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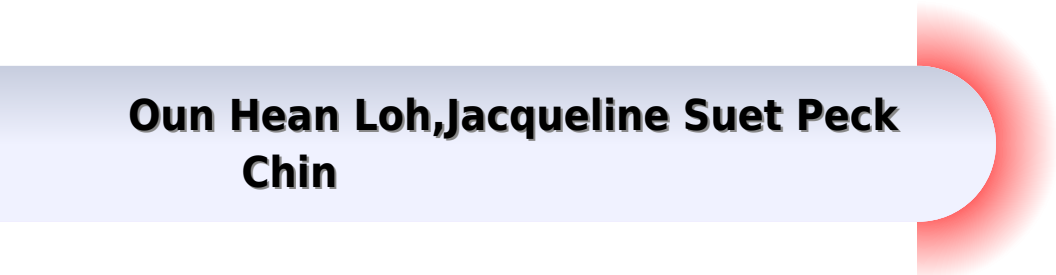
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Human Resource Guide For Employee Benifits

**Oun Hean Loh, Jacqueline Suet Peck
Chin**



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Relations Oun Hean Loh, Jacqueline Suet Peck Chin, 2025-05-20 This HR management series is timely. It is written in the Singapore context guided by our local employment laws and tripartite guidelines and standards. I commend the authors for their endeavour to produce such a first. Lim Swee Say, Former Minister for Manpower, Former Secretary General National Trades Union Congress. **Human Resource Management in Singapore: The Complete Guide** covers a wide spectrum of human resource management topics in five volumes: Employment Management, Work and Remuneration, Employee Benefits, Performance and Development, and Employee Conduct and Relations. In every chapter, the WHY, WHAT, and HOW are presented lucidly. The books are a must-have GPS for any human resource practitioner in Singapore. Students, academics, and bosses into human resource management as well as overseas human resource practitioners will also find the books helpful and instructive. Volume E on Employee Conduct and Relations brings readers through the important and sensitive subjects of employee communication and engagement, employee grievances, workplace discrimination, and workplace harassment. General code of conduct and disciplinary management framework for misconduct embodying the principles of natural justice and rule of impartiality are covered comprehensively. As organisations are made up of people who have motives, habits, and weaknesses, people risks must be accorded importance and managed proactively. The last eight chapters focus on industrial relations: trade unions, union membership, union representation, union recognition, collective bargaining, and industrial disputes and employment claims management, packed with lucid case examples and industry practices drawn from the authors' hands-on experiences.

The Employee Benefits Answer Book Rebecca Mazin, 2010-11-02 **THE EMPLOYEE BENEFITS ANSWER BOOK** This goes to resource contains the most reliable information needed to answer questions about employee benefits that arise in day-to-day business. Complex and ambiguous topics are illustrated with concrete examples that can help make informed sound decisions and ultimately the ability to ask better questions. Written by Rebecca Mazin, an expert in human resource policies and procedures, the book addresses the most commonly asked benefits questions including: How many vacation days do employees get? What's the difference between a POS and an HSA? Is offering check-ups and eye exams enough? What's involved in flexible spending accounts? What do I need to know about 401(k) and Non-Qualified Plans? Do employees expect life insurance and disability? From EAP to concierge services, what else do employees want? How does COBRA work and what else do I need to do? What can employers do to rein in benefits costs? The book also highlights specific practice examples that are worth repeating or better forgotten and includes a wide variety of checklists and charts. The **Employee Benefits Answer Book** is organized by topic and arranged in a question and answer format, making it easy to zero in on a particular subject. Using this important book, employers can create coherent policies based on a clear understanding of all benefits.

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