

Organisation and workers must work together to achieve vision and mission

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by Kinston Albert

KUCHING – Good relationships between the organisation and workers are vital not only for the productivity and efficiency of the organisation, but also to ensure workers' motivation and satisfaction are at the highest level.

According to Dr Rusli Ahmad, Human Resource Core Group, Faculty of Cognitive Sciences and Development of Universiti Malaysia Sarawak, the organisation and the workers need to work together to achieve the organisation's vision and mission.

In his overview on human resource and human resource development, he said that the management world was becoming more competitive and challenging and facing new realities and unique events. As a result, changes were taking place in

many organisations.

He stated that workers had become the ultimate assets compared with other resources (material and equipment). In every organisation, human beings and workers were playing a vital role in determining its survival.

From a strategic human resource management viewpoint, the power of the human potential was substantial.

"Commonly, but not necessarily, if the workers are not happy with the organisation, this situation leads to job dissatisfaction among employees in the form of complaints of unfairness, job absenteeism, low motivation, less productivity, early retirement, and other related issues.

"The discipline, which concerns itself with manpower or workers in organisations, is human resource management (HRM). In truth, this is made up of different areas like human resource planning, equal em-

ployment opportunity, staffing, organising resources, training, pay and compensation, health, safety and security and employee or industrial relations," said Rusli.

Human Resource Development (HRD), he added, covered activities which were intended to ensure that organisational members had the skills or competencies to meet current and future job demands.

According to Rusli, HRD can be a stand-alone function or one of the primary functions within the HRM Department. In actual practice, the structure of HRD function and scope can be shaped by trends faced by organisations.

A study conducted by American Society for Training and Development has identified four trends affecting modern HRD, namely, more people involved in knowledge work, greater diversity in the work-

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place, greater expectations of meaning work and employee involvement, a shift in the nature of the betwe organisations and employees.

Find out more about the trends modern HRD practices at the National Human Resource Development Conference 2003 which will held at Kuching Hilton from December 15-16.

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