



## PR/158666 | Senior Human Resource Executive

### Job Information

**Recruiter**

JAC Recruitment Malaysia

**Job ID**

1526004

**Industry**

IT Consulting

**Job Type**

Permanent Full-time

**Location**

Malaysia

**Salary**

Negotiable, based on experience

**Refreshed**

April 8th, 2025 17:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**JOB RESPONSIBILITIES:**

## Recruitment activities

- Work closely with department leaders and hiring managers to determine the organization's staffing requirements.
- Create and implement recruitment plans to attract qualified candidates, particularly for technical and operational positions in the data center.
- Manage the entire recruitment lifecycle, from job advertisement to employee onboarding.
- Collaborate with external recruitment firms when needed to fill challenging positions.

#### Employee Engagement

- Create and execute programs to cultivate a positive workplace culture and enhance employee engagement.
- Regularly administer employee satisfaction surveys and collaborate with management to resolve any issues or incorporate feedback.
- Develop retention strategies aimed at minimizing turnover, with an emphasis on employee development and career advancement opportunities.

#### Performance management

- Establish performance management systems, including appraisals, goal setting, and feedback sessions.
- Assist managers in resolving performance-related concerns and promoting ongoing employee development.
- Track employee performance to ensure it aligns with organizational objectives

#### Learning & Development

- Assess skill gaps and develop training programs to improve workforce capabilities.
- Collaborate with training providers to offer both technical and soft skills training.

#### Employee Relation & Compliance

- Serve as the primary contact for employee concerns, managing grievances and disputes with professionalism and confidentiality.
- Ensure the organization adheres to labor laws, regulations, and industry standards.
- Keep employee records and documentation in accordance with legal requirements.

#### Compensation & Benefits

- Help design compensation structures and benefits packages that are competitive within the data center industry.
- Manage the administration of employee benefits programs, such as health insurance, retirement plans, and other perks.

#### HR Administration

- Manage HR data confidentiality and security of sensitive information.
- Support payroll administration and handle other HR-related administrative duties.

#### Strategic HR initiatives

- Work with senior leadership to ensure HR strategy aligns with the overall business goals of the data center.
- Participate in change management processes during organizational transitions.
- Track and report on HR key performance indicators (KPIs) to measure the effectiveness of HR initiatives.

#### **JOB REQUIREMENTS:**

- Bachelor's degree in Human Resources, Business Administration, or a related field
- At least 5 years of HR experience in an IT or Engineering environment.

- Comprehensive knowledge of HR functions such as recruitment, employee relations, and performance management.
- Excellent communication and interpersonal skills, strong problem-solving abilities, and proficiency in organizational and multitasking skills.
- Familiarity with HR software systems and tools, and proficiency in the MS Office Suite.
- Detail-oriented, capable of multitasking, adaptable to a fast-paced environment, proactive, and skilled in managing complex HR issues.
- Ability to work both independently and collaboratively within a team.
- Strong work ethic and professionalism.

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Company Description