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**GRASPING THE CORE
OF TVET**

THE POWER OF LOVE

**KEMAMPAHAN
MELALUI BUDAYA
PEMIKIRAN POSITIF**

**EXPONENTIAL
PRODUCTIVITY**

**INTEGRITY IS THE
FOUNDATION OF
ORGANISATIONAL
GOVERNANCE SUCCESS**

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NEWS/BERITA

2 Happening

FEATURES/RENCANA

3 Grasping The Core Of TVET

15 Kemampanan Melalui Budaya Pemikiran Positif

21 Exponential Productivity

25 The Power Of Love

30 Integrity Is The Foundation Of Organizational Governance Success

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HAPPENING

APRIL

Throughout the month, Humanology actively participated in and organised several impactful engagements. In the spirit of Raya, we celebrated with various organisations including LHDN, Bioeconomy Corporation, Open University Malaysia, Putra Business School, FAMA, MDEC, MOTAC, SME Corp, MIDA, Jabatan Pertanian, and Tan Sri Ambrin Buang—strengthening ties and encouraging future collaborations.

We also conducted Courtesy Visits to Majlis Agama Islam Selangor, Jabatan Pertanian, KPDN, IKMa, Jabatan Audit Negara, Yayasan Budi Penyayang, SEARCCT, Kementerian Sumber Asli, YADIM, and JKKP Selangor to explore potential partnerships.

A key meeting with Yang Mulia Tengku Shamsulbhari focused on collaboration and thought leadership opportunities. On the training front, we delivered programmes such as Student Research Project Supervision and Science for Body Language at TARUMT, Great Team Captain at JPK, and ChatGPT Unlocked at JPPM—underscoring our commitment to human capital development.

MAY

In May, Humanology continued its efforts to engage and empower through various strategic initiatives. We made Courtesy Visits to key agencies including Perbadanan Kemajuan Negeri Selangor, Jabatan Meteorologi Malaysia, Jabatan Kimia Malaysia, Malaysian Palm Oil Board, Perbadanan Pembangunan Kampong Bharu, PERKESO, IADA, and TERAJU. These visits focused on knowledge sharing, building relationships, and exploring future collaborations.

We also conducted several impactful training sessions: Governance and Mastering Impactful Presentations for C-Suite at MIDA, Mastering Negotiation Through Body Language and Behavioural Secrets at TNB, Influence and Persuasion at Bioeconomy Corporation, and Student Research Project Supervision at TARUMT. These initiatives highlight Humanology's ongoing commitment to talent development, strong partnerships, and sector-wide excellence.

JUNE

In June, Humanology continued to strengthen its presence and impact through various strategic engagements. A number of Courtesy Visits were made to key institutions including Pejabat Pesuruhjaya Sukan Malaysia, Perhilitan, LPPSA, CyberSecurity Malaysia, Aswara, ILP Pasir Gudang (online), Jabatan Penilaian dan Perkhidmatan Harta, MIMOS Berhad, Kementerian Ekonomi, Worldwide Holdings, Majlis Peperiksaan Malaysia, Istana Budaya, and Akademi Pencegahan Rasuah Malaysia (MACA). These visits served to foster collaboration, explore opportunities, and build strong institutional ties.

Humanology also held a Strategic Partnership Discussion with Jabatan Kimia Malaysia and a Business Opportunity Meeting with MIMOS, reflecting our commitment to expanding meaningful collaborations. Training and development efforts continued with programmes such as ChatGPT Unlocked, Menangani Gangguan Seksual, and Student Research Project Supervision, aimed at empowering participants with relevant skills and awareness.

A key highlight for the month was the Majlis Watikah Pelantikan Penaung Humanology, marking an important milestone in our journey of growth and recognition. Additionally, an internal meeting with Humanology's subsidiary was held to align future directions and initiatives.



