



HR Asia®

BEST COMPANIES  
TO WORK FOR  
IN ASIA 2022

HONG KONG



Together  
We

*Thrive*

HR Asia is pleased to present the HR Asia Best Companies to Work for in Asia,  
where best practices and inner workings of companies are investigated to understand  
what distinguishes them from the rest.

Are you one of the best companies to work for in Asia?

Nominations are now open!

Organiser

**HR Asia**

A PUBLICATION OF  
**Business  
Media  
International**

Supporting Partner



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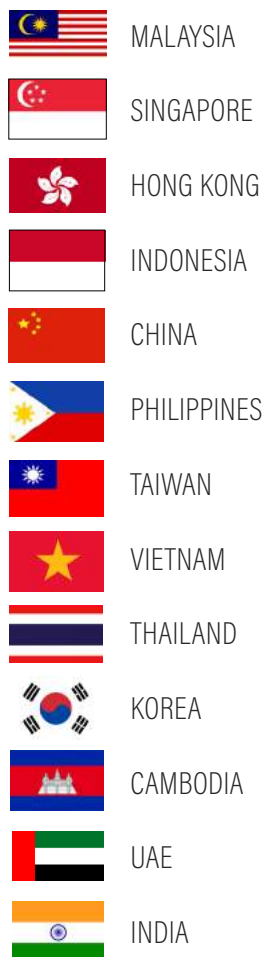
## ABOUT THE AWARD

# *HR ASIA Best Companies To Work For In Asia 2022*

In this day and age, talents have become one of the most expensive commodities on earth. On that account, it has become vital for companies to not only be seen as a good employer, but the best in the industry. With expectations and performance standards rising every year across the region, it is no surprise that companies are taking more effort to raise the bar. Increasing, these efforts include creating workplace excellence and promoting greater employee engagement.

*HR Asia – Asia's most authoritative publication for senior HR professionals – is pleased to present the **HR Asia Best Companies to Work for in Asia**, where best practices and inner workings of companies are investigated to understand what distinguishes them from the rest.*

The award will cover **13 markets** across the region, and will culminate with an award ceremony and a report to be published in HR Asia's bumpers issue.





## HR ASIA Best Companies To Work For In Asia 2022

# Reasons to Participate

### *Strengthen Your Employer Brand*



More powerful than an independent endorsement based on solid research data in helping you build your brand as a strong employer – and as the Best Company to Work for. Employer branding is becoming strategically more important in securing long-term recruitment needs, taking the employer brand to the next level, differentiating your employer brand from competitors and strengthening it on a local level.

### *Better Understand Your Employee*



Most companies would have surveys and other feedback mechanisms in place. But nothing beats an independent, report driven survey. It not only tracks your employees' input, but also measures it against your industry, market and across the entire participant-base. The key benefits are: benchmark, benchmark, benchmark! When employees' needs are met, and employees feel aligned with the mission, vision and values of the organization, they respond with high levels of engagement and commitment. They come to work with enthusiasm and are willing to go the extra mile to support the organization in its endeavours.

### *Enhance Your Company's Bottom-Line*



The ability to attract and retain top talents also means a direct positive impact to your bottom-line. More importantly, the ability to build sustainable, great companies that not only outperform and outlast the competitors but also deliver greater values to shareholders – rely primarily on your talents.

### *Enhance Corporate Cohesion*



To achieve team cohesion, organisations must create a common vision and maintain it, encourage feedback and make sure everyone's opinion counts, encourage personal connections and conflict resolution. Hence, opportunities for personal growth and development to support employees in finding their life purpose and aligning their purpose with daily work.

### *Benchmark the Survey Findings*



Benchmarking in online surveys involves comparing your company survey results against your industry, market and across the entire participant-base. Moreover, the HR Asia Best Companies to Work for in Asia®'s survey is a more involved process, and provide similar benefits, accurate data that longer, more elaborate programmes offer.



# HR ASIA Best Companies To Work For In Asia 2022

## Mechanism

### Judging



HR Asia Best Companies to Work for in Asia® is the only awards judged solely by employees based on Total Engagement Assessment Model™ (TEAM)

### Eligibility



All companies in Asia with over 100 full time employees (manufacturing industry) or 50 full time employees (non-manufacturing industry) or the equivalent and have been in operations for a minimum 18 months at the time of submission are eligible to participate. The organiser may waive or alter these requirements from time to time without notification.

### Nomination Fee



The nomination fee of USD1,000 entitles a set of survey for a minimum of 30 and up to 50 full time employees are required to participate.

