

没有工作经验，有硕士文凭，不是求职加薪的灵丹妙药。
(档案照片)

辛苦念硕士……‘自念’了？

人力资源专家：如果没有相关工作经验，没有硕士文凭，没有任何意义……

许多公司多过学历 重经验多过学历

猎头公司。

人人都能念硕士？

硕士生良莠不齐

人人都能念硕士？本地出现大量良莠不齐的硕士生，从而减少雇主对硕士生的需求。

梁昌国说，随着越来越多人想追求硕士文凭，不少学校提供远程课程，或在短时间内考取硕士的压缩课程，造成市面上出现大量良莠不齐的硕士生，而减少了雇主对硕士生的需求。

吴坤豪指出，来自名牌大学的硕士生，无论在受聘或薪金方面都较吃香。而一些特定专业如生物科学，其硕士生博士学位都相当受认可。

吴坤豪建议：“如果是为了转业，参加行业内的特定训练学习相关技能更重要。”

刘婵 报道

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学历高，薪水就高？有些人辛苦念硕士后，发现“白念”了！猎头头公司说，许多公司注重经验多过学历，硕士文凭不是求职加薪的灵丹妙药。

MBA居多

受访人力资源专家说，目前市场上的硕士文凭持有者越来越多，其中以工商管理硕士(MBA)居多。

仁立国际执行董事梁昌国受访时说，根据他个人经验，公司注重硕士生学位的要求

已减少，不少雇主不要求应征者需拥有硕士学位，反而更重视经验。

他说：“如果没有相关工作经验，有硕士文凭没有任何意义，除非这个硕士属于特定专业，而工作需要这样的条件。”

“在经济萎缩期间，不少即将毕业的学生选择留在学校继续深造，考取硕士，以为能增加他们的印信，但其实这在就业中影响不大。”

GMP招聘公司企业服务部副主任吴坤豪则说，不是所有硕士生持有者都能得到高薪水。

他说：“这和求职者的经验及条件有关。”



仁立国际执行董事梁昌国。



服务部副主任吴坤豪。
GMP招聘公司企业

为高薪跳槽 不一定好事



除了薪水，仁立国际执行董事梁昌国建议人们跳槽时考虑其他因素，如对象公司的文化。

实例：工作时间长·经理悔不当初

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跳槽薪水高，不见得是好事！

跨国公司高级经理，为了多3000元月薪而跳槽，结果每星期工作72个小时，6个月后，终因受不了而辞职不干。

在烟酒公司工作的高级经理（40岁），原本享有月入1万元的高薪。

不过，随着经济好转，就业市场蓬勃，为了多赚3000元，他在了解另一家公司的文化是“工作狂”后，还是“明知山有虎，偏向虎山行”。

但进入公司后，他发现那里的员工，不但每天从早上8时做到晚上10时、11时，就连周末也回去加班。

碍于不想让老板以为他偷懒，这名经理也只能照办，结果工作生活的平衡完全打乱，日子过得很沮丧。持续半年后，他终于受不了而辞职。

媒体早前报道，由于经济好转，失业率下降至2年半来最低点，达到2.1%。人力市场蓬勃，也使更多员工转换工作。

人力资源顾问公司Hudson Global Resources的调查显示，56%受访公司表示，在过去6个月所面对的人员流动率增加，一些公司的流动率甚至高达20%。

仁立国际执行董事梁昌国受访时说，本地跳槽员工，80%是为钱，其余是因为人际关系和工作环境问题。

他说：“虽然钱是重要因素，但求职者跳槽时也要考虑其他因素，如公司文化，不要单看薪水，勉强接受。”



