



CHALLENGES

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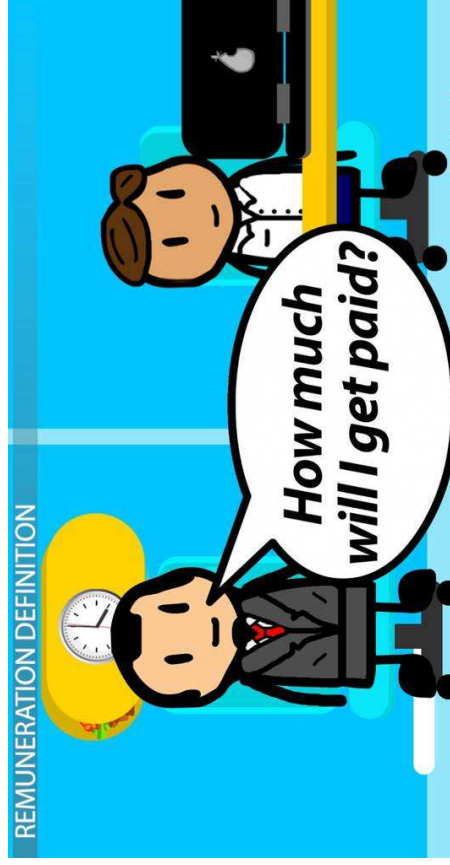
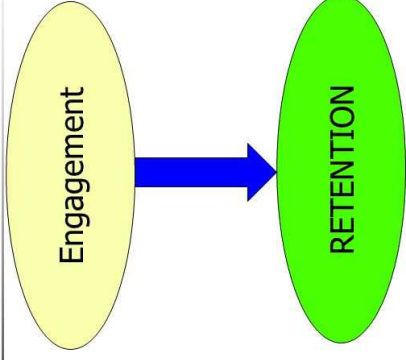
Schindler



