

# 2023/24

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Hong Kong Institute of Human Resource Management

## INTRODUCTION

The HR Service Providers (HRSP) Directory, published by the Hong Kong Institute of Human Resource Management (HKIHRM) annually, aims to offer a comprehensive and informative guide to HR practitioners, business executives, management, consultants, trainers and other professionals. It features a comprehensive list of HR service providers and is supplemented with a wide range of useful information including articles on HR related issues.

The Institute would like to take this opportunity to thank all participating organisations for their support. Special thanks go to interviewees who have shared their invaluable knowledge and insights.

An electronic version of the Directory is available for download at [www.hkihrm-hrsp.org](http://www.hkihrm-hrsp.org).

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# Contents

4	Embracing Sustainability Strategies: a Talent Management Imperative
12	Working Together: The Collaborative Strengths of Human and Artificial Intelligence
28	HR Service Providers Profiles
38	HR Products and Services Listing

# HR SERVICE PROVIDERS DIRECTORY

人力資源服務機構目錄

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# Embracing Sustainability Strategies: a Talent Management Imperative

Interview with Swire Properties

**As the recipient of the Excellence Award for environment, social and governance (ESG) (Organisational Category) at the Hong Kong Institute of Human Resource Management HR Excellence Awards 2021/2022, Swire Properties explains how a comprehensive sustainability strategy provides a lens for decision making through which the organisation is able to create value in ways that benefit all stakeholders.**

**Recognising the importance of the interconnected relationship between sustainability practices and the employee experience enables Swire Properties to forge an engaging bond between people and work.**

As a leading developer, owner, and operator of mixed-use, principally commercial, properties in Hong Kong and the Chinese Mainland, for Swire Properties, its sustainable development strategy (SD 2030) encompasses five pillars that focus on Places, People, Partners, Performance (Environment) and Performance (Economic) to achieve its sustainable development vision (SD vision).

Outlining how SD 2030 strategies are central to Swire Properties business philosophy and company culture, Patrick Ho, Swire Properties Deputy Head, Sustainable Development said the SD 2030 initiatives have been designed to articulate the direction the company is taking to become the leading global sustainable development performer in the industry sector by 2030. Crucially, Ho said, the SD 2030 Strategy helps Swire Properties to ensure that sustainable considerations are an integral part of all operations and business decisions, including building workforce skills and knowledge capabilities. Ho said Swire Properties had been building achievements made since the launch of the SD 2030 Strategy in 2016, and while there will inevitably be challenges ahead, the company is in a good position to advance to the next target levels for 2025 and 2030. “As we strive to achieve our SD vision, it will require innovation, creative thinking and considerable effort,” Ho said. To keep in lockstep with SD “big picture” issues, Swire Properties regularly engage with stakeholders to understand their priorities, expectations and perceptions.

## Ensuring that sustainability is an integral part of the employee experience

With sustainability concepts embedded across every aspect of Swire Properties business and operations activities; the contribution made by employees to the implementation and success of SD 2030 Strategy is indispensable, said Jodi Kwok, Swire Properties Head of Human Resources and Administration. Kwok believes the key to creating a vibrant and sustainable company, is to focus on ways to ensure that all employees – from top executives to new joiners – are personally engaged in day-to-day corporate sustainability efforts. For example, elements of SD 2030 are incorporated

into the workforce performance development review process. As such, staff at all levels are required to relate their annual performance goals to SD 2030 by choosing the appropriate SD 2030 pillar(s) that fit(s) their goal(s) and to provide a description of how to measure if their goals are being successfully met. Conducted at the beginning of 2023, Swire Properties People Engagement Survey revealed that 89% of employees feel engaged and 92% of employees believe in the company's corporate vision and values. “The survey results demonstrate a high level of trust in the company, which is significantly higher than the industry norm,” Kwok noted. The survey results also exemplify how Swire Properties SD 2030 Strategy has the potential to generate value in talent attraction and retention.

Pointing out the aim is to create an environment where employees will be healthier, happier and more productive, Kwok said to develop a diverse and industry-leading team the company invests in employees and provides them with rewarding career path opportunities. Career options and development opportunities are emphasised through the company's employer branding (EB) strategy, which aims to position Swire Properties as a great place to work. “We endeavour to attract and retain people with the mindset and determination to deliver the creativity and quality for which the company is known for,” Kwok said. By highlighting a compelling employer branding strategy the aim is to attract target candidates, uplift current employee aspirations and credibly reflect the company's vision, values, ethics, culture and approach to the future. “By integrating our corporate vision of Creative Transformation, our EB strategy positions Swire Properties as a place where people can Be Part of the Transformation,” Kwok said.

To further integrate the SD 2030 Strategy across the business landscape, the Swire Properties HR function works collaboratively with the SD Communication and Engagement Committee as well as the SD Team to gather support of employees and other stakeholders. “Our training team works closely with the SD team to empower our employees by providing them with a choice of learning and

motivational opportunities,” Kwok said. Online and offline programmes focus on a broad range of SD-related topics and issues. In 2023, Swire Properties launched the new SD 2030 e-Learning Programme, an online interactive course to refresh and enhance employees’ understanding of the Company’s SD 2030 Strategy and achievements; and learn about how individual can be involved in the Company’s industry-leading SD initiatives. SD performance-related metrics have also been established for all employees across the company.

### Building sustainability knowledge and competencies

To ensure ESG/SD2030 literacy amongst HR practitioners and the People working group members, the company organises external expert speakers to share relevant topics at the regular working group meetings or lunch time seminar. A good example, said Kwok, is a lunch time seminar on the topic of HR Role in ESG to talk about why and how HR practitioners should keep up with the ESG agenda through day-to-day operations, HR policies, and governance. To set ESG targets and to measure key performance indicators, about thirty members from Swire Properties’ HR function and various business units were invited to join the company’s People Working Group. Sub-groups meet quarterly to report to the People Working Group on progress and achievements, which in turn reports to the ESG Steering Committee.

### Aligning employee and corporate values

In a move to enhance communication and employee engagement, in 2020, more than two hundred Swire Properties employees were asked to rank SD issues they believe are the most important to business continuity and development. The subsequent results and feedback was reviewed to ensure that material issues are properly addressed in the SD 2030 Strategy. A “Sustainability We All Count” campaign was also launched in 2020, which aimed to encourage stakeholders, both internal and external, to play a part in achieving Swire Properties SD 2030 vision. Building on the success of the 2020 campaign, under the theme of “Fighting Climate Change, We’re All In”, in 2021, a campaign was launched which included the creation of eye-catching mascots designed to pique a wider interest in climate change. Via offline and online channels the campaign highlighted Swire Properties pioneering SD initiatives and community engagement programmes. The campaign also sought to encourage employees, tenants, key stakeholders and the general public to take action in pursuit of the company’s ambitious goal to become the first real estate developer in Hong Kong and the Chinese Mainland to have their 1.5°C-aligned Science-Based Targets approved.

### Global recognition for sustainability performance

In recognition of Swire Properties ESG and sustainability strategies and achievements, the company has been ranked highly on several high-profile sustainability benchmarks and indices both locally and globally. Accolades include: being ranked first in Asia and fourth on the Dow Jones Sustainability World Index (DJSI World) among leading real estate companies worldwide; maintaining the Global Sector Leader position in the Mixed Use Developments category of the Global Real Estate Sustainability

Benchmark (GRESB) for the sixth consecutive year; ranked first on the Hang Seng Corporate Sustainability Index for the fifth consecutive year. In addition to being placed in the top four since 2017, Swire Properties was named the Most Attractive Employer in the Randstad Hong Kong Employer Brand Research 2020 and 2022. Swire Properties was also the recipient of the ESG Excellence Award (Organisational Category)) at the Hong Kong Institute of Human Resource Management HR Excellence Awards 2021/2022. The award recognises an organisation for demonstrating the positive influence made by factoring ESG initiatives into its overall HR strategy and deepening the sustainability and ethical impact of a company.

ESG and SD performance has also helped Swire Properties to benefit through pioneering green financing strategies. For example, Swire Properties was the first company in Hong Kong to launch a financing mechanism with an interest rate indexed against improvements in year-on-year ESG performance. The agreement converted an existing five-year revolving credit facility of HKD500 million into a sustainability-linked loan, with the interest rate being indexed against year-on-year improvements in ESG performance. “We received a reduction in the interest rates for our signed sustainability-linked loans by achieving predetermined sustainability-linked performance targets,” Ho explained. As of 31 December 2022, approximately 60% of current bond and loan facilities came from green financing.

### Raising ESG awareness and providing solutions

Amid rapidly evolving ESG regulations and disclosure requirements with which Hong Kong companies need to comply, through activities such as pulse surveys, webinar and seminars, the Hong Kong Institute of Resource Management aims to provide a practical guide to help members to become familiar with ESG practices. For example, a recent pulse survey conducted by the Institute highlighted while 38% of respondents are quite familiar with ESG, 47% are not so familiar, only 9% are very familiar and 6% are not at all familiar with ESG practices. With much depending on the industry and industry sector a company operates in, the pulse survey also highlighted how there is not one set of ESG topics that are relevant to all companies. With organisations increasingly realising the important role the HR function plays in communicating and implementing ESG strategies, the Institute is committed to helping members and the HR professionals to put ESG principles at the center of their human capital management capabilities.