就业市场好转，更多人转换工作。（档案照片）

晚报谈吧

决定跳槽前应考虑哪些因素？

<http://forum.omy.sg/wbtalk>



人力咨询公司GMP Group企业服务部副主任吴坤豪建议，在跳槽前，员工应做足功课。

跳槽5大误区

未做足功课、为钱跳槽、逃避困境、高估自己和目光短浅是导致行政人员，甚至高阶管理层跳槽的五大原因。

以上结果来自《哈佛商业评论》针对400多名人力资源顾问和人事部负责人的调查。

本地人力资源顾问受访时表示，这五种跳槽误区也在本地就业环境出现，不过未做足功课是本地员工作出错误跳槽决定的最主要原因。

人力咨询公司GMP Group企业服务部副主任吴坤豪建议，在跳槽前应充分了解所应聘职位的工作范围，并上对象公司的网站了解公司的文化及要求，对于无法从外界得知的咨询，则应在面试时间问清楚。

他说：“最重要的是要知道自己需要什么，而不是勉强接受，不然就算得到这份工作，将来也会面对辞职或忍受这种两难的选择。”

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电邮发不停、香水太浓、抱病上班……

专家指出

10种同事最惹人厌



◀GMP招聘公司企业服务部副主任吴坤豪(由GMP招聘公司提供)

郭倩婷 报道
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电邮发不停、香水太浓，就连抱病上班，也会被同事在背后咬牙切齿。专家列出哪10种同事最惹人厌。

GMP招聘公司企业服务部副主任吴坤豪受访时说：“有些‘小动作’的确会影响一个人在职场的人气指数，当事人可能根本不知道为何人家讨厌他；可能也没有遇到愿意说出他们‘缺点’的良友。”

他说，故意去骚扰同事的人也是有的，“长远来看，他们这么做绝对没有好处，只会留给人家一个坏印象。”

在职场最惹人厌的同事包括：

① 抱病上班

解读：或许不敢请假，但这是不替其他同事着想，可能会害同事被传染而病倒；即使去上班，也应戴口罩。

② 身上的香水味太浓

解读：并非人人都喜欢你用的香水，可能有人会受不了浓烈气味，影响工作表现。

③ 爱演戏，是职场影帝影后

解读：同事很快就会看出当事人爱耍情绪，如果乱骂人后不道歉，人家也不会尊重你。

④ 借东西“有去无还”

解读：这是很坏的习惯。如果是借钱不还，很快全公司的人都会知道，对你避而远之。

⑤ 留言啰嗦、长篇电邮发不停

解读：只会让人觉得拖泥带水，做事没效率又不干脆。

⑥ 喜欢在背后偷窥同事文件或窃听谈话

解读：鬼鬼祟祟令人反感，给同事的印象全毁。

晚报谈吧

哪一种同事最让你受不了了?

上<http://forum.omy.sg/wbtalk>



⑦ 响舌、扳手指关节或低声哼唱

解读：无论有意还是无意，短暂的动作还可接受，但多做就成了骚扰，形象扣分。

⑧ 偷吃同事的午餐或点心

解读：这是占人家小便宜，令人反感。

⑨ 用笔杆敲桌面

解读：这是感到无聊或对事物不感兴趣的肢体语言。尤其在开会或分享会上，会让会议主持人觉得不受尊重。

⑩ 抢同事的功劳

解读：即使脸皮厚也是不恰当的做法，受委屈者应找机会让上司知道那个工作是你做的。这种事情要自己去争取。

受访人士：

香水味不是人人喜欢！

无论香水或古龙水，上班时宜选择清淡的。

Protocol Academy总裁张思丽说，香水若喷得太多，太浓烈，有时的确会成为同事的“公敌”。

“香水味不是人人喜欢，若和人体汗味混合一起，有些人更受不了，尤其当办公室的空间很小。”

职业搜寻网站JobsCentral总裁林德兴指出，如今很多人都鼻子过敏，“我



张思丽



林德兴



梁昌国

就有这个问题，有时出外开会，我闻到太浓的香水、古龙水或发胶，就会开始流鼻涕，鼻塞。”

