

Consultant's Profile



James Sigan
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James's career began at Conner Peripherals before he moved on to ReadRite Corporation and AMD. In 1998, James left Seagate to join Intel Technology.

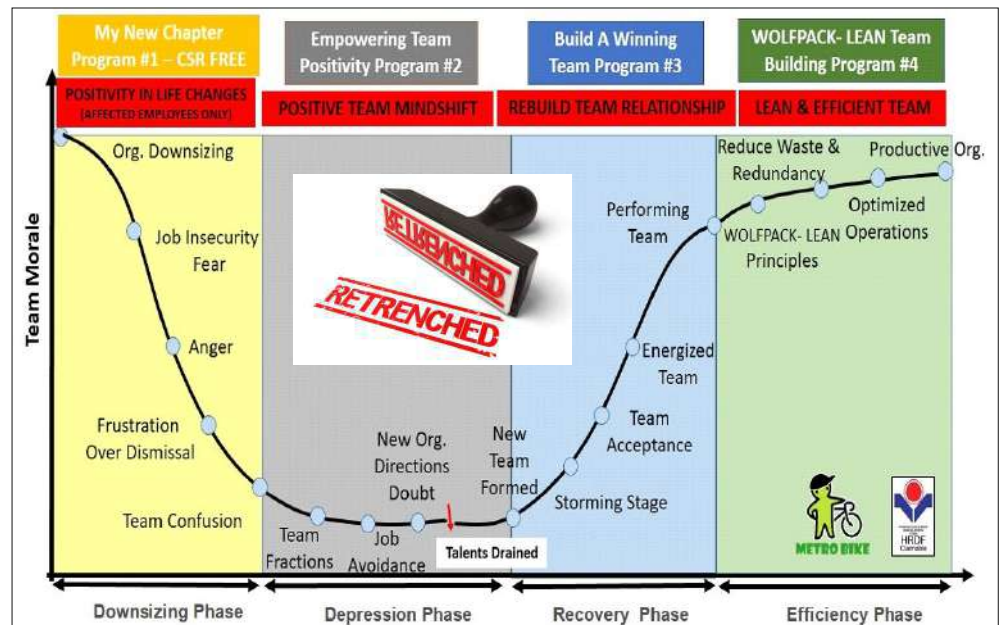
He spent almost 20 years in Intel, holding various roles in Human Resource Management in Malaysia and Regional Sites - Pudong, Cavite and Vietnam.

James has experience in partnering with business leaders in executing the full spectrum of Human Resource (HR) strategies, which include staffing, compensation & benefits (C&B), HR Operations and Learning & Development (L&D) to develop programs and training that meet business objectives.

James also managed employee relations / industrial relations and was responsible in the organization restructuring exercise and redeployment in 1998, 2002 and 2006. He is a Certified Industrial Relation Trainer (since 2001).



Organizations Downsizing - Retrenchment Prepared Program-



It is never an easy decision for Management to opt to downsize the organization. When economizing, belt-tightening and cutbacks failed to make improvements, the last option of downsizing the organisation's workforce and retrenchment would be inevitable and a last resort to save the organization.

Such a formidable and difficult scenario would call for the basic understanding of employees' hardship going through the processes and the least the Management can do to help to ease the hardships, to ensure and exercise the retrenchment processes professionally and respectfully in accordance all legalities, with humanity and at the same time to ensure the down time and business disruption is kept to the very minimum.

Targeted Audience :

- Human Resources practitioners, operational supervisors and managers and tax experts.

Objective: This program is geared to prepare organizations which are facing such challenges to rise to the occasion to take into consideration the interest of all employees and extend to them as much assistance as possible.

- Legal requirements, Labor law on retrenchment and tax
- Selection process – Last-in-First-Out (LIFO), redundancy and /or excess of workforce and the methods
- Timeline (incl. notifying government agencies) notice period and processes
- Announcement and communications to affected individual
- Employer supports mechanism and availability for leavers
- Compensation payment package and last-day recognitions
- Payout date