



# 公司简介

# Company Profile

外籍劳工招聘与安置

Foreign Worker Solutions

外籍人士引进

Expatriate Services

工作准证代办

Work Permit Services

合法女佣服务

Licensed Maid Services





## 关于HRAS

### About HRAS

作为马来西亚本土及外籍人才招聘与管理服务的值得信赖的战略伙伴，HRAS 擅长精准识别各行业需求，并高效连接全球专业人才以弥合人才缺口。我们对专业性、诚信和效率的坚定承诺，提供无缝且量身定制的解决方案，助力客户在马来西亚的市场中持续提升生产力和竞争力。

HRAS 卓越的运营植根于其核心价值观：秉持开放沟通，并将诚信、真实与透明融入业务的方方面面。我们道德经营，遵守法规，倡导可持续发展并履行企业社会责任。通过营造积极包容的环境，我们鼓励创新与协作，始终提供高质量的服务，并维护卓越的客户关系，以实现共同繁荣。

As a trusted strategic partner for local and foreign talent recruitment and management in Malaysia, HRAS excels at precisely identifying diverse industry needs and efficiently bridging talent gaps with global professionals. Our steadfast commitment to professionalism, integrity, and efficiency delivers seamless, tailored solutions, empowering clients to continuously enhance productivity and competitiveness in Malaysia's market.

HRAS's exceptional operations are rooted in core values: upholding open communication, integrating integrity, truthfulness, and transparency into every business aspect. We operate ethically, adhere to regulations, and champion sustainability and social responsibility. By fostering a positive, inclusive environment, we encourage innovation and collaboration, consistently delivering high-quality service and maintaining excellent client relationships for shared prosperity.

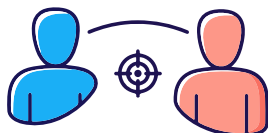
# 我们的方向与目标

## Our Direction & Goals



领先与信赖的战略伙伴

Leading & Trusted Strategic  
Partner



精准连接本地及外籍人才

Precisely Connecting Local  
and Foreign Talent



赋能共同成功与发展

Empowering Shared Success  
& Growth



HRAS 旨在成为领先且值得信赖的战略伙伴，通过卓越的招聘与管理服务，精准连接企业与合适的本地及外籍人才。

核心目标是促进共同成功并建立长期合作关系，赋能企业在多元竞争的全球市场中持续蓬勃发展。

HRAS aims to be the leading and trusted strategic partner, precisely connecting businesses with suitable local and foreign talent through exceptional recruitment and management services.

Our core objective is to foster mutual success and build long-term partnerships, empowering enterprises to continuously thrive in the diverse and competitive global market.



## May Tan

MANAGING DIRECTOR

MAY 在工业劳动力供应领域拥有逾15年经验，并在销售与市场营销领域累计超过25年经验，其中包括十年手机零售管理经验。作为一位坚韧不拔、以结果为导向的常务董事，她以卓越的领导力著称，曾成功组建千人团队并在一年内实现2000万单位的业绩增长。MAY擅长强化管理团队效能，显著提升公司盈利与运营效率，并凭借出色的沟通能力与全球伙伴建立富有成效的长期关系，是推动企业持续增长与繁荣的关键力量。

MAY possesses over 15 years of experience in industrial workforce supply and over 25 years of accumulated experience in sales and marketing, including a decade in mobile retail management. As a resilient, result-oriented Managing Director, she is renowned for her exceptional leadership, having successfully built a 1000-person team and achieved a performance growth of over 20 million units within one year. MAY excels at strengthening management team effectiveness, significantly enhancing company profitability and operational efficiency, and, with excellent communication skills, establishes productive long-term relationships with global partners, making her a key force in driving continuous business growth and prosperity.



## Estin Tan

ASSISTANT ACCOUNTANT &  
ADMIN MANAGER

*HRAS (M) SDN. BHD. (HQ)*

ESTIN 拥有25年深厚的会计经营与企业管理实战经验，是横跨多领域的复合型管理人才。在财务运作方面，ESTIN 具备顶尖的内部审计与风险分析能力，曾凭借极强的业务穿透力与严谨逻辑，成功为多家企业排查并揭露高管贪污及内部违规操作，是企业合规与资产安全的坚实后盾。

同时，ESTIN 亦是经专业认证的人才管理专家。结合对性格分析与行为心理的深刻洞察，ESTIN 能高效评估个人工作态度与团队适配性。通过将“硬性财务指标”与“软性人事评估”深度结合，ESTIN 不仅能为企业提供强大的风险防御，更能显著优化人才结构，提升管理效率，为企业的长期稳健发展提供强有力的领导与支持。

With 25 years of extensive experience in accounting and corporate management, Estin is a highly versatile, cross-disciplinary professional. Leveraging top-tier internal audit and risk analysis capabilities, Estin has successfully investigated and exposed executive embezzlement and internal irregularities across multiple organizations, acting as a steadfast defender of corporate compliance and asset security.