“Sustainability We All Count” campaign which was launched in 2020.

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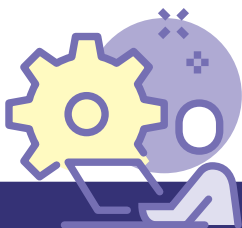


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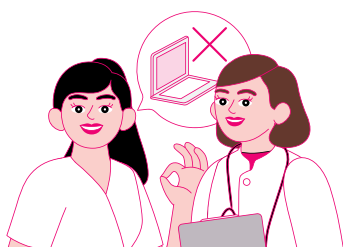
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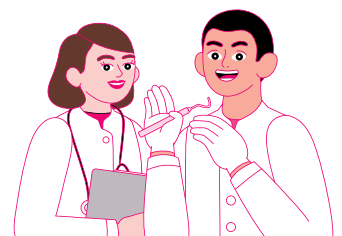
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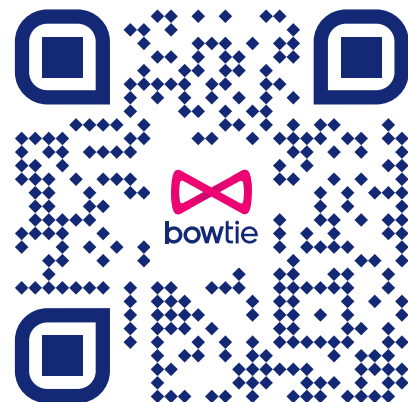
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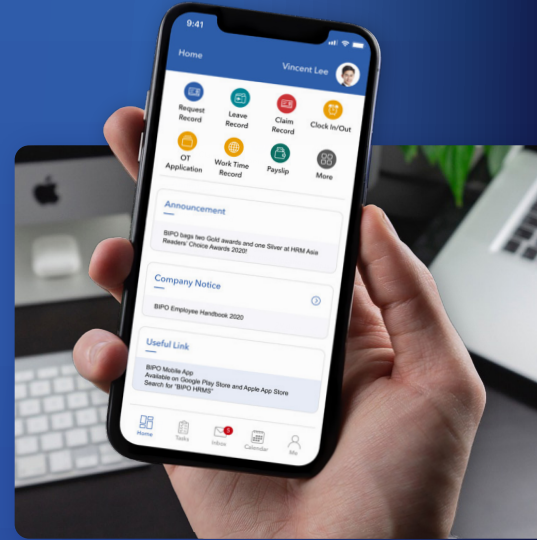
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## CASE STUDIES

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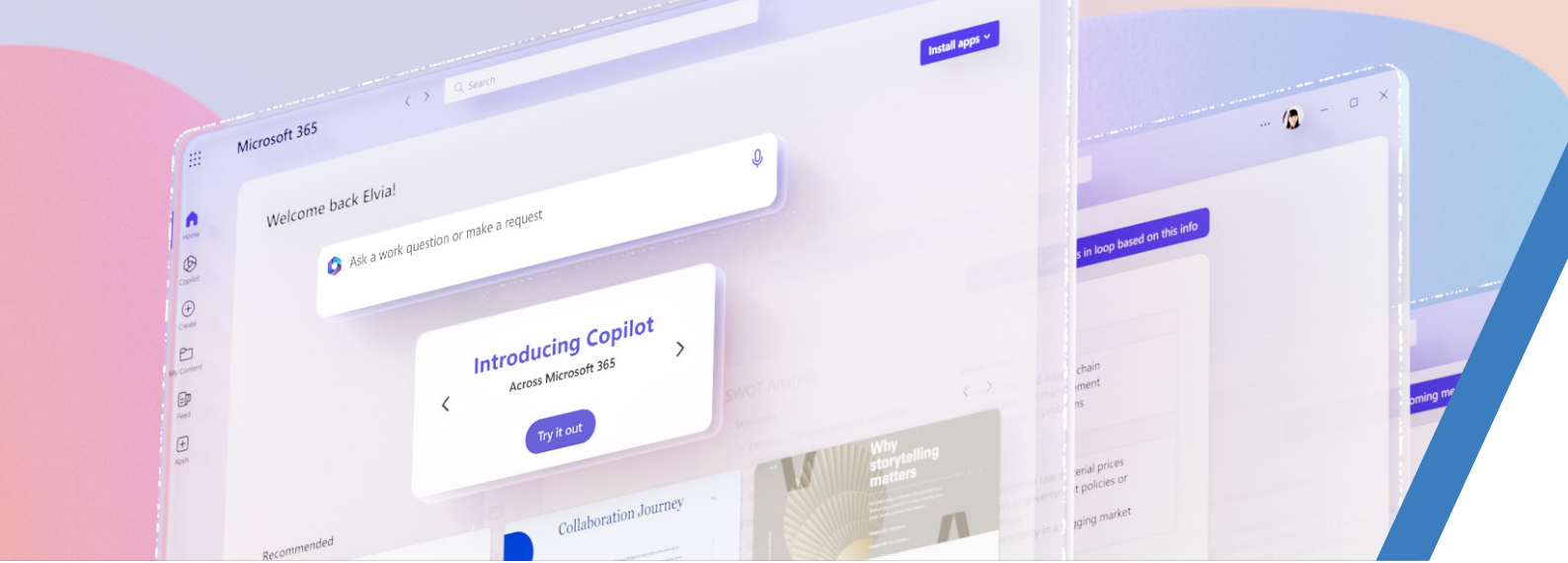
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# Working Together: The Collaborative Strengths of Human and Artificial Intelligence

Interview with Microsoft Hong Kong



**“Artificial Intelligence (AI) has reached an important inflection point; while AI won’t replace humans in the workplace, HR practitioners should understand how these emerging technologies will fundamentally change the nature of work.”**

- Maria Hui, Chief Operating Officer, Microsoft Hong Kong

**In addition to automating repetitive tasks, the latest AI tools offer a world of possibilities to help the HR function to become more efficient and responsive to organisational and employee needs.**

While the debut of Microsoft-backed OpenAI ChatGPT towards the end of 2022 has generated widespread interest, there are other Microsoft AI tools that can help HR practitioners to work more efficiently and become more effective, according to Maria Hui, Chief Operating Officer, Microsoft Hong Kong. Far from AI being a new concept, Hui pointed out that, across multiple industry sectors human-AI collaboration is fast becoming a workplace norm. “The goal is to use AI tools to achieve ‘more with less’,” said Hui who began her career with Microsoft Hong Kong as Director of HR.

Typical use of AI tools includes correcting grammar, information accessibility, translating documents and managing job candidate applications. “By leveraging AI tools, HR practitioners are able to improve efficiency to drive productivity as well as enhancing the employee experience,” Hui noted. The recent launch of Microsoft 365 Copilot – your copilot for work, which utilises generative artificial intelligence – the large language models (LLMs) that underly AI models including GPT-4 (Generative Pre-trained Transformer) – lifts the concept of “doing more with less” to the next level. For instance,

by employing Microsoft 365 Copilot combines the power of LLMs with your data in the Microsoft Graph – your calendar, emails, chats, documents, meetings and more – tools that HR practitioners already frequently use.

Hui explained how, in a matter of seconds, Microsoft 365 Copilot has the capacity to leverage text and graphics already available in an organisation's Word and Excel tools to create a new PowerPoint presentation or a tailor-made sales document. “Users can be creative by adding slides and graphics to their presentations simply by providing an instruction to Copilot,” Hui said. With the ability to understand natural language and context, when integrated with Microsoft Teams, Copilot is able to present meeting notes, organise discussion points and summarise key areas for follow up action.

Furthermore, because Azure OpenAI can be trained, organisations and business units within organisations such as the HR function able to create chatbot that focus on the areas that are relevant to them. For instance, using natural language and data from within an organisation, it is possible to set up a chatbot to answer questions about benefits, company policies and even salary. “Twenty-four-hour accessibility means that employees are no longer confined to asking questions during office hours, they are able to receive answers to their questions at any

time,” said Hui.

In the talent acquisition and recruitment space, GPT can simplify and improve processes in several ways. As well as screening applicants, the AI technology can identify potential candidates based on how their previous experience aligns with the selection criteria for a given position. For instance, an applicant that has worked for a company that underwent rapid growth in the past could mean the candidate would be comfortable and flexible enough to grow with an organisation undergoing rapid digital transformation. While the technology is not intended to replace the judgment and experience of HR practitioners, GPT provide opportunities for pinpointing employees who are at risk of resigning or for improving workforce collaboration between functions within an organisation.

As with any type of technology, cybersecurity is always of utmost importance. Hui said because Microsoft 365 Copilot benefits from Microsoft’s comprehensive approach to security, compliance and privacy. For example, embedded cybersecurity measures include the requirement for multi-factor authentication passwords, system upgrades and reminders if a user is working with potentially sensitive data.

