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Human Resource Management In Singapore - The Complete Guide, Volume B: Work And Remuneration Oun Hean Loh, Jacqueline Suet Peck Chin, 2024-03-15 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 B on Work and Remuneration deals with regulatory provisions and practices on working hours and payments for overtime and work on rest days and public holidays. The primary takeaway is a comprehensive cover of salary design using the principles of pay positioning and pay mix. Salary instruments including salary ranges, increments, allowances, fixed and variable bonuses, sales commission, and gainsharing incentive plans are explained. Readers are guided through salary interventions such as salary adjustments, deductions, and cuts as well as salary survey and benchmarking and salary administration and governance. The last chapter discusses how to manage and raise the wages of lower wage workers, a very pertinent topic in Singapore. This volume will equip readers with salary concepts, insights, and practical pointers to design and manage a salary blend that will support an organisation's talent strategy. The Innovation Manual David Midgley, 2010-12-03 The Innovation Manual provides a solution to the problems faced by those at the forefront of innovation. It takes you through the seven topics that have the highest impact on the success of value innovation: be this innovation a

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technical language the eight core capabilities of Artificial Intelligence AI Each of these capabilities ranging from image

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