

Tajuk: Participation of SME's of the Manufacturing Sector in National Dual Training System (NDTS)
(Projek Akhir Sarjana)

Abstract

The National Dual Training System (NDTS) is a system that was adopted from European country which is structured with two learning environment in dual training. This training system would be able help to resolve the issue of incompatibility of skilled workers in order to meet the needs of the industries. On the contrary, many SMEs were not aware of the advantages due to several factors. Therefore, this study aimed to identify the significant factors that influenced SMEs in manufacturing sector to participate in the NDTS. NDTS allowed the practical or hands-on training to be conducted in the industry while the theoretical work would be carried out in the learning institution. The main aim of government introduced the NDTS was to produce 31,500 skilled workers by 2010. The survey had been conducted within the mechanical as well as electrical and electronic industry where some of them had been briefed on the implementation of NDTS. This research would be focusing on Motivation, Human Resource Development (HRD) and Culture as well as Pragmatics. The study made use of the quantitative and qualitative methods whereby the data were collected through survey questionnaire and interview. Out of 150 questionnaires inclusive of mailed, emailed and walk-in, only 36 were returned. Hence making the response rate were 24.0 percent. The finding proved that the key factors that influence SMEs were cost implication, lack of promotion by Department of Skill Development (DSD), lack of guidance and downstream activities by DSD, company's reluctance to release their coaches and lack of management commitment in the company also cited high labor turnover, lack of knowledge about how to train and limited resources, as some of the reasons for no training. Research finding suggested that DSD needed to further encourage, promote, guide, reward and continually support on allowances of the trainees. Future studies should consider a substantially larger samples including greater representation of industries and larger geographical area covered.

Abstrak

Sistem Latihan Dual Nasional (SLDN) adalah sistem yang diadaptasi daripada negara Eropah dimana struktur sistem pembelajaran berlaku dengan dua keadaan di dua tempat latihan. Dengan adanya SLDN ini diharapkan dapat mengatasi masalah ketidaksesuaian pekerja mahir yang diperlukan oleh industri. Malangnya masih banyak SME yang tidak sedar tentang kebaikan SLDN ini. Maka, kajian ini telah dibuat dengan objektif untuk mengenalpasti kepentingan faktor-faktor yang akan mempengaruhi Industri Kecil dan Sederhana (IKS) di dalam sektor pembuatan bagi menyertai SLDN. SLDN membenarkan kerja-kerja kemahiran praktikal dilakukan di industri manakala pelajaran teori diperolehi di institut latihan. Tujuan kerajaan memperkenalkan SLDN ini adalah untuk mengeluarkan seramai 31,500 pekerja mahir menjelang 2010. Kajian dilaksanakan dikalangan industri sektor mekanikal dan elektrik dan elektronik di mana merangkumi sebahagian syarikat yang telah diberi penerangan dan juga yang belum diberi penerangan tentang pelaksanaan SLDN. Kajian memfokuskan kepada faktor Motivasi, Pembangunan Sumber Manusia (PSM), Budaya dan Prakmatik. Kajian juga meneroka kaedah kuantitatif dan kualitatif di mana data diperolehi melalui soalan kaji selidik dan temuduga. Daripada 150 kaji selidik yang diedarkan melalui pos, email dan berkunjung terus (walk in), 36 telah diterima kembali, memberikan kadar diterima sebanyak 24.0 peratus. Keputusan kajian menunjukkan faktor-faktor yang mempengaruhi IKS adalah implikasi kos, kelemahan promosi Jabatan Pembangunan Kemahiran (JPK), kelemahan bimbingan JPK dan aktiviti hiliran yang bersangkutan, keengganan syarikat melepaskan pekerja mahir (coaches), kelemahan penglibatan pihak pengurusan syarikat, tiada pengetahuan berkaitan latihan, sumber-sumber berkaitan latihan terhad dan juga kadar penggantian buruh yang tinggi. Penemuan kajian mencadangkan JPK terus menggalakkan promosi, bimbingan, ganjaran dan bantuan pembayaran elaun kepada pelatih. Kajian dimasa hadapan perlulah mengambil kira sampel industri yang lebih besar dan meliputi kawasan geografi yang lebih menyeluruh.