



HR & EMPLOYMENT LAW FOR BEGINNERS

24-25 FEB 2026 | 9.00AM - 5.00PM |
MEFA TRAINING CENTER, PJ

Course Overview

The main objectives of this Human Resources Beginner course is to equip participants with the fundamental functions and responsibilities of the HR department and familiarize them with best practices and approaches in the implementation of HRM at the workplace. This includes the ability to implement an effective recruitment and selection process, from crafting job postings to conducting interviews and designing effective onboarding programs. This course will further expose participants on the important sections of the Employment Laws and Regulations. Focus will be given to the Employment Act 1955 and the latest amendments as well as important sections of the Industrial Relations Act 1967.

Who Should Attend

- Human Resource Personnel
- Compliance Officers
- Line Managers / Supervisors
- Talent Acquisition Staff

Learning Outcomes

Participants will be able to :

- Understanding Core HR Functions.
- Developing Effective Recruitment and Selection Strategies
- Ensuring Legal Compliance and Ethical Practices.
- Implementing Performance Management Systems.

Course Registration :



<https://forms.office.com/r/w5LLZ0WgR6>

RM2,000*

(Price Inclusive of 8% SST)

HRDC Claimable*

Course Structure

Time	Agenda
DAY 1	
8:30am - 9:00am	Registration
9:00am - 10:30am	MODULE 1: <ul style="list-style-type: none"> Understanding Human Resources
10:45am - 11:00am	Break
11:00am - 12:00pm	MODULE 2: <ul style="list-style-type: none"> Recruitment and selection
12:00pm - 1:00pm	MODULE 3: <ul style="list-style-type: none"> Administration After Hiring
1:00pm - 2:00pm	Lunch Break
2:00pm - 3:30pm	MODULE 4: <ul style="list-style-type: none"> Training and Development
3:30pm - 3:45pm	Break
3:45pm - 5:00pm	MODULE 4: <ul style="list-style-type: none"> Handling Performance Appraisal Q&A Session
DAY 2	
8:30am - 9:00am	Registration
9:00am - 10:30am	EMPLOYMENT ACT 1955: <ul style="list-style-type: none"> Employment Act 1955 Labor Laws, Definition of terms Contracts of Employment & Termination of Employment / IR 1967 Presumption as employee & employer
10:45am - 11:00am	Break
11:00am - 1:00pm	<ul style="list-style-type: none"> Principles, Contractors, Subcontractors & Contractors for Labor Advances, Deductions & Wages Case Study Discussion
1:00pm - 2:00pm	Lunch Break
2:00pm - 3:30pm	<ul style="list-style-type: none"> Pregnancy & Maternity / Paternity Discrimination in Employment, Sexual Harassment, Forced Labor
3:30pm - 3:45pm	Break
3:45pm - 5:00pm	<ul style="list-style-type: none"> Rest Day, Hours of Work & Overtime Public Holidays, Annual Leave, Sick Leave Q&A Session Case study Discussion Summary / Q&A Session

Trainer Profile



VIGNESH K VELAYUTHAN

An experienced trainer with 25 years' leadership experience across MNCs and hospitality in Singapore, Indonesia, Switzerland and the UK. Skilled in managerial roles, project management, training and HR. A graduate of UKM (B.Econ), holder of a Postgraduate Diploma in Hospitality (HIM), and certified CIPP (AIBFM) and HRDC Time Agenda



SACHA MARIA ALOYOUS ALFRED

Sacha is an Advocate and Solicitor with extensive experience in employment law and industrial relations, representing organisations and individuals in the Industrial and civil courts, providing advisory and training services at MEF, and actively contributing to social and legal advocacy.



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