



# PERSONNEL MANAGEMENT CLUB

## PM VOICE

SUMMER 2004

### *The 35th AGM & Fellowship Dinner*



*Dr. Felix Yip, Chairman of the Club, presenting the report on activities of the club for 2003*



*Ms. Bolivia Cheung, Senior Manager, Tax and Business Advisory of KPMG addressing participants at the AGM*



*Mr. Alan Li, Hon Treasurer of the club, presenting the club's accounts for 2003*

The 35th Annual General Meeting and Fellowship Dinner was held on 16 January 2004 evening at the YMCA of Hong Kong in Tsimshatsui, Kowloon.

Dr. Felix Yip, Chairman of the Club, and Mr. Alan Li, Hon Treasurer of the Club respectively presented their reports of the Club's activities and accounts for the Year 2003. Members were noted that there was an operating surplus of HK\$16,718 for the Year.

As all existing Executive Committee Members agreed to be re-elected and re-appointed, the new Executive Committee of the Club for 2004 was formed as follows:

Chairman	Dr. Felix Yip <i>San Miguel Brewery Hong Kong Ltd</i>
Vice-Chairmen	Ms. Freda Cheuk <i>Estee Lauder (HK) Ltd</i> Mr. Aaron Chiang <i>Hutchison Telecommunications (HK) Ltd</i>
Hon. Treasurer	Mr. Alan Li <i>The Hong Kong Polytechnic University</i>
Officers	Ms. Isabella Chan <i>Dibb Lupton Alsop</i> Ms. Pauline Chung <i>Chiaphua Industries Ltd</i> Mr. Lincoln Lam <i>Nanyang Brothers Tobacco Co Ltd</i> Mr. C K Lee <i>C K Lee &amp; Associates</i>

Mr. Philip Li  
*Sun Hung Kai Insurance Consultants Ltd*  
Mr. Alex Wong  
*Triumph International Overseas Ltd*  
Ms. Amy Wong  
*BASF East Asia Regional Headquarters Ltd*  
Mr. Chris Wu  
*Li & Fung (Retailing) Ltd*

The Fellowship Dinner began at around 8:00pm. It was attended by many guests, including three members of the Judging Panel of the Selection Committee for the Club's Student Scholarship Programme from the Chinese University of Hong Kong, the City University of Hong Kong, and the Hong Kong Polytechnic University and five candidates of the PMC Student Scholarship Programme.

There was a special event for this year as Ms. Bolivia Cheung, Senior Manager, Tax and Business Advisory of KPMG was invited to deliver a talk on "Cross-border Taxation: A Challenge to the Personnel Management". Her precise and concise talk was well received.

The lovely evening ended with the raffle draws when lucky participants snapped to vivid prizes sponsored by various organizations.

~ By Felix Yip, Chairman ~





## *Personnel Management Club Scholarship 2003-04*

Same as previous years, Personnel Management Club invited five universities in Hong Kong, which provide full-time courses on HRM, to nominate candidates to participate in the PM Club Scholarship for the year 2003-04. The five universities were Hong Kong Baptist University, Chinese University of Hong Kong, City University of Hong Kong, Lingnan University, and Hong Kong Polytechnic University.

Unlike previous years, the Club invited the universities to nominate one candidate from each university for the Contest this year. With regard to the method of selection for the best candidate, all candidates were firstly required to submit a paper with no more than 2,000 words in English, on a topic decided by the Club. The paper topic this year are: "What is the most appropriate way to boost up the morale and confidence of the employees in Hong Kong to enable us to move ahead with one heart, one mind?", which contributed 40% of the total score. The student candidates were then required to make a 15-minute presentation in

English in the afternoon of the Club's AGM to the Judging Panel comprising three representatives of the Club's Executive Committee and one representative professor each from the participating universities. The representative of the Lingnan University was unable to join the Judging Panel due to other engagements.

It was a keen competition and eventually Miss To Sin Ting from Hong Kong Baptist University was selected as the Winner of the 2003-04 PM Club Scholarship with an award of HK\$4,000, while Miss Cheung Pui Pui from Lingnan University won the First Runner-Up award of HK\$2,000 and Miss Tam Kwai Chi from City University of Hong Kong got the Second Runner-Up award of HK\$1,000. In addition, all candidates were granted a student membership of the PM Club for one year. Prizes were presented to the winners during the Annual Fellowship Dinner held thereafter in the same evening.