### Confidentiality



The process is fully self-administrated and kept in utmost confidentiality. Only if you are selected as a winner and accepted the award, your company name will be publicised and announced in HR Asia and to all local media. We do not respond to requests for judging reasons and other information on the awards, participants or recipients, except those stated in this kit or as communicated to the participants.





# HR ASIA Best Companies To Work For In Asia 2022

## Survey

### Total Engagement Assessment Model™

Total Engagement Assessment Model (TEAM) helps you to get a better understanding of your workforce. The surveys are specially designed to measure the employee engagement level of your company, thus aiding in the determination of the Best Companies to Work for in Asia.

#### 1. CORE: COLLECTIVE ORGANISATION FOR REAL ENGAGEMENT

- Culture & Ethics - Cultural charity, ethics, social responsibility, diversity & inclusion
- Leadership & Organisation - Leadership quality, purpose, agility & adaptability, mutual respect & trust
- Active Initiatives - Wellness, realisation of true potential, meaning of work, learning & career pathing, empowerment & self-actualisation

#### 2. SELF: HEART, MIND & SOUL

- Emotional Engagement (Heart) - Ownership, belonging, emotional equity, pride, wellness & wellbeing (sub-conscious)
- Intention & Motivation (Mind) - Commitment, intention, motivation (conscious)
- Behaviour & Advocacy (Soul) - Behaviour, attitude, beliefs, active-promotion (unconscious)

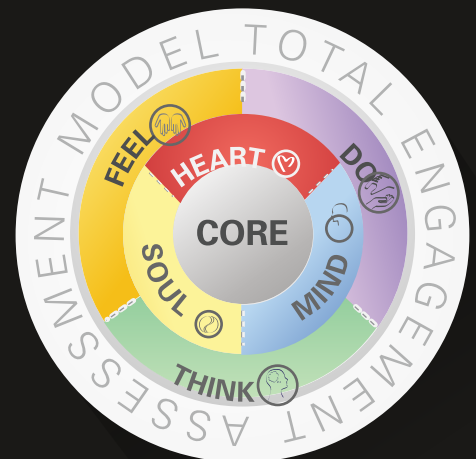
#### 3. GROUP: THINK, FEEL & DO

- Collective consciousness (Think) - Collective opinion as a group (Mind + Soul)
- Workplace Sentiment (Feel) - Collective sentiment and emotional engagement as a group (Heart + Soul)
- Team Dynamics (Do) - Collective actions and behaviour as a group and intra-team dynamics (Heart + Mind)

The nomination fee of USD1,000 entitles a set of survey for a minimum of 30 and up to 50 full time employees are required to participate. A nominal USD100 administration fee will be charged for every 10 additional participants. Employees that are in the employment of the participant for less than six (6) months or who do not constitute what is generally accepted as "full time employees" are not allowed to participate in the survey.

*How Do I Nominate My Company?*

Visit [awards.hrasiamedia.com](https://awards.hrasiamedia.com)



## HR ASIA Best Companies To Work For In Asia 2022

# Simple & Convenient Process

### Submission of Nomination

Complete your organisational details and submit the nomination form via email. At this point, the company should nominate a Company Champion for the programme who will be the primary point of contact.

### Employees Selection Guidelines

HR Asia acknowledges the nomination and sends the Employees Selection Guideline.

### Completion of Surveys

All surveys are completed online. Each survey takes between 15 to 30 minutes, it will take the organisation no more than one week to complete the whole process.

### Report Generation and Judging

Upon completion of the nomination cycle, and depending on the quantity and quality of nominations in your market, the Summarisation, Report Generation and Judging process will take place.

### Gala Dinner & Awards Ceremony

If you are selected as a recipient of HR Asia Best Companies to Work for in Asia®, you will receive your recognition at the Gala Dinner & Awards Ceremony.

## Frequently Asked Question

#### How does the survey look like?

Survey questions are in statements of structures, activities, or sentiments at the organisation based on these elements: Core, Self and Group. The survey uses a 5-point scoring scale. The survey is done entirely online. No paper survey is accepted.

#### How to select the employees for the survey?

An employee selection guideline will be sent to you once you have confirmed as the nominee. The TEAM Model survey are confidential. All the individual replies will not be provided to the employer.

#### What report will I be receiving?

Scorecard report: it will feature your company's scores versus overall market average, as well as the entire participation base. Depending on the quality and quantity of submission, the report may in rare cases omit comparative data.

