

HUMAN RESOURCE PLANNING AND ORGANIZATION PERFORMANCE OF BURSA SAHAM MALAYSIA LISTED COMPANIES

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ABSTRACT

This study investigates whether there are differences in organization performance between companies implemented human resource planning and not implemented human resource planning. The dependent variable is organization performance, which measured top management's perception on their organization financial performance. The survey was carried out randomly on public listed companies in the main board of Bursa Saham Malaysia. The results of the study suggest that there are significant differences of organization performance between companies implemented human resource planning and companies not implemented human resource planning.

Keyword: Human Resource Planning, Organization Performance, and Human Resource Management

Introduction

Development and civilization of a nation are invariably tied up with the quality and attributes of its citizenry. Industrialize country such as Japan, South Korea and Taiwan have limited natural resources. Yet these nations have achieved spectacular economic growth on the strength and ingenuity of their human resources. In contrast, there are countries with rich natural resources have not capitalized it well due to their failure to develop their human resources. Unfortunately, most of these countries are Islamic countries. In this context, according to ex-Prime Minister of Malaysia, Tun Dr.Mahathir Mohamad in his speech during the opening ceremony of The 10th Organization of Islamic Countries (OIC) Summit in Putrajaya Convention Centre, on October 16, 2003, with the high number of population and well endowed with natural resources does not guaranteed the development and advancement of a nation without a quality and productive human resources. He stressed that human capital should be developed and managed effectively. Most of Islamic countries are rich with natural resources especially gas and petroleum and one third of world population are Muslim. However, Islamic countries failed to capitalize their strength to become develop country..

Moreover, Prime Minister Dato' Seri Abdullah Ahmad Badawi while tabling Malaysia Budget for 2006, considered human resources as an invaluable asset of the country which has to manage and develop strategically and systematically. Therefore, the government has given huge amount of allocation for human resource development activities and programs