



UOB-SMU  
Asian Enterprise Institute

## Business Consulting Opportunities with UOB-SMU AEI



### **Project 792FY21 – HR Audit**

#### **Brief Company Profile**

In a layman context, the company is in the business of looking after any engineering needs (repairs, maintenance, spare parts needs, etc) relating to marine equipments onboard vessels. It has been in business for two decades now and has since built a strong and loyal base of customers. The company also invests heavily into digitalisation and overseas and represents many prominent equipment names officially in Singapore. This has enable the company to maintain profitability and continue its expansion despite the Covid situation.

#### **Objective of the consulting project**

With its ever expanding business, the company would like to take a stock-take on its internal stakeholders' well-being. It is ready to have an audit of its most important asset - human resources. It is a very classic case of 'you don't know what you don't know'. The company is requesting for a student team to come onboard to help unravel possible gaps and the end objective is to identify any opportunities for improvement in its development of Human Capital.

#### **Project Scope**

To be discussed upon the project launch meeting

- In-depth interviews with key staff, customers, partners and principals
- Job mapping
- Recommendation of performance matrix and remuneration structure
- Recommendation of new organization chart and reporting lines
- Job description documentation

#### **Student Requirements**

- **3-member** team, HR major is preferred

The team will be mentored by a [project advisor](#).

#### **More Information**

Start Date: ASAP

Duration of project: 16 weeks

Stipend: \$3000 per team (excluding incidental expenses incurred during the course of the project)

Working hours: Flexible working hours

Internship filing: Up to 10 weeks