

ntuc

SINGAPORE LABOUR JOURNAL

DIVERSITY · DIGNITY · DRIVE

Brief Abstracts of Journal Articles

2025 / Volume 4 / Issue 1

DIVERSITY · DIGNITY · DRIVE

The Singapore Labour Journal features a collection of articles informed by the insights of academics and practitioners. Each article in this issue is an embodiment of the theme: “Diversity · Dignity · Drive”, underscoring the Labour Movement’s commitment to building a workforce where every individual is valued. Together, they spotlight inclusive practices, progressive workplaces, and driving towards lifelong growth, career resilience, and workforce transformation.



Motivations and Barriers to Lifelong Learning in Singapore: Evidence From Focus Group Discussions

By Jiunwen Wang, Charmaine H. Y. Tan, and Walter Theseira

Investigates the interplay of intrinsic and extrinsic motivations in lifelong learning among Singaporean workers, revealing practical, informational, and psychological barriers, and recommends strategies to bridge the gap between intention and participation.

Job Burnout and Subjective Well-Being of Workers in Singapore: The Role of Demographic, Job-Related, and Social Support Factors

By Ruby Toh and Yee Zher Sheng

Examines the prevalence and drivers of burnout in Singapore’s workforce and recommends structural, social, and psychological interventions to enhance well-being and support sustainable work-life harmony.

Motivating Training Transfer and Enhancing Work Outcomes: Does Supervisor's Training Support Matter?

By Ai Noi Lee

Highlights the pivotal role of supervisor's support in motivating training transfer among employees, showing its positive impact on job satisfaction, change readiness, and organisational growth through enhanced workplace learning effectiveness.

Young Pathways: Youths Embrace Portfolio Careers and Diversified Income Streams

By King Wang Poon and Isabel Lam

Explores the rise of alternative work models among Singaporean youth, drawing on large-scale studies to uncover motivations, implications, and the broader impact on workers, employers, and national workforce dynamics.

Retrenchment Repercussions: Effects on Survivors

By Jia En Kenneth Woong, Daniel J. McAllister, and Audrey Chia

Assesses how perceived fairness during retrenchment impacts the well-being and retention of remaining employees, highlighting the importance of transparent processes and offering practical recommendations for organisations managing workforce reductions.



The Impact of a Vocational Training “Plus” Programme on Employment and Income

By Abu S. Shonchoy, Tomoki Fujii, and Selim Raihan

Evaluates a vocational training “plus” programme’s impact on rural youth migration, showing that stipends and on-the-job training significantly improved income and employment outcomes, with strong cost-effectiveness, supporting its potential for scalable implementation.

Career Progression Model for the Skilled Trades

By Cecilia Yee and Soon-Hock Kang

Explores a Career Progression Model to revitalise the skilled trades sector, drawing on international case studies to address labour shortages driven by demographic shifts and negative job perceptions among younger cohorts.



Driving With Pride: The Professionalisation of Singapore’s Public Bus Driving Industry

By Zainal Shah Suhaila, Ethel Wee, and Samuel Chng

Showcases the strategic transformation of Singapore’s public bus sector through policy reforms, tripartite collaboration, and workforce development, showing how professionalisation and innovation can enhance service reliability and commuter as well as worker outcomes in a dynamic transport landscape.



Career Health: The Accelerator Towards Human Capital Optimisation

By Minyi Chua

Explores the concept of Career Health as a strategy to build individual career resilience and organisational talent strength, advocating skills-first practices and structured career planning to navigate disruptions and optimise human capital in a volatile, ageing economy.

Diversity Climate: Factors for Successful Implementation

By Jia En Kenneth Woong and Emily Michelle David

Outlines three actionable strategies for fostering inclusive workplace climates, emphasising leadership commitment, strategic alignment, and cultural reinforcement to move beyond surface-level diversity and fully harness the benefits of a diverse workforce.

Empowering the Workforce Through the NTUC Job Security Council: Current Progress and Future Directions

By Shawn Seah

Reviews the progress of the NTUC Job Security Council in enhancing job matching and workforce transformation since 2020, and explores its future direction, focusing on strengthening business transformation through job redesign, placement and progression, and training, for better jobs and better lives.



To view the journal, scan the QR code or visit www.ntuc.org.sg/SingaporeLabourJournal

Copyright © 2025 NTUC. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the publishers.

**Every
Worker
Matters**

