



ACKNOWLEDGMENT

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Managing Company Issues

Managing a small company is not as easy as it seems. Small offices encounter the same sets of problems as MNCs, albeit, at a micro level. Philip Chan Wing Wah narrates that Stars Engineering Technologies Pte Ltd has encountered problems such as difficulties in looking for workers in small firms, overhead expenses, enticing the staff to stay with the company, continuous skills training and knowledge-building and all other problems related to staff management, in general.

Among the possible solutions to resolve the abovementioned problems, Philip says, are creating an environment conducive for working, hiring foreigners and Singaporeans to create a work environment balance, providing a fixed allowance to cover variable overtime and additional compensation leave, cultivating staff to practice energy conservation, profit sharing, open communications, providing incentives, providing relevant manuals and reading documents to staff, and sharing issues of concern privately.

I hereby accept and agree to allow APACBA Singapore Pte Ltd to publish the above write-up.

Signature:

A handwritten signature in black ink, appearing to be "Philip Chan Wing Wah", written over a horizontal line.

Date:

9 April 2009.