



PRODUCTIVITY-LINKED WAGE SYSTEM (PLWS)

20 & 21 NOV 2025 | 9.00AM - 5.00PM
| MEFA TRAINING CENTER, PJ

Course Overview

This 2 day intensive training offers a holistic understanding of PLWS, combining theory, case studies, and hands-on application. Participants will learn how to design, negotiate, implement, and sustain PLWS frameworks in alignment with Malaysia's Employment Act 1955 and MPC guidelines. The program also explores international wage models (Japan's gainsharing, Germany's co-determination, Singapore's flexible wage system) to inspire innovative approaches for Malaysian organizations. Group forums, simulations, and handbook-modification workshops ensure participants leave with customized strategies they can implement immediately.

Who Should Attend

- All department leaders
- Executives
- Line manager / supervisors
- legal & compliance staff

Learning Outcomes

Participants will be able to :

- Provide case study analysis of industries successfully implementing PLWS.
- Strengthen organizational readiness for monitoring, audits, and long-term wage sustainability.
- Develop practical skills in creating wage structures, setting KPIs, and calculating wage adjustments.

Course Registration :



<https://forms.office.com/r/dgkHFVS5Pa>

RM1,600*

(Price Inclusive of 8% SST)
HRDC Claimable*



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Course Structure

Time	Agenda	Time	Agenda
DAY 1		DAY 2	
9:00am - 9:30am	Opening & Icebreaker	9:00am - 9:30am	Recap Day 1 Review of key points & reflections
9:30am - 10:30am	Introduction to PLWS Definition, objectives, link between wages & productivity, Malaysian labour market	9:30am - 10:30am	Session 6: Case Studies of PLWS in Practice Malaysia (manufacturing, F&B, plantation) & international (Singapore Airlines crisis response)
10:30am - 10:45am	Break	10:30am - 10:45am	Break
10:45am - 12:30pm	PLWS Framework & Employment Law MPC guidelines, wage structure (fixed + variable), Employment Act 1955, Industrial Court cases	10:45am - 12:30pm	Session 7: HR Handbook Modification Drafting PLWS clauses into HR policies & contracts
12:30pm - 1:00pm	Activity <i>Mini Forum:</i> "Why are wages often disconnected from productivity?"	12:30 - 1:00pm	Activity Group drafting of sample handbook sections
1:00pm - 2:00pm	• Lunch Break	1:00pm - 2:00pm	Lunch Break
2:00pm - 3:30pm	International Wage Models Japan gainsharing, Germany co-determination, Singapore flexible wage system	2:00pm - 3:30pm	Negotiation & Forums for PLWS Employee & union forums, communication strategies
3:30pm - 3:45pm	Break	3:30pm - 3:45pm	Break
3:45pm - 4:30pm	Session 4: Designing Wage Structures Indicators (KPI, output, quality, revenue), PLWS calculation examples	3:45pm - 4:30pm	Monitoring & Sustaining PLWS Tracking productivity, linking to performance appraisals, continuous improvement
4:30pm - 5:00pm	Wrap-Up Day Key takeaways, reflection on HR handbook gaps	4:30pm - 5:00pm	Final Wrap-Up & Certification Mock audit of wage policies, action planning, feedback

Trainer Profile

RYTHA

Rytha is a highly qualified trainer and legal professional with an LLB (Hons) from the University of Hertfordshire & holds certifications as both a Train-the-Trainer and Accredited Trainer from HRDC. She currently serves as Legal Advisor at SN Rajan & Associates & has previous leadership experience in HR, business consulting, and financial management. Over the years, she has delivered a diverse portfolio of training in areas such as employment law, data privacy (PDPA), workplace well-being, governance, financial literacy, quality management (ISO, lean, 5S), risk control, and operational excellence.