Additionally, as a certified talent management expert, Estin utilizes behavioral psychology to effectively evaluate work attitudes and team compatibility. By seamlessly integrating "hard financial metrics" with "soft personnel assessments," Estin builds robust risk defenses, optimizes talent structures, and enhances management efficiency to support the long-term, sustainable growth of the enterprise.



## Jimmy Kuch

SALES CONSULTANT

*HRAS (M) SDN. BHD. (HQ)*

JIMMY 拥有 15 年销售与市场实战经验，其中近 5 年深耕人力资源领域。他具备敏锐的市场洞察力，擅长融合线上与线下营销，为企业构建全方位的增长渠道。

在马来西亚人力资源市场中，JIMMY 展现出卓越的政策解析与合规应对能力。他精通外籍劳工聘雇、女佣申请、外劳漂白计划（RTK）以及企业人力重组规划，致力于成为“雇主与政策间的专业桥梁”。

无论是企业级用人还是家庭雇佣咨询，他都能依托高效的流程管理，为客户定制透明、安全且具成本效益的解决方案。15 年的职场淬炼赋予了他强大的解难能力，是驱动公司业务增长的核心力量。

With 15 years in sales and marketing and nearly 5 years specializing in human resources, Jimmy excels at driving business growth through integrated online and offline strategies.

Navigating the Malaysian HR sector, he is an expert in policy compliance, foreign worker and domestic helper recruitment, the Labour Recalibration Programme (RTK), and workforce restructuring. He serves as a vital bridge between employers and government regulations.

From corporate staffing to domestic employment, Jimmy leverages efficient process management to deliver transparent, secure, and cost-effective solutions. His formidable problem-solving skills make him a core driver of the company's success.



## Thomas Sui

ASSISTANT OPERATIONS  
MANAGER

*HRAS SERVICES SDN. BHD. (SABAH)*

THOMAS 是一位充满活力的年轻高管，具有前瞻性思维，并在房地产、种植园和招聘运营领域拥有多年经验。

作为一名拥有丰富人力招聘经验的助理运营经理，THOMAS 将在我们组织的成功中发挥关键作用。我们正在寻找一位充满活力且以结果为导向的人才来协助管理我们的招聘项目，确保其得到精准高效的执行。THOMAS 负责全程监督端到端的招聘流程、建立稳固的客户关系，并制定战略以吸引和留住顶尖人才。

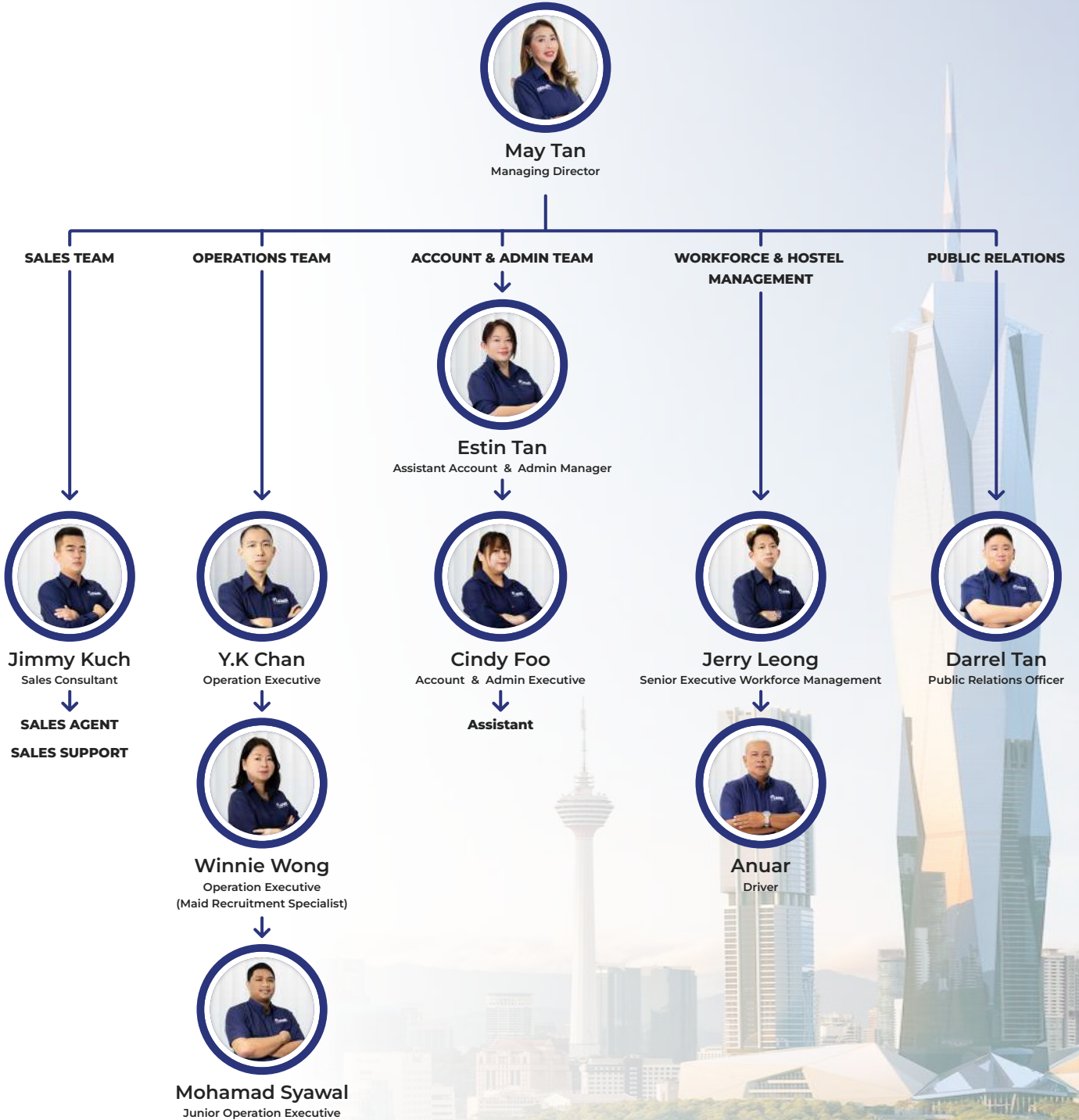
Thomas is a young and dynamic executive with a forward-thinking mindset and years of experience in property, plantation, and recruitment operations.

