

## **PARTNER OF LABOUR MOVEMENT**

### **Gladys Chun**

Director, Human Resources SEA

Kulicke & Soffa

*Nominated by the United Workers of Electronics & Electrical Industries.*

Apart from driving the adoption of the career progression framework that HR has put in place, Gladys Chun has worked tirelessly to ensure robust talent development and talent retention programmes. The HR team, in collaboration with the business leaders, has implemented comprehensive leadership development programs and targeted soft skill training to upskill their employees. This includes promoting more open role promotion and internal transfer opportunities, and upskilling HR team through professional HR certification. Regarding retention, Kulicke & Soffa has refined, strengthened and implemented retention strategies for key talents and new hires.

As the HR Director of Kulicke & Soffa for more than 10 years, Sister Gladys has worked closely with the United Workers of Electronics & Electrical Industries (UWEEI) to drive positivity at the workplace through several engagement programmes. These initiatives include sharing on the career progression framework, changes in compensation plans, mental wellness programmes and quarterly leadership town halls. Expanding on the need to prioritise mental wellness, HR has regularly shared meaningful articles promoting mental wellness, managing stress and improving communication. The Company has reinforced its mental wellness programme by leveraging a third party digital platform for employees to access personalised, best-fit mental healthcare services, and organizing a series of activities and webinars to promote social, mental and physical wellness.

UWEEI and the company's HR team have enjoyed a close partnership, with HR promptly pre-empting cases or issues with the union. This has allowed for the timely resolution of employees' grievances, and the company has also aligned with the union for employees impacted by the reduced demand to be redeployed temporarily to preserve talent and save jobs.