### Adapting to the potential of AI

As the name suggests, Hui believes it is important to note that instead of replacing humans, Copilot is designed to complement staff in their roles and help them to become more efficient. As a former Microsoft Hong Kong Director of HR, Hui said it is important to visualise the possibilities of AI through a people-lens. Afterall, Hui said, technology is for people to leverage. As in most successful partnerships or collaborations, Hui said each side brings to the table abilities the other lacks. For example, a combination of AI-driven speed, scalability and analysis coupled with intrinsically human characteristics such as cognitive skills, strategic decision-making skills, communication, creativity and teamwork. The result, Hui noted, is a complementary blend of both types of strengths and intelligence.

As with the introduction of any new work tools, there is a learning curve that needs to be navigated, noted Hui, who likens the latest generation of AI tools to the early days of searching for information using the internet. “When the internet first emerged, it was necessary to key in the entire website address to execute a search,” Hui said. This changed with the arrival of search engines which simplified the search process by only requiring the use of key words. “The latest iteration of AI means that the focus has shifted from keying in the “right” words to asking the “right” questions,” Hui added. By harnessing the organisation's unique reservoir of data and insights, AI tools create a new knowledge model for every organisation. However, this advancement requires HR practitioners to do more than just embrace the technology to unlock automation-powered efficiencies and data-driven decisions. It requires them to identify novel applications of AI.

With the use case potential for AI virtually limitless, Hui recommends that HR practitioners adopt an open mind-set coupled with a sense of curiosity. HR practitioners could begin by identifying where AI tools can be applied to scenarios relevant to their own organisation or specific areas where they are seeking solutions. To broaden the scope of using AI, in addition to the HR function pioneering projects and applications, Hui suggests organising a company-wide hackathon. This would allow members of the workforce to highlight opportunities AI could improve a process or boost productivity.

### The importance of data-centric AI

To reap the benefits of human and AI collaboration, Hui emphasises it is necessary to leverage the power of data, which often depends on accelerating digital transformation—the process of integrating technology into the organisation's business and mission. A key part of navigating digital transformation also includes improving data management practices. It is how the data is capitalised on that powers the success of digital transformation, Hui explained. The key is creating and integrating a common data interface. However, integrating data doesn't come without its challenges. For example, employment contracts are generally paper-based and even if they are scanned in a static format, the data is of limited use. To enable AI tools to extract and make full use of paper-based data, optical character recognition (OCR) technology needs to be used.

Conversely, AI is also integral to the digital transformation strategy. Through encompassing predictive analytics AI tools are able to suggest the most effective strategies to innovate, improve and scale up. Besides enhancing the HR function's ability to make informed decisions about hiring, internal mobility, performance management and the overall employee experience, the integration of quality data can be used to communicate environmental, social and governance (ESG) requirements across the organisation and bring all employees on board. “Everyone has responsibility for ESG in an organisation, but to achieve this requires cultivating a culture in the organisation that places a high priority on ESG,” Hui said. Connecting the organisation's purpose to ESG corporate goals and making these goals a clear part of the employer brand, can result in more productive workforces, leading to better business outcomes. “It can also help employers retain and develop top talent,” Hui added.

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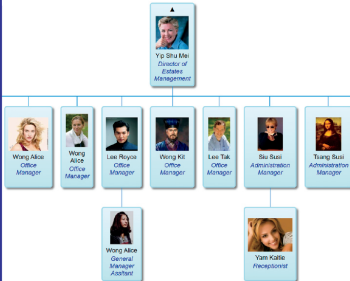
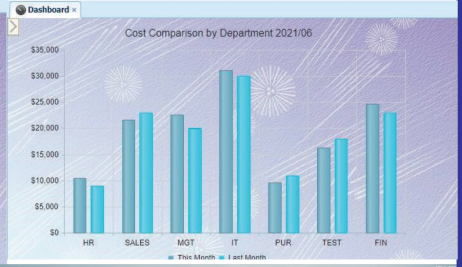
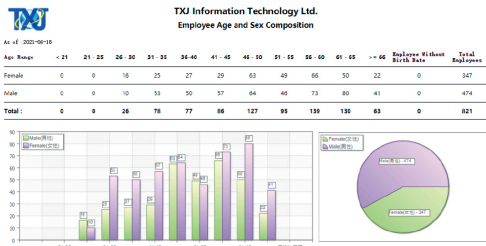
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## How to implement a successful HRMS to help enterprises develop?



### A successful HRMS can bring a lot of help to the development of the enterprise. These help include:

- Simplify work process, improve work efficiency and increase work value
- Automate routine workflows and reduce business costs
- Standardized management to improve employee satisfaction
- Provide accurate data support for enterprise decision-making
- Meet the requirements of audit management standards
- Improve the competitiveness of enterprises

To get a successful HRMS project, the following conditions must be met:

### Must have an experienced professional project team

No matter how powerful the function of an HRMS is, a successful HRMS project must be implemented by people and provide support services for customers. If there is no experienced project team to implement the project, it will easily lead to the failure or unfinished HRMS project, and customers will not be able to enjoy a good project experience. However, an experienced project team can often make full use of the potential of HRMS and achieve better result with less effort. An experienced project team often has the following conditions:

- With rich industry experience, they can use the most suitable technologies and solutions in the entire industry to solve problems for customers, so that customers can get the best return on investment.
- Rich HRMS project experience, they can summarize the HRMS project experience that has been implemented, and provide suggestions based on the needs of customers, so as to provide customers with more HRMS solution choices.
- With professional HR industry knowledge, they can provide customers with HRMS solutions and functional designs that comply with various laws and employment ordinance, so that can keep customers from violating the law.
- Attentive and professional service attitude, able to serve projects and customers patiently and meticulously, and promote HRMS projects to success through services.
- Responsible service attitude, the project team must sincerely solve problems for customers, align with the interests of customers, and provide customers with feasible customized HRMS solutions.

### A flexible and professional HRMS is a must

In addition to powerful HRMS functions, the functional design of HRMS must also be very flexible. Users can meet the latest requirements of users in various aspects by setting parameters, formulas, processes and code tables, and meet the ever-changing requirements encountered in the development of enterprises. The functions of HRMS must be forward-looking, and be able to consider various plans for customers in advance, prepare corresponding functions, and deal with some unexpected needs in the development of enterprises.

### Software systems must support long-term development

With the continuous development and growth of enterprises, the functions of HRMS must support the development of enterprises. For example, it can provide workflow management in the Asia-Pacific region, and integrate the requirements of personnel information management, leave approval process, tax calculation, social insurance management and benefit portfolio management in the Asia-Pacific region.

### HRMS must be cost-effective

In order to support the development of enterprises, HRMS must be the best cost-effective and reduce the cost of using HRMS for enterprises. Continuously optimize the design of HRMS, enhance the core functions of HRMS, provide tailor-made function, reduce the requirements and pressure on hardware, and reduce the workload in daily maintenance of HRMS.

**TXJ** Information Technology **TXJ Information Technology Co., Ltd and TXJ HRMS project team.**

- TXJ has more than 20 years of experience in HRMS projects
- TXJ HRMS is serving more than 300 companies
- TXJ HRMS supports regional management functional and process functional of Hong Kong, Macau, Taiwan, Singapore, Thailand, Malaysia, Vietnam, Indonesia, etc.
- TXJ HRMS has very flexible and user-friendly software license rules, which can greatly reduce HRMS project costs
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Contact information of **TXJ Information Technology Co., Ltd**