受访人都同意，在公司内与同事共处一室，香水最好喷得清淡。

林德兴说，像香水太浓引起他人不满，也是一种对别人私人空间缺乏尊重。若真的受不了，别直接批评，最好选轻松的场合如用餐时，婉转地向当事人指出。

钱有借无还 妇女险丢职

开工不到1个月，就向10名同事开口借钱，还有借无还，令同事厌恶之极向老板投诉，妇女险丢工作。

仁立国际执行董事梁昌国表示，就算家里有困难也应该公私分明，不要把太多问题带到职场。

他透露，曾介绍一名中年妇(45岁)到一间公司当行政助理。当时，这名中年妇正与丈夫办离婚，她带着3个念小学的孩子在外租房住。

由于月入1400元，中年妇无法应付家庭开销，不断向同事借钱，结果今天借50元，明天借200元，不到1个月就已欠了10名同事的钱。

同事感到“无力招架”，只好向雇主反映，雇主则找梁昌国讨论。

梁昌国说：“我们立刻对她进行辅导，之后她的情况改善，也还了些钱，加上雇主同情她的处境，这才保住工作。”

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日做14小时 月薪仅1200 工厂操作员 最‘难赚’

许翔宇 报道

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国人认为在狮城当工厂操作员“最惨”，每天可做达14小时，每月才赚约1200元！

工作时间长是国人普遍面对的问题，但有些行业不但工时长、薪水又低，让许多人感叹做到很“惨”，很多雇主也因此难请到新加坡人。

受访的人力资源专家说，国人认为“最惨”的5大行业，其中以工厂生产线员工为榜首。这类工作同一动作一天可重复无数次，时间长，薪水也不高。“惨”工包括：洗碗工、清洁工、店员、巴士车长和护士。

仁立国际执行董事梁昌国受访时说，根据他的经验，制造业、服

务业的蓝领职位一般最难聘请新加坡人，很多人不愿接受这些工作有6天工作制、轮班制、工时不固定或常加班等。

而造船业、建筑业的劳力工作虽也很辛苦，但已几乎没国人在做，因此未上榜。“的确有些人怕辛苦，或无法调整心态服侍他人，但也有人是照顾家人，无法担任这类工作。采取较短的轮班时段、灵活工作制等，或能解决部分问题。

不过，梁昌国发现，白领员工如专业人士、经理为取得较高薪金，能接受长工时，甚至愿连续几天加班。他提醒，白领者若没掌握好工作与生活平衡，自然得付出代价如迟婚等。

根据人力资源部统计，国人一般每周平均工作45.9小时，以5天工作制来计算，每天约9.18小时。

超时工作 当心短命

对工作缺乏热忱又得超时打工，长期下来可能引发情绪不稳，有调查也发现，超时工作易导致乏味、枯燥，员工为生活又无奈得加班，容易引发抑郁等情绪问题。

他指出，例如工厂操作员的工作性质重复性强，雇主有义务照顾员工福利，让他们工作环节舒



▲仁立国际执行董事梁昌国。(受访人提供)



▲不少国人嫌工厂操作员工时长，薪水又低，抗拒这类工作。(档案照片)

国人最抗拒的5大工作

- ◎ **制造业—操作员/生产员工**
 - 工时: 8-12小时, 若加班每月可做72小时, 等于每天约14小时。(有轮班制)
 - 月薪: 650-1200元
- ◎ **餐饮业—洗碗工/摊位助手**
 - 工时: 4-8小时(咖啡店/食阁, 6天制); 8小时(酒店/餐馆, 6天制)
 - 月薪: 600-960元(每小时3.50元-5元); 800-1200元(每小时6元-7元)
- ◎ **清洁工人**
 - 工时: 8小时(5天制)
 - 月薪: 650-800元
- ◎ **零售业、交通业—如店员、巴士车长等**
 - 工时: 8-12小时(有轮班制)
 - 月薪: 1000-1200元
- ◎ **医疗业—护士**
 - 工时: 12小时(有轮班制)
 - 月薪: 1600-2000元

