

CORPORATED MANAGEMENT / HUMAN RESOURCES

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Minister: Create **conductive** setting

Utilise staff to maximise potential, says Subra

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KUALA LUMPUR: Employers need to create a conducive environment to ensure their staff do not slack off or indulge in social media during working hours, said Human Resources Minister Datuk Seri Dr S. Subramaniam.

While emphasising that Malaysians are generally not a lazy lot, Dr Subramaniam said the working culture was different now as opposed to the past due to developmental changes and the influence of cyberspace.

"I do not agree that Malaysians are lazy. We cannot generalise but of course there will be areas which we can improve on, such as optimising the utilisation of the workforce. "It is up to the employers to look

at how they are using their staff. Both sides are involved in this process as employers have to create a conducive environment which will maximise the potential of their workers so that their output is great.

"Maybe the younger generation is choosy. This is complacency that comes with development.

"We have to see how we can address the attitudinal issue so that they can be as hardworking as their forefathers used to be," he said after attending the national symposium on the productivity-linked wage system yesterday.

Dr Subramaniam was responding to a report quoting the Malaysian Productivity Corporation which stated that Malaysians work longer hours than their counterparts in many benchmark countries, but

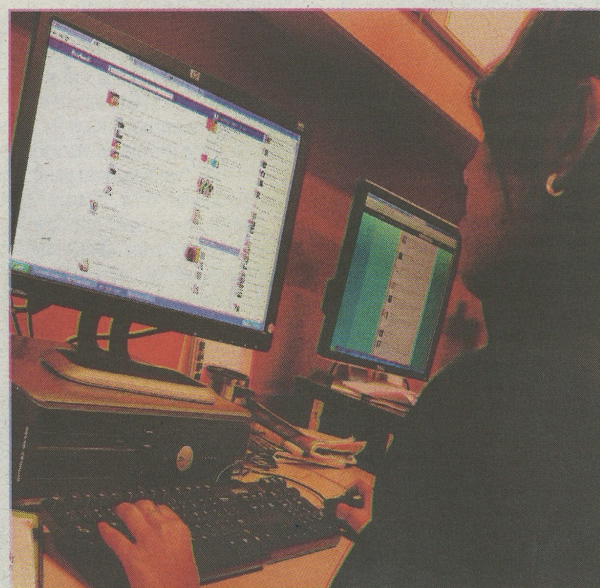
produce less work than them.

Malaysia, he added, was "not doing very badly", having been ranked 14th most competitive nation in the world out of 59 countries by the Institute for Management Development's World Competitiveness Yearbook 2012 survey.

He added that the country's productivity rate of 4.6% last year was higher than the wage increase, yet there was a need for more to be done.

Dr Subramaniam also urged employers to change their mindset and realise that relying on foreign workers would only spell trouble in the long run.

On the PLWS, Dr Subramaniam said over 74,000 employers had implemented the system which has benefited some three million workers.



Environmental change: Creating a conducive atmosphere will minimise the number of hours staff slack off from work.