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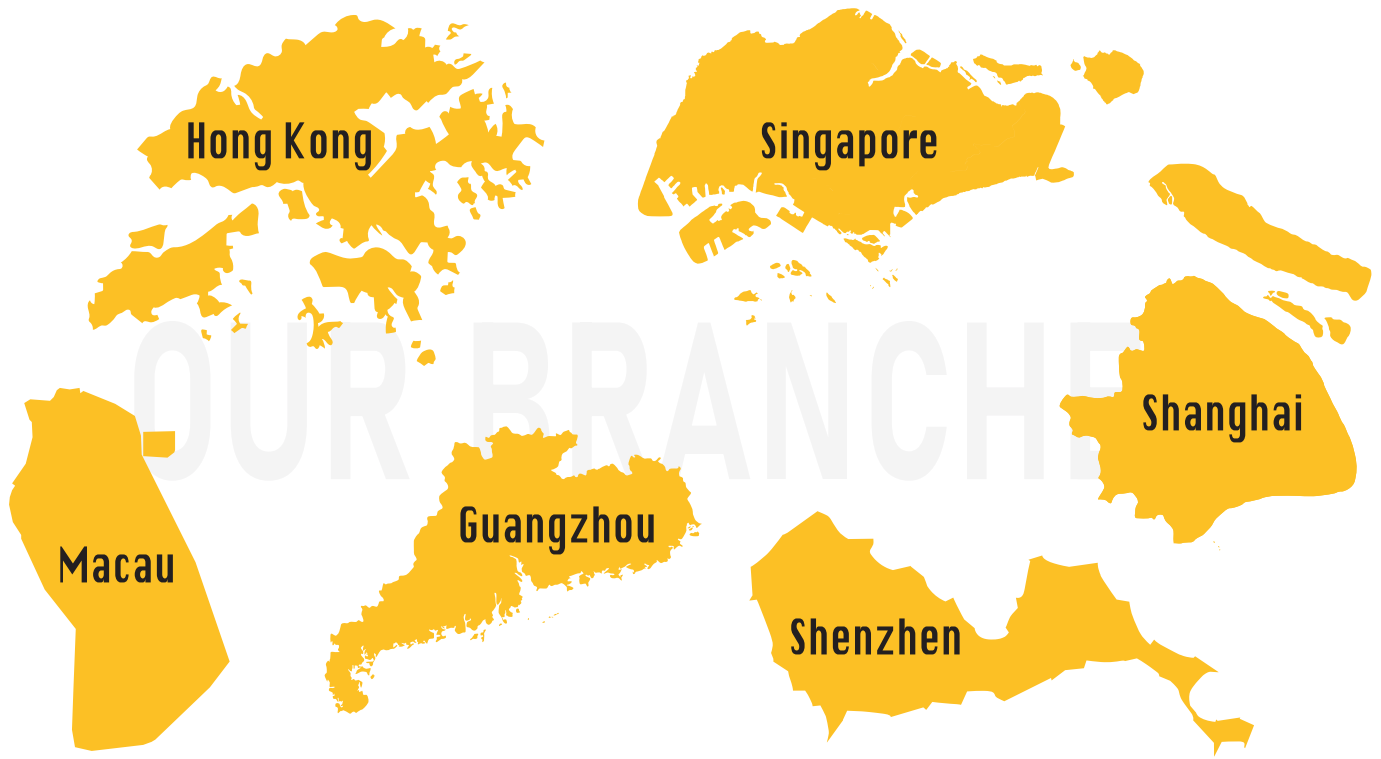
Throughout the years, our Human Capital Solutions professionals have provided the community with Fully Managed Payroll & HR Outsourcing Services, Professional Resources Solutions (PRS) and Digital HR Services, which are all well recognized by the HR industry in Hong Kong and on global basis.

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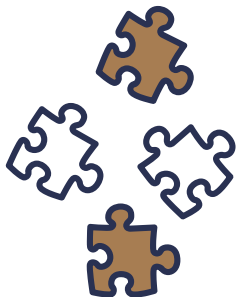
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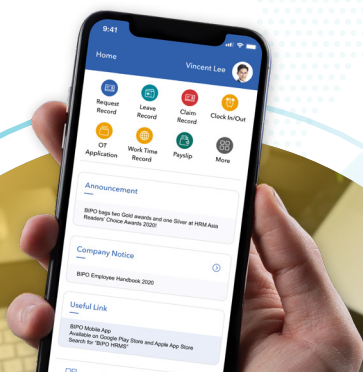
# Defining The **Digital Employee Experience** for Today's Workforce

The economic volatility in recent times has affected the employee experience, leading to a disconnection between employees and their work.

A Gallup poll shows that only **21% of employees are engaged at work**, with Southeast Asia having a slightly better percentage at 24%. Considering this, it has become increasingly important to focus on creating a positive employee experience, especially in a talent-short market, where employees may be "quietly quitting". Therefore, **companies must develop a well-structured strategy incorporating their culture, values, and mission to improve employee engagement.**

## The Use of Technology in HR

In today's remote work environment, digital interactions and technology are crucial for employee engagement, communication, and collaboration. **PwC's survey** shows that **more than half of workers prefer digital transactions for everyday HR tasks**, including scheduling vacation time, enrolling for benefits, and updating personal information. Cloud-based or SaaS-based human capital management (HCM) solutions like **BIPO HRMS offer employees the flexibility and convenience to complete HR transactions** such as **updating personal information, viewing e-Payslips and submitting expense claims through their mobile phones and other smart devices.**



## Challenges

However, one of the significant challenges employees face is repetitive and monotonous tasks that are often time-consuming and result in human errors. **BIPO's HCM solutions eliminate tedious tasks by incorporating AI and Robotics Process Automation (RPA)**, which enhances employee productivity and engagement. Additionally, BIPO's cloud-based HCM suite enables payroll and other HR transactions to be completed accurately and in compliance with local statutory regulations.

## Humanise Technology and The Digital Employee Experience

As technology advances, businesses must humanise it and consider employees' expectations of what technology can do. To achieve a human-centric digital employee experience, organizations must define the holistic employee experience and **consider how employees feel about their work, connect with their colleagues, and how the work experience affects their well-being and professional development.**

In today's multi-generational workforce, enhancing the employee experience is more critical than ever. As businesses continue to evolve, **companies must provide a seamless, unified, cloud-native experience that meets the needs of today's diverse workforce.**

BIPO is the winner of the **"Best Employee Experience Platform" (Gold)** at the **HR Vendors of the Year 2022 Hong Kong**. To find out more about BIPO and its award-winning HCM suite of solutions, **visit [www.biposervice.com](http://www.biposervice.com).**



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Check out more on his  
successful BeOnTrack story

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# HR Service Providers Profiles

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aCube Solutions, a member of FlexSystem Limited, provides a comprehensive suite of technology and HR solutions. "FESA Human Resources" is designed for enhancing HR management and providing people-centric functions with robust capacities from HR operation to organisation planning. The system provides business intelligence-based analysis for decision-making, and a unified platform for day-to-day operations, ranging from workforce management to payroll and mobile self-service.

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- Payroll Management
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- Workforce Management
- Mobile Employee Self Service
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aCube是香港首席企業管理軟件開發商FlexSystem旗下成員，專為企業提供人力資源解決方案。"FESA Human Resources"旨在促進人力資源管理流程，透過「以人為本」的產品設計，為人力資源管理的日常運作以至企業規劃提供全面及多元化的功能。

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## BIPO Service North Asia Limited



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# HR Service Providers Profiles

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## CLP Power Hong Kong Limited 中華電力有限公司



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Engineering a Lower Carbon Future, CLP is uniquely placed to leverage its engineering excellence and successful track record of over 120 years to deliver sustainable and cutting-edge energy solutions to customers in Hong Kong and the Greater Bay Area, in our transition to a net-zero future.

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**W:** [www.colconsulting.com.hk](http://www.colconsulting.com.hk)

Led by dedicated and enthusiastic ICT professionals, COL Consulting Limited (COL) is at the forefront of an array of HRMS providers, garnering it the Excellent HR Information System Provider at HR Excellence Awards 2014 by the HKIHRM.

With domain expertise in business applications, our certified team of professionals deliver the best practice Human Capital Management (HCM) solutions ranging from the award-winning HR Pro, the web-based and mobile compatible employee self-service portal to Talent Management system for MNCs, enterprises and SMEs.

COL is an Oracle and Cornerstone OnDemand certified partner. It has cultivated comprehensive professional services capabilities with the CMMI Level 3 qualification, to cope with the proliferated demand for digital transformation.

## CTgoodjobs



Unit 1008-9, Kodak House II, 321 Java Road, North Point, Hong Kong

**T:** (852) 2156 2666

**E:** [customer@CTgoodjobs.hk](mailto:customer@CTgoodjobs.hk)

**W:** [www.ctgoodjobs.hk](http://www.ctgoodjobs.hk)

CTgoodjobs, a brand extension under Career Times Online Ltd., is a member of the Hong Kong Economic Times Group (Stock code: 423). We offer recruitment and employer branding solutions to recruiters, and also support job seekers with full range of free career resources. To cater for a diverse range of target audience, CTgoodjobs has strong social media presence with over 359,000 facebook fans.

CTgoodjobs 為 Career Times Online Ltd 的延伸品牌，香港經濟日報集團的成員之一（股份代號：00423）。我們以優質的使用者界面及體驗，為僱主提供最有效的人才方案，同時為求職者免費提供全方位求職資訊。為了配合不同目標群，CTgoodjobs 著力發展各社交媒體平台，其中Facebook專頁的粉絲人數更超過359,000。



## Data World Solutions Limited 達訊顧問有限公司



18/F., Manhattan Centre, 8 Kwai Cheong Road, Kwai Chung, Hong Kong  
**T:** (852) 2185 1717 **F:** (852) 3151 7828  
**E:** [info.solutions@dataworld.com.hk](mailto:info.solutions@dataworld.com.hk) **W:** <https://dws.dataworld.com.hk>

Established in 1983, Data World is a leading one-stop IT solutions provider offering a comprehensive range of world-class Business Management Solutions (**BMS**) from Enterprise Resources Planning (**ERP**), Human Resource Management (**HRM**) and Customers Relationship Management (**CRM**) to IT Infrastructure & Network Security.

DW-iHR Human Resource Management Solution is an end-to-end human resource management system suitable for organisations of all sizes from simple single-user single-office to complicated large organisational environments with multiple locations in any industries.

With industry-specific designs, DW-iHR is optimised to meet the unique HR management needs and challenges of various industries, especially **Construction and Engineering, Cleaning and Environmental Services, Medical Services, Property Management, Security and Guarding, NGO and Education, Residential Care Home, Beauty and Care, as well as Retail and Hospitality.**

Making use of advanced internet technologies, DW-iHR is a web-based system that provides a secure and easy-to-use HR management platform for both employers and employees to work anywhere, anytime."

