

PROCEEDINGS ICE 2017 P156 – P159
ISBN 978-967-0521-99-2

**HUMAN CAPITAL VALUES AND COMMUNITY DEVELOPMENT: A
PRELIMINARY STUDY ON KNOWLEDGE TRANSFER PROGRAM
PERFORMANCE IN SABAH**

Roslinah Mahmud, Roselina Ahmad Saufi, Durrishah Idrus,
*Zatulkaramah A.B.U,**Rosle Mohidin,
Mariam Firdhaus Mad Nordin

Universiti Teknologi Malaysia
*Universiti Sultan Azlan Shah (USAS)
**Universiti Malaysia Sabah
e-mail : roslinah@ums.edu.my

ABSTRACT

Economy and community transformation is one of the new challenges for Malaysian future development. The aspiration to move from middle-income community to a high-income community need higher commitment from all the agencies include private sector. Malaysia has to utilize the country's available resources to achieve that aspiration. This aspiration also will require a shift towards higher value-added and knowledge-intensive activities. Human capital is one of the great resources that may boost Malaysia strategy in a way to catch higher community development. Based on the RMK-10 expectancy, there are various programs sponsored by the Malaysian Government through the Higher Institutions of Learning (HIL) such as the Knowledge Transfer Program (KTP). The agenda of the KTP is to test the human capital values of academia and graduate interns in translating and transferring the theories or knowledge and skills that they have acquired in the universities to the communities or industries. The focus of the KTP is to transfer those knowledge and research outputs into meaningful values which can be accepted and appreciated by the communities to increase their well-being. The main objective of this study is to investigate the keys of human capital values that should have in KTP project for community development based on academia actual experience in conducting their project. This study adapts a Focus Group Discussion (FGD) as the methodology of research. A total of six academicians representing the KTP projects in Sabah attended this FGD session. The findings indicate that there are similarities in the agreement of the respondents about the key of human capital values that should have in KTP community project to insure the successful of the project in Sabah. The keys human capital values that involved are knowledge, skills, ethics, readiness and experiences. These human capital values influence the successful of their KTP project as a proxy of community development in Sabah.

Keywords: Community Development, Human Capital Values and Knowledge Transfer Program (KTP)

1.0 Introduction

The Tenth Malaysia Plan (RMK-10) creates a new episode of economy milestone as Malaysia get on an important task towards an advanced and high-income community development as planned in the Vision 2020. Malaysia has reached great steps in the economy and community development in the past 53 years

of nation building. Today, Malaysia faces a different dimension challenges. One of the new challenges is to undergo economy transformation, from a middle-income to a high-income nation by utilizing the country's available resources.

This aspiration will require a shift towards higher value-added and knowledge-intensive activities. Based on the RMK-10 expectancy, there are various programs sponsored by the Malaysian Government through the Higher Institutions of Learning (HIL) such as the Knowledge Transfer Program (KTP). The agenda of the KTP is to test the capability of academia and graduate interns in translating and transferring the theories or knowledge and skills that they have acquired in the universities to the communities or industries. The focus of the KTP is to transfer those knowledge and research outputs into meaningful values which can be accepted and appreciated by the communities to increase their well-being.

Flo and Anne Smith (2000) stated that community development is a process where community members come together to take collective action and generate solutions to common problems such as community wellbeing. Community wellbeing such as economic, social, environmental and cultural are often progresses from this type of mutual action being taken at a common level. Overall, community development is referring to as an outcome based on physical, social, and economic improvement in a community.

Community development can be seen as building social capital for collective benefits. It uses skill and knowledge and essential strategy in their practice (Gilchrist,2000) that progress in the outcome of community development also contributed to developing community capacity building as well as economic development in local communities, efforts and the contribution of the nation's progress is people participation.

Various policies have been enacted to achieve the mission in eradicate hardcore poverty from the Malaya Plan 1 to the New Vision Policy (2001-2010). However, the hardcore poverty issue among Malaysian communities is still there. As such, starting with the New Economic Policy, the government has begun to emphasize the human capital aspect through continuous education and training to ensure the goal of hardcore poverty eradication is achieved.

Human capital value is one of the key for human and community development. Based on the theories, strong human capital value will lead to future development either for the human or economy (Beckers;1967, Mincer, J;1974, Schultz and Nelson-Phelps;1966 and Spence;1970). For that purpose, since 2005, the government through the Ministry of Education has begun introducing innovations strategy through Knowledge Transfer Program (KTP).

Knowledge Transfer Program (KTP) Policy in HIL that highlighted by Ministry of Education are to encourage the engagement between these two-party's industry or community and academician in the way to support, implement and also improve of New Economic Model of Malaysia to create a knowledgeable community and high-income nation in line with to strengthen Malaysia community development.

In a way to achieve high community development in Malaysia through collaboration between HIL and community, the element of human capital value is very important. Sahebzadeh Behzad and Nobaya Ahmad (2012) claims that education is the method employed in community development to use for enhancement in quality of the human being specially his knowledge and skill in a way to teach people how to live better by learning traditions that improve their life.

