Convocation

# 42 UMPSA graduands receive CBTM Diploma

Fri, 12/15/2023 - 10:01

GAMBANG, 24 October 2023 - A total of 42 graduands of the collaboration programme between Universiti Malaysia Pahang Al-Sultan (UMPSA) and the Higher Education Leadership Academy (AKEPT) under the Lifelong Learning (PSH) agenda received their diplomas presented by the UMPSA Vice-Chancellor, Professor Dato' Ts. Dr. Yuserrie Zainuddin at the recent UMPSA 18th Convocation Ceremony.

The programme is implemented through the Centre for Lifelong Studies, UMP Advanced which successfully produced graduates in Professional Diploma in Competency-Based Talent Management (CBTM).
To date, UMP Advanced has produced 157 graduates.

According to the Assistant Vice-Chancellor (Academic Development and Quality), Universiti Pertahanan Awam Malaysia (UPNM), Professor Dato' Dr. Norhasni Zainal Abidin, the need to learn the concepts and methodologies of talent management based on competencies supports the structured development of staff, subsequently forming a more competitive work culture.

Meanwhile, the Deputy Director of the AKEPT Centre for Leadership Profiling, Associate Professor Dr. Norazharuddin Shah Abdullah, who is also a CBTM graduate from the fourth cohort, said that the CBTM programme conducted by UMPSA with AKEPT is the only comprehensive programme that covers the identification, analysis and application of competencies for talent management.

"The CBTM programme is an excellent foundation programme that offers relevant and up-to-date modules and meets the basic needs of CBTM, which has been specially designed for individuals who want to explore the arena of talent management or human resources by using competencies as a benchmark.

"In an era that demands and emphasises the new role of unconventional human resource talent management, CBTM acts as an approach to identify, evaluate and strengthen talent competencies to explain and increase talent contribution to their respective institutions.

According to him, as an administrator, the requirements of the 21st century now lead to the application of competencies that can be combined with artificial intelligence (AI) and data analytics to shape data into valuable information regarding the development of an individual's talents and potential," he added.

The Director of the Center of Leadership and Competency, Universiti Tun Hussein Onn Malaysia (UTHM) Associate Professor Dr. Hazana Abdullah, who was also present to receive the CBTM diploma, stated that this programme is one of the requirements for the UA administrator position.

"This programme is very helpful in terms of benchmarking as well as evaluating the implementation of the existing CBTM and can be used as an information exchange platform that can trigger change

in the administration of public universities in Malaysia," she said.

The success of the CBTM programme has been proven by the implementation of the fifth cohort class as a result of the joint commitment between all parties in an effort to provide education and new knowledge to ensure that talent management at public universities can be managed excellently.

Also present were the Chairman of the UMP Advanced Board of Directors, Dato' Hamdan Hussin, and Dr. Ahmad Johari Mohamad.

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CBTM Diploma

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