花\$2394买票 临时被派出国 门票打折卖不出 F1迷倒赔广告费

顾功垒 报道
gugl@sph.com.sg

F1门票要转手，打折10%也卖不出，反而倒赔了200多元的广告费！
F1迷突被派往海外工作，眼见3个月前花近2400元买的3张门票几近泡汤，急忙登报打广告，要九折让票。

在本地工作的外籍人士lan，上周五和周日在英文报刊登转售世界一级方程式(F1)3天入门门票广告，打折后以2150元出售。

这名赛车迷受访时说，他在3个月前花2394元买了3张史丹福看台的3天入门门票，打算在9月24日至26日，和家人一起去感受看赛车的刺激。

怎料，他近期被通知派往海外工作，月底就要离开新加坡。
他说，一则广告收费112元，如今刊登了两次，但至今无人问津。
若按现价来算，lan要脱售的史丹

19 OTHER ENTERTAINMENT

3 TICKETS FOR 2010 Singapore Grand Prix Stamford Grandstand, 3 day pass being sold 10% disc @ S\$2150. lan 9

▲F1迷突被派往海外工作，花200多元打广告，想要减少2000多元门票泡汤的损失。

福看台门票，实际上打了20%折扣！记者上F1网站发现，史丹福看台一张门票如今卖898元一张，3张总值2694元。

换言之，lan当时购买门票时，一张才798元，3张门票等于是打了八折在卖。

F1最贵门票卖2988元

今年的F1车赛，门票最便宜的滨海看台，一张298元；到高级法国餐馆看赛车，一张门票要价2988元。

根据F1网站，赛车手驶到滨海看台时需要放慢速度，包括韦伯(Mark Webber)在内的多名赛车手，过去两年都表示这段不容易驾驭。

最贵的3天门票属在Le Saint Julien餐馆边享受法国餐边看赛车，3天套票2988元。

F1迷有机会在独一无二的迷你小看台，看赛车由安德逊桥飞来。



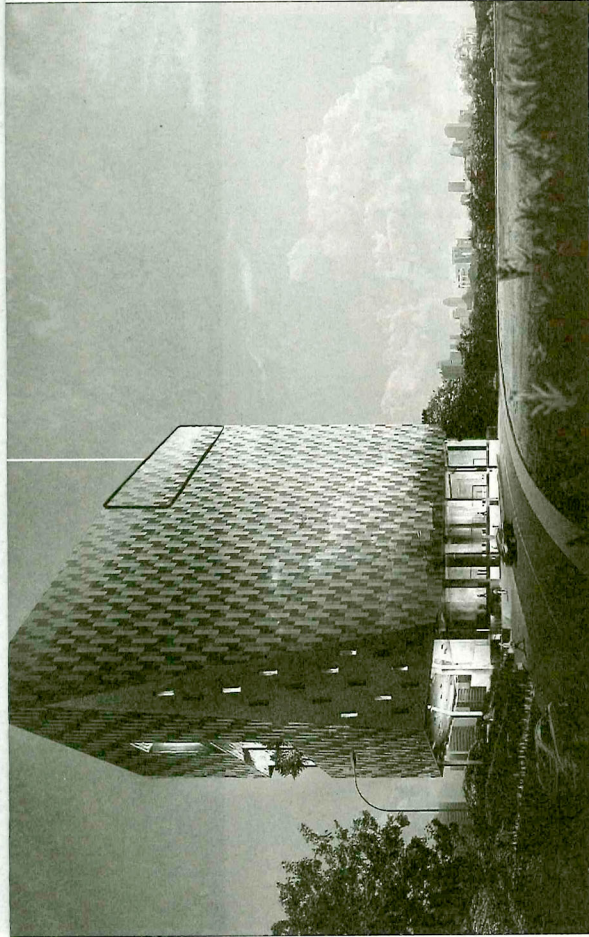
▲在Le Saint Julien餐馆边享受法国餐边看赛车，3天套票2988元。(图取自Le Saint Julien)

淡滨尼怪事



What impact will the increase in employers' CPF contributions have on your organisation, and on businesses in Singapore? How can the Budget's proposed productivity grants and measures, and any other measures, help increase productivity in your organisation?

