

# **Human Resource Development: The Key Towards a More Progressive Bidayuh Community in the Era of the New Reality**

By

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## **1.0 Introduction**

We are now moving into a new and more challenging phase of our country's development. We are entering a dynamic era, which many development experts called the new reality or the new millennium, very much influenced by many forces of change. What does the new reality means? What are the forces of change that shape the new reality? What are the challenges of the new reality and its implications on human resource development (HRD)? What does this new reality mean to us—the Bidayuh? Are we ready to meet the challenges created by this new reality? How should we cope with these challenges so that we will not lag behind? In this paper, we attempt to provide answers to the foregoing questions.

The concept of the new reality has been extensively discussed in many forums and the mass media, and we will not describe it in details here anymore. We begin by describing the forces of change that shape the new reality. Next, we discuss the challenges and opportunities of the new reality and their implications on HRD. We then describe our current situation (where are we now?) to determine where we stand and whether we are ready to meet the challenges and to cope with the new reality. Next, we attempt to propose some actions that we should take to meet the challenges and to cope with the new reality. We also put forward some thought-provoking question as we prepare ourselves to compete and survive in the era of the new reality.