## eTACSEN Training and Consulting (HK) Limited 依得信培訓與管理諮詢有限公司



Unit 6, 11/F., Prosperity Place, 6 Shing Yip Street, Kwun Tong, Hong Kong  
**T:** (852) 8144 3663  
**E:** [info@etacsen.com](mailto:info@etacsen.com) **W:** [www.etacsen.com](http://www.etacsen.com)

eTACSEN is an award-winning talent development consultancy that specialises in leadership development, building effective teams, change management, personality assessments and personal effectiveness.

Operating in HK and Mainland China since 2002, our team can deliver training in Cantonese, Mandarin and English in both regions. eTACSEN has a clear edge in serving HK companies' needs in Mainland China or Chinese companies' subsidiaries in HK.

eTACSEN ensures that every training session is practical! We are also committed to helping more companies realise their vision through globally recognised solutions. Some examples are The Leadership Challenge®, The Five Behaviors® of a Cohesive Team, and the Everything DiSC® series. eTACSEN's proprietary solution - Change Enablement™ is another popular solution distributed in North America and Europe.

## First Advantage



Unit 1001, 10/F., 88 Hing Fat Street, Causeway Bay, Hong Kong  
**T:** (852) 2810 6448 **F:** (852) 2810 9448  
**E:** [info.asia@fadv.com](mailto:info.asia@fadv.com) **W:** <https://fadv.com/apac>

First Advantage delivers comprehensive background check solutions that enable employers to make confident choices, reduce risk, and maintain compliance. Offering an advanced global technology platform, superior customer service and compliance expertise delivered by local staff who understand local markets, First Advantage helps customers around the world build fully scalable, configurable screening programs that meet their unique needs.

Access criminal record searches; education, employment, and professional license verifications; global sanction searches; credit checks and more. First Advantage supports over 33,000 clients worldwide with offices throughout North America, Europe, India, Asia and Latin America. Our 100+ million international background screens annually cover 200+ countries and territories.

## FlexSystem Limited



Block A, 4/F., Eastern Sea Industrial Building, 29-39 Kwai Cheong Road, Kwai Chung, Hong Kong  
**T:** (852) 2967 9020 **F:** (852) 2967 1789  
**E:** [info@flexsystem.com](mailto:info@flexsystem.com) **W:** [www.flexsystem.com](http://www.flexsystem.com)

FlexSystem is a leading enterprise solution provider in Hong Kong. Established in 1987, FlexSystem is keen on technology development and aims to enhance organisations' workforce effectiveness. We have delivered best practice solutions to over 5,000 companies and 3,000 installations throughout the world.

FlexSystem provides comprehensive HRMS, which includes

- Profile & Competency Management
- Attendance Management
- Performance & Training Management
- HR Analysis & Evaluation
- Payroll & Benefit Management
- Provident Fund & Taxation Management
- Workforce Self-service Platform

# HR Service Providers Profiles

## FWD Life Insurance Company (Bermuda) Limited 富衛人壽保險（百慕達）有限公司



7/F., FWD Financial Centre, 308 Des Voeux Rd Central, Hong Kong

T: (852) 3123 3123

F: (852) 2850 3003

E: eb.mkt.hk@fwd.com

W: <https://www.fwd.com.hk/en/business/employee-benefits>

FWD Hong Kong & Macau are part of FWD Group, a pan-Asian life insurance business with more than 10 million customers across 10 markets. We are focused on making the insurance journey simpler, faster, and smoother, with innovative propositions and easy-to-understand products, supported by digital technology. We help you manage your group life and group medical policies to protect your employees' health with a comprehensive and quality coverage.

富衛集團業務遍及亞洲十個市場，服務客戶超過一千萬名。我們以創新定位及簡單易明的產品，配合數碼科技，為客戶帶來更簡便、更快捷及更順暢的保險體驗。我們提供團體人壽及醫療方案，為僱員的健康提供全面保障。

## HKUST Business School Executive Education Office 香港科技大學商學院高級管理人員課程部



Room 3011, Lee Shau Kee Business Building, The Hong Kong University of Science and Technology, Clear Water Bay, Hong Kong

T: (852) 2358 7542

F: (852) 2335 5836

E: ExecEd@ust.hk

W: [execed.hkust.edu.hk](http://execed.hkust.edu.hk)

Inspiring People for Continued Success - Learn with the best, from the best

HKUST Business School Executive Education Office offers company-specific and open-enrolment programmes which provide executives and managerial talents in corporations, both local and overseas, with a platform to sharpen skill sets and acquire the cutting-edge insights that help executives to stay ahead. HKUST achieves this by combining the expertise of our Business School's world-renowned faculty with input from executive-level specialists from industry and management.

Every year a number of open programmes, ranging from 1 to 8 days in duration are offered to address the specific needs from executives.

For more information, visit us at [execed.hkust.edu.hk](http://execed.hkust.edu.hk).



## Integral Training and Consulting Limited 英高顧問及培訓有限公司



Room 906, 8 Queen's Road East, Wan Chai, Hong Kong

T: (852) 2877 3398

E: [info@integral-consultancy.com](mailto:info@integral-consultancy.com)

W: [www.integral-consultancy.com](http://www.integral-consultancy.com)

Founded in 2004, Integral focuses on our best value to clients: advocates Dialogic Organizational Development (OD) Consultancy, Learning Solutions, Executive Coaching, Online Webinars, and Community Care to develop organisational agility and social responsibility.

Some of our areas of expertise include:

- Dialogic OD / Business Consulting
- Design Thinking: Resolving Wicked Problems
- Executive / Leadership Coaching
- Facilitating Change Transition
- Influence & Negotiation Skills
- Project Management + Project Coaching
- Strategic Thinking & Decision Making
- Design & Facilitation using LEGO® SERIOUS PLAY®
- ESG Program Design & Facilitation
- Facilitation & Presentation Skills
- Graduate Trainee / Mentoring Program
- Integral Leadership Series + Action Learning
- Strategic Planning / Team Facilitation
- Systems Thinking: Resolving Complex Problems

\*\*Please see further details on our advertisement on Inside Front Cover. 詳情請參閱本公司在封面內頁的廣告。

## HRM Essentials System Consulting Limited



17/F, 80 Gloucester Road, Wan Chai, Hong Kong

T: (852) 2111 2980

E: [cs@hrmessentials.com](mailto:cs@hrmessentials.com)

W: [www.hrmessentials.com](http://www.hrmessentials.com)

HRM Essentials is an energetic and innovative company that focuses on HR solutions. Our customers range from trading to financial institutes.

We provide on-premises and cloud versions. Users can access their systems anywhere at any time.

我們的設計初心是開發一套經濟、易用、各大小機構都用得上的 HR 軟件，這就是 Essential HR 的誕生。而這初心一直到現在，25年不變。

我們不會寫美麗的廣告文字，也不誇大產品的功能，我們只懂寫好每一行code，用心寫好家用付託給我們的每一個要求。

想了解更多？請與我們聯絡，能夠幫到你，是我們的榮幸。記得用優惠碼「HRSP23」有額外折扣。

## Jobs DB Hong Kong Limited

37/F., PCCW Tower, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong  
**T:** (852) 2332 8832 **F:** (852) 2332 2225  
**E:** [cs@jobsdb.com](mailto:cs@jobsdb.com) **W:** <https://hk.jobsdb.com/employers>



JobsDB is the leading employment platform in Hong Kong and Thailand, helping people live more fulfilling and productive working lives and helping organisations succeed. It is a subsidiary of SEEK, a diverse group of companies comprised of a strong portfolio of online employment, educational, commercial and volunteer businesses. SEEK is listed on the Australian Securities Exchange and has a strong presence across the APAC region, including six Asian markets – Hong Kong, Indonesia, Malaysia, the Philippines, Singapore, and Thailand – through the JobStreet and JobsDB brands. SEEK attracts over 500 million visits a year in Asia.

## KOS International Holdings Limited 高奧士國際控股有限公司

Suite 610, 6/F Ocean Centre, 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong  
**T:** (852) 3180 4988  
**E:** [enquiry@kos-intl.com](mailto:enquiry@kos-intl.com) **W:** [www.kos-intl.com](http://www.kos-intl.com)



KOS International Holdings Limited (KOS Group) is a HR service group listed on the Hong Kong Exchange GEM Board (HKEX Stock Code: 8042). Operating in Hong Kong, Mainland China and Singapore, KOS Group provides a wide range of high quality HR services including Recruitment, Staffing, Executive Search and HR Solutions to our clients from diversified industries. We identify, screen, assess and procure qualified candidates for our clients generally for positions at all levels, including administrative, executive, managerial and professional. We also source and employ suitable candidates and second them to our clients with payroll and other administration services at our clients' requests. We combine the best features of existing verticals and HR services into one hassle-free integrated solutions, allowing businesses to deploy strategies with cost-effective investments.