As an Assistant Operations Manager with extensive experience in manpower recruitment, Thomas will play a pivotal role in our organization's success. We are seeking a dynamic and results-driven individual to support the management of our recruitment projects, ensuring they are executed with precision and efficiency. Thomas is responsible for overseeing the end-to-end recruitment process, building strong client relationships, and developing strategies to attract and retain top talent.

# 组织架构图

## Organization Chart

HRAS (M) SDN. BHD.



# 组织架构图

## Organization Chart

HRAS SERVICES SDN. BHD.



# 为何选择我们？

## Why Choose Us?

逾18年人力资源领域经验，作为领先服务提供商，专注解决客户需求。

Over 18 years of HR experience, leading service provision focused on client solutions.

以专注、高效、创新为核心，为客户提供定制解决方案。

Driven by focus, efficiency, and innovation, we deliver tailored solutions to clients.

全球劳动力资源丰富，满足各类人力需求。

Rich global workforce to fulfill various HR demands.

秉持公平平等原则，提升劳工归属感和满意度。

Fairness & equality for enhanced worker satisfaction.

持有 C 类人力资源机构牌照的公司。

A Human Resource Agency with License C.



## 劳务中介执照

## Recruitment License

HRAS (M) SDN BHD 属下的 AGENCY PEKERJAAN HR ASSIST SDN BHD 是又人力资源部门授予的 C 类牌照的代理中介

HRAS (M) Sdn. Bhd. is a holder of Private Employment Agency Licence C (JTKSM 1095C & JTK Sabah 094C-1C), granted by the Jabatan Tenaga Kerja, Kementerian Sumber Manusia (JTKSM). This includes both West Malaysia (WM) and Sabah licences.

# 我们的服务

## Our Services



外籍劳工招聘 (准入签证服务)  
Foreign Worker Recruitment  
(CALLING VISA)



外劳漂白计划 (RTK)  
Recalibration Programme (RTK)



专业人士工作签证  
Expatriate Services



本地员工 / 沙巴员工  
Locals / Sabahans



女佣招聘  
Maid Recruitment



契约工人  
Contract Worker



更新外劳签证  
Permit Renewal



外劳管理  
Workforce Management


# 我们的服务

## Our Services




 宿舍管理  
Hostel Management




 FOMEMA (西马) 体检 /  
WH MEDICARE (东马) 体检  
FOMEMA Checkup /  
WH Medicare Check Up



 劳工保险服务  
Worker Insurance Service




 劳工培训计划  
Workers Training Programme



 薪资管理  
Payroll Management



 交通载送  
Transportation

# 我们的业务版图

## Our Business Map

我们从来源国家寻找和招聘劳工，确保多样化的人才库，以满足不同行业的需求。

We source and recruit workers from targeted countries, ensuring a diverse pool of talent to meet different industry needs.