~ By Felix Yip, Chairman ~



*1st Runner-up : Miss Cheung Pui Pui, Lingnan University*



*Winner : Miss To Sin Ting, Hong Kong Baptist University*



*2nd Runner-up : Miss Tam Kwai Chi, City University of Hong Kong*



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## *Visiting The Yantian International Container Terminals (YICT)*

Your Club organized, jointly with the Institute of Training Professionals, a visit to the Yantian International Container Terminals (YICT) in Shenzhen on February 21, 2004.

As one of the leading container terminals in southern China jointly established by the Hutchison Port Holdings Group and Shenzhen Yantian Port Group, YICT is operating seven containers berths capable of handling the world's largest container vessels.

YICT's business has grown vigorously since terminal operations officially commenced in July 1994. The annual throughput of YICT exceeded one million TEU for the first time in 1998. By 2002, the figure has increased to four million TEU, which compares favourably with other world-class container terminals.

The visit started with a warm welcome by the management of YICT and an introduction briefing of her history, evolution and port operations. There was then a guided tour around the Control and Planning Section, the Yard, together with a visit to the Crane Simulator Training Centre, and finally a presentation on "YICT's People Development".

YICT launches a series of "People Development Programs" which aim to support the company's rapid expansion and build the talent pipeline for succession planning in the longer term. The development programs include the global leadership development program, the operations manager trainee program and the accelerated development program.

The members of both Clubs very much enjoyed the visit and gained a wider perspective and insights on the fast economic development of the Pearl River Delta of China.

~ By Philip Li, Executive Committee Member ~



*Overview of Yantian International Container Terminals (YICT) in Shenzhen*



*Management of YICT introducing the history of the company to members*



*A guided tour around the Control and Planning Section*



*Dr Felix Yip, Chairman of the Club presenting a souvenir to the management of YICT*

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## Happy Hours of Networking



HR profession from both the public and private sector joining the event

Following the success of the happy-hour gathering held in November last year, a networking drinks gathering was held on Friday, 12 March at the Marco Polo Gateway. Some twenty members and their friends of the HR profession from both the public and private sector joined the event. It was a happy and noisy evening in which members met and shared their experiences at work in a casual atmosphere over unlimited drinks. For those of you who miss the event, look out for the next one later this year!



A group photo of Guests at the gathering

## A Student of HRM

My name is Cindy To Sin Ting. I am a final year student majoring in Human Resources Management in the Hong Kong Baptist University (HKBU). It was my pleasure to take part in the Personnel Management Club Scholarship Competition this year. It was the first time for me as a candidate to participate in this inter-university competition and my honor in winning the scholarship. With this valuable experience, my knowledge of human resources management gained from three years of studies has been put into practice and my self-confidence enhanced. Most importantly, my social network has been enlarged through the chance to exchange ideas with the committee members of the Club, professors and fellow students from other universities. I believe that the scholarship is a valuable chance for students to broaden their insights beyond lessons and definitely is the most memorable and meaningful occasion for me to sum up what I have learned.

I have experienced a colorful and fruitful university life studying at the HKBU and taking part in different kinds of school activities. Participating as a member of the Social Service Club's executive committee and different associations certainly enhanced my skills of

critical thinking and interpersonal communication. All these helped equip myself for the future challenges at work and in life. Moreover, understanding foreign culture is essential to a business school student like me. Having participated in an overseas internship in my summer vacation in 2002, I gained valuable experiences as well as an understanding of the business culture of a foreign country. I have also learned a lot from the university's Business Internship Programme and community services.

I understand that the performance and survival of every company is based on people and how to better manage employees at work is thus critical. With today's fast-changing business world, human resources practitioners are facing challenges in balancing the interests of both employers and employees. My ambition is to work as a human resource professional in the hospitality and tourism industries. As a person who likes to meet and communicate with people, the profession suits me well and enhances my understanding of the needs of others.

~ By Cindy To,  
Winner of the PM Club Scholarship ~