GRASPING THE CORE OF TVET: INSIGHTS & PERSPECTIVES

YBrs. Ts. Kamaruzaman bin Hj. Md. Ali
Timbalan Ketua Pengarah (Operasi & Pengurusan)
Jabatan Pembangunan Kemahiran

In the fast-evolving landscape of the 21st-century job market, where technological advances and economic shifts continually redefine the nature of work, the significance of Technical and Vocational Education & Training (TVET) has become increasingly prominent. Defined and endorsed by various international bodies including the World Economic Forum and the International Labour Organization, TVET serves as a critical bridge between formal education and the labor market, equipping individuals not only with specific vocational skills but also with the adaptability required to thrive in dynamic environments. The transformative impact of TVET is evident in its ability to integrate emerging technologies such as artificial intelligence (AI) and machine learning (ML) into its curriculum, thereby preparing students for industries where such innovations are rapidly becoming standard. The World Economic Forum underscores the necessity of continuously updating TVET programs to align with real-time industrial demands,

highlighting the role of TVET in driving employability and economic competitiveness globally. Furthermore, the efficacy of TVET is reflected in the statistics from countries like Germany, where robust TVET systems contribute to notably low youth unemployment rates. This introduction to TVET sets the stage for exploring its pivotal role in enhancing the competitiveness and productivity of Malaysia's workforce, thereby uncovering the hidden treasures of the job market through strategic educational reforms.



Incorporate comprehensive sustainability principles into all technical and vocational education and training (TVET) curricula to ensure students are well-versed in environmental stewardship.

TVET an Overview

Technical and Vocational Education & Training (TVET) is a vital aspect of education that equips individuals with the skills necessary to flourish in the 21st-century workplace. The concept of TVET is recognized and defined by various international organizations as a fundamental component of the educational spectrum, providing a bridge between education and the labor market.

WEF's Perspective on TVET: Adapting to Technological Changes



Promote the use of green technologies and eco-friendly practices across all TVET programs to foster a culture of sustainability among students and staff

According to the World Economic Forum, the significance of TVET cannot be overstated when it comes to equipping individuals with the necessary skills to thrive in today's dynamically changing job market. This type of education focuses not only on skill acquisition but also on adaptability, ensuring that learners can adjust to new technologies and work environments as they emerge.

The World Economic Forum highlights the necessity for TVET programs to continuously update and adapt their curricula to include emerging technologies such as artificial

intelligence (AI) and machine learning (ML). These technologies are no longer futuristic concepts; they are now prevalent across multiple sectors. By incorporating AI and ML training into TVET programs, students are prepared to enter industries where these technologies are in high demand. For instance, in the manufacturing sector, the integration of AI has revolutionized production lines, requiring a workforce proficient in digital skills and robotics.

In practical terms, the inclusion of such advanced technologies in vocational training can significantly enhance employability. For example, consider the automotive industry, where AI is being used to design self-driving cars. A TVET program that includes AI and ML can prepare students for jobs in this innovative field, which is projected to grow significantly. According to a report by the Boston Consulting Group, the market for autonomous vehicles is expected to exceed \$77 billion by 2035. This underscores the importance of aligning TVET programs with current and future industry demands.



Develop strong partnerships with industry leaders to optimize sustainable resource utilization in TVET education and training.

Furthermore, statistics underscore the impact of robust TVET programs on employment rates. For example, in Germany, a leader in

TVET, the youth unemployment rate is notably low, standing at around 5.8% as of 2021, compared to the European Union average of 17.1%. This is largely attributed to the country's dual system that combines apprenticeships in a company and vocational education at a vocational school in one course. This model is highly effective in preparing young people for the job market, ensuring they have the practical skills and theoretical knowledge required by today's industries.



Ensure continuous professional development for TVET educators with a focus on sustainability to enhance their teaching practices and knowledge.

In conclusion, the World Economic Forum's emphasis on TVET reflects a global recognition of the need to foster an adaptable workforce capable of meeting the demands of a rapidly changing industrial landscape. By integrating cutting-edge technologies like AI and ML into their curricula, TVET programs not only enhance the relevance and attractiveness of their courses but also significantly boost the career prospects of their graduates in the global economy.

ILO's Advocacy for TVET: Meeting Employer Demands

The International Labour Organization (ILO) plays a critical role in advocating for

Technical and Vocational Education and Training (TVET) as a vital component of employment preparedness. The primary goal of TVET is to meet the evolving needs of employers by providing learners with the necessary knowledge, skills, and attitudes to excel in various occupations. TVET is distinct in its capacity to adapt to different educational and career requirements, ranging from foundational skill sets to advanced vocational credentials. This adaptability is crucial in addressing the diverse demands across industries and sectors.



Implement energy-efficient infrastructure and facilities in TVET institutions to reduce carbon footprints and operational costs.

