



Personnel Management Club PM Voice

<http://www.hkma.org.hk/pmc/>

The PM Club

The PM Club aims to increase knowledge and understanding of the personnel field of management, the Club aims to

- encourage the general introduction and adoption of the best personnel policies and practices into Hong Kong;
- promote good people management/employee relations in Hong Kong;
- provide a meeting ground for persons interested in, or with responsibilities for personnel management, whether in the commercial, industrial, government or academic fields.

Executive Committee Members:

Chairman : Dr Chester Tsang
 Vice-Chairman : Mr Peter Leung
 Members : Mr Danny Au, Dr. Aaron Chiang,
 Ms Freda Cheuk, Mr C.K. Lee,
 Dr. Alex Wong,
 Mr Michael Yeung,
 Ms Angie Yu, Mr Jerry Young

China HR seminar

China Human Resource was a talk of the town in recent years. With legal professional speakers from Guangzhou, HR Directors from multi-national corporations and local traditional company which grew fast into international arena, the seminar was successfully held in January 2014 with over 60 participants.

Lawyer from Guangzhou and Speakers from HK

Speakers include Mr Jimmy Ho, Executive VP of HR & Administration of Lee Kum Kee sauce group (李錦記國際控股) who talked about talent



Full house of participants of wide range of industries.



Panel discussion given by speakers.



The honorable guests and Executive Committee Members.

management in China in alignment with company development from a local sauce company into a multi-national corporations, a brand which Hong Kong took pride of. Ms Kris Lui, formerly from Procter & Gamble (寶潔有限公司) spoke on preferred employer of choice, elaborating on how a multi-national large corporation developed its talents and cared for its employees. Mr Charles Ho from MTR corporation (港鐵公司) talked about culture building and instilling of Vision, Mission, Values amongst employees.

Legal update & pay trend 2014

The PM club was also delighted to have Mr ZB Fung, partner in Guangzhou lawyers firm (廣東瀚誠律師事務所), to talk about recent updates in employment legislation in China. He paid emphasis on impact of legislation on company's HR practices, as well as insurance policies which affected employer contribution greatly. Mr WK Leung from Aon Hewitt (怡安翰威特香港) shared his updated analysis on 2014 rewards trends and projections, which highlighted the salary adjustment expectations of different sizes of companies in different industries in China.

A good start

This was the first time the club to hold this China HR seminar, supported by Multi-national Human Resources Management Association in China, and CT goodjobs. The speakers' concise but in-depth analysis exceeded participants' expectations, and most audience well acclaim this short & compact seminar.

~ By Peter Leung, Excom Member

PMC Scholarship Events for 2014

Scholarship since the 70's

Personnel Management (PM) Club was established in early 1970s. It is one of the eight specialist clubs operating under the auspices of The Hong Kong Management Association (HKMA) with objectives to increase members' knowledge and understanding in all aspects of personnel management. The PM Club aims to encourage the introduction and adoption of the best personnel management policies and practices in Hong Kong.

Local university students awardees

The PM Club scholarship is a flagship event of the Club. The scholarship aims to promote enhancement of knowledge and understanding all aspects of personnel management in Hong Kong, to offer financial assistance to students in local universities who are students interested in pursuing a career in personnel management, and to offer recognition for outstanding scholastic achievements to students who have completed a recognized course in personnel management.

Three awards every year

Every year, three scholarships of HK\$ 4,000, HK\$ 2,000 and HK\$ 1,000 respectively will be awarded. In addition, all participating candidates will be awarded free membership of the Club for one year.

HKMA Personnel Management Club 2013/2014 Scholarship - Winners **CONGRATULATIONS!**



PMC Scholarship 2013/2014 Winners come from five local universities.

The scholarship was established since 1989 and it is already the 24th scholarship presentation this year in 2014. Students who are engaged in full-time studies in Personnel Management/Human Resources Management in local universities are eligible to enter into scholarship competition.

Written submission and presentation

Scholarship assessment includes a written submission of essay and a presentation in front of panel of judges, which comprises of professors and lecturers from tertiary institutions in Hong Kong. This year theme of the scholarship submission is "What can be done to secure the future for HR practitioners by taking into account such important factors like change, sustainability and growth".