In this study, the human capital values are referring to the ability, knowledge, skills, professional ethics, readiness and experience of both academies and graduate interns that involved in KT project. Meanwhile,

the community development is referring to as an outcome based on physical, social, and economic improvement in a community through the KTP project. Higher Institution Learning (HIL) through their academia and graduates transferring knowledge directly to the community is expected to assist the government's efforts to eradicate poverty and community development as a whole. A total of 458 knowledge transfer projects were established since 2011 – 2016. The main objective of this study is to investigate the keys of human capital values that influence community development based on KTP project in Malaysia.

2.0 Methodology

This study adopts a Focus Group Discussion (FGD) protocol by Annette Gerritsen (2011) as the methodology of research. A focus group discussion is a structured discussion used to obtain in-depth information (qualitative data - insight) from a group of people about a particular topic. The purpose of a focus group is to collect information about people's opinions, beliefs and attitudes, perceptions, not to come to consensus or make a decision. A total of twelve academicians representing the KTP projects in Sabah attended this FGD session. Interviews were recorded and transcribed verbatim before being analyzed thematically to establish the human capital values that influence the success or failure of KTP project in Sabah. Transcripts were read line by line and codes were allocated to data. Sub-themes were integrated with main themes.

3.0 Results

Overall, the outcome of the discussion of the FGD can be summarized as follows:

Table 1 Result of FDG Session

HUMAN CAPITAL VALUES THAT INFLUENCE KTP PROJECT IN SABAH n: 6 (Academia Groups)		
HUMAN CAPITAL VALUES (codes/themes)	How many respondents has agreed with the human capital values in academia that influence KTP project in Sabah	Sub-codes/themes
KNOWLEDGE	6 respondents	-Knowledge in subject matters (6 respondents) -Knowledge about the community involve in KTP (6 respondents) -Knowledge in external factors that may influence their KTP project (3 respondents) -Any knowledge (1 respondent)
SKILLS	6 respondents	-Skills in subject matters (6 respondents) -Skills in problems solving (4 respondents) -Skills in coordinate the tasks (3 respondents) -Soft skills (3 respondents)
READINESS	5 respondents	-Readiness and maturity (5 respondents) -Physical (4 respondents) -Emotional (3 respondents) -Psychology (2 respondents)

PROFESSIONAL ETHICS	3 respondents	-Professional ethics in conducting tasks (2 respondents) -Respect community cultural (1 respondents) -tolerance (1 respondent)
OTHERS	3 respondents	-Experience (3 respondents) -Leadership (1 respondent)

Based on table 1, as a whole, the majority of respondents agree with the key of human capital values that provided for case that involving KTP projects. To ensure that the KTP project achieve its objectives, there are five keys of human capital values that has been given and agreed by the respondents, namely knowledge, skill, readiness, professional ethic and others.

Based on ranking, knowledge and skills are among the main human capital values that all respondents have agreed. Others values is readiness, professional ethics and others such as experience and leadership. The findings are consistent with the findings from previous researchers such as Siddiqui (2012) that stated there is no doubt people can accept the statements, that our economy competition advantage can only be achieved with the help of the experience, knowledge, talent and skill of individual.

4.0 Conclusion

The findings indicate that there are similarities in the agreement of the respondents about the key of human capital values that should have in KTP community project to insure the successful of the project in Sabah. The keys human capital values that involved are knowledge, skills, ethics, readiness and experiences. These human capital values influence the successful of their KTP project as a proxy of community development in Sabah. This study is expected to provide several suggestions to the policy makers on how they can maximize agencies' collaboration with HIL. At the same time, the government can emphasise the importance of nurturing the right human capital that can stimulate the development growth of the industry and community in Malaysia through Knowledge Transfer Programme in particular.

References

- Annette Gerritsen.2011. Focus Group Discussions – a step-by-step guide. *University of Limpopo & VLIR project South Africa*.pp.4-72
- Becker, G. S. 1962. Investment in human capital. *Journal of Political Economy*, 70: 9-49.
- Flo Frank and Anne Smith. 2000.The Community Development Handbook: A Tool to Build Community Capacity. *Human Resources Development Canada*.
- Gilchrist, A. 2000. The well-connected community: networking to the “edge of chaos. *Community Development Journal*, 35(3): 264–275.
- Higher Education Department .2011. *Knowledge Transfer Program Policy*. Ministry of Higher Education Malaysia.
- Mincer, J. 1974, Schooling, experience and earnings, *Columbia University Press*, New York.
- Rabiul Islam et al.2016. Education and Human Capital Effect on Malaysian Economic Growth. *International Journal of Economics and Financial Issues*, 6(4), 1722-1728.
- Richard R. Nelson; Edmund S. Phelps.1966. *The American Economic Review*, Vol. 56, No. 1/2. pp. 69-75.
- Sahebzadeh Behzad and Nobaya Ahmad.2012. The role of the community in community's development: Promotion of self-dependence through education. *African Journal of Business Management* Vol. 6(49). pp. 11896-11901. 12 December 2012.
- Siddiqui, F. 2012. Human Capital Management: An Emerging Human Resource Management Practice. *International Journal of Learning & Development*.