The ILO emphasizes the importance of equipping individuals for the workforce through well-structured TVET programs. A practical example of this initiative is the ILO's endorsement and promotion of apprenticeship programs that actively collaborate with industries. These partnerships are instrumental in integrating practical, hands-on training with academic learning, thus aligning TVET curricula with the actual demands of the job market. For instance, the apprenticeship model not only facilitates theoretical knowledge acquisition but also emphasizes real-world application, ensuring that learners can perform effectively in their respective fields immediately upon completion of their

studies. One notable example of the success of such programs can be observed in the statistics from Germany, where the dual system of apprenticeships, a model often supported by the ILO, combines apprenticeships in a company and vocational education at a vocational school in one course. This system has proven to be highly successful in preparing youth for employment; according to the Federal Institute for Vocational Education and Training, about 70% of students in Germany who undergo dual vocational training successfully find employment within their field of study immediately after graduation. This high employment rate underscores the effectiveness of aligning educational programs with industry needs and the tangible benefits of practical, hands-on experience.



Foster community-based projects within TVET programs that emphasize the principles of sustainable development and environmental responsibility.

The ILO's promotion of TVET, especially through partnerships with industries, demonstrates a proactive approach to tackling global employment challenges. By fostering an educational environment that is directly linked to the labor market's requirements, TVET helps bridge the gap between education and employment, ensuring that the workforce is competent, skilled, and ready to meet the

demands of today's global economy. This synergy between education and industry not only enhances individual employment prospects but also contributes to broader economic growth and development.



Encourage the formation and support of student-led sustainability initiatives and clubs within TVET institutions to promote active engagement.

UNESCO's Role in TVET: Promoting Sustainable Development

UNESCO plays a pivotal role in enhancing the quality and accessibility of Technical and Vocational Education and Training (TVET), which is deemed essential for lifelong learning and societal progress. The organization's commitment to TVET is evident through its various programs that not only aim to facilitate personal development and success but also contribute significantly to both social and economic development across the globe.

One prominent example of UNESCO's dedication to this cause is its support for training programs that focus on sustainable development practices. These programs are tailored to imbue individuals with the necessary skills to contribute effectively to the global goal of ecological sustainability. For instance, in partnership with various

governments and non-governmental organizations, UNESCO has initiated projects that teach skills in renewable energy technologies, waste management, and water conservation. These initiatives are crucial as they prepare individuals not only to thrive in their careers but also to adopt and promote sustainable practices in their communities.



Integrate comprehensive waste management practices, including recycling and composting, within TVET campuses to minimize waste.

The impact of such programs is notable. For example, a UNESCO-supported project in Kenya, which focuses on training young people in solar panel installation and maintenance, has seen considerable success. Statistics from this initiative reveal that over 80% of participants successfully find employment in the green energy sector within six months of completing their training. This not only aids individual career growth but also supports the broader ecological goals by increasing the number of professionals capable of contributing to sustainable energy solutions.

Furthermore, UNESCO views TVET as a critical element of lifelong learning that facilitates personal development and success in a rapidly changing world. It contributes to social and economic development by making individuals productive members of society,

equipped with the skills necessary for employment and entrepreneurship. The scope of TVET is wide, incorporating education, training, and skills development across various fields such as production, services, and livelihoods.



Utilize renewable energy sources, such as solar and wind power, in TVET institutions to reduce dependency on non-renewable energy.

Through TVET, UNESCO aims to address the skills gap in various economies, particularly in developing countries where traditional education systems often fail to equip students with applicable, job-ready skills. For example, in vocational schools supported by UNESCO in India, students receive hands-on training in trades like carpentry, electrical work, and healthcare. These programs are designed to be responsive to the local market demands, thereby enhancing the employability of graduates. Reports from these schools indicate a significant increase in employment rates, with graduates experiencing a 70% employment rate within the first year after completion, compared to the national average of about 50%. In conclusion, UNESCO's focus on TVET as a means of promoting lifelong learning and societal advancement is both strategic and impactful. By supporting programs that align with sustainable

development goals and cater to the specific needs of the job market, UNESCO significantly enhances the effectiveness of TVET. This not only benefits individuals in terms of career growth but also plays a crucial role in achieving broader economic and ecological sustainability goals.

The Journey of TVET in Malaysia: Past, Present, and Future

The landscape of Technical and Vocational Education and Training (TVET) in Malaysia has undergone significant transformation over the past decades, evolving into a crucial component of the national education system geared towards meeting the demands of the 21st-century economy. The evolution of TVET in Malaysia reflects a broader global shift towards integrating vocational training with academic education to create a more dynamic and flexible workforce.