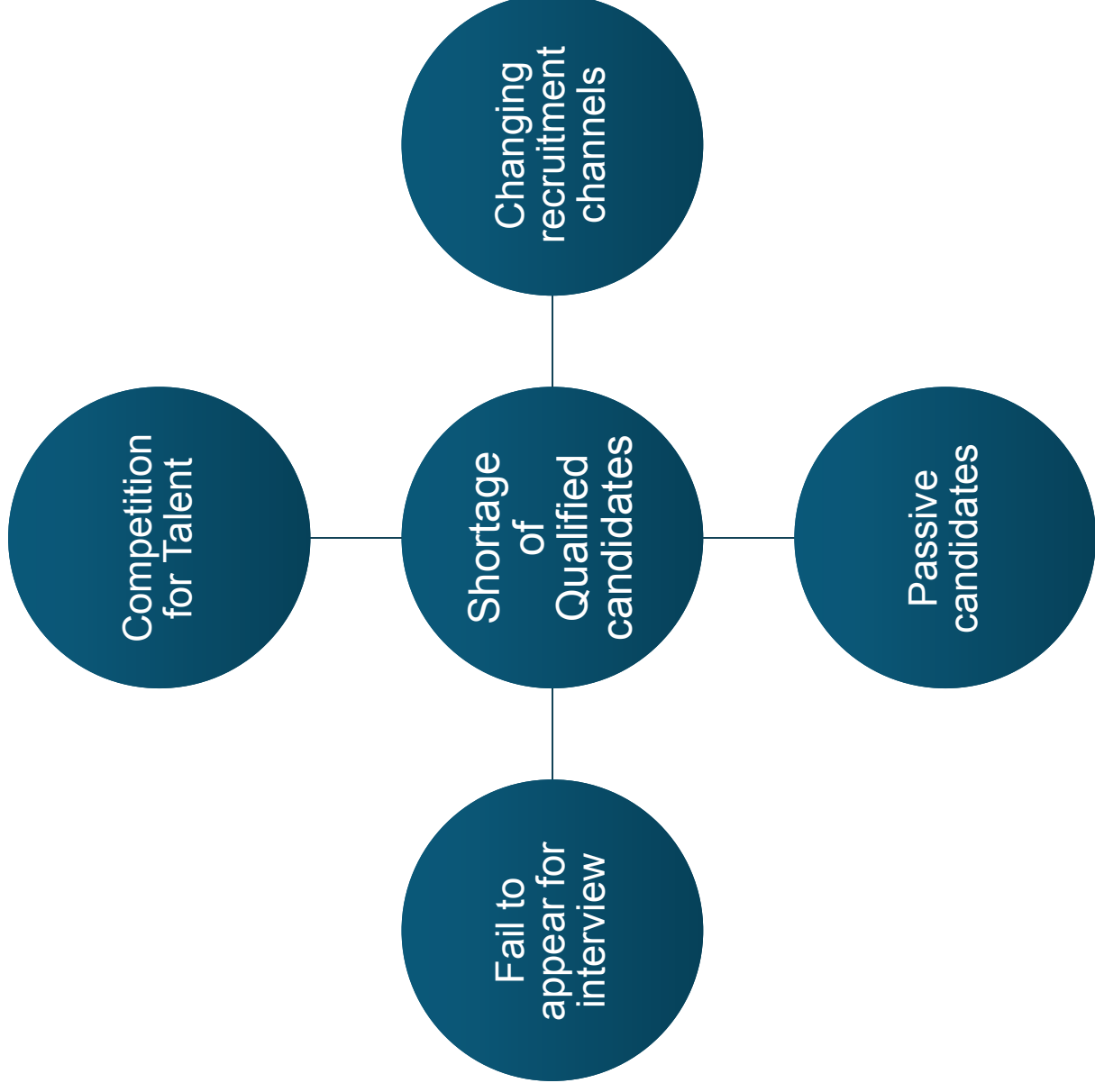
HR Challenges in Myanmar



