



# EMPLOYMENT LAW & INDUSTRIAL RELATIONS MASTERCLASS RECAP

**Admission Price: RM69.00**



**18 September 2025, Thursday**



**9:00 a.m – 1:00 p.m**





# Introduction

This masterclass recap is designed for past participants of the Industrial Relations (IR) & Employment Act (EA) Masterclass. It provides an opportunity to revisit critical concepts, discuss implementation successes, and address ongoing HR challenges. It is ideal for HR professionals, managers, legal advisors, and team leaders in employment and labour relations.

By attending this session, participants will:

- Refresh their understanding of key employment laws and industrial relations practices.
- Gain insights into real-world applications and challenges faced by HR practitioners.
- Engage in interactive discussions and Q&A sessions with experienced facilitators.

# Targeted Participants

- HR Professionals
- Legal & Compliance Officers
- Managers & Team Leaders
- Business Owners
- IR & ER Specialists
- Payroll & Compensation Specialists
- Labour Union Representatives

# Programme Detail

Date: **18 September 2025, Thursday**  
Venue: Malaysia HR Forum  
Level 12, Menara PKNS 17, Jalan Yong Shook Lin, PJS 7, PJ  
Time: **9.00am - 1.00pm**  
Admission Price: **RM 69.00**  
Speaker: **Arulkumar Singaraveloo**  
Co-Founder, CEO  
Malaysia HR Forum



# Course Outline

## Employment Act 1955 Amendments

- Discrimination at the workplace
- Forced Labour
- Flexible Work Arrangement (FWA)
- Maternity & Paternity Leave
- Salary payment instruments (Section 25)
- Definition of wages under EA, EPF, SOCSO & EIS
- Overtime eligibility and calculations

## Minimum Wages

- Definition of Minimum Wage
- Minimum Wage implementation

## Public Holidays

- Public Holidays (Section 8 & Section 9)
- Mandatory holidays
- Managing substitution of holidays

## Disciplinary & Compliance Matters

- Managing Probation
- Setting up Performance Improvement Plan (PIP) Framework
- Best practices for handling misconduct and poor performance cases
- Common challenges in disciplinary actions
- Legal consequences of non-compliance

## Developing HR Strategies & HR Tactical Approaches

- Aligning HR practices with business objectives
- Proactive employee engagement and dispute resolution
- The evolving role of HR as a strategic business partner
- Achieving lean & fast HR operations

## Developing a Big-Picture HR Mindset

- The shift from transactional to strategic HR
- Building a people-first culture while meeting business goals
- Case studies on successful HR transformations

## Open Forum on Workplace HR Issues

- Participants are encouraged to bring workplace challenges for discussion
- Expert recommendations and peer sharing

## Closing Key Takeaways

- Summary of learnings and action items
- Networking session & potential HR recruitment opportunities



## Trainer's Profile



### Mr. Arulkumar Singaraveloo

Arulkumar Singaraveloo brings over 23 years of progressive HR experience across diverse industries, including a world-leading semiconductor organisation, the world's largest nitrile glove manufacturer, oil & gas, education & training and transportation technology. He graduated with a bachelor's degree in engineering from Universiti Teknologi Malaysia (UTM) and an MBA from the University of Strathclyde, Scotland.

In his corporate career, Arul has served as a HR General Manager and Human Resources Director (Business Consulting Services), establishing himself as a strategic Business HR Leader. He excels in aligning HR strategies with business goals, ensuring effective delivery of HR initiatives. Arul is well-versed in business operations and regulatory compliance, particularly within the Malaysian context.

His expertise spans key HR functions, including business partnering, recruitment, training and development, employee relations (IR/ER), talent management, performance management and a good exposure in compensation & benefits management.

Arul has successfully built HR teams from the ground up, led labour and social compliance frameworks, and developed systematic approaches to ensure social compliance. Renowned for his practical approach to managing HR and industrial relations challenges, he delivers logical, effective, and actionable solutions tailored to modern business needs. His leadership has introduced tactical strategies to foster high-performing HR teams.

As the co-founder of Malaysia HR Forum, a rapidly growing HR platform with over 48,700 members, Arul contributes significantly to the professional development of HR practitioners and business.