Frequently Asked Questions (FAQ)

1. What is Productivity-Linked Wage System (PLWS)?

PLWS is a flexible wage system that reflects mutual benefit in which incentives are distributed in accordance to the performance or productivity of employees and employers respectively.

2. What is the benefit of eSPO?

eSPO is an online certification to acknowledge and certify companies with PLWS implementation.

3. What is the uniqueness of eSPO?

eSPO certificate is recognised by Ministry of International Trade and Industry (MITI), Ministry of Human Resources (MOHR) and Malaysia Productivity Corporation (MPC).

4. Who are eligible to participate in eSPO?

All industries of different sizes such as Manufacturing, Services, Construction, Agriculture and Mining and Quarrying.

5. How can organisation participate in the eSPO?

Organisations can participate by clicking:

http://inet-tmsolutions.com/ePLWS/ePLWsSector.aspx

6. How to qualify for eSPO certification?

Organisation scores are formulated based on the three components: Bonus Component, Productivity and Performance Component and Skill Incentive Component.

7. What happen if the organisation not qualified for eSPO certificate?

The organisation can re-submit **AFTER THREE (3) MONTHS** from the date of first submission.

8. Who keeps track of eSPO certificate issuance?

MPC keep track on the issuance of eSPO certificates. For further information and clarification please contact MPC PLWS Unit or email espo@mpc.gov.my

9. How eSPO certificate will be verified?

All requirement in eSPO must be met before the certificate is issued online. Organisations are also subjected for random clarification after the eSPO certificate is issued.

10. How can the organisation RE-PRINT the eSPO certificate?

The organisation can re-print the certificate by entering the business registration number.

11. Is the organisation's data protected?

All data provided in eSPO is strictly confidential.