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## CHAPTER 1  Conceptualising Human Resource Development and Its Emergence in Malaysia

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*by Abu Daud Silong, Ismi Arif Ismail, Beh Loo See, Zaharah Hassan, Siti Fardaniah Abdul Aziz and Udaya Mohan Devadas*

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CHAPTER 2

Human Capital Development in Malaysian Public Sector

Abu Daud Silong, Ismi Arif Ismail, Beh Loo See, Zaharah Hassan, Siti Fardaniah Abdul Aziz and Udaya Mohan Devadas
Introduction

Malaysia strongly believes in the idea of human capital development (HCD) and thus places a strong emphasis on HCD in its five-year national development plan. It is one of the main focuses in the Tenth Malaysia Plan (10MP). How is the HCD national plan being translated into HRD practices in the public sector? This chapter discusses the major HCD practices of the Public Services Department (PSD). The discussion includes sub-topics on building human capital capabilities, the mechanism of developing human capital in the public sector, specifically in the PSD, searching and selecting the best talent for the public sector, training and development of the workforce, the role of the National Institute of Public Administration (INTAN), and initiatives for getting the results through improved performance. This chapter continues to highlight the challenges of HCD in Malaysia. The chapter concludes with suggestions that HCD/HRD should be viewed in a broader context of the nation.

Human Capital Development in the Public Sector

HCD in Malaysia aims to transform the country from a factor-driven, resource economy (R-economy) to an investment-driven production economy (P-economy), and to an innovation-driven knowledge economy (K-economy), according to the Malaysian Development Institute (MDI), (The Economic Planning Unit (EPU), 10MP, 2010, p. 4). These major initiatives reflect the country’s efforts to realise Vision 2020. The “10MP has been formulated with various new approaches towards becoming a high income and high productivity economy, the gross national income per capita is targeted to increase to RM38,850, or USD12,140” in 2015 from the level of USD6,700 in 2009 (Chazali, 2011).

To propel Malaysia towards the competitive status of a high income economy and to achieve our Vision 2020, the Government Transformation Programme (GTP) and Economic Transformation Programme (ETP) have been laid out, intensifying the HCD to enhance workforce competitiveness as one of the key strategies and drivers to transform Malaysia into a developed and high income nation. The Tenth Malaysia Plan (2011–2015) indicates that the transformation of Malaysia to a high income country requires a switch to high value-added and knowledge-intensive activities and a shift in emphasis from physical infrastructure to soft infrastructure is required. To materialise this vision, talent will inevitably be the driving factor (Chazali, 2011) (see Figure 2.1).