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Empowering competency-based talent management in Malaysia
strategic partnership between AKEPT and U

By: SITI SAKINAH MOHTAR, REGISTRY

Higher Education Leadership Academy (AKEPT) organised a series of programme on Competency-Based Management for Excellence Series or TaME in 2018.

It held its fourth series of the programme, 'International Immersive Learning Lab on Competency-Based Leaders', in Gold Coast, Australia from December 3-6, 2018.

The last three series were held in Kuala Terengganu, Kota Kinabalu and Nilai.

Universiti Malaysia Pahang (UMP) was the co-organiser of the event. It was also the first university to imple

The objective of the programme was to enhance the understanding, knowledge and skills on impleme process, the strategic partnership developed between AKEPT-UMP was expected to further enhance and public universities.

UMP has now aligned the key performance index (KPI) of all staff to its strategic planning and a stru specifically designed for each position. This will provide the foundation for staff to meet their respective K mission and vision.

The development plan designed for each employee is the result of the competency assessment and what h Pay for Performance (P4P) in UMP since 2016.

The two main agendas in the development of P4P is to obtain the best outcomes from the human achievement accomplished on a daily basis.

P4P has been developed with four components:

1. Part A (KPI) that measures the return on investment made;
2. Part B (Personal Development) that weighs ones' development;
3. Part C (Citizenship Behaviour) that holds the four core values which are must-haves for each UI Accountability, Teamwork and Innovativeness; and
4. Part D (Developing Others) that encourages everyone to help and encourage others to become bett

AKEPT Director, Datuk Professor Dr. Rohana Yusof, in her speech, lauded the participants on their commencement of the first series.
She hoped that the knowledge and experience gained would be useful and could be utilised in their respect

She added that it would not only help strengthen management and governance in the organisation implementing CBTM.
Among the guests present at the event were UMP Registrar, Abd Hamid Majid and Special Project Of (MIM), Shanti Subramanian.

CBTM is Malaysia's higher learning strategic agenda focusing on the transformation of human re instruments.

The development of knowledge and skills capabilities among human resource managers and leaders are agenda implemented in the county's public universities.

It is also in line with Malaysia Education Blueprint 2015-2025 (Higher Education) for Shift 2: Talent Excellen

A total of 57 participants from various public universities and different portfolios comprising chief operati management executives attended the programme.

The programme consisted of 21 credit hours learning lab packed with lectures, case study analysis and in

competency framework.

The facilitators were CBTM experts and among them were McCue Consulting Pty Ltd Director, Kay
Southern Cross University Lecturer, Dr. Silvia Nelson and JMJ Associates Part-Time Consultant, Professor

On December 6, 2018, the participants visited the Southern Cross University where CBTM was implemente

They attended a few sessions on academic competency with Professor Robin Stonecash who was the De
leadership competency with the HR Director, Sharon Farquhar and her team members, Renea Duignan an

The participants were also presented with certificates upon completion of the sessions and they listen
Chancellor (Academic), Professor Tyrone Carlin.

The completion of the whole programme marked a new chapter for the participants who were now respons
the way for the implementation of CBTM in their respective organisations.

The TaME programme will continue to be carried out from time to time in 2019 as the objective is to ensu
public universities.

UMP feted staff who completed their studies and the uni

Universiti Malaysia Pahang (UMP) feted 28 staff and fellows who had completed their PhD studies in 2018 held at Tun Abdul Razak Chancellery Banquet Hall in UMP Pekan Campus on December 19, 2018.

The event was part of the initiative and commitment by the management to consistently reach out and inte familial setting.

It was a mark of appreciation and gratitude from UMP staff to the retirees for their services, dedication UMP's excellence.

UMP Vice-Chancellor, Professor Dato' Sri Dr. Daing Nasir also congratulated staff and fellows who had c time and hoped that they would continue to carry out their duties and contribute towards the university's exc

"The number of lecturers with PhD degrees in UMP has reached 69.9% and this achievement will certainl on excellence as well as fulfil its objective on Academic Excellence in its Strategic Plan 2016-2020.