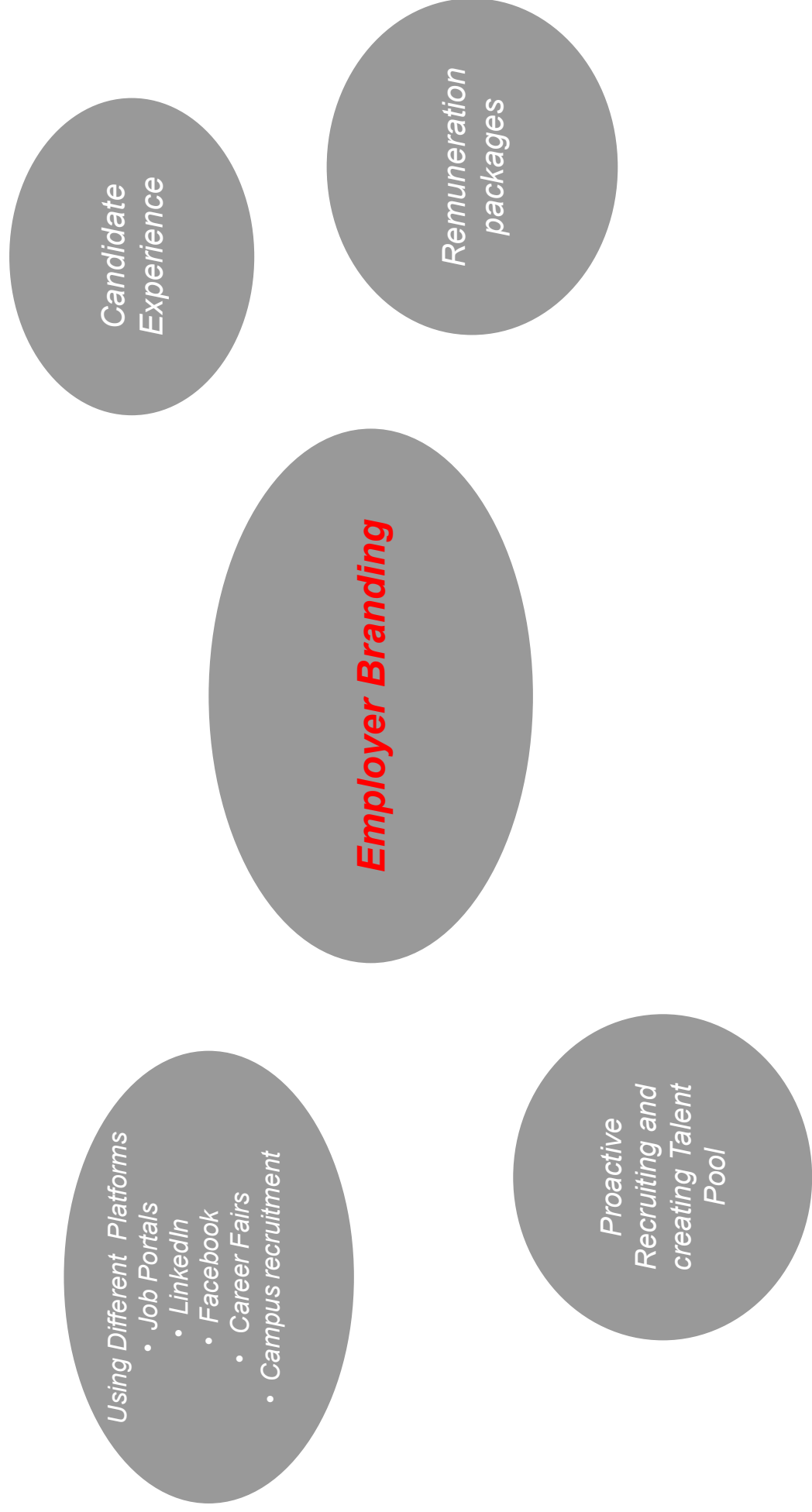
Relation between Engagement & Retention!



