



The Sarawak Museum Journal

Vol. XLVII No. 68

December 1994



ISSN: 0375-3050

E-ISSN: 3036-0188

Citation: Mahfoz, N. (1994). Maximising Human Resources. The Sarawak Museum Journal, XLVII (68): 239-248

MAXIMISING HUMAN RESOURCES

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INTRODUCTION

Various catch-phrases or slogans have been put forward and popularized in promoting human resource development. These include:

"Our greatest asset is our human resource"

"Our greatest asset is our people"

"Our growth depends on our human resource"

"Success comes through developing our human resource"

"Our survival depends on the effective utilization of human resource"

Human resources have been recognised as the lifeline of many industries, organisations and countries. Such undisputable acceptance of the value of human resources carries with it tremendous responsibilities in terms of developing and maximising their potential and growth to become useful citizens capable of playing an effective role towards the social and economic development of the country.

In Sarawak, there is an urgent need to develop our human resources in order to maximise their contribution towards helping the State achieve its vision of becoming a developed and industrialised State alongside the other states in Malaysia by the year 2020.

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This paper discusses strategies to maximise human resources. It first presents briefly Malaysia's policy on Human Resource Development. The paper then discusses strategies in planning programmes aimed at maximising our human resources. Lastly the discussion focusses on the role of women, one group of human resource, in development and measures to maximise their participation in development efforts.

HUMAN RESOURCE DEVELOPMENT POLICY

The importance of developing our human resources in order to achieve social and economic development is well documented in our Policy Document 'The Second Outline Perspective Plan 1991-2000 or OPP2' (Malaysia, 1991a) and in the Sixth Malaysia Plan: 1991-1995 (Malaysia, 1991b). According to the OPP2 (p. 25):