

SA *Premium* Consulting

Corporate Services

Strategic Human Resource &
Payroll Management
Business Process Outsourcing (BPO)

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Change Management

- Process Work Re-engineering
Redefine Vision, Mission and Core Values
- Charting out Business Road Map vs Resource Management
- Standard Operating Procedures (SOP) Development



Payroll Management

- Cloud-based Payroll System
- Timely payroll processing and statutory payments
- Work closely with Finance Dept. to ensure timely disbursement
- Claim policies and payment



Job & Reward Management

- Drafting clear Job Description & Employment T&Cs
- Introduction of Job Grading Structure vs compensation benchmarking system
- Performance evaluation system vs reward packages



Talent Management

- Assessment / Selection
- Leadership Development
- Manpower Planning
- Succession Planning & Business Sustainability Plan
- Career Path Development



Legal, M&A, Contracts & Dispute Resolution

- Corporate Restructuring Management
- Disciplinary Issues
- Retrenchment Management
- Industrial Relations Case Management
- Union Management



Deliver Operational Excellence

- Promote Process Improvement – Project CSF
- Operating Model Optimisation
- Budgetary vs Hiring Required
- Leave management system
- Eliminate financial losses arising from non-compliance

As a Strategic Human Resource and Payroll Management BPO service provider, we provide a third-party Human Resource (HR) management on behalf of our Customers, hence allowing our Customers to have more focused-attention on growth-related objectives.

Our Professional Services options:

- Strategic Human Resource Planning & Advisory
- Payroll Management
- Corporate Exercise (retrenchment / legal / disputes)



BENEFITS TO INTERNAL STAKEHOLDERS

1

DIRECTORS & C-SUITE EXECUTIVES

Provide the Board of Directors and Executive Officers the with independent and credible recommendations on matters concerning Human Resource Planning & Hiring Strategy

2

ORGANISATION – Key Departments

Increase operating efficiency in all key departments by making sure only the right talent being recruited and positioned correctly, and to ensure high employee-morale at all time

3

COST IMPACT

Reduce overall HRM cost impact to the Company via the Business Process Outsourcing (BPO) arrangement, yet meeting the ultimate HRM & Planning, as well as efficient organisation.



BENEFITS TO EXTERNAL STAKEHOLDERS

1

REGULATORS

Avoid issues of late payment and filing of employee and employer statutory obligations.

2

SHAREHOLDERS

Increase return to shareholders ensuring that the selected qualified talent performing at their highest level at all time, hence increases productivity and financial excellences.

3

CUSTOMERS

Increased work-quality within the organisation results to high performance and quality deliverables, hence increase customers satisfaction.



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