## Lee Shau Kee School of Business and Administration, Hong Kong Metropolitan University 香港都會大學李兆基商業管理學院

8/F, Block A, Hong Kong Metropolitan University, Ho Man Tin, Hong Kong  
**T:** (852) 2768 6940  
**E:** [ba@hkmu.edu.hk](mailto:ba@hkmu.edu.hk) **W:** <https://www.hkmu.edu.hk/ba/>



HKMU Lee Shau Kee School of Business and Administration strives to nurture graduates who possess the business acumen, social intelligence and global competence to become truly "future-ready". It prioritises early industry engagement, experiential learning, responsible business education as well as internationalisation in its curriculum design. Capitalising on its academic strengths, research capacity and professional and industry networks, the School aims to meet students' career aspirations and society's talent needs through its comprehensive portfolio of undergraduate and postgraduate programmes in different learning modes, many of which are accredited by local and international professional bodies.

## Mercer Hong Kong 美世香港

28/F., Devon House, Taikoo Place, Quarry Bay, Hong Kong  
**T:** (852) 3476 3800 **F:** (852) 2506 4161  
**E:** [MercerHongKong@mercer.com](mailto:MercerHongKong@mercer.com) **W:** [www.mercer.com.hk](http://www.mercer.com.hk)



Mercer believes in building brighter futures by redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. Mercer's approximately 25,000 employees are based in 43 countries and the firm operates in 130 countries. Mercer is a business of Marsh McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, with 85,000 colleagues and annual revenue of over \$20 billion. Through its market-leading businesses including Marsh, Guy Carpenter and Oliver Wyman, Marsh McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit [mercer.com.hk](http://mercer.com.hk)

# HR Service Providers Profiles

## MTR Corporation Limited 港鐵公司

MTR Headquarters Building, Telford Plaza, Kowloon Bay, Kowloon, Hong Kong  
T: (852) 2993 2111 W: www.mtr.com.hk



To Keep Cities Moving, MTR makes encounters happen and rendezvous for a more connected tomorrow. MTR connects people and communities. As a recognised world-class operator of sustainable rail transport services, the Corporation is a leader in safety, reliability, customer service and efficiency. With more than 40,000 dedicated staff, MTR carries over 13 million passenger journeys worldwide every weekday in Hong Kong, the United Kingdom, Sweden, Australia and the Mainland of China.

MTR believes that human capital is the gateway to excellence and commits whole-heartedly to advocating an environment of continuous learning and supporting personal and professional development to enable employees to unleash their full potential, and to provide high quality of service for the communities we serve.

## Nova Management Consultants Limited | Nova Training and Education Institute

### 至善管理顧問有限公司 | 至善培訓及教育機構

Suite 803, Two Chinachem Exchange Square, 338 King's Road, North Point, Hong Kong  
T: (852) 2573 0118 F: (852) 2573 0668  
E: evanho@the-nova.com W: www.the-nova.com | www.nova-training.com



Established in 1996, Nova is well-respected in delivering high standard HR, Training and Event Management services. We have associates in China and Asia.

Nova Consultancy focuses on:

- Executive Search, Recruitment and Staff Leasing;
- HR Compliances, Operation, Administration and Outsourcing, e.g., Payroll, MPF, etc.;
- Event Management and Software "Evenesis" Provision.

Nova Institute is:

- The sole partner of Islamic Banking and Finance Institute of Malaysia (a member of Malaysia Central Bank) for Hong Kong and China;

Our Product:

- Islamic Banking and Finance Qualification Course, Tailor-made In-House Course and E-Learning Course plus Consultancy for Banking, Capital Market, Takaful (Insurance), Wealth Management, Financial Planning and etc.

## Pacific Base Technologies Limited 宏基科技有限公司

Unit 8, 19/F., 118 Connaught Road West, Hong Kong  
T: (852) 3157 1778 F: (852) 3157 0969  
E: sales@hris88.com.hk W: www.hris88.com.hk



HRIS88 is an up-to-date Human Resource Information System using sound current technology with innovative designs. We have more than 20 years of expertise in HRIS Systems. Core modules include HR, leave, payroll, time attendance and performance management, intranet applications include ESS/MSS, iLeave, iAttendance, iRostering, iOT Approval, iAppraisal, and iClaims.

Every company needs an efficient HRIS System like HRIS88 to smoothly comply with the latest labour regulations, MPF interface changes, minimum wages, and to decipher working hours from attendance data. Paving the way for an efficient and versatile workforce, HRIS88 can cope with complicated payroll and attendance situations with integrated hardware options.

HRIS88 comes with expert HRIS consultancy and systematic project management. Our efficient customisation service makes your HRIS88 System agile and resilient to changing environments.

## PolyVision Eyecare Centre 理大護眼中心

Room 1703-05, Tower One, Times Square, 1 Matheson Street, Causeway Bay, Hong Kong  
T: (852) 2861 0138 F: (852) 2861 0123  
E: info@polyvision.com.hk W: www.polyvision.com.hk



### PolyVision Brings Your Staff Good Vision & Healthy Eyes

#### 18 Years of Service

PolyVision has been providing and promoting comprehensive eyecare services to the public since its establishment in 2005.

#### 6 Eyecare Centres

Causeway Bay • Taikoo • Tsimshatsui • Mongkok • Shatin • Tsuen Wan

#### Quality Vision Care Assured

The first eyecare centre accredited with ISO9001:2015 certification in Hong Kong

PolyVision offers a pioneering eye healthcare plan fitting different staff benefit schemes.

#### Staff Eyecare Seminar

- 1-hour included Q&A
- Conducted by Registered Optometrist (Part I)
- Content (Common Vision Problems, Contact Lens Care, Eyecare Tips)

#### Corporate Healthcare Package

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- Contact Lens Aftercare
- Discount on Prescription of Spectacles or Sunglasses

## Ramco Systems

#761, 7/F., 181 Queen's Road, Central, Hong Kong

E: [contact@ramco.com](mailto:contact@ramco.com)

W: <https://www.ramco.com/products/payroll/>



With payroll coverage for 100+ countries, 30 million+ annual payslips, 500+ large MNCs & Fortune500 customers and integrations with Oracle & Workday HCM, Ramco has been at the forefront of delivering global payroll transformation through its award-winning AI & ML based solutions and services for more than 25 years across Asia Pacific, Middle east, Africa & Europe. With innovations involving robotic process automation, AI & ML embedded in the product, Ramco global payroll also leverages chatbots, voice, and facial recognition-based workforce management. Ramco Digital Managed Payroll helps organisations reduce their payroll processing time by 50%. Also, conversational chatbots, actionable messages on Outlook, role-based Hubs and real-time notifications create a frictionless experience and drive employee engagement.

## Sara Beattie Appointments | Sara Beattie College

Unit 10, 15/F., West Exchange Tower, 322 Des Voeux Rd Central, Sheung Wan, Hong Kong

T: (852) 6360 2705

E: [baigalb@sarabeattie.com](mailto:baigalb@sarabeattie.com)

W: <https://www.sbappointments.com/home>



**Sara Beattie Appointments (SBA)**, since 1964, has been providing Executive Recruitment, Permanent Staff, Temporary, and Contract Staff solutions. Today SBA, in partnership with Sara Beattie College (SBC) and Cengage of USA, offers your busy staff skill upgrades with a variety of Online Courses; 330+ Certificates 55 Higher Certificates 5 Diploma and 5 Higher Diploma Programs as well as customized and Corporate Training through experienced Training Affiliates.

## Technosoft Hongkong Limited

23/F., 363 Java Road, North Point, Hong Kong

T: (852) 2892 1393

E: [sales@technosofthk.com](mailto:sales@technosofthk.com)

W: [www.technosofthk.com](http://www.technosofthk.com)



We have been providing HR and Payroll processing software solution for Hong Kong and Asia regions for over 20 years. Our clients range from SMEs to multi-national corporations and manufacturers, covering regional HR requirements and localized legislative compliances.

Our new platform HRServers is the backbone of an open architecture cloud service to provide standardized implementation of HR policies with special handling of local compatibilities for different countries across Greater China and Asia region.

Project EVA is our latest web portal to help the HR and HR IT community with simple and useful utilities in HR, payroll, employee tax, and social fund processing which can be used separately or incorporate into existing HRIS.

## The Hong Kong and China Gas Company Limited 香港中華煤氣有限公司

23/F., 363 Java Road, North Point, Hong Kong

T: (852) 2880 6988

W: [www.towngas.com](http://www.towngas.com)



Founded in 1862, The Hong Kong and China Gas Company Limited (Towngas) is the Hong Kong's first public utility. Today, it is one of the largest energy suppliers in Hong Kong and China, operating with world-class corporate management and leading-edge business practices. Towngas' core business consists of the production and distribution of gas as well as the provision of total kitchen solutions and comprehensive after-sales services to over 40 million customers in Hong Kong and China. Expanding its horizons, the company has diversified its business with over 620 projects across 29 provinces, autonomous regions and municipalities in mainland China, covering renewable energy, upstream and midstream gas projects, water and kitchen waste treatment, distributed energy, telecommunications, energy exploration and utilisation ventures.

# HR Service Providers Profiles

## TXJ Information Technology Co., Ltd



Unit 1104A, 11/F., Kai Tak Commercial Building, 317-319 Des Voeux Road, Central, Hong Kong  
**T:** (852) 9608 2206  
**E:** [inquiry@txj-it.com](mailto:inquiry@txj-it.com) **W:** [www.txj-it.com](http://www.txj-it.com)

TXJ's professional team has over 20 years of experience in the HRMS field. TXJ provides customers with one-stop TXJ HRMS, tailor-made functions, and a full range of project implementation services.