THIS WEEK'S TOPIC:



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investments, sometimes the initial outlay is prohibitive. We must also recognise that for SMEs in particular, sometimes it is difficult to send workers for upgrading programmes because labour resources are so tight.

The curb on the hiring of foreign workers has added to this problem. We cannot neglect paying attention to the tight labour situation and the policies surrounding the hiring of foreign workers as this will inevitably impact overall productivity.

Eugene Wong

Managing Director
Sirius Venture Consulting

THE increase in CPF contributions will add to the increase in overall cost of doing retail business in Singapore. Labour cost is the second largest cost element in retail business after rental and this will impact on our business expenses.

The government can help to alleviate this by giving more training grants as well as providing more foreign workers and also allow students to work, thereby expanding the labour force range. In addition, some rebates for training of workers will also help. As long as workers become more productive and well trained, then the longer term impact will be good for Singapore.

David Low

CEO
Futuristic Store Fixtures Pte Ltd

DUE to the nature of our business model, most of our operations are based overseas with only about 20 per cent of operating costs centred in Singapore. In view of this, the 1 per cent increment is manageable vis-a-vis overall operating costs. And the two-part increment allows time for adjustment.

However, for businesses in Singapore that have mainly local operations, I would see a greater impact. This is especially so for the service sector which is predominantly more labour intensive with salaries making up a large portion of the overall business costs.

The Budget's proposals certainly help locally-based businesses but for our organisation with a large pool of talent stationed abroad, there will be little chance for us to utilise the grants in our pursuit to move up the value chain through automation and skills training.

If the council can look into apportioning the National Productivity Fund for overseas utilisation which ultimately benefits Singapore businesses, it will certainly be helpful to organisations with a similar setup.

Jimmy Fong

Chief Executive Officer
AFOR Ltd

THE CPF reductions were made to save jobs when times were tough and it's only fair we reciprocate now by giving back to our employees.

David Leong

Managing Director
PeopleWorldwide Consulting Pte Ltd

THE CPF's restoration is an eventual and expected move and from a human resource perspective, it is a necessary adjustment since the restoration is one of the few ways to compensate the workers who have contributed to the revival and growth of the economy. Human capital, as a major part of the factors of production must be incentivised when the economy turns good.

Any hikes in cost necessarily will mean a hit on the bottom line for companies but this restoration should not be looked upon as increasing costs.

What is perceptibly lost with the increase in CPF on the left side of the equation is compensated by the slew of incentives on the right side of the economic growth equation - \$5.5 billion for productivity investments and assistance to companies.

An allocation of \$2.5 billion over the next five years to build a "first-class" continuing education and training system for adults will mean that companies can tap these fiscal stimuli to help transform their companies to achieve higher productivity with better human capital resources.

Such restructuring based on productivity gains and sharpening competencies in human capital is very much work in progress but we hope a dumb-bell shaped mode will surface soon and that will take Singapore to another level of sustainable long-term growth.

Liu Chunlin

CEO
K&C Protective Technologies Pte Ltd

THE increase in CPF contribution in one respect means greater business cost and joins other inflationary factors.

The staggering of this manageable increase in CPF contribution means that it will not pose a shock to most companies.

From another angle, the partial CPF restoration is a symbolic gesture in keeping faith in the labour-company-government tripartite relationship when workers had previously been urged to take CPF cuts during the downturn.

But beyond these two specific aspects is the over-arching need to create value through innovation and productivity gains, to enlarge the pie before more can be shared.

Our business hinges a lot on R&D for innovative solutions to combine protection with aesthetics as both are important to our clients.

We even dare say that if we do not have periodic breakthroughs, our business will stagnate. We will certainly take advantage of the government initiatives to help us leverage on technological innovation and productivity gains.

