

An Empirical Study in Human Resource Management to Optimize Malaysian School Counselling Department

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Abstract

This conceptual paper is to study the departmental improvement that needs to be implemented at Malaysian Schools Counselling Center by integrating Human Resources Management Practices. The study reviews literature on the Historical Background of Malaysian School Counselling Center and human resource management practices. The paper goes on to analyse factors and perceptions that is needed for revamping a systematic Counselling and Career Development Center in schools. Furthermore, its operational needs relevant human resource management approach which will contribute towards building the future human capital via the school systems. As human capital is the backbone of any country, it has become essential for any nation to produce the right human capital to ensure the workforce of the country is able to develop well balance country from political, economic and socially. However, there is rising challenges for the education sector to produce and feed the talents and various initiatives have been addressed in the Malaysian Education Blueprint 2013- 2025(MEB) by the Ministry of Education Malaysia. Hence, pilot study will be carried out at two governments secondary school in Malaysia located in an urban and a sub urban platform and to contribute at end of the research towards improvement in schools counselling center by using Human Resource Management approach. It is also aim that can support future studies can be carried out based on the practical implementation.

Keywords: HRM, school counseling, leadership, training, communication, motivation

JEL Classification: A20, I25, I29, J24

1. Introduction

Human capital is the backbone of any country and in today's globalization environment; employees play a central role in the success of any organisation. In the constant competitive business environment, it has become essential for any nation to produce the right talent to ensure the workforce of the country is able to develop a well balance country from political, economic and socially and schools has greater responsibility in leading and managing based on the constant changes.

The Malaysian Education Systems have been an attention of research because educational performance is the key for producing talent and economic growth. This is particularly when the education system is operated as an engine for preparing students for employment or as a job creator. For Malaysia to move forward in this never ending Digital Economy, Industry 4.0 and Globalization era, having the right talent and skills is essentials. Moreover, having the abilities to adapt new knowledge is crucial.

Therefore, for Malaysia to continue to progress in developing human capital, basic fundamental as to be right. Schools have to be prepared to welcome the changes the economy and industries demands for. Hence, this research has been focused towards bridging the gap by addressing how a departmental improvement can be achieved in Malaysian schools counselling center by using Human Resource Management (HRM) Philosophy. Hence, this study is aim to be carried out at (2) government secondary school in Malaysia one located in an urban platform and secondly at a sub urban platform.