以专业、透明、高效为基石，HRAS 专注于为马来西亚合格人才与各行业知名雇主搭建桥梁，精准弥合人才鸿沟。

Built on the cornerstone of professionalism, transparency, and efficiency, HRAS focuses on building bridges for qualified talent in Malaysia with renowned employers across various industries, precisely bridging the talent gap.

# 我们尊贵的客户

## Our Valuable Clients

PENINSULA, MALAYSIA



Bukit Siput Resources Sdn Bhd  
 Fu Fong Plastic Industries Sdn Bhd  
 Golden Horse Rubber Sdn Bhd  
 Uber Management Sdn Bhd  
 Omega Genius Sdn Bhd  
 C.K.Chuah Electrical & Lighting Sdn Bhd  
 Low Boon Kee Sdn Bhd  
 Ketara Teknik Sdn Bhd  
 Ban Hong Xiang Food Product Sdn. Bhd.  
 VIVA Hardware Sdn Bhd  
 New Plas Plastic Industries Sdn Bhd  
 Thermaltech Solutions Sdn Bhd  
 Ocean Aquaculture Venture Sdn Bhd  
 Kee Ming Reality Sdn Bhd  
 Percetakan Haji Jantan Sdn Bhd

Anatsi Global Sdn Bhd  
 Liang Sheng Enterprise Sdn Bhd  
 Kuen Engineering & Trading Sdn Bhd  
 Freehold Technology Sdn Bhd  
 NEOH Engineering Works  
 Lim Kok Wah & Company Sdn Bhd  
 Setiakawan Kilang Kelapa Sawit Sdn Bhd  
 Besscore Direct Sdn Bhd  
 Warisan Rembau Maju Sdn Bhd  
 LSTEEL Sdn Bhd  
 Reko Heights Development Sdn Bhd  
 Media Signs Sdn Bhd  
 Henritex (M) Sdn Bhd  
 Bros Builders Sdn Bhd  
 Sweet Home Air Cond Engineering

# 我们尊贵的客户

## Our Valuable Clients

SABAH, MALAYSIA



Pintar Eksklusif Sdn Bhd

Tawau 101

KS Noodles House

Altijarah Plan Sdn Bhd

Yann Lam Hin Sdn Bhd

Borneon Guangken Rubber Sdn Bhd

Sri Borneo Paradise Sdn. Bhd.

MCBIO Sabah Sdn Bhd

Pembinaan Urusmesra Sdn Bhd

G Castle Sdn Bhd

# 里程碑

## Milestone

2021



HR Assistant Solutions 初创公司  
HR Assistant Solutions Start Up

2022

HR Assistant Solutions 盛大开业  
HR Assistant Solutions Grand Opening



同 Seven Seas Intercontinental Services Pvt. Ltd. 签署合作合同  
Signed MOU with Seven Seas Intercontinental Services Pvt. Ltd.

亚太区 (TOP) 大奖  
The Asia Pacific (TOP) Award

2023



南洋卓越奖  
Nanyang Superb Award



公司品牌重塑 - HRAS (M) Sdn. Bhd.  
Company Rebranding - HRAS (M) Sdn. Bhd.

2024

沙巴新分行开业  
New Branch Opening in Sabah



同印度尼西亚移工保护机构签署合同  
Signed MOU with Badan Pelindungan Pekerja Mgran Indonesia

Future



驱动人力资源新纪元  
Driving a New Era of HR



## 我们的地点

## Our Location

### HRAS (M) SDN. BHD.

#### HQ

☎ 03 - 7971 6660

✉ sales@hrasgroup.com

📍 Lot 1005, 10<sup>th</sup> Floor, Tower 2, Faber Towers,  
Jalan Bahagia Desa, Taman Desa 58100  
Kuala Lumpur

#### SABAH

☎ 088 - 309 330

✉ hrassabah@hrasgroup.com

📍 Unit 2-11&12, Level 2, JQ Central, Coastal  
Highway, Off Jalan Tun Fuad Stephens  
88400 Kota Kinabalu, Sabah, Malaysia.

### AGENSI PEKERJAAN HR ASSISTS SDN. BHD.

#### HQ

☎ 012 - 671 9660

✉ maid@hrasgroup.com

📍 Lot 1C, Jalan Desa Jaya,  
Taman Desa, 58100 Kuala Lumpur,  
Wilayah Persekutuan.

#### SABAH

☎ 017 - 886 5635

✉ hrassabah@hrasgroup.com

📍 Unit 2-11&12, Level 2, JQ Central, Coastal  
Highway, Off Jalan Tun Fuad Stephens  
88400 Kota Kinabalu, Sabah, Malaysia.