

(Version-12/06/08)

**An Overview of Human Capital Development in the Plantation Sector in
Malaysia: The Unsung Heroes**

DAUD AMATZIN

**Akademi Felda, Felda Holdings Berhad
9TH Floor Balai Felda
Jalan Gurney Satu
Kuala Lumpur**

E-MAIL: daud.az@felda.net.my

Abstract

The Ninth Malaysia Plan has identified human capital development as one of its main thrusts in the transformation towards knowledge-based economy. Issues pertaining to the human capital development should be addressed in a holistic perspective. Schools and tertiary levels education should play a pivotal roles to train and churn out quality persons possessing the necessary knowledge and skills that will make them be able to withstand the global demands and challenges.

In tandem with the crucial needs of trained personnel the plantation sector must therefore enhance their efforts to be forthright in nurturing the appropriate talents to sustain the industry. If nothing is done seriously in training, especially the field conductors, the possibility of Malaysia importing guest staff personnel is likely to happen. While we compete with other economic sectors to employ the best talents domestically, employers in the plantation must make the efforts to look and review the present system of engagement to include a complete package of compensation.

Malaysia already has an excellent infrastructure in terms of hardware pertaining to plantation management. It is a matter of developing and innovating further the software requirements to suit today's environment and demand.

There is certainly no quick-fix to resolve the shortage of trained discipline professional planter. There must be a well-planned continuous efforts by all interested parties to invest in a comprehensive agenda in producing high quality planters. We believe this is a common concern to all the parties involved including the government and with concerted efforts it can be done with greater success.

Key words: *human capital development, plantation management, training, professional planter*

No extended abstract received yet