HR data can be managed in Hong Kong, Macau, Mainland China, Taiwan, Malaysia, Thailand, etc. through TXJ HRMS.

Furthermore, TXJ also provides its users with payroll outsourcing services, cloud payroll, leave, and attendance process management services.

## Yonyou (Hong Kong) Co., Ltd. 用友軟件（香港）有限公司



13/F., Harcourt House, 39 Gloucester Road, Wan Chai, Hong Kong  
**T:** (852) 3907 3038 **F:** (852) 3105 9958  
**E:** [enquiry@yonyou.com.hk](mailto:enquiry@yonyou.com.hk) **W:** <https://www.yonyou.com.hk>

Yonyou Network Technology Co., Ltd. (SSE:600588) is the largest domestic enterprise cloud services and software provider in the APAC region\*. Leveraging state-of-the-art technologies, yonyou Hong Kong is dedicated to providing localised HR management solutions for cross-border group enterprises. The digital HR solution covers the entire employee lifecycle, from daily operation to intelligence-based analysis, to facilitate decision making and deliver perfect employee experience.

用友網絡科技股份有限公司（股票代碼：600588）是亞太地區本土最大的企業雲服務、軟件提供商\*。用友香港融合數據分析和雲技術，致力為跨境企業提供全生命週期的本地化人力資源解決方案，實現企業高效管理及智能決策。

Data Source: Gartner ""Market Share Analysis: ERP Software, Worldwide, 2019""

## Zebra strategic Outsource Solution Limited 施伯樂策略有限公司



10/F, Yue Hing Building, 103 Hennessy Road, Wan Chai, Hong Kong  
**T:** (852) 2116 8130 **F:** (852) 2116 8331  
**E:** [info@zebragroup.com](mailto:info@zebragroup.com) **W:** [www.zebragroup.com](http://www.zebragroup.com)

Zebra Strategic Outsource Solution Limited is a leading provider of executive search and outsourcing solutions. Founded in 2002, Zebra provides talent acquisition and HR management service. Our services include recruitment process outsourcing, payroll processing services, contingent workforce outsourcing, and customised workforce solutions.

# TXJ

## Information Technology

**On-premises TXJ HRMS for Asia-Pacific**  
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**Payroll Outsourcing Service Plus**

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# TXJ HRMS

## TXJ HRMS

- ▶ TXJ HRMS for Hong Kong
- ▶ TXJ HRMS for Mainland China
- ▶ TXJ HRMS for Macau
- ▶ TXJ HRMS for Taiwan
- ▶ TXJ HRMS for Thailand
- ▶ TXJ HRMS for Malaysia
- ▶ TXJ HRMS for other countries
- ▶ TXJ HRMS for Share Service Centre
- ▶ TXJ HRMS for Payroll Outsourcing Service

## HR Outsourcing Service

- ▶ Payroll Outsourcing Service
- ▶ Encrypted ePayslip Service
- ▶ Leave Application on Web and Admin Service
- ▶ Time and Attendance on Web and Admin Service
- ▶ Employee Self-service and Manager Self-service
- ▶ HR Information Self-service
- ▶ HR Information Administration Service

- Low Cost
- Easy to use
- Nearly 20 years of HRMS experience
- Automated Workflow
- Professional Project Team
- Focus on Long-term Cooperation

**TXJ Information Technology Company Limited**

Tel: 9608-2206 / 6063-9860 e-mail: [inquiry@txj-it.com](mailto:inquiry@txj-it.com) Web: [www.txj-it.com](http://www.txj-it.com)  
Unit 1104A, 11/F, Kai Tak Comm. Bldg., 317-319 Des Voeux Road Central, Hong Kong



# HR Products and Services Listing

Company	Area of Products / Services Offered				Business / Management Consulting Service	Compensation & Benefits
	Hong Kong	China	GBA	Regional / International		
<b>aCube Solutions Limited</b> T: (852) 3529 4123 F: (852) 3007 1424 E: infodl@flexsystem.com W: www.flex.hk	✓	✓	✓	✓		
<b>AICPA &amp; CIMA 國際註冊專業會計師公會</b> T: (852) 2511 2003 F: (852) 2507 4701 E: HongKong@aicpa-cima.com W: www.aicpa-cima.com	✓	✓	✓	✓		
<b>Alea Insurance Limited</b> T: (852) 2606 2668 E: hello@alea.care W: https://alea.care	✓			✓		✓
<b>AXA安盛</b> T: (852) 2802 2812 W: http://www.axa.com.hk/	✓	✓	✓	✓		✓
<b>BCT Group BCT銀聯集團</b> T: (852) 2298 9800 F: bct@bcthk.com W: https://www.bcthk.com	✓					
<b>BDO 立信德豪</b> T: (852) 2218 8288 E: info@bdo.com.hk W: https://www.bdo.com.hk	✓	✓	✓	✓	✓	
<b>BIPO Service North Asia Limited</b> T: (852) 3643 1300 E: william.leung@biposervice.com W: https://www.biposervice.com	✓	✓	✓	✓		✓
<b>Bowtie Life Insurance Company Limited 保泰人壽</b> T: (852) 3008 8123 E: partner@bowtie.com.hk W: https://www.bowtie.com.hk/zh/insurance/group-medical	✓					✓
<b>Cityray Technology (China) Limited 施特偉(科技)中國有限公司</b> T: (852) 2111 7111 E: enquiry@cityray.com W: www.cityray.com	✓	✓			✓	
<b>CLP Power Hong Kong Limited 中華電力有限公司</b> T: (852) 2678 8111 F: (852) 2760 4448 E: contact@clp.com.hk W: www.clpgroup.com	✓	✓	✓	✓		
<b>COL Consulting Limited</b> T: (852) 2118 3999 F: (852) 2112 0121 E: colmarketing@colconsulting.com.hk W: www.colconsulting.com.hk	✓	✓				
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Categories Products / Services Offered

Education / e-Learning / Learning & Development	Employee Engagement / Relations & Communication	HR Consulting Service	HR Outsourcing Service	HRIS / Computer Software / Cloud Solutions	Legal Issue / Employment Law / Tax	Payroll / MPF / Pension / Retirement Scheme / Insurance	Psychological / Assessment Tools	Publications	Recruitment / Selection / Executive Search Publications	Relocation	Others
				✓							
✓											Management Accounting Qualification, Sustainability/ESG certificate/program, Digital Transformation, Fintech, etc. and Customised trainings.
	✓						✓				
						✓					Insurance / Employee Benefits
						✓					
	✓	✓	✓	✓	✓	✓			✓	✓	Staff Augmentation, Secondment and Resources Outsourcing, Digital Transformation
	✓	✓	✓	✓	✓	✓					Global Employer of Record (EOR) service
✓		✓	✓	✓							
											Public Utility
✓			✓	✓		✓					
✓	✓	✓	✓					✓	✓		

# HR Products and Services Listing

Company	Area of Products / Services Offered				Business / Management Consulting Service	Compensation & Benefits
	Hong Kong	China	GBA	Regional / International		
<b>Data World Solutions Limited 達訊顧問有限公司</b> T: (852) 2185 1717 F: (852) 3151 7828 E: info.solutions@dataworld.com.hk W: https://dws.dataworld.com.hk	✓				✓	
<b>eTACSEN Training and Consulting (HK) Limited 依得信培訓與管理諮詢有限公司</b> T: (852) 8144 3663 E: info@etacsen.com W: www.etacsen.com	✓	✓	✓	✓	✓	
<b>First Advantage</b> T: (852) 2810 6448 F: (852) 2810 9448 E: info.asia@fadv.com W: https://fadv.com/apac	✓	✓	✓	✓		
<b>FlexSystem Limited</b> T: (852) 2967 9020 F: (852) 2967 1789 E: info@flexsystem.com W: www.flexsystem.com	✓	✓	✓	✓		
<b>FWD Life Insurance Company (Bermuda) Limited 富衛人壽保險 (百慕達) 有限公司</b> T: (852) 3123 3123 F: (852) 2850 3003 E: eb.mkt.hk@fwd.com W: https://www.fwd.com.hk/en/business/employee-benefits	✓					✓
<b>HKUST Business School Executive Education Office 香港科技大學商學院高級管理人員課程部</b> T: (852) 2358 7542 F: (852) 2335 5836 E: ExecEd@ust.hk W: exceed.hkust.edu.hk	✓	✓	✓	✓		
<b>HRM Essentials System Consulting Limited</b> T: (852) 2111 2980 E: cs@hrmessentials.com W: www.hrmessentials.com	✓	✓	✓	✓		✓
<b>Integral Training and Consulting Limited 英高顧問及培訓有限公司</b> T: (852) 2877 3398 E: info@integral-consultancy.com W: www.integral-consultancy.com	✓	✓	✓	✓	✓	
<b>Jobs DB Hong Kong Limited</b> T: (852) 2332 8832 F: (852) 2332 2225 E: cs@jobsdb.com W: https://hk.jobsdb.com/employers	✓			✓		
<b>KOS International Holdings Limited 高奧士國際控股有限公司</b> T: (852) 3180 4988 E: enquiry@kos-intl.com W: www.kos-intl.com	✓	✓	✓	✓		✓
<b>Lee Shau Kee School of Business and Administration, Hong Kong Metropolitan University 香港都會大學李兆基商業管理學院</b> T: (852) 2768 6940 E: ba@hkmu.edu.hk W: https://www.hkmu.edu.hk/ba/	✓	✓	✓	✓		

