

## Human capital management practices in Malaysia: local & foreign perspectives

### Synopsis:

The purpose of this book is to provide a current understanding of developments in the field of human capital management. Two studies were conducted to reflect the human capital management practices in the manufacturing industry in Malaysia. The primary sources of information are discussions with practicing managers and questionnaire survey. Human capital practitioners provide real-life examples of the enormous variety of problems and situations that arise at the workplace, the innovative methods used to avert and/or solve problems and the weaknesses in various types of organization structure, systems, procedures and staff. Data collected through questionnaire survey from the employees reflect the change of emphasis in the current human capital management practices and the expectations of the employees.

In short, this book is intended to be of value to human capital practitioners; to draw attention to those aspects of human capital management which ought to receive attention, but which often do not do so in practice. With the continuing global changes in the new millennium, it is hoped that this book will make some contribution to greater efficiency at the workplace.

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