



SHEN JAI

Education Group



SHEN JAI EDUCATION GROUP

QUALITY EDUCATION FOR ALL

If the story of Shen Jai Education Group (SJEG) could be personified, it would be one that is from rags to riches. What started off as a humble school of commerce in 1969 quickly grew by leaps and bounds into an education group. Throughout these transformative decades, the Shen Jai School of Commerce managed to gain a strong foothold in this Silver State, making post-secondary education affordable in line with the vision of its philanthropic founder Foo Wan Thot. For the uninitiated, the name "Shen Jai" which literally translates to "profound place of study" was derived from the late Foo Kan Yik's Mandarin virtue name. The late Foo Kan Yik is Foo Wan Thot's grandfather.



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Also an education activist by heart, Foo recognised the growing demand for academic qualifications and its importance among late Gen X school leavers. The Kompas International College (KIC), which was formerly Institut Kompas established in 1991, was later acquired by Foo and soon became a part of his educational arm offering diploma programmes ranging from Accounting to Finance. The list of offerings also grew longer in the following years, benefitting hundreds of school leavers with affordable yet quality programmes throughout the years.

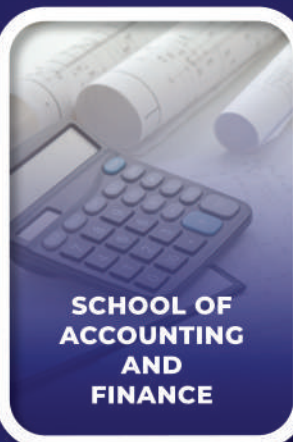
Foo's mission to providing quality and affordable education was also carried out by his scions, which culminated in the establishment of the Shen Jai Education Group (SJEG) in 2018. The purpose was to house all of its post-secondary educational initiatives under the SJEG umbrella for better governance.

In the following year, in a bid to support the government's growing emphasis on Technical and Vocational Education and Training (TVET), the Shen Jai School of Commerce underwent a series of transformative change, becoming the Shen Jai TVET College we know today. Understanding the importance of nurturing industry-ready students, SJEG launched its very own bakery as well as halal restaurant in 2021 named Bake & Take and Authenticque Restaurant respectively. These establishments serve as a strategic platform for the pastry and culinary students to apply their practical skills and be under the tutelage of seasoned chefs.

Two years later, SJEG achieved a new milestone by co-establishing the Shen Jai Confucius Institute (SJCI) with the Chinese International Education Foundation (CIEF) and Xidian University (XDU), China. SJCI is a testament to the Group's internationalisation efforts which pave the way for more international collaborations.

Today, Shen Jai is not only a household name amongst the locals, but also a trusted brand across generations. With KIC, Shen Jai TVET College, SJCI, Bake & Take, and Authenticque Restaurant already under SJEG's belt, the Group is continuing on its tracks to expand the scope of educational activities. A new project in the pipeline will be the setting up of a digital entrepreneurship hub in line with the Malaysian Digital Econo.my Corporation's (MDEC) e-usahawan initiative.

Kompas International College



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AND
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TOURISM**

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“Think Your SME is Too Small for HR Compliance? Think Again!”

In the fast-paced world of small and medium-sized enterprises (SMEs), it's easy to think, “We're too small for HR compliance.” After all, who has time to fuss over policies and handbooks when you're focused on keeping the business afloat? But according to Ernest Balasingam, Managing Director of Back2Basics Consultants, that mindset can be risky—very risky.

“I hear it everywhere I go: ‘We're a small company, why do we need HR compliance?’” says Ernest. “But the truth is, skipping these practices can lead to much bigger headaches down the road—headaches you'll wish you'd prevented.”

The Hidden Perils of Overlooking HR

For many SMEs, HR duties often fall to someone already juggling multiple roles—be it the finance manager, admin staff, or even the business owner. And while this may seem like a cost-saving move, it can leave gaps that may lead to employee grievances or even legal trouble.

“Without a structured HR system, things can escalate quickly,” Ernest warns. “Imagine not having clear policies on issues like performance or discipline—what could've been a minor concern suddenly blows up into a costly problem.”

One lawsuit, he adds, is at least double the cost of basic HR compliance plans and an award from the industry could potentially put a major dent in a Company's P&L. And that's something no SME can afford.

