



CONSTRUCTIVE DISMISSAL UNPACKED: PROTECT YOUR COMPANY FROM COSTLY CLAIMS

16 JANUARY 2026 | 9.00AM - 5.00PM
| MEFA TRAINING CENTER, PJ

Course Overview

HR/IR/ER practitioners play a crucial role in identifying and appropriately handling constructive dismissal claims, a growing issue in Malaysia. Constructive dismissal occurs when an employer's actions or omissions make working conditions intolerable, leading an employee to resign in protest due to a breach of fundamental employment terms. Claims can arise from issues not directly tied to a contract breach or from a clear fundamental breach. Because constructive dismissal is a complex legal concept, it is essential for HR/IR/ER practitioners to fully understand it to prevent potential liabilities, including losing cases at the Industrial Court, which could result in the company paying substantial sums in back wages, compensation, or even punitive damages.

Who Should Attend

- All Department Leaders
- HR Personnel
- Senior Managers
- IR Personnel

Learning Outcomes

- Understand the legal definition and key elements of constructive dismissal in Malaysia.
- Identify situations and employer actions that could lead to constructive dismissal claims.
- Develop strategies to manage and mitigate risks associated with constructive dismissal.

Course Registration :



<https://forms.office.com/r/gFWgrYKvm0>





Course Structure

Time	Agenda
8:30 - 9:00AM	Registration
9:00 - 10:30 AM	MODULE 1: Principles Involving Constructive Dismissal
10.30 - 10.45 AM	Break
10:30 - 10:45 AM	Tea break
10:45 - 1:00 PM	MODULE 2: Contract Test, Unreasonable Test & Review of Judicial Pronouncements
1.00 - 2.00 PM	Lunch
2.00 - 3.30 PM	MODULE 3: Prerequisite Conditions for Claiming Constructive Dismissal & Burden of Proof
3:30 - 3.45 PM	Break
3.45. - 5:00 PM	MODULE 4: Case Laws on Constructive Dismissal & Scenarios to Determine Whether A Claim for Constructive Dismissal Exists

Trainer Profile



KIRANRAJ SEKAR A/L SEGGARAN

Kiranraj Sekar - An expert in employment and commercial law, Kiranraj delivers strategic legal solutions with precision and clarity. Holding a Bachelor of Laws (Hons) from Universiti Malaya (UM) and a Master of Human Resource Law (Distinction) from Universiti Utara Malaysia (UUM), he is a trusted advisor in regulatory compliance and employment disputes. As an accredited HRDC trainer, he conducts impactful sessions on employment legislation, negotiation strategies, and conflict management. His training programs have been widely attended by HR practitioners, managers, and executives across industries



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