

**UNIVERSITI TEKNOLOGI MARA**

**HALAL TRAINING MODEL FOR  
HALAL HUMAN CAPITAL  
DEVELOPMENT**

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Thesis submitted in fulfillment  
of the requirements for the degree of  
**Doctor of Philosophy**  
**(Transport and Logistics)**

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## AUTHOR'S DECLARATION

I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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## **ABSTRACT**

The halal industry has emerged as a new growth sector in the global economy. The demand for halal professional has increased after the introduction of the Malaysian Halal Certification for halal food industry which creates the needs for halal executives and auditors. Thus, halal trainings and programs are needed for human resource development for the halal industry. However, the halal training programs vary in content, instructional delivery and time duration; and trainings are one-off and without adequate assessment and evaluation. Additionally, there is no existing standard for proper halal training curricular structure; no review and approval on content coverage and duration of the halal training program; no evident-based assessment and evaluation of the training effectiveness; and lack of continual training and development program for halal human capital and career growth. Therefore, the main objective of this study was to develop a framework on halal training model for human capital development in Malaysia. The secondary objectives of this study are: 1) to identify current halal training providers and halal training programs; 2) to investigate the human capital development's requirements to support halal industry; 3) to determine key determinants pertinent in halal trainings for halal human capital development with respect to the Malaysian Standards MS2400 Halalan-toyyiban requirements. Qualitative research design was adopted for this study using in-depth interview with purposively-selected informants from halal stakeholders in Malaysia. Categories and themes were formulated based on coding analyses from the interview transcriptions. Analysis posited that the determinants on halal trainings for halal human capital development are halal: knowledge; skills; shariah values; training objectives; curriculum design; training providers; and demand in halal management. Recommendations were put forth to improve the halal trainings and continual development programs; and these shall serve as a reference for the halal stakeholders towards optimizing halal human capital development in Malaysia. In conclusion, the research objectives had been achieved with the proposed model on halal training model for human capital development in Malaysia.

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