The Superpower of an HR Handbook

Here's where things get interesting: You don't need a full-time HR team to get started with compliance. According to Ernest, every SME—no matter how small—should have one essential tool in place: an HR handbook which must complement a Contract of Employment which should cover all the essential clauses to deal with the corporate challenges.

“If there's one thing every business should invest in, it's a good HR handbook,” he advises. “This one document can provide clear guidelines on everything from attendance to performance management, helping to prevent misunderstandings and protecting both the business and employees.”

Not only does a well-crafted handbook keep everyone on the same page, but it also acts as a shield, protecting your company from the kind of legal issues that can sneak up on you when you least expect it.

Wearing Too Many Hats? Here's Why That's Risky

We all know the entrepreneurial hustle—multitasking is the name of the game. But when it comes to HR, spreading yourself or your staff too thin can lead to burnout and overlooked responsibilities.

“Handling HR is a serious responsibility,” Ernest says. “When it's thrown on top of other duties, things slip through the cracks. A handbook helps keep things on track and guides everyone on how to handle key HR situations, even if there isn't a dedicated HR person.”



From performance appraisals to disciplinary actions, a structured approach ensures that no one—especially your employees—feels neglected or unfairly treated.

The Legal Lifesaver Your Business Needs

One of the most compelling reasons for SMEs to take HR compliance seriously? Legal protection.

Ernest has seen it happen all too often: SMEs think they're saving money by skipping out on proper HR practices, only to be hit with a lawsuit that wipes out their hard-earned profits. “It's about risk management,” he explains. “A good HR system minimises the chances of costly legal disputes. And if something does go wrong, proper documentation can be a lifesaver.”

Happy Employees, Happy Business

HR compliance isn't just about avoiding problems—it's about fostering a better work environment. When performance is managed well, and employees know exactly what's expected of them, job satisfaction increases. And satisfied employees? They're more engaged, more productive, and more likely to stick around.

“Performance management is often neglected in SMEs,” Ernest points out. “But when you have clear guidelines, appraisals, and improvement plans, it makes a world of difference. Employees feel supported and valued, and that helps the whole business run smoother.” And this is a huge step in employee retention which is the biggest challenge faced by most companies today.

Where to Begin: Simple, Practical Steps

Not sure where to start? Ernest's advice is simple: “Begin with the basics. Even if you can't hire an HR professional, get an HR handbook in place which complements your contract of employment. And document everything—contracts, performance reviews, disciplinary actions. This not only protects your business but ensures fair treatment for employees.”

Ernest also encourages SMEs to invest in an HR audit. This process will clearly highlight any deficiencies in the company's HR practices. From there, a ‘road map’ can be created to align employees with their roles and identify gaps in HR processes. It also helps develop long-term employee retention strategies through training. Whether it's in-house programs or external workshops, having knowledgeable staff can make a big difference in staying compliant and keeping employees satisfied.

Meet Ernest Balasingam: HR Expert and Triathlete

With over 30 years of HR experience, Ernest has become a trusted advisor for SMEs across Malaysia. With a unique blend of legal and practical HR expertise, His consultancy, Back2Basics Consultants, specialises in helping businesses navigate the complexities of HR compliance while empowering them to build sustainable practices.

Interestingly, Ernest's leadership philosophy is inspired by his experience as a triathlete. “Discipline, adaptability, and continuous improvement—these are values I bring to my HR work as well,” he says. His goal? To make HR less daunting and more accessible for businesses of all sizes.

Ernest Balasingam leads the AWOL Tour, an international cycling charity event he's championed for the past 7 years. The AWOL (A Week of Laughter) Riders cycle year-round to support causes close to their hearts.

For those seeking expert assistance with HR training and compliance, reaching out to Ernest could be a valuable step. His tailored guidance and practical solutions are designed to help SMEs navigate HR challenges effectively, stay competitive, and foster sustainable growth.

So, if you've ever thought your SME was too small for HR compliance, it's time to think again. As Ernest puts it, “HR compliance isn't just about ticking boxes—it's about protecting your business and giving your employees the best chance to succeed.”

For a limited time only Back2Basics Consultants have packages to assist Companies with their HR/IR processes.
Please email ernest@back2basics.com.my or contact Ernest Balasingam at **012-5162687** for more information.