#### How do I know if I qualify?

All companies in Asia with over 100 full-time employees (manufacturing industry) or 50 full-time employees (non-manufacturing industry) and have been in operations for a minimum of 18 months at the time of submission are eligible to participate. However, as this is a market-specific programme, you must meet the above criteria in the market for eligibility.

For example, if you have 20 employees each in Malaysia, Singapore, Thailand, Vietnam and Indonesia – you DO NOT qualify as you have not met the FTE requirement in any of those markets. Similarly, even if you have been in operations for decades, your eligibility is determined by your operational duration in the market applied for. Hence, if you have only been in the China for 8 months, you DO NOT qualify for submission for the China market. Your winning or participation in any other Awards or similar study does not automatically qualify you to be nominated in the HR Asia Best Companies to Work for in Asia®.



Submission Of Nomination



Employees Selection Guidelines



Completion Of Surveys



Report Generation And Judging



Gala Dinner & Awards Ceremony

# HR ASIA Best Companies To Work For In Asia 2022

## Testimonials

"The evaluation process and the survey results of this award helped us continuously improve our staff engagement and development methodology across China."

**Colliers International China**



"It is a great honor to receive the "HR Asia Best Companies to Work for in Asia 2019". This award is an encouragement to us. We will continue to maintain the Company's reputation as an "Employer of Choice", to care for our people, and to adopt a win-win approach for enrichment and growth."

**Dalian Hang Lung Properties Ltd**



"It is a great honor for us to win this award or the 2nd consecutive year. I would like to express our thanks for the HR Asia Magazine and Award Committee's recognition to us. As an industrial services company, we valued our people as the most important asset. We believe only with a stable win-together team, company can succeed."

**Leadec Industrial Services (Shanghai) Co., Ltd.**



"We are thrilled to win the "Best Company to Work For in Asia 2019 Award" by Asia HR Magazine. The award honors our HR and talent strategy and effort to support our business growth in the region. This award will encourage us to continue nurturing a diverse and inclusive culture and environment at Tapestry - where great ideas will be valued, and employees love to work and grow."

**Coach Hong Kong Limited**



"Being recognized as one of the Best Companies to Work for in Asia and receiving six awards for Hong Kong and China from HR Asia since 2017 is a great honor for Lee Kum Kee. This award serves as a testament to our ongoing commitment in improving our people strategies and demonstrates how our employees live by our core values every day."

**Lee Kum Kee**



"Since the start Melco has always believed in doing well by doing good. We have some big ambitions. They are not targets, they are commitments. These commitments are to our guests, as well as our people. We dedicate resources in creating programs and initiatives to ensure the growth of our colleagues, in both professional and personal aspects. We also invest in the work environment so that our colleagues feel valued and cared for. We believe that if we take care of our people, they will in turn take good care of our guests."

**Melco Resort & Entertainment**



"Mundipharma is honoured to be recognized by our employees, for the third year in a row, as one of Singapore's Best Companies to Work For."

**Mundipharma Singapore Holding Pte Ltd**



"We are so honoured to receive this important recognition. Many thanks go to our strong leadership and HR teams and most of all, our committed employees for their incredible support,"

**International SOS Pte Ltd**



"We believe that we are only as strong as our team, and winning the HR Asia Award for the 2nd consecutive year is proof that our employees love their jobs and can develop their career while maintaining TWG Tea standards of excellence, innovation and customer service."

**TWG Tea Company Pte Ltd**



"Being the no.1 Logistics Company in the world, a lot of people have the opportunity to know about DHL as Logistics Company. The recognition helps to position us also as best IT company to work for. The award belongs to all colleagues of DHL IT Services as result of everyone great contribution. We are Connecting People Improving Lives!"

**DHL Information Services (Asia-Pacific) Sdn Bhd**



"Our biggest competitive advantage, our best product and our Unique Selling Proposition are definitely our employees. We invest in them, we engage them and we nurture them. These are our utmost priorities."

**TMF Group**



Global reach  
Local knowledge

"This is truly a recognition to Top Glove as we aspire to be in the Bursa Malaysia, to be the top 20 by 2020. This is where we need to show the care by the employer and we need to ensure the people how we perform today and prepare them for tomorrow."

**Qi Group Malaysia**



# HR ASIA Best Companies To Work For In Asia 2022

## Testimonials

"It is important for us to look beyond the failure of HR practises and to make sure attention is paid to different parties like HR Asia. There are parties trying to give us an understanding of where we stand, but more importantly, trying to benchmark and level up our practises."