Foundations of TVET in Malaysia: Early Beginnings

TVET in Malaysia began as a series of fragmented training initiatives, primarily focused on skills development for specific industrial needs. These early programs were largely driven by the demands of key sectors such as manufacturing and agriculture. In the 1970s and 1980s, as Malaysia embarked on its industrialization path, the need for a more formal and structured TVET system became evident. This period saw the establishment of various institutions such as the Majlis Amanah Rakyat (MARA) and vocational schools under the Ministry of Education,

which were tasked with providing vocational education to youth at Pusat Latihan Belia.



Collaborate with local governments to develop and implement sustainable policies that support the growth and sustainability of TVET education.

Shaping TVET through Government Policies

In the 1990s, the Malaysian government recognized the need to further enhance the scope and quality of TVET to support the country's industrialization and modernization goals. The National Policy on Technical Education was introduced in 1994, aimed at promoting TVET among the youth and aligning training programs more closely with industry needs. This policy initiative led to the establishment of numerous vocational colleges and training institutes across the country.

Skills Development Act (NASDA)?

In 2006, the Malaysian government launched the National Dual Training System (NDTS), inspired by the German model of apprenticeships. This program was designed to combine workplace and institutional training, allowing students to gain hands-on experience while completing their formal education. This approach helped bridge the gap between education and employment, a

crucial step in enhancing the employability of graduates.

One of the most significant milestones in the evolution of TVET in Malaysia came with the implementation of the Malaysia Education Blueprint 2015-2025 produced by Ministry of High Education (MOHE). This strategic document emphasized the importance of TVET in the national agenda and aimed to increase accessibility, quality, and relevance of vocational education. It also set ambitious targets, such as achieving a 20% enrolment rate in TVET programs by 2025, up from approximately 8% in 2013.



Conduct regular sustainability audits in TVET institutions to identify areas for improvement and track progress towards sustainability goals.

Modernizing TVET: Embracing Global Standards

The transformation of TVET continued with the establishment of the Department of Skills Development (DSD) within the Ministry of Human Resources. One of its significant contributions was the introduction of the Malaysian Skills Certification (MSC) system, which provides a formal recognition of skills proficiency based on National Occupational Skills Standards. This system is crucial for standardizing skill levels and ensuring that Malaysian workers are competitive in both

local and international markets. The recent years have seen further modernization efforts, with an emphasis on technology integration and upskilling programs. The government's Eleventh Malaysia Plan, covering 2016 to 2020, prioritized TVET to ensure that at least 35% of students would enroll in TVET programs by 2025. This plan underscores the strategic importance of TVET in achieving the country's developmental and economic goals.

Statistics from the Economic Planning Unit of Malaysia show promising trends as a result of these initiatives. For example, the employment rate of TVET graduates in 2019 was reported at 96.5%, which is higher than the overall employment rate for tertiary education graduates at 94.6%. This indicates the effectiveness of TVET programs in enhancing job readiness among Malaysian youth.



Develop curriculum modules that focus on environmental science, sustainability, and the impact of human activities on the planet.

The introduction of the TVET Malaysia Master Plan 2018-2025 further underscored the country's commitment to enhancing vocational education. The plan focuses on increasing the quality and marketability of TVET graduates by improving the curriculum, teaching methodologies, and institutional partnerships with industries. For instance, collaborations such as the one between the

German- Malaysian Institute and prominent automotive and manufacturing firms have set benchmarks for industry partnerships, ensuring that training remains relevant and responsive to technological advancements and market needs.



Encourage public-private partnerships to secure funding for sustainable TVET projects and initiatives that benefit the community and environment.

In conclusion, the evolution of TVET in Malaysia is a testament to the country's proactive approach in adapting its educational strategies to meet the challenges of economic transformation and technological advancement. By continually enhancing the quality, accessibility, and relevance of TVET programs, Malaysia is not only improving the employability of its workforce but also contributing significantly to the nation's economic growth and social development. The ongoing efforts to integrate TVET with industry needs, coupled with a strong emphasis on quality standards and international recognition, position Malaysia as a leader in vocational education in the region.

