audit plans with the ability to manage a department which involves formulating audit plans and taking charge of all audit assignments / projects. Familiar with the SDLC cycle of audit assignments / projects which include feasibility studies, product implementation and post implementation review. Currently involved in the IT Security Committee, Technology Risk Management Committee and Operational Risk and Information Security Committee which provides an advisory role relating to risks and controls. Other experience includes evaluating operating practices to determine if controls and security measures are adequate. Also leads the team in assessing the dependability of information systems and associated data, confirming adherence to accounting standards and financial controls, and establishing objectives and procedures for audit reviews. Able to develop programmes to obtain required data and presenting the written findings and recommendations.

IT AUDIT MANAGER (INTERNAL AUDIT & COMPLIANCE)

(REF. NO. 1205)

Has a degree in Accounting and a Chartered Accountant with MIA as well as a Certified Financial Planner (CFP) and a Certified Information System Auditor (CISA). Other professional certifications include a Certified Information System Security Personnel (CISSP), Information System Security Management Professional (ISSMP) and a Certified Business Continuity Professional (CBCP) with 12 years of experience in various fields of financial and IT audit, SDLC audit, project management, information security, business continuity and disaster recovery management. Experience in leading an IT Audit and business continuity management consulting department in providing professional services to both the government and private sectors where he successfully established the business continuity department. Other experience includes leading IT audit teams and managing client information system consultation services through the performance of IT audit, information security advisory, IT risk assessment and proposed business continuity management strategy and planned development to organisation's senior management team.

SALES EXECUTIVE

(REF. NO. 1198)

Has a diploma in Computer Science with 4 years of experience in the sales function. Responsibilities include finding new customers and monitoring existing customers. Has experience in handling walk-in customers and site visits. Has been successful in developing new business, compiling sales report for monthly budget reporting, monitoring outstanding payments, maintaining relationships with existing customers and suppliers as well as quality problem investigation and costing. Sales experience in ferrous steel related products.

VICE PRESIDENT (FINANCE)

(REF. NO. 1195)


Has a Master of Business Administration degree as well as professional qualification in ACCA and a degree in Arts majoring in Economics and Social Studies with 11 years of experience in the financial and accounting functions. Experience includes external audit, that is, audit of medium to large public and private organisations in various industries, review of profit and cash flow forecasts, and projections for submission to the Securities Commission and due diligence reviews of target companies for take over. Also has commercial experience in the insurance industry which includes credit control and treaty; reporting, treasury and operations; and finance. Other experience includes preparing and presenting companies' budget, monthly reporting and other financial deliverables to the Board of Directors, Audit and Investment Committee.



Overview of Salaries in Malaysia

Information provided in this guide is intended to provide general information on matters of interest only. The user accepts full responsibility for the use of any information provided below. PM Resources Sdn Bhd makes no warranty of any kind as to the completeness or accuracy of the information contained below. Allowances, commissions, stock options, incentive payments and other benefits-in-kind are not included.

Technical

Test Engineer	Min. 1 year experience in evaluating, recommending & implementing automated test tools & strategies. Write, implement & report status for system test cases. Analyse test cases & provide regular progress reports. Technical related Diploma / Degree.	RM 2,000 – RM 3,500
Site Supervisor	Min. 3 years experience in providing technical sales support & technical solutions. Identify customers' needs & sales opportunities.	RM 2,400 – RM 3,200
Mechanical Engineer	Min. 3 years experience in research, planning & design of mechanical products & systems. Design products & systems related to mechanical engineering. Degree in Mechanical Engineering.	RM 2,500 – RM 4,500
Chemical Engineer	Min. 3 years experience in the design of equipments & the development of processes for manufacturing chemicals. Conduct research to develop new & improved chemical manufacturing processes. Degree in Chemical Engineering.	RM 2,500 – RM 4,000
Product Engineer	Min. 3 years in performing product engineering development & product support activities. Liaise with other departments, that is quality, operations, marketing, testing, etc as well as external customers & suppliers. Degree in Engineering.	RM 2,500 – RM 4,000
Service Engineer	Min. 2 years experience in servicing products and ensuring performance as well as providing training on product maintenance. Degree in Engineering.	RM 2,500 – RM 4,000
Technical Manager	Min. 4 years experience in quality & performance of equipments / technologies. Oversee equipment maintenance & repair as well as improve procedures & update equipments / technologies. Related Technical Diploma / Degree. 	RM 4,000 – RM 5,000

Mandarin for Business Programmes

2 – DAYS COMMON CHINESE CRASH COURSE



INTRODUCTION

The 2 day crash course is designed to meet the needs of busy people who wish to converse in Mandarin effectively.

OBJECTIVE

- To be able to converse using the common Chinese language
- To be able to converse in Mandarin with confidence
- To develop a better relationship with Chinese speaking people

PROGRAMME OUTLINE

• Day 1:

- Introduction to the Chinese language
- Learn to pronounce Chinese sounds (pinyin) and tones
- Introduction to the structure of Chinese characters
- Greetings to people
- Guidelines to Chinese Grammar Structure
- Making introductions

• Day 2:

- Asking directions
- Asking for help
- Talking about the weather
- Departure and farewell

WHO SHOULD ATTEND

Specially designed for the people who would like to learn / enhance their Mandarin language communication skills, especially for the benefit of the people who are willing to learn Chinese and converse with proper Chinese language skills. Good for those who frequently travel to Chinese speaking countries, like China, Taiwan Singapore and Hong Kong. This course is not only designed for non Mandarin Chinese speaking individuals but also for those with basic knowledge of the Mandarin Chinese language but would like to further enhance their acquired skills.

FACILITATOR

Ms. Tesa S Wang is a Mandarin Consultant with PM Resources Sdn Bhd's Mandarin for Business Consulting practice specialising in customised Mandarin Chinese language programmes, Day-to-Day Mandarin, Business Mandarin, business writing in Chinese, etc. She has more than 6 years experience where her skills have been capitalised in enhancing the listening, speaking, reading and writing skills of the Mandarin Chinese language for the corporate sector. Using the Beijing standard pronunciation, Tesa has successfully conducted intensive Mandarin and conversational Mandarin Chinese language programmes for business, travel, etc as well as a wide range of courses and study packages from elementary to advance levels. She is also experienced in assisting individuals to prepare for the Chinese Proficiency Examination (HSK), a national standardised examination used to assess the Chinese language proficiency of non-native speakers.

Tesa uses the Beijing standard pronunciation in all her training programmes through practical and effective conversational approach. She is not only a qualified and experienced trainer; she is also bilingual and bicultural. Tesa is experienced in providing in-house Mandarin Chinese language programmes and workshops catering to individual and business related requirements.

YOUR INVESTMENT

Early Bird (Register a week before)

1 participant ~ RM 750 / person

2 participants or more from the same organisation ~ RM 700 / person

Standard

1 participant ~ RM 800 / person

2 participants or more from the same organisation ~ RM 750 / person

(Includes: 2 tea breaks, lunch, course materials and Certificate of Attendance)

Please contact the following for more information:



PM RESOURCES SDN BHD (Co. No. 466886-P)

Suite 14 – 13A 14th Floor, Wisma UOA II, 21 Jalan Pinang, 50450 Kuala Lumpur, Malaysia.

Telephone: (603) 2713 6868

Facsimile: (603) 2713 6869

Email: enquiries@pm-resources.com

Website: www.pm-resources.com