

Learn from private sector, IPTAs urged

DE 26-8.2014 2

Larissa Lumandan



Zaki

KOTA KINABALU: Public Higher Learning Institutions (IPTAs) should emulate the fund raising technique applied by their private counterparts, said IPTA Board of Directors Council Chairman, Tun Zaki Tun Azmi.

“Private sector is all about lean, mean and money whereas the government sector’s main objectives are to provide employment and service,” he said.

“During recession, the private sector would take measures to reduce its staff and find ways to raise money. They are always thinking of ways to increase their profits and improve businesses. The government sector, on the other hand is very different,” he explained.

Zaki said this during the IPTA Human Resource Conference (Pesuma) 2014 themed ‘Transformations of Directions and Challenges for IPTA Human Resource Management’ at Promenade Hotel here,

Monday.

The programme is being held for the first time by Universiti Malaysia Sabah (UMS) in collaboration with the IPTA Human Resource Committee from August 25 to 27.

Zaki also commented on the costs of hiring more staff.

“No one can deny the fact that the higher the number of staff, the higher your costs would be,” he said, adding that inefficient staff would also cost more money and may not increase revenue.

“Therefore, they (inefficient staff) need to be removed,” he added, stating the importance of setting up a key performance index (KPI) for every individual.

“Everyone should have their own KPI including gardeners,” he said.

He explained that every supervisor would want his or her subordinates to be efficient, however, leaders must set good examples to their subordinates.

“A leader’s success depends on the success of his subordinates and his efficiency depends, on the efficiency of his subordinates. Leaders are required to be responsible for every actions taken as well as outcomes,” he said.

Zaki during his talk also said that effi-

ciency saves costs, stating that local institutions must look for ways to be efficient hence, preventing wastage.

He gave examples by explaining the benefits of having multi-tasking employees besides allowing them to contribute ideas so long as there is no risks in trying them out.

“I used to allow those under me to contribute ideas. Fifty to 60 per cent of the ideas came from those under me and I’m daring enough to implement them,” he said.

Besides that, managers must also establish their boundaries for employees’ empowerment.

“Boundaries must be properly defined or delineated otherwise empowerment will fail,” he said, adding that happy employees will deliver their best.

However, it is crucial for employers to continue training the workers by holding talks and others.

On promotions, Zaki said a worker must be fit to be promoted based on performance and achievement.

He explained that promotions and rewards are both measured by results and not actions. “Reward when it is due, punish when deserved,” he added.