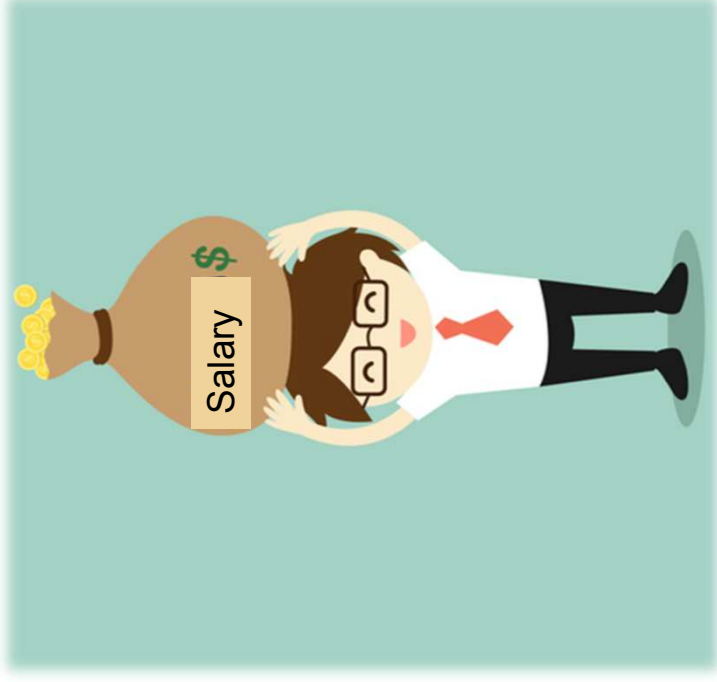
Recruitment Challenges



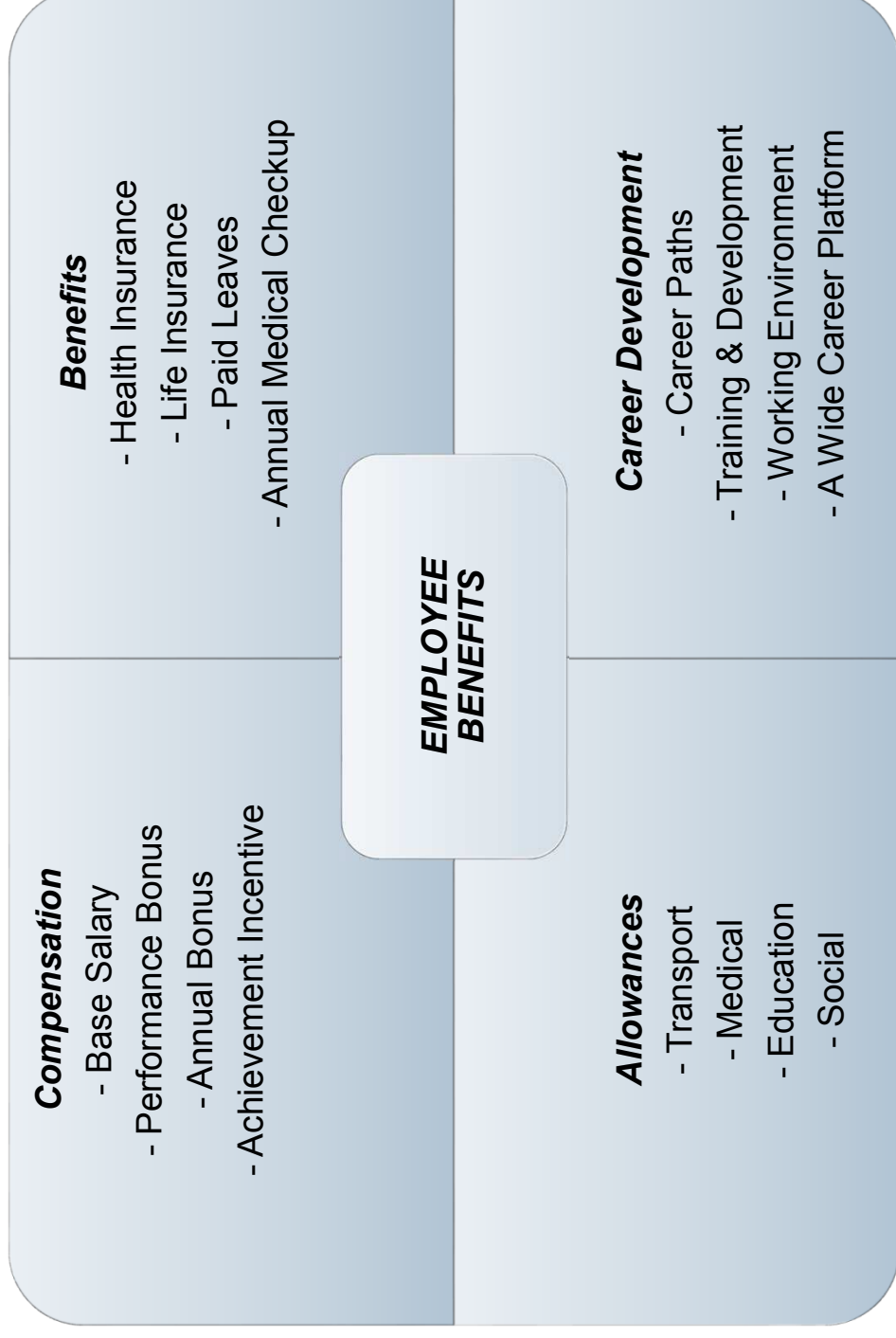
Recruitment will become more challenging in the future;



Remuneration Challenges



Remuneration Packages

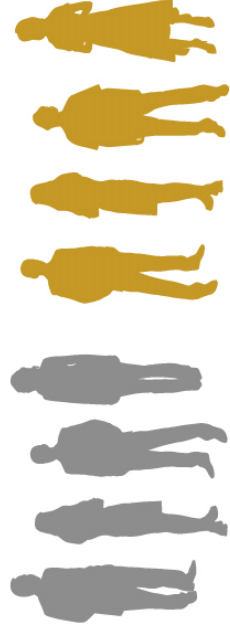


Retention Challenges



by 2020, Millennials will comprise at least

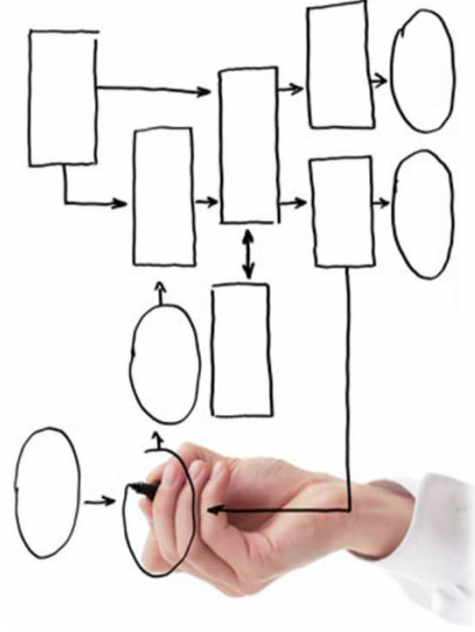
50% of the workforce



Baby Boomers & Generation X

Millennials

kinesisc.com



Retention Policy

Employee Relation

- Open Communication
- Communicate Business's Directions
- Regular Feedback
- Communication channels
- Visible Leadership

Reward

- Recognition
- Long Service Reward
- Certification
- Rewarding Exceptional Performance
- Flexible-working hours

