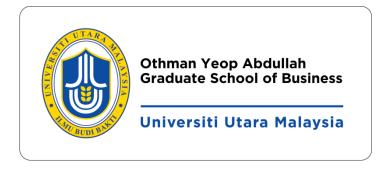
Relationship Between Human Resource Practices On The Effectiveness Talent Management Programme Amongs Generation Y

Dissertation Submitted to the Othman Yeop Abdullah Graduate School of Business, University Utara Malaysia, in Fulfillment of the Requirement of the degree of Master of Human Resource Management

By:

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ABSTRACT

Managing talent management programme is a goal oriented process to maximize the productivity of employees and is a critical aspect of organizational effectiveness. However, relatively limited research has been conducted on the relationship between the effectiveness talent management programme and human resource practices especially in Malaysia. The purpose of this study is to examine the relationship between human resource practices and the effectiveness talent management programme in a Multimedia Development Corporation Berhad, Malaysia (MDeC). Data were collected from 270 respondents and analysed through questionnaires. The results was being analyzed by using Statistical Package for Social Science (SPSS) Version 19.0.

From the data analysed, the results revealed that the independent variable (four variables in human resources practices) have moderate positive correlations with dependent variables (the effectiveness talent management programme). The findings, recommendations and suggestion for future research also were discussed.

ABSTRAK

Pengurusan bakat di sebuah organisasi adalah satu proses berorientasikan matlamat bagi memaksimakan produktiviti pekerja dan ianya adalah kritikal untuk memastikan organisasi itu efektif. Walaubagaimanapun, kajian mengenai hubungkait keberkesanan pengurusan bakat dengan pengurusan sumber manusia adalah terhad terutamanya di Malaysia. Sehubungan dengan itu, tujuan kajian ini adalah untuk menilai hubungan keberkesanan pengurusan bakat dengan pengurusan sumber manusia di Syarikat Pembangunan Multimedia Berhad, Malaysia (MDeC). Maklumat mengenai soalselidik telah dikumpul daripada 270 responden dan dianalisa dengan menggunanakan perisian "Statistical Package for Social Science (SPSS)" versi 19.0.

Hasil daripada data yang dianalisa, pembolehubah tidak bersandar iaitu (empat elemen pengurusan sumber manusia) menunjukan penyumbang petunjuk yang positif dengan keberkesan pengurusan bakat. Penemuan kajian, cadangan dan syor untuk kajian dimasa akan datang juga dibincangkan di akhir kajian ini.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This research will focus on human resource practices and the effectiveness on the talent management programme which relates to staffing, training development, performance appraisals, compensation and rewards function. This is important to retain the talented employees especially Gen Y within the organization as their ideas and innovations will create an impact on business strategies. Human resource practices should align with the talent management programme and recognize the importance of the talent management programme in the organization as it is pre-requested for teh relevency in the globalization business.

1.2 Background of Study

To gain competitive advantages to be relevent in the current globalization era, an organization must consistently increase on the betterment of their product quality and services through innovative offerings for the end user satisfaction. The main objectives of the organization to survive in the current challenging economics market landscape and remain competitive. As an organization insentive, their product and services must be more to attract the user or consumer and gain their heart with the features provided. Human resources also plays an important role in providing support for those activities such as recruiting talented people who will mostly contribute to the organizations sucsessfullness. Specifically, Human resource must strategized and recruit the right people with the right skills, talent and dispotion (behaviours). However, to obtain these qualities and criteria it is not an easy task for the human resource department. To recruit and keep the talented employees motivated, stay productive and remain in the organization it is

The contents of the thesis is for internal user only

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