UniRazak’s talent for moulding the best

MALAYSIA recognises that talents are critical to transformation. Talents become important when the nation crosses the boundaries of basic needs and when vacations and medical treatments become important to the average person.

Malaysia sends students abroad to pursue advanced education and many of them stay back to get jobs because salaries are higher.

The liberalisation in China, Middle East and Central Asia opens up opportunities for Malaysians who have a good command of English.

Indeed, technically-qualified workers can work in Singapore, Hong Kong, Taiwan and Japan. Many of Johor’s technicians seek jobs in Singapore.

Malaysian employers must raise their salaries and offer better incentives to retain skill and expertise.

UniRazak’s School of Government Adjunct Professor Tan Sri Sulaiman Mahbob said the Malaysian Talent Corporation, set up to address this concern, would work out a plan to retain and attract talents without needing to raise salaries.

“There is so much we can do to rely on Malaysian diaspora, nationalism or other considerations to bring them back.

“Mary came back on the promises of abundant jobs at home. However, salaries are still low compared with that offered abroad.

“In the public sector, it is difficult for a newcomer to be promoted to higher positions on assuming work, even if they are experienced.

“You have to start from the bottom of the ladder.

“There is an effort to rectify this but the tradition of seniority will remain for years.”

The private sector may be more open to taking new officers at a higher level.

“Nevertheless, the private sector is production oriented and, therefore, jobs demanding sophisticated skills are not abundant.

“Thus, our youngsters may not find jobs that fit their training. Advanced economies are more diversified and service oriented and,

therefore, talents are readily in demand.”

Malaysia brings in skilled workers from Bangladesh, India and the Philippines. This is, however, not a long-term solution.

Sulaiman said: “In considering the possibilities, it cannot be ruled out that a more liberal immigration policy on foreign labour and professionals is needed.”

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