Ensuring Quality in TVET: The Role of COPTPA

The Code of Practice for TVET Programme Accreditation (COPTPA) plays a pivotal role

in shaping the landscape of Technical and Vocational Education and Training (TVET) by emphasizing its importance in fostering social inclusion, empowering workers, and combating poverty. TVET extends beyond the traditional confines of formal education, encompassing a broader spectrum that includes work-based learning, ongoing training, and professional development, all of which can culminate in recognized qualifications. This inclusive approach promotes a culture of lifelong learning and encourages active participation among workers, highlighting the essential development of literacy, numeracy, and transversal skills that are customized to fit the national and local contexts.



Establish a dedicated sustainability office within TVET institutions to coordinate and oversee all sustainability efforts and initiatives.

The COPTPA framework is particularly focused on upholding high standards in TVET programmes through a rigorous accreditation process. This process is crucial as it guarantees that the educational and training programs provided meet specific industry standards, ensuring quality and relevance in the curriculum offered. An illustrative example of how COPTPA is applied in practice can be seen in the accreditation of an

automotive training program. In such a scenario, COPTPA would evaluate various program components such as the curriculum's alignment with industry demands, the qualifications of instructors, and the adequacy of facilities and equipment. This evaluation ensures that the training provided is up-to-date and comprehensive, equipping students with the necessary skills to meet current industry standards.

Adherence to COPTPA standards ensures that TVET programs are well-equipped to equip students with the skills and knowledge expected by employers, thereby enhancing their employability and the overall reputation of the institutions. For instance, statistics from the Department of Statistics Malaysia in 2019 indicated that graduates from accredited TVET programs had a 20% higher employment rate compared to non-accredited programs. This highlights the tangible benefits of COPTPA accreditation in improving job prospects for graduates.

Furthermore, by committing to the standards set by COPTPA, TVET providers demonstrate their dedication to excellence and continuous improvement. This commitment is critical not only for the success of students in the job market but also for aligning educational outcomes with the evolving needs of the economy and society. The dynamic nature of the global economy, with its rapid technological advancements and shifting labor market demands, necessitates a responsive and adaptable educational framework. COPTPA provides this by ensuring that TVET programs remain relevant and effective in preparing students for the challenges of the modern workplace.

In conclusion, the Code of Practice for TVET Programme Accreditation is more than a set of guidelines—it is a transformative tool that enhances the quality and relevance of TVET programs. Through its comprehensive accreditation process, COPTPA ensures that these programs are not only up to par with industry standards but also instrumental in fostering a skilled, knowledgeable, and adaptable workforce. This, in turn, plays a crucial role in promoting social inclusion, reducing poverty, and empowering workers across various sectors.

In essence, TVET serves as a cornerstone for lifelong learning and social development, highlighting the importance of continuous learning and personal growth. It also reflects the commitment to societal progress through the empowerment of individuals with relevant and practical skills. Through TVET, learners not only gain technical expertise but also acquire the ability to adapt to new challenges, making them invaluable assets in the workforce.

Enhancing Competitiveness through TVET: Overcoming Challenges

The realm of Technical and Vocational Education and Training (TVET) in Malaysia is at a pivotal juncture, influenced heavily by trends in labor productivity and the competitiveness of its workforce on a global scale. Despite the strategic importance of TVET in fostering a skilled workforce, recent decades have witnessed a slowdown in labor productivity growth in Malaysia, particularly notable from 2011 to 2018. This section explores the challenges faced by TVET in

enhancing the competitiveness and productivity of the Malaysian workforce, drawing on comparisons with regional neighbours and the impact of industry 4.0.

Decline in Productivity Growth

Labor productivity is a critical measure of economic health, reflecting the efficiency with which inputs are converted into outputs. In Malaysia, the growth rate of labour productivity has been dishearteningly slow over the past three decades, especially when compared to neighboring countries such as Singapore, Thailand, the Philippines, and, since 2005, Vietnam. While Malaysia achieved a slight improvement in labour productivity growth from 3.4% in 2015 to 3.5% in 2016, this was still deemed unsatisfactory. The country's productivity levels remain significantly behind those of advanced economies like Singapore and South Korea.

This sluggish productivity growth can be partly attributed to the Malaysian economy's challenging transition from being labour-intensive to a more capital- and knowledge-intensive framework. The evolution towards higher-value-added industries is imperative but has been met with various obstacles, including an acute shortage of skilled labour.

