

BEST WORKPLACE PRACTICES

HP Inc Malaysia

HP to nurture its employees on physical and mental health

HP Inc Malaysia is looking beyond growing as an innovative company as it is also aiming to grow its employees in terms of their physical and mental health.

According to Country Human Resources Leader Saravana Praveen, HP aims to nurture employees who are physical and mentally healthy.

"For example, HP Malaysia has a physical wellness programme. The activities include badminton, Zumba and yoga. Employees can also claim external investment in their physical and mental health under its flexible benefits programme. HP Malaysia is also involved in the HP Global Step Challenge, where employees in each country sign up to clock the number of steps they take each day for a certain period. This fun-filled activity allows us to check out our competition around the world and connect with our global colleagues," he says.

Given that HP is part of a global family, he says there are allocations for the annual wellness programme around the world. "Within each country, there are separate initiatives that are aligned to the company's wellness philosophy."

As a company that focuses on innovation, Saravana points that HP carries out its mission to keep reinventing by extending it to the people and compa-

ny's culture.

"This means implementing initiatives that create a healthy work environment that nurtures employees who are physically and mentally healthy," he says.

"Our Intentional People Strategy is the beating heart of this reinvention at HP Inc. It guides our vision to help our people and our business thrive. We achieve this by giving employees the freedom to innovate and providing opportunities for everyone to learn, grow and perform. This is delivered through initiatives that cultivate a growth mindset, develop talent and embrace diversity and inclusion."

Saravana notes that in Malaysia, the management receives resources to support wellness teams, which are headed by ambassadors who understand the local culture well. Together, the teams work to encourage healthy lifestyles and attitudes within the business.

He also says HP believes in innovating to deliver, especially in a world that is becoming increasingly mobile and connected.

"Beyond technology innovation, we understand the need for flexible work arrangements for our employees. For example, new mothers can arrange flexible working schedules with their managers to ensure they spend quality time with their families and newborn babies," he

says, pointing to the importance of such flexibility in helping the company retain talent, especially female talent.



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He also believes that it is important for the company to encourage continuous learning. This includes learning about skills not just at work but also outside work through internal platforms like

Brain Candy, a social learning platform.

The company also encourages feedback from employees.

"By understanding their needs, challenges and triggers for success, we can put in place improvement plans to address employees' needs," Saravana says, pointing to how the management responds to the employees' need by building a gym at one of its facilities in Penang.

On ways to improve the company's initiatives to encourage a healthier lifestyle among its employees, he says it is crucial to focus on participation in these activities. "HP continues to encourage its employees to take part in its initiatives. For example, in Malaysia, we aim to achieve 100% participation in health screening activities."

Saravana also says HP will continue to focus in its initiatives, based on employees' needs and feedback.

"At HP, we believe that when our people thrive, our business will, too. We do this through our Intentional People Strategy, which allows everyone to learn, grow and perform while creating a company that leads. We also value our talent and want their career to grow and evolve with us personally and professionally. Across all levels of the business, we achieve this by offering opportunities for growth while embracing diversity and inclusion," he adds.