

THE HUMAN RESOURCE PERSPECTIVE
TOWARDS ACHIEVING VISION 2020



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PREFACE

Malaysia has to reorientate its economies in terms of trade orientation from being moderately outward oriented to that of strongly outward oriented in order to realize Vision 2020. Such reorientation requires the manufacturing sector to play a dominant role in terms of export earnings. According to the Sixth Malaysia Plan, the manufacturing sector is targeted to grow by 11.5% per annum during the Sixth Malaysia Plan period. To sustain such growth, Malaysia must be able to address the issue of an adequate supply of educated and trained labour force qualitatively and quantitatively.

In order to examine this issue from a national perspective and to arrive at some general consensus which could be operationalized into tactical and strategic programmes, the Ministry of Industrial Development Sarawak and MARA Institute of Technology, Sarawak Branch jointly organised a National Seminar on Human Resource Development with the theme "The Human Resource Perspective Towards Achieving Vision 2020".

The objectives of the Seminar were to identify the disparity in perceptions between urban and rural students towards Human Resource Development, to disseminate the objectives of the present educational system towards fulfilling the Human Resource requirements of the country and the state of Sarawak, to identify the problems of manpower training and planning and to recommend appropriate strategies for Human Resource Development.

The general consensus of the Seminar was the necessity for a Post-Seminar Workshop as the evaluation of the Seminar showed that the last objective was not totally achieved due to time constraint. Hence, the Post-Seminar Workshop was organised with the aim to recommend appropriate resolutions and strategies for Human Resource Development. The participants of the Workshop were invited selectively so as to represent a cross-section of the Seminar participants.

The proceedings is divided into two sections. The first section, Section A, consists of the eleven papers presented at the Seminar together with the questions, answers and comments which were given after the presentation of each paper. This section also includes the two plenary sessions and the paper writers. The second section, Section B, consists of the Abstracts of the eleven papers and questions prepared for the Workshop which were sent to the participants before the Workshop. This section also provides the highlights of the Workshop discussion, consensus generated from the Workshop and general resolutions compiled from the consensus.

We would like to acknowledge the assistance of many individuals without whom this publication would not be possible. In particular we wish to thank the authors, the chairpersons of the various sessions and the organising committees of the Seminar and Workshop.

Editorial Board

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WELCOMING ADDRESS BY YANG BERBAHAGIA DATO' DR. HAJI MOHD. MANSOR HAJI SALLEH, DIRECTOR OF MARA INSTITUTE OF TECHNOLOGY

ASSALAMUALAIKUM WARAHMATULLAHI WABARAKATUH

Pertama sekali, saya ingin melahirkan rasa kesyukuran saya ke hadrat Allah S.W.T kerana dengan limpah kurniaNya telah dapat kita berkumpul di majlis yang bermakna ini.

Saya amat berbangga kerana pada pagi yang mulia ini kita dapat bersama-sama memikirkan bagaimana membangunkan tenaga kerja kita dalam mengejar arus pembangunan yang pesat sekarang. Maka dalam kepesatan negara berarus ke arah negara maju, falsafah pendidikan negara kita juga perlu dimantapkan lagi dengan memberikan penekanan kepada sumbangan tenaga manusia dari segala aspek.

Dalam usaha ini saya rasa usaha yang dijalankan oleh ITM Cawangan Sarawak dan Kementerian Pembangunan Perindustrian Sarawak adalah tepat pada masanya kerana hal-hal Pembangunan Sumber Manusia atau Human Resource Development (HRD) merupakan punca kejayaan negara-negara maju hari ini. Ini adalah kerana pembangunan berpuncanya dari sumber manusia samada sebagai pekerja atau usahawan. Dengan adanya tenaga kerja yang terlatih, berdisiplin dan berhemah tinggi, saya percaya kemajuan ekonomi negara kita, boleh berada pada tahap yang tinggi dalam tahun 2020.

Tema seminar ini "The Human Resource Perspective Towards Achieving Vision 2020" adalah amat bertepatan dengan masanya. Objektif-objektif seminar ini adalah:

1. To identify the disparity in perceptions between urban and rural students towards Human Resource Development
2. To disseminate the objectives of the present educational system towards fulfilling the Human Resource requirements of the country and the state of Sarawak
3. To identify the problems of manpower training and planning
4. To recommend appropriate strategies for Human Resource Development

Pada hemat saya, di Sarawak ini ITM telah berjaya memainkan peranan yang penting dalam melatih anak-anak Bumiputera Sarawak sejak ditubuhkan di dalam tahun 1973 ITM telah menjalankan berbagai-bagai kursus termasuk Advanced Diploma In Accountancy yang dimulakan di kampus cawangan ini. Dan bidang-bidang lain akan ditambah mengikut keperluan negeri ini.

Datuk-Datuk / Tuan-Tuan / Puan-Puan

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