"UMP also introduced UMP Alumni Corporate Card to the retirees that allowed them access to services division, the health centre, sports and cultural centre and several of UMP responsibility centres," he said.

It would bring about a sense of belonging and for them to feel that they would always be part of the universi

Also present at the event were Deputy Vice-Chancellor (Academic & International), Professor Ir. Dr. Wan (Research & Innovation), Professor Dato' Dr. Mashitah Mohd Yusoff, Deputy Vice-Chancellor (Student Affa Zainuddin and Chief Operation Officer/Registar Abd. Hamid Majid.

Special GRIT chair for Muhammad Amiru

Eight-year old Muhammad Amirul Fikri Mohamad Fazir's face lit up with joy upon receiving a specially-
made by a group of Universiti Malaysia Pahang (UMP) students and lecturers from Faculty of Mechanical E

Amirul, a Year Two pupil at Sekolah Kebangsaan Indera Shahbandar Pekan, has Achondroplasia - bone g
dwarfism.

His father, Mohammad Fazir Osman said he was very pleased and grateful to UMP and the school f
condition.

"The chair will provide some comfort to Amirul when in class. I really appreciate the support and help giv
helpful too.

"Prior to this, the teachers had to modify the table for Amirul's use but it is lower than the rest of the tables i

By using GRIT Chair, Amirul could now sit comfortably and use the same tables like his classmates, he said

Also present at the event were programme Head and Advisor, Dr. Daing Mohamad Nafiz Daing Idris, Dr.
Hassan, the school's Senior Assistant Teacher (Administration), Nor Yanti Mohd Radzuan and the special e

Dr. Daing Mohamad Nafiz said the idea for the chair came about following discussion between the universit
who was facing difficulties using the table and chair provided by the school.

He said in two months, the GRIT Chair was completed by four students - Muhammad Syakir Mohd Isa,
Mohamad Rozulan and Muhammad Syazwan Sahimi.

"The chair was designed by using wood and stainless steel. It uses a simple mechanical concept, the
depending on the user. The design also took into consideration the aspects of safety and mishap.

“We believe the chair can be used by Amirul until he is 12 and probably beyond that age,” he added.

Dr. Daing Mohamad Nafiz lauded the efforts taken by the students who made the chair and hope that st
inspired to think about ways to make contributions to the community.

Nor Yanti also said she was pleased with the cooperation forged with UMP and hoped that more coopera
the students.

English workshop benefits DLP student

By: HAJAH NOOR AZLINDA ZAINAL ABIDIN, CENTRE FOR MODERN LANGUAGES & HUMAN SCIENC

The Centre for Modern Languages & Human Sciences (CMLHS), together with Department of Acade
Language Programme (DLP) enrichment workshop for 43 secondary school students on January 2, 2019.

It was aimed at providing exposure to the students to master the subjects of mathematics and science in En

The students were from two excellence cluster schools (SKK) - Sekolah Menengah Kebangsaan Seri P
Ahmad.

According to CMLHS language teacher and mentor for SMK Seri Pekan, Hajah Noor Azlinda Zainal Abidin
that helped to instil confidence and create awareness on the importance of English language in the subject

“It helped in making them to be more determined and motivated in improving themselves and master the la

“Every student was assigned to work in a group, required to complete a report and make a presentation us
interesting and interactive,” she added.

The programme also involved 10 UMP students acting as facilitators and Puan Aisyah Hanum, from the De

School teacher Aishah Hanum Abu Bakar said the opportunity to be in UMP campus made the students
them to excel in their academics so they could also study in the ivory towers.

“They got to use other facilities including the English language laboratory which is an amazing facility that
proficiency in the language,” she said.

She also said the students visited UMP Central Lab and witnessed how an experiment was conducted u
explaining the procedures in English.

For 2019, more programmes are being planned that will bring about better benefits to students and
collaboration between UMP and the cluster schools.

- 136 views

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