

FORUM 1

Implementation of Progressive Wage in Malaysia

MODERATOR



Dr. Mohd Ridwan bin Abd Razak

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Dr. Mohd Ridwan bin Abd Razak is a lecturer at the Faculty of Management and Economics at Universiti Pendidikan Sultan Idris (UPSI), specializing in human resource management. He earned his PhD in Management from Universiti Kebangsaan Malaysia in 2019 and completed his Master's in Human Resource Development from Universiti Putra Malaysia in 2012. His research has been published in various journals and includes studies on the implementation of the HRBP (Human Resource Business Partner) model in Chinese enterprises, the competencies needed by managers to handle performance-based pay systems, and the impact of pay administration on employee commitment at Pos Malaysia Berhad.

PANELLIST 1

Mr. Chang Yii Tan is the Managing Director of PE Research Sdn Bhd. An economist with extensive experience in socio-economic studies, urban planning, rural development, poverty analysis, human capital development, industrial economics, and environmental economics, he also excels in facilitating stakeholder workshops using the Logical Framework Approach (LFA). Although he primarily focuses on Malaysia, he has worked on projects in Jordan, Vietnam, Sri Lanka, Kenya, Botswana, and Cambodia. Furthermore, he has expertise in creating trust funds for biodiversity conservation and managing tourism in natural forest areas, and he serves as a key representative for the development of Malaysia's Forest Stewardship Council (FSC) Standards.



Encik Chang Yii Tan

Managing Director of PE Research Sdn Bhd



PANELLIST 2



The Malaysian Employers Federation (MEF) is the leading private sector employers' organization in Malaysia, representing over 6,760 ordinary members and 28 association members. As the Executive Director of MEF, Datuk Haji Shamsuddin advises on policies that the MEF should advocate to the government, aiming to create a more business-friendly environment for the private sector, thereby helping employers maintain their competitiveness.

YBhg. Datuk Hj Shamsuddin Bardan
Executive Director of Malaysian Employers Federation

PANELLIST 3

Mohamad Muzaffar Abdul Hamid, Director at the People Productivity Division, is a dedicated professional fostering growth and innovation in Malaysia's labour market and educational sector. With a focus on strategic planning and program development, Muzaffar addresses industry concerns and enhances talent development initiatives. He is deeply involved in Malaysia's labour market reform efforts, advocating for policies that promote high-skilled employment and aligning educational institutions with industry needs to boost workforce productivity.



Tuan Mohamad Muzaffar Abdul Hamid
Director,
Malaysia Productivity Corporation (MPC)