**ABS-CBN Corporation**



"We create a working environment that promotes work-life balance and fun, kinship and camaraderie, limitless opportunities, and openness. Our holistic approach to developing people is focused on empowerment, creativity and collaboration. CEB is a place where excellent performances and invaluable contributions are rewarded and recognized."

**Cebu Air, Inc**



"While we have received a number of awards in other areas of our business, this award gives us great satisfaction because this is about people. This affirms that what we are doing is right and good for our people who deserve nothing less."

**Philam Group**



"This award has become an acknowledgement for them who have maintained the engagement with BCA over the years. Facing more agile conditions and situations in the future, we should embrace the change to sustain growth."

**PT Bank Central Asia, Tbk**



"We are now in our first year of Transformation to become the most valuable financial company and most preferred financial inclusion agent for Indonesians. This award marks the beginning of our journey to become the best employer."

**PT Pegadaian (Persero)**



"We are incredibly proud to be one of HR Asia Best Company to Work For 2019 - Indonesia Edition. This is a very exciting time for Sinar Mas Mining as we always put time, love, and effort when it comes to employee's happiness. We will continue making more great things to drive sustainable competitive advantage and create more values for our stakeholders."

**Sinar Mas Mining**



"This is a tremendous step to be nominated and awarded for the first edition of HR Asia Awards in Vietnam. Aside from the pride and happiness brought by this award, we Linkbynet in Vietnam could realize how important is our achievement for the past 4 years."

**LINKBYNET Vietnam**



"People development is a 'core element of strategy to win' for the HEINEKEN Vietnam. Developing human resources, knowing how to work together, trusting each other and striving for a common goal is key to achieving success in our company."

**HEINEKEN Vietnam**



"Our commitment to our workforce continues to embrace our employees while providing clear career development opportunities and support to further drive our greater achievements."

**ON Semiconductor Vietnam**



"We truly believe that if we take care of our employees well, they will voluntarily take care of our business at their best. For winning HR Asia Best Companies to Work for in Asia 2019 recognizes the hard-won efforts to create a great employee journey during working time in KASIKORNBANK. We also continuous push efforts to create an employee working experience, balancing way of work and employee's life."

**KASIKORNBANK PCL**



ธนาคารกสิกรไทย  
开泰银行 KASIKORNBANK



"It is our pleasure to get this award with the perspectives of 'how well your organization performs compared to other companies'. The role of HR nowadays is to drive the strategic growth and focuses on human capital to transform business and organization into the VUCA world. Drill down into performance gaps to identify continuous improvement. Benchmarking goals are to identify, measure and share the best practices among the leading companies."

**Provincial Electricit  
Authority**



"It is an honor to be recognized among the Best Companies to Work for in Asia in our journey to be a stable and sustainable ASEAN leader in beverage and food business. This recognition is a reflection of our hard work to be a great place to attract and groom talents. We are committed to continue creating and sharing the value of growth with our stakeholders, and especially 'Limitless Opportunities' for our employees."

**Thai Beverage PLC**





# NOMINATION FORM

Visit [awards.hrasiamedia.com](http://awards.hrasiamedia.com) to find out more!

**-Hong Kong Edition-**

To confirm your participation as a nominee of HR Asia Best Companies to Work For in Asia®, please complete the information below in **ENGLISH**

## Section A - Company Information

Company Name:  **Note:** Official use in HR Asia Best Companies Advance Winner Profile, Trophy Plate, Winner Certificate & etc.

Prime Decision Maker  Mr / Ms / Mrs Designation:

Website:  Years in Business:

Business Address:

Industry:  Staff Count (Full Time Employees):  Service industry: ≥ 50  
Manufacturing industry: ≥ 100  
Eligibility will be confirmed to each organization upon review of all declared organization summary information.

Vision Statement:  <50 words>

## Section B - Designated Main Contact Person

Main Contact Person  Mr / Ms / Mrs Designation:

Mobile No:  Tel No:

Email:

## Section C - Billing Information

Billing Company:  **Note:** For billing purposes

Billing Address:

Registration Number:

### Payment Method - Nomination Fee of USD 1,000 (Excluding Transaction Fees/Taxes)

*Note: All international transaction fees / taxes will be fully bear by nominees.*

**Invoice will be issued after the company information entered in our system as a successful registration.**

#### Note

1. Payee shall be responsible for any bank charges incurred on payment processing including the Intermediate bank charges.
2. Please ensure we receive the full price on our billing by indicating you shall bear all bank charges including Agent Bank charges
3. All taxes and duties shall be borne by payee if there is any.

Organiser

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