2014 Scholarship Contest

Scholarship winners this year are :

Winner - Ms Au Ling Fung Priscilla, HK Baptist University

1st Runner up - Ms Kuo Ting Ting, City University

2nd Runner up - Ms Tsang Ka Wing Michelle, HK University of Science & Technology

Certificate of Appreciation: Mr Lee Chun Lam, HK Polytechnic University and Mr Ho Chi Wai, HKSYU

Prize presentation cum sharing session

To recognize the effort made by students in this scholarship, the PM Club organized a prize presentation ceremony cum sharing session on 2 May 2014 at HKMA Fairmont House, Central. During the ceremony, prizes were given to the awardees by the Executive Members of the PM Club. The winner of the scholarship contest, Ms Au Ling Fung Priscilla from the HK Baptist University then presented her award-winning submission for the contest. Priscilla gave a very detailed account of the essential qualities needed for HR professionals of tomorrow. The guest speaker for the event, Professor Randy Chiu of HK Baptist University, delivered a talk on "Transforming Global HR Roles for 2020: Connecting Business Strategy, Social Challenge, and Corporate Culture". Professor Chiu gave a very insightful analysis of the pivotal roles HR professionals had to play in the years leading to 2020 and beyond.

HR professor's talk

Professor Randy Chiu delivered a speech on "Transforming Global HR Roles for 2020: Connecting Business Strategy, Social Challenge, and Corporate Culture".



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Panel discussion given by all speakers.



Group photo of the honorable guests and PMC Executive Committee Members.

The second half of the sharing session was for Executive Committees of PM club Dr Chester Tsang, Mr Michael Yeung and Mr Peter Leung to give their presentations respectively on the topic of also held a panel discussion on "Choosing HR as your profession : Opportunities & Challenges". They drew their practical experience from the organization they were currently serving. In a nutshell, Dr Tsang, being the Principal of the Academy of Learning, provided an overview of the training and development challenges in the Mass Transit Railway Corporation having over 16,000 staff in Hong Kong alone and the credentials required to be a successful training professional.

Panel discussion on "Choosing HR as a profession"

Mr. Yeung shared his wealth of HR experience in various major Multi-national corporation with the latest challenges in his current job in On Semiconductor, particularly for the merging of a newly acquired entity in Japan having a staff force of 7,000 into the mainstream HR structure of the holding company. Viewing from the perspective of the largest public body in Hong Kong, Hospital Authority, Mr. Leung highlighted the diverse range of issues an HR professional had to cope with. The event concluded with a panel discussion amongst all the speakers when more in-depth views on the topic were exchanged and explored. Participants took the valuable opportunities to raise a lot of questions to get to know more on subjects of their interest. There was a good sharing and dialogue with HR students and practitioners in this spring afternoon.

~ By Peter Leung and Aaron Chiang,
Excom Members

From the club scholarship winner

This is my honor to become one of the winners of the HKMA Personnel Management Club Scholarship Competition in 2014. This scholarship not only is a big recognition to my effort but also an eye-opening experience for me. I am so thankful and deeply appreciate the establishment of the Scholarship, which have given me a great learning opportunity. I would also like to express my sincere gratitude to my dearest Professors for their nomination to this scholarship, and most importantly their teaching and support.

Change, sustainability and growth

In the preparation of the competition topic – “What can be done to secure the future for HR practitioners by taking into account of such important factors like change, sustainability and growth”, I had the opportunity to consolidate what I have learnt throughout the three years of HRM training. It is also a precious chance for me to practice and build up my confidence in

both writing and presentation. The four actions that I have suggested in response to the competition topic, which are “keep learning, be proactive, be strategic and be creative”, do give me a good reflection before entering into the field of HR. Not only during the preparation, but also throughout the interaction with all the judges and students from other universities on the presentation day, I could have gone through a very rewarding learning experience.

Keep learning, be sensitive and credible

Having a strong interest in the field of HR, I have established a clear goal in taking HR as my long term career. In order to be successful in achieving this goal, I will keep on learning, as well as be more sensitive to the business environment, especially to the news related to the labor market. Keep learning is just like keep myself equipped with knives all over, so that I could build up a sense of professions and credibility for my HR career. I will also be proactive to the things surrounding us and be strategic in showing HR value to the company. Last but not least, I will be creative in solving any challenges ahead. All in all, I wish I could become a professional HR practitioner in the foreseeable future.

