INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES
HRMARS MANAGEMENT ACADEMIC RESEARCH SOCIETY EXPLORING INTELLECTUAL CAPITAL
www.hrmars.com
ISSN: 2222-6990

Projection of Manpower Requirements for the Sarawak Economy

Mohd Khairul Hisyam Hassan, Muhammad Asraf Abdullah, Audrey Liwan

To Link this Article: http://dx.doi.org/10.6007/IJARBSS/v9-i12/6674 DOI: 10.6007/IJARBSS/v9-i12/6674

Received: *14 November 2019,* ***Revised:*** *26 November 2019,* ***Accepted:*** *05 December 2019*

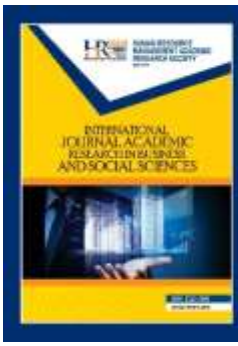
Published Online: 25 December 2019

In-Text Citation: (Hassan, Abdullah, & Liwan, 2019)

To Cite this Article: Hassan, M. K. H., Abdullah, M. A., & Liwan, A. (2019). Projection of Manpower Requirements for the Sarawak Economy. *International Journal of Academic Research Business and Social Sciences*, *9*(12), 89–99.

Vol. 9, No. 12, 2019, Pg. 89 - 99

http://hrmars.com/index.php/pages/detail/IJARBSS | **JOURNAL HOMEPAGE**


INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES
HRMARS MANAGEMENT ACADEMIC RESEARCH SOCIETY EXPLORING INTELLECTUAL CAPITAL
www.hrmars.com
ISSN: 2222-6990

Projection of Manpower Requirements for the Sarawak Economy

Mohd Khairul Hisyam Hassan, Muhammad Asraf Abdullah, Audrey Liwan

Faculty of Economics and Business, Universiti Malaysia Sarawak Malaysia

Abstract

Through the use of the manpower requirement approach (MRA), this paper attempts to forecast the manpower requirements for the Sarawak economy in 2025. The MRA is used as the method for estimating the manpower as it is contended that the manpower requirement forecast is strongly related to the labour demand. Hence, it can be concluded that the manpower inventory and analysis provide valuable information pertaining to the present and future workers needed at each level. Although the information may not be completely accurate, it is still valuable and useful for providing a basis for the recruitment, selection, and training process. The projection for the manpower requirements in the manufacturing sector clearly shows a high demand. The results reveal that agriculture is the main sector that contributes to the job opportunities in the Sarawak economy while the skilled agriculture, forestry, and fishery workers are the main employment categories for the Sarawak economy in 2025.

Keywords: Manpower, Projection, Sarawak, Economy.

Introduction

Manpower projections or forecasts have been carried out in many countries around the world for more than 50 years. Initially, there was continuous debate about whether or not the work was necessary. In spite of the concerns, most countries have continued to concentrate their resources on such activities on a regular basis. In the early 1990s, several attempts were made to make manpower requirement forecasts. Dekker, De Grip and Heijke (1994), and Beekman et al. (1991) made forecasts for the Netherlands for occupations and types of education. In Denmark, Groes, Larsen and Tranaes (1994) used the manpower requirement model to forecast unemployment. While Heijke (1994) conducted an overview of the current manpower forecasting practices in the UK, Germany, and the Netherlands. In the manpower requirement approach, forecasts are usually made from the future labour market situation in terms of the type of education, for which the demand and supply are forecast separately. The basic assumption of this approach is that the requirement for labour with certain types of education can be recognised. Both the requirements and the supply are forecast and compared. If the supply does not match the requirements, the labour market problems can be predicted. This differential can lead to a shortage or surplus manpower, which, in the pure requirements approach, is known as discrepancies, and have to be reduced by good policies. This is