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Medan Selera Greenhill

Address: 110A, Persiaran Greentown 11, 30450 Ipoh.
Opening Hours: 6:00 PM – 12:00 AM
Contact: **012-554 2921**
Entertainment: Buskers occasionally
Food & Beverage: Desserts, coffee, tea
Halal Status: Halal

IPOH AFTER DARK

10 Places on Our Radar After 9 PM

By Anne Das & Balqis Zahari

Ipoh's nightlife isn't booming—but it's not dead either. It's a little unpredictable, often quiet on weekdays, and many places now lean toward open-air coffee spots or casual hangouts instead of investing in live bands or full entertainment lineups.

That said, venues are doing their part to keep the night going—especially on weekends. Whether it's a cozy café with buskers, a rooftop lounge, or a place to catch a Friday night band, these are 10 places on our radar for post-9 PM outings.

Some run late into the night, others just until the last coffee or cocktail is served. Timings, music nights, and vibes may shift, so we recommend calling ahead before making plans. It's not a wild scene, but it's ours—and it's evolving!

SUITO Coffee & Desserts

Address: 31350, Jln Sultan Nazrin Shah, Medan Gopeng, 30450 Ipoh, Perak.
Opening Hours: 12:00 PM – 3:00 AM daily
Contact: **017-490 4254**
Entertainment: Buskers on weekends only
Food & Beverage: Coffee, desserts, and light meals
Halal Status: Muslim-friendly



Hard Rock Cafe Ipoh

Address: PALO 101, 191-A & 191-A1, Jalan Sultan Iskandar, 30000 Ipoh
Opening Hours: Restaurant: 12 PM – 12 AM (Fri/Sat: till 1 AM); Rock Shop: 10 AM – 12 AM
Contact: **017-759 7369**
Entertainment: Live music by Holy Snake, Tue–Sun, 9 PM – 11:45 PM
Food & Beverage: American cuisine, cocktails



Ngopdul Coffee Greentown

Address: Greenhill Area, Ipoh (Opposite Excelsior Hotel)
Opening Hours: Evenings till late (varies by stall)
Contact: **05-255 9839**
Entertainment: Live Band; open-air crowd vibe
Food & Beverage: Local Malaysian dishes & soft drinks
Halal Status: Halal



7 SkyBar & Lounge – MH Hotel

Address: Level 7, MH Hotel Ipoh, 58, Jalan Medan Ipoh 1E, 31400 Ipoh
Opening Hours: Tue – Sun: 4 PM – 11:59 PM; Closed Mon
Contact: **019-517 3388**
Entertainment: City view lounge; details unspecified
Food & Beverage: Cocktails, bar bites
Halal Status: Not specified



Sin Yoon Loong @ Perak Turf Club

Address: Perak Turf Club, Jalan Raja Di Hilir, 30350 Ipoh, Perak, Malaysia.
Opening Hours
Contact: Mobile: **019-576 1937**
Entertainment: Features live performances by the 7-piece band The Renegades every Friday night.
Food & Beverage: Pork-free menu with a signature Sin Yoon Loong coffee twist; beers available. BYOB (Bring Your Own Bottle) is encouraged, with min corkage.
Halal Status: Pork-free. Alcohol served.



Bricks & Barrels

Address: 28-30, Jalan Lau Ek Ching, 30300 Ipoh
Opening Hours: 5:00 PM – 2:00 AM daily
Contact: **011-2646 0250 / 016-545 1212**
Entertainment: Live music after 8 PM
Food & Beverage: Western cuisine, beer garden & pizza, Cocktails & Beer
Halal Status: Not halal



Euro House

Address: 49, Jalan Hussein, 30250 Ipoh
Opening Hours: Evenings (exact hours not listed)
Contact: **012-553 2032**
Entertainment: Live band, karaoke, Xbox area
Food & Beverage: Western meals, full bar
Halal Status: Not halal



Rewine - Gastropub

Address: 13, Persiaran Greentown 9, Pusat Perdagangan Greentown, 30450 Ipoh, Perak
Opening Hours: Sun–Thu: 2 PM – 1 AM; Fri–Sat: till 2 AM
Contact: **05-242 1628**
Entertainment: Wine bar atmosphere; live music
Food & Beverage: Western cuisine, wines, & Cheese Platters
Halal Status: Not Halal



Asado

Address: 144, Jalan Tambun, 31400 Ipoh
Opening Hours: Tue–Sun: 4 PM – 12 AM; Closed Mon
Contact: **016-211 8012**
Entertainment: Chic dining with open kitchen
Food & Beverage: Grill, cocktails
Halal Status: Not Halal