THIS WEEK'S TOPIC

Is now the right time to begin restoring employers' CPF contribution rates? How quickly can this rate be raised and by how much?

Counting the cost

* Rate as of 21 April 2010 published by the RBA and subject to change.

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¹ Source: Bloomberg, April 2010

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Tim Hird
 Managing director
 Robert Half Singapore

GIVEN that the economic recovery has just begun and longer-term prospects remain uncertain, employers' CPF restoration, if any, could be done in staggered phases. As recovery is not evenly spread out across all industries, this approach will give companies time and flexibility to adjust their cost structures.

Employees in Singapore have helped to shoulder part of the responsibility in the nation's pursuit of economic growth in the form of lower employer CPF contribution, as well as taken various forms of pay cuts during the recent downturn. Restoring CPF contributions is a tangible way of showing appreciation to staff, and will help to boost overall morale and productivity.

Tan Kok Leong
 Principal
 TKL Consulting

THE CPF contribution rate of the employer was cut by 3 per cent to 33 per cent in October 2003 when the GDP growth rate was 2.2 per cent on its way down to 1.1 per cent. Despite better growth which averaged 8 per cent from 2005 to 2008, the rate remained unchanged due to cost competitiveness considerations. It is sensible now to restore the cut in stages in employers' CPF contribution to enhance savings as the current quarterly rebound has quite fully recovered the losses in manufacturing and services suffered in 2009.

A strong GDP growth of 7-9 per cent in 2010 is likely in Singapore.

Eric Hoh
 Vice-president
 Symantec, Asia South

SINGAPORE'S latest growth estimates are reason to be optimistic about the country's recovery from the economic downturn. However, only time will tell if this recovery is sustainable. Meanwhile, it is still important to remember the lessons learnt during the recent global crisis where organisations need to continuously focus on prudence, training and innovation to help them thrive in the interest of long-term competitiveness.

Employees are the most valuable asset within the company. The long-term target to restore employers' CPF contribution rate is a move in the right direction to recognise the contribution of employees during a time when everyone had to do more with less. However, it is important too that the raise be done gradually to ease and minimise the impact on business recovery.

Yes, restore fully

Teng Yeow Heng Michael
 Managing director
 Corporate Turnaround Centre Pte Ltd

I WOULD recommend that the CPF rates be restored to the original level in tandem with the economic recovery. It is only the right thing to do as when the economy was bad, employees were asked to make sacrifices and take a cut in CPF.

It is important for employers to send a strong message that they do recognise the sacrifices of their employees during difficult times since the economy has now recovered. And if the economy turns sour again, then employees are once again expected to take a cut and they will be more supportive. This will be consistent with market forces which work to keep things flexible and nimble.

David Leong
 Managing director
 PeopleWorldwide Consulting Pte Ltd

IN times like today's, with short boom-bust cycles, it is hard to use CPF as a blunt tool to moderate wage loading for employers. Increasing CPF by 1-1.5 per cent technically has minimal impact on total wage loading on the employers since the quantitative increase is marginal. In my opinion, in an economic crisis, when the government imposes a reduction in CPF contribution for employers, the reduction is more notional and symbolic and demands a certain risk and pain sharing by workers.

If the government is to subject the CPF to move in tandem to the rhythm of the boom-and-bust cycles, which are becoming increasingly short, it will become clumsy, flipping and flopping. Only the workers suffer as they need the CPF for their house, medical insurance and payment for their annuity.

The government should consider a complete one-off restoration and thereafter leave the CPF fixed. Making multiple-step adjustments is like making many tiny pricks. One swift prick is better than many irritable tiny pricks for employers. The government can use other monetary and fiscal policies to help employers cope with wage loading in poorer times like providing taxation reliefs for wage components. It can even calibrate increased taxation reliefs for older workers.

This will spur the employers to re-look the factor of production costing and to tweak other variables in the equation other than manpower costs.

CPF should be immediately restored.