Young gun promise to contribute to future HR

Thank you again for the recognition and generous support of the PM Club. I feel pride for being the winner of the scholarship. In receiving this scholarship, I am touched not only by your generosity but also by our shared desire to give back to the society. I feel the responsibility to uphold the expectations that accompany with the honor. I promise I will work very hard and eventually contribute to the future of HR as well as the society.

~ By Au Ling Fung Priscilla,
Club Scholarship Winner



Scholarship Winner Ms Au Ling Fung Priscilla from HKBU.

Hung Fook Tong visit

Herbal Tea Culture Museum

The Club is delighted to have a joint visit with Institute of Training Professionals to Hung Fook Tong Herbal Tea Culture Museum located in its Tsuen Wan headquarter. Ms Sonia Tsang, Organization & People Development Manager, Hung Fook Tong Holdings, personally led the visit. The visit took place in a relaxing autumn afternoon in October 2013 with over 20 HR professionals joined the visit.

Star course and passport

During the visit, members knew more about the Hung Fook Tong's corporate training experience, followed by a conducted tour around their Herbal Tea Culture Museum.

Their Star course (鴻福堂管理學院) covers a versatile portfolio of subjects ranging from professional herbalist tea, emotion management, customer service skills, outdoor adventure training, etc. Once a young staff joined Hung Fook Tong to become a staff (鴻人), he/she will start the journey within the big and cozy family. Each staff was given a passport (星級之旅通行証) for him/her to guide through a self-paced development path. Training courses of versatile nature were provided timely in alignment with career development of staff.

Walk the talk

Sonia and her management team shared their success stories in grooming up young generations in shops, in office and in sales and in logistics work. The company's passionate and humorous style impressed us, demonstrating how the top management "walks his talk" during the process of engaging each employee. Sonia also showed the company's bi-monthly newsletter(鴻人報) and episodes of the Managing Director Dr Szeto's talks with frontline staff in staff forum (鴻人大會). The visit ended with a highlight on the Managing Director's personal involvement of understanding frontline work by being a shop salesman, picking up a bund (叉燒包) to serve customer, but nearly drop it before the customer. Top management kept on engaging in frontline work from time to time. We are impressed by the leadership and dedicated management team.

By Peter Leung, Excom Member



Participants include HR veterans, practitioners and students.



Thirty participants learned how a modern herbal tea company grooms its employees.

Simulation Centre Visit

Application of learning into workplace is often a hot topic in the field of human resource. Human is inevitably prone to error due to tiredness, burnout, work pressure, distraction or tight deadlines. In corporations where error, albeit how small, can be fatal, employee learning and training needs to be taken on board very carefully. Healthcare organizations like hospitals require employees to learn and translate their learning into daily patient care. During the process of care, a slight oversight or an accidental lack of coordination may lead to serious outcome. Simulation training (模擬訓練) is one of the effective methodology to enable participants to learn how to manage critical workplace events, and how to work as a team using available resources. The Club has pleasure to be received by the Institute

of Clinical Simulation which focus on training of doctors and nurses in Anaesthesiology. The institute is located inside North District Hospital in Sheung Shui. Anaesthesia is of utmost importance during surgical operation of patient.

Realistic & safe learning

Simulator based training enables professionals to learn how to handle crisis in a highly realistic and safe environment. Besides training, participants also share on their various corporations' employee engagement (職員投入) initiatives which are important in boosting up productivity at workplace. Our PMC led a group of around 20 participants in July 2013 to visit the Institute of Clinical Simulation. An experienced doctor introduced several key concepts of simulation learning and usage of different scenarios to teach doctors and nurses how to react and manage the situations properly.

Scenarios to test reactions

Interestingly, the simulated models which lied on bed can speak and react to participants' voice and actions. Assistants who stayed inside the control console with one-way mirror control the models' reactions and can speak through the models. Besides the models capable of feeling touch sensations, the equipment and meters inside the operating theatre are all controlled by console, so that a versatile range of scenarios can be created for participants to react and learn. It was a fruitful learning visit in a hot summer afternoon.

~ By Peter Leung, Excom Member



Simulator can speak and react.



Mr Peter Leung (first left) talk to participants.