

The effect of globalization and the rapid change of technology had permanently changed the landscape of business environment. The unprecedented intensity and competitive market pressure had resulted in companies devising and adopting new methods and strategies in order to survive and possibly to thrive. In order to compete at the same level field as the other global players in the challenging new economy, organisations are forced to ensure that the level of skill, competency and productivity of their employees are equivalent if not better than their competitors globally. The above challenging situation clearly requires a dynamic compensation system whereby the wage model of each enterprise shall be business driven and directly reflects the company and individual performance to ensure organisation sustainability and individual motivation.

## CONTENTS

### DAY 1

Introduction to Productivity:  
What Is Productivity?

How To Measure  
Productivity?

The Link Of Productivity To  
Profitability

How These Two Mutually  
Support each Other

What Happens When Wage  
Increase Is Faster Than  
Productivity Increase?

Benefits Of A PLWS

Simulation Exercise: Horse  
Stable

Key Volume Indicators:  
Fixed vs Variable Costs  
Impact On Productivity

Concept Of Value Add (VA)  
In Productivity

International And Industrial  
Benchmarking: VA  
Perspectives

### DAY 2

The 6 Major Productivity  
Indicators Linked To VA  
(Used By Many Countries)

Using VA To Look At  
Productivity Improvement

How To Calculate Wage/Pay  
To Achieve Win-win

Systematic Measurements  
(Technicalities)

SL  
LG  
EU  
CV

Human Aspects:  
Communicating The Right  
Message, Managing Change

The Numbers Exercise  
System Concepts

How To Manage Productivity-  
Linked Wage System

## Objectives

At the end of the programme, participants will be able to:

- define the meaning of productivity and its application;
- measure and improve on a continuous basis;
- link productivity with wages and profitability;
- understand the concept of value-add;
- benchmark with organizations nationally, regionally, and globally;
- manage PLWS and pay wages which reflect the company and individual performance to ensure organization's sustainability and individual motivation; and
- improve industrial relations.

## Trainer

**Mr Andrew Cheah** has more than 13 years of working and training experience in the manufacturing industry. He started as a management consultant attached with a US-based consultancy firm. He has extensive consulting experience in Indonesia, Thailand and Malaysia, specialising in the areas of productivity improvement, cost savings, behavioural change survey and training. His clients came from such diverse industries as Electronics and Electrical, Steel Mill, Food Processing, Garment and Knitting, Furniture, Fertiliser, and Yarn/Thread. He was the Vice President of Operations when he left the US-based consultancy firm. Andrew then moved on to a Prai manufacturing organisation as Head of Departments with multiple responsibilities in the areas of Training, Facility, Industrial Engineering, Productivity and Safety. Under his leadership, the company won the National Productivity Award in 1999, organised by NPC and presented by the Prime Minister, Dr Mahathir Mohamad. In addition to speaking for NPC on the subject of productivity, he has been invited to speak for the Federation of Malaysian Manufacturers (FMM Northern Branch, Perak Branch and Johor Branch) on numerous topics relating to management, leadership, and motivation, just to name a few. He now holds the position of Chief Of

Operations (COO) in a KL-based management consultancy firm, servicing clients in those areas mentioned above. He holds an MBA degree qualification with the University of Portsmouth. His experience in international consultancy has also earned him a membership with the Association of Productivity Specialist (New York), in addition to being a qualified ISO 9000 Assessor (QMI/SIRIM).

## Who Should Attend

Managers, Supervisors, Executives, Officers & other personnel involved in HR, Operation, Sales, Production, Planning, Quality, Engineering, Training and anyone wishing to gain knowledge on PLWS.

## Administrative Details

**Date** : December 14 – 15, 2011 (Wed-Thu)

**Time** : 8.30 am – 4.30 pm

**Venue** : FMM Institute

Level 5 (South), Wisma STA  
No. 26, Jalan Datuk Abang Abdul  
Rahim, 93450 Kuching, Sarawak

**Fees:** FMM members RM780 per participant

Others RM980 per participant

*(Fees include course materials, lunch and refreshments)*

Completed registration form with cheque made in favour of **FMM Institute** should be forwarded to FMM Institute before **December 7, 2011.**

*Those who register but do not turn up for the programme will be billed accordingly. There will be no refund for cancellation within 2 days prior to the programme, 50% refund for cancellation between 3 - 6 days and full refund for cancellation 7 days prior to the programme. However, replacement will be accepted at no additional cost. FMM Institute reserves the right to cancel or reschedule the programme and all efforts will be taken to inform participants of any changes.*

*For further enquiries, please contact :*

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Training Grant of 100% from PSMB can be applied through SBL schemes PRIOR to commencement of the programme.