

HR Generalist

Descrição da função

We are looking for an **HR Generalist** to support both HR partnering and the effective management of compensation and benefits programs. This role works closely with business leaders and employees to drive people initiatives, support organizational needs, and ensure fair, competitive and well-governed reward practices.

The position combines HR business partnering with hands-on C&B expertise, contributing to workforce planning, employee engagement, performance management and total rewards administration.

If you enjoy working with people, translating HR insights into practical solutions, and making a meaningful impact on both employee experience and business performance, we would love to meet you.

What You Will Do

Partner with the Business

- Act as HR point of contact for assigned business units
- Advise leaders on employee lifecycle topics including hiring, mobility, performance and engagement
- Support workforce planning and organization design discussions
- Partner with regional HR and leaders to implement people initiatives and organizational changes

Drive Compensation & Rewards Excellence

- Lead the **annual salary review cycle**, including budgeting and calibration
- Conduct **salary benchmarking** and market analysis to maintain competitive pay practices
- Provide recommendations on **merit increases, promotions and market adjustments**
- Administer **bonus and variable pay programs**, ensuring alignment with corporate guidelines
- Partner with Finance to validate bonus accruals and payout calculations

Manage Employee Benefits

- Oversee administration of employee benefits including **medical**



Identificação da vaga
REF94770G

Local
Petaling Jaya

Nível de liderança
Leading Self

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Tyre PJ Malaysia Sdn. Bhd.

insurance, allowances and long service awards

- Conduct periodic **benefits benchmarking and improvements**
- Liaise with **insurance providers and external partners** to ensure effective benefits delivery

Drive Governance, Insights & HR Initiatives

- Ensure compensation and benefits practices comply with local labour regulations and company policies while maintaining strong governance and documentation standards.
- Leverage market intelligence and HR analytics, including salary surveys and compensation dashboards, to provide data-driven insights that support HR and business decisions.
- Act as a subject matter expert for compensation and HR systems, contributing to HR digitalization, workforce planning and country or regional HR projects while guiding HR colleagues and managers on reward practices.

Requisitos

- 5-8 years of experience in Compensation & Benefits or HR specialization, preferably within multinational or complex organizational environments.
- Strong analytical capability with experience in salary review cycles, incentive programs and benefits administration.
- Solid understanding of Malaysian labor law, compensation practices and statutory requirements.
- Exposure to HR generalist or HR business partnering activities, supporting business leaders on people-related matters is an advantage.
- Strong stakeholder management and communication skills with the ability to influence and advise managers.
- High level of integrity, confidentiality and attention to detail.

O que oferecemos

If you are a detail-oriented reward specialist who enjoys balancing strategy, governance and business partnership, this role is for you.

Apply now and help shape the future of our total rewards framework.

Ready to drive with Continental? Take the first step and fill in the online application.

Quem somos

Continental is a leading tire manufacturer and industry specialist. Founded in 1871, the company generated sales of €39.7 billion in 2024

and currently employs around 95,000 people in 54 countries and markets.

Tire solutions from the **Tires group sector** make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and services for fleets and tire retailers. Continental has been delivering top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2024, the Tires group sector generated sales of 13.9 billion euros. Continental's tire division employs more than 57,000 people worldwide and has 20 production and 16 development sites.