Skills Gap in Key Industries

One of the major issues highlighted by the SME Association of Malaysia is the industry's struggle to find adequately skilled workers, a situation exacerbated by increasing underemployment. This gap between the skills possessed by the workforce and those

demanded by employers is particularly evident in small and medium-sized enterprises (SMEs), which constitute a significant portion of Malaysia's economy. The lack of skilled workers hampers these companies' abilities to innovate and improve productivity, thereby affecting their competitive edge in both local and global markets.

TVET's Role in Addressing the Skills Gap

TVET, which is designed to equip individuals with the vocational skills and technical knowledge necessary for specific trades and industries, plays a crucial role in addressing this skills gap. However, for TVET to be effective, its curriculum and training programs must be closely aligned with industry needs and the latest technological advancements. This alignment is particularly crucial in the era of the Fourth Industrial Revolution (Industry 4.0), where job roles are rapidly changing due to digital technologies and automation.

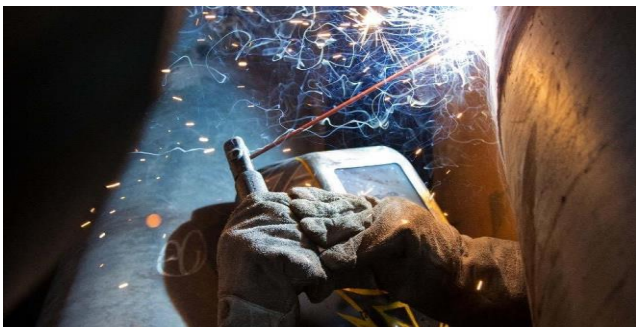
Impact of Industry 4.0

The advent of Industry 4.0 has profound implications for the Malaysian workforce, with estimates suggesting that 40 to 45 percent of existing jobs in the country will be significantly altered or become obsolete in the coming years. This technological shift underscores the need for TVET programs to incorporate advanced digital skills, such as artificial intelligence, robotics, and data analysis, into their training modules. By doing so, TVET can ensure that graduates are not only employable but also key drivers of

innovation and productivity in their respective fields.

Moving Forward

To enhance the effectiveness of TVET and boost productivity, several strategic actions are necessary. Firstly, there must be a robust partnership between education providers and industry leaders to ensure that training programs are directly relevant to market needs. Secondly, continuous professional development and retraining programs should be established to help the existing workforce adapt to new technological demands. Finally, there must be a concerted effort to improve the perception of TVET education as a viable and prestigious career pathway, thereby attracting more students and reducing the stigma associated with vocational training.



Create awareness programs to educate students, staff, and the community on the importance of sustainability in TVET and everyday life.

In a nutshell, while TVET in Malaysia faces significant challenges in elevating labour productivity and competitiveness, it also holds the key to unlocking the potential of the Malaysian workforce in the age of Industry 4.0. By realigning its objectives and strategies with the demands of a rapidly evolving job