Employee Development

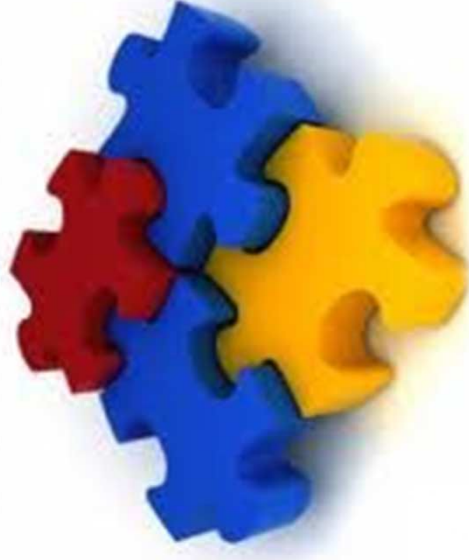
- Training
- Challenging work
- Career Progression
- Leadership Development
- Promotion

Company Culture

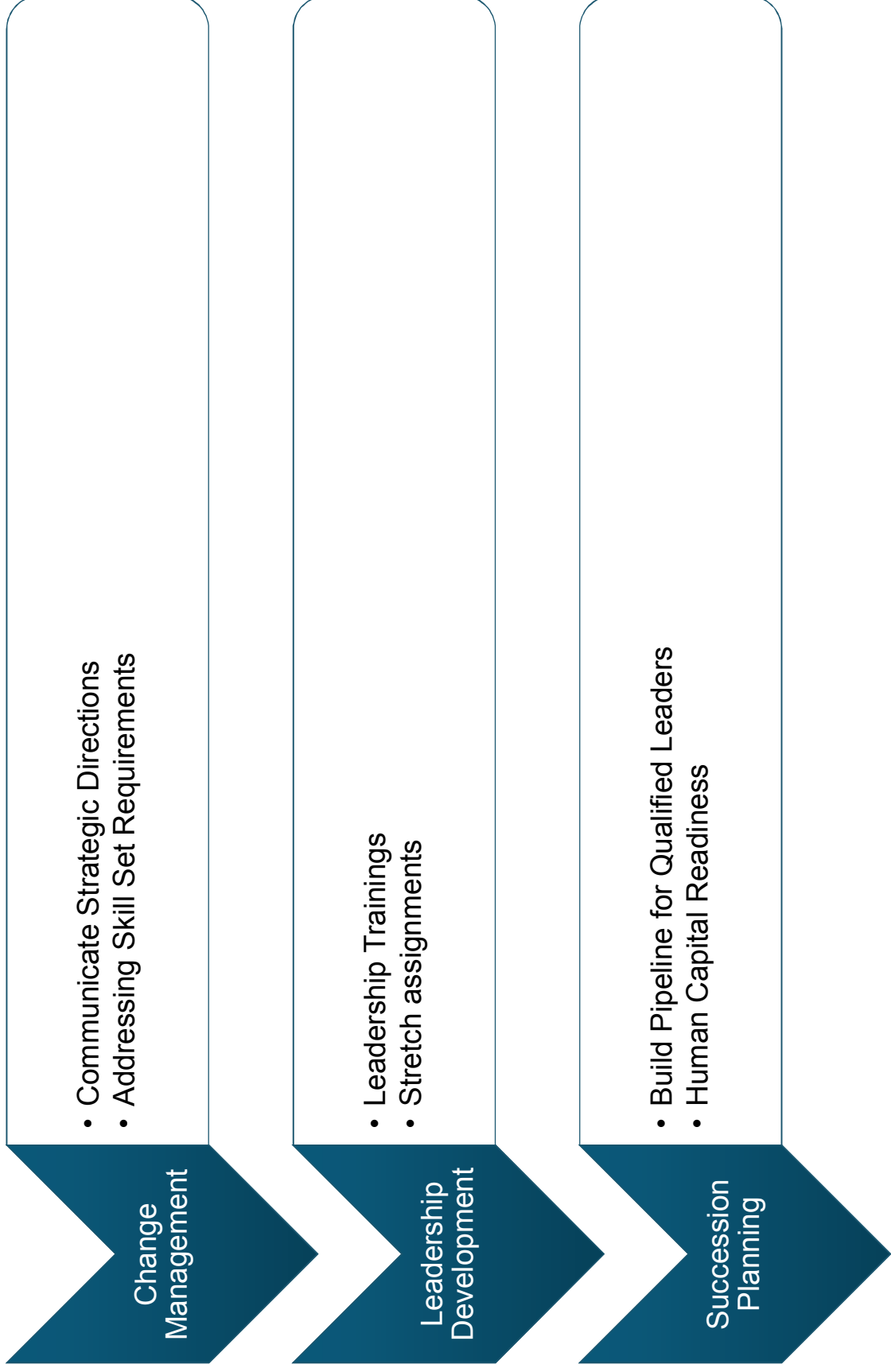
Organizational Development Challenges



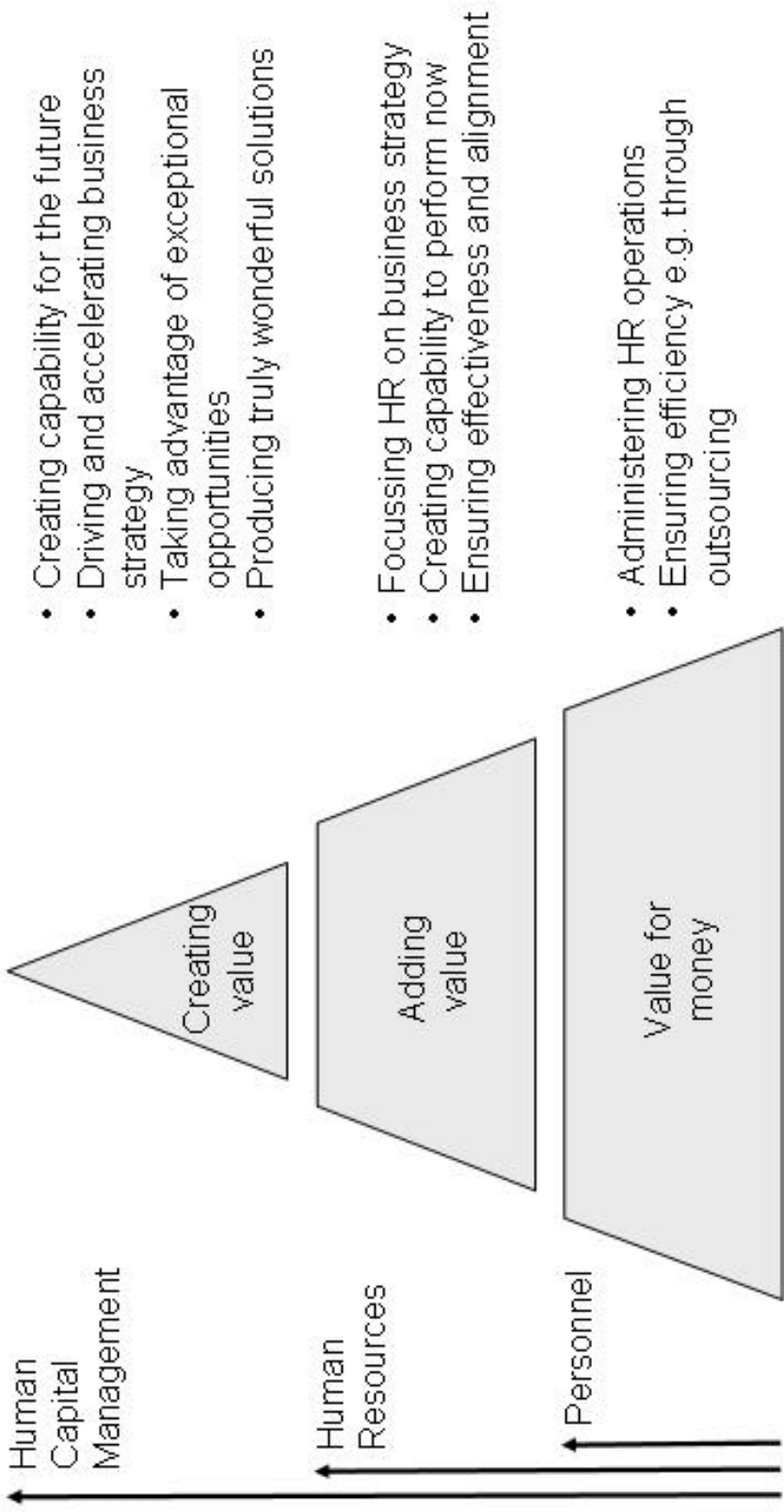
LEADERSHIP
DEVELOPMENT



Organizational Development



HCM value triangle



Competencies for HR Professionals

- 1) Listening skill
- 2) Change agent
- 3) Business Acumen
- 4) Strategic-thinking
- 5) Critical Legal Thinking
- 6) Negotiation and Influencing skill
- 7) Data Analysis
- 8) Emotional Intelligence
- 9) Problem-solving skill
- 10) Customer-oriented mindset

THANK YOU!