Categories Products / Services Offered

Education / e-Learning / Learning & Development	Employee Engagement / Relations & Communication	HR Consulting Service	HR Outsourcing Service	HRIS / Computer Software / Cloud Solutions	Legal Issue / Employment Law / Tax	Payroll / MPF / Pension / Retirement Scheme / Insurance	Psychological / Assessment Tools	Publications	Recruitment / Selection / Executive Search Publications	Relocation	Others
				✓		✓					Expert in Business Management Solutions from ERP, HRM and CRM to IT infrastructure and Network Security
✓	✓						✓				
			✓								Background Screening
				✓							
						✓					
✓											
		✓	✓	✓		✓					<b>NEW</b> HR Consulting Service and HR Outsourcing Service, CRM, Workforce Management, Sales & Marketing, Custom Solutions, call us now.
✓		✓									Dialogic OD Consultancy, Learning Solutions, Executive Coaching, Online Webinars, Community Care, Professional Facilitation, Instructional Design, Action Learning
✓									✓		
✓	✓	✓	✓			✓			✓		
✓											

# HR Products and Services Listing

Company	Area of Products / Services Offered				Business / Management Consulting Service	Compensation & Benefits
	Hong Kong	China	GBA	Regional / International		
<b>Mercer Hong Kong 美世香港</b> T: (852) 3476 3800 F: (852) 2506 4161 E: MercerHongKong@mercer.com W: www.mercer.com.hk	✓	✓	✓	✓	✓	✓
<b>MTR Corporation Limited 港鐵公司</b> T: (852) 2993 2111 W: www.mtr.com.hk	✓	✓		✓		
<b>Nova Management Consultants Limited   Nova Training and Education Institute                      至善管理顧問有限公司   至善培訓及教育機構</b> T: (852) 2573 0118 F: (852) 2573 0668 E: evanho@the-nova.com W: www.the-nova.com   www.nova-training.com	✓	✓	✓	✓		✓
<b>Pacific Base Technologies Limited 宏基科技有限公司</b> T: (852) 3157 1778 F: (852) 3157 0969 E: sales@hris88.com.hk W: www.hris88.com.hk	✓	✓	✓	✓		
<b>PolyVision Eyecare Centre 理大護眼中心</b> T: (852) 2861 0138 F: (852) 2861 0123 E: info@polyvision.com.hk W: www.polyvision.com.hk	✓					✓
<b>Ramco Systems</b> E: contact@ramco.com W: https://www.ramco.com/products/payroll/	✓	✓	✓	✓		
<b>Sara Beattie Appointments   Sara Beattie College</b> T: (852) 6360 2705 E: baigalb@sarabeattie.com W: https://www.sbappointments.com/home	✓				✓	
<b>Technosoft Hongkong Limited</b> T: (852) 2892 1393 E: sales@technosofthk.com W: www.technosofthk.com	✓	✓		✓		
<b>The Hong Kong and China Gas Company Limited 香港中華煤氣有限公司</b> T: (852) 2880 6988 W: www.towngas.com	✓	✓				
<b>TXJ Information Technology Co., Ltd</b> T: (852) 9608 2206 E: inquiry@txj-it.com W: www.txj-it.com	✓	✓	✓	✓		
<b>Yonyou (Hong Kong) Co., Ltd. 用友軟件（香港）有限公司</b> T: (852) 3907 3038 F: (852) 3105 9958 E: enquiry@yonyou.com.hk W: https://www.yonyou.com.hk	✓	✓				
<b>Zebra strategic Outsource Solution Limited 施伯樂策略有限公司</b> T: (852) 2116 8130 F: (852) 2116 8331 E: info@zebragroup.com W: www.zebragroup.com	✓					

Categories Products / Services Offered

Education / e-Learning / Learning & Development	Employee Engagement / Relations & Communication	HR Consulting Service	HR Outsourcing Service	HRIS / Computer Software / Cloud Solutions	Legal Issue / Employment Law / Tax	Payroll / MPF / Pension / Retirement Scheme / Insurance	Psychological / Assessment Tools	Publications	Recruitment / Selection / Executive Search Publications	Relocation	Others
	✓	✓	✓	✓	✓	✓	✓			✓	
✓											
✓		✓	✓						✓	✓	Islamic Banking and Finance Qualification Training and Consultancy for Banking, Capital Market, Takaful, Wealth Management, Financial Planning; Event Management Software "Evenesis"; and Temp Staff Provision
✓				✓							
						✓					
✓	✓	✓							✓		Online Skill Upgrades/ Corporate Training
				✓							
											Public Utility
			✓	✓							
				✓							
		✓	✓	✓		✓			✓		

# Empowering Your Company's ESG Journey with Cloud HRMS

It is beyond dispute that public awareness of Environmental, Social and Governance (ESG) has grown significantly in recent years, which prompts the demand for ESG initiatives in the workplace. When it comes to taking ESG factors into account in management and decision-making processes, HR professionals have a leading role to play in ESG, in particular, the "S" aspect – with the use of cloud computing and a data-driven approach – to drive sustainable human capital development.

## The Key Role that HR Professionals Play in ESG

The social ("S") pillar of ESG relates to how an organization supports and impacts various stakeholders, including its employees, customers, investors and the wider communities. HR leaders are responsible for addressing ESG issues related to people, such as driving Diversity, Equity and Inclusion (DEI) in the workplace, enhancing employees' well-being and satisfaction, attracting and retaining talent, developing sustainable and ethical business practices, becoming more socially conscious, and so on, in a bid to enhance the resilience and support the long-term success of their companies. What is more important is that HR leaders are expected to show tangible and trackable results for their ESG initiatives as today's stakeholders and shareholders alike demand transparency in reporting ESG metrics.

## Optimizing ESG Reporting with Cloud HRMS

Every HR team should be able to tell their company's story through ESG reporting. The "S" in ESG, however, is relatively challenging to be tracked and measured. Fortunately, HR professionals can adopt cloud computing – a robust and innovative Cloud HRMS (Human Resources Management System) – to automate and streamline the process of

collecting, analyzing, and reporting on ESG activities seamlessly on a long-term basis. A Cloud HRMS can help you:

### 1. Track, analyze and report on DEI efforts

A Cloud HRMS can help your HR team set measurable DEI targets such as budget allocation, employee participation in initiatives and retention of a diverse workforce, then track, analyze and report on your company's DEI performance with accurate data.

### 2. Build a seamless hybrid work environment

Hybrid working has become the new normal. Implementing cloud-based solutions allows your workforce to accomplish their work seamlessly from any location. Not only can it improve your employees' well-being, but it also can attract and retain talent, and reduce carbon footprints.

### 3. Gain greater insights into ESG performance

There is no doubt that ESG reporting is data-driven. A Cloud HRMS collects accurate data, makes use of these data, and provides a holistic insight into your ESG performance.

### 4. Create comprehensive employee profiles

Knowing your employees well is key to success in workforce development and employee satisfaction. You can create a comprehensive profile for every employee containing their remuneration package, skills, training records and special requirements on a Cloud HRMS that allows authorized parties to access it whenever they need to. Not only can you manage human resources effectively, but you also can communicate with your workforce efficiently to enhance employee satisfaction and improve employee engagement in ESG.

## Conclusion

ESG always goes hand in hand with digital transformation. Integrating ESG factors along with the use of a Cloud HRMS into human capital management (HCM) can help optimize your ESG reports and improve your ESG performance, so your company can thrive and grow – win the war for talent, retain top talent, and build an ethical and hybrid workplace. Last but not least, keep in mind that ESG regulations and disclosure requirements are rapidly evolving, which requires you to keep abreast of the latest ESG trends.



To learn more about how Cloud HRMS can help you achieve your ESG goals and corporate sustainability, please contact us at:

### aCube Solutions Limited

 <https://www.flex.hk>

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Shortened & Simplified  
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**6**  
Awards  
Categories



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**60**  
Awards

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GBA, APAC

## Categories

- Organisational Category
  - Grand Awards
  - Sub-Category Awards
- HR Service Provider Category
- GBA Category
- NGO Category
- SME Category
- Individual Category

## Awards

- ★ **Excellent Award**
- ★ **Elite Award**
- ★ **Merit Award**
- NEW** **Professional Practice**  
(for Grand Awards)
- NEW** **Good Practice**



Open for Entries

## Key Dates

Entry  
Deadline

3 July  
2023

Project  
Summary  
Submission

17 July  
2023

First  
Assessment

2023  
Q3

Final Judging  
Panel

2023  
Q4

Presentation  
Ceremony

2024  
Q1