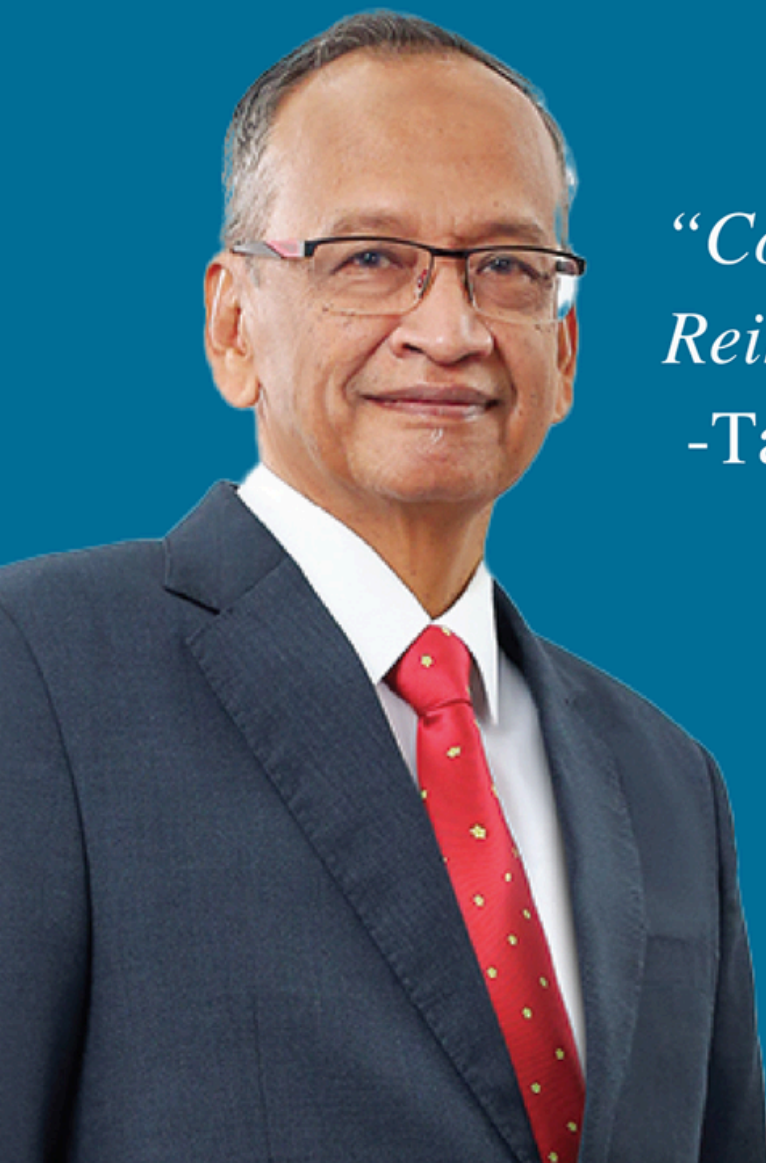
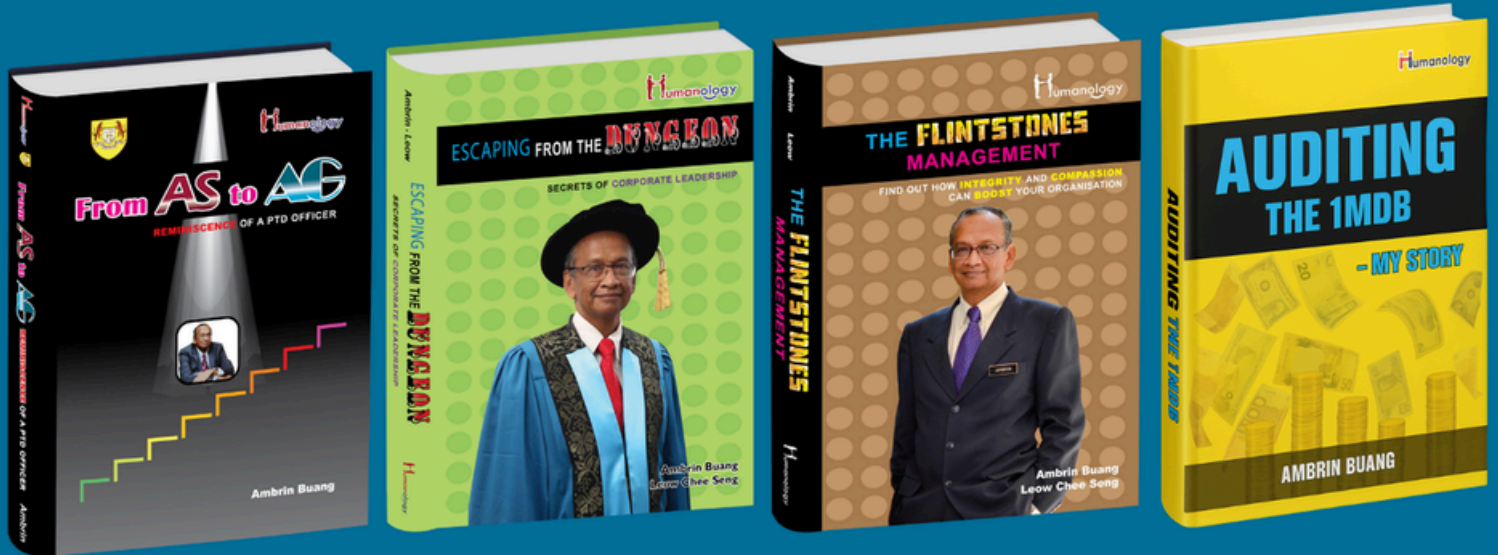
market, TVET can play a pivotal role in transforming Malaysia's economic landscape and ensuring its place as a competitive player on the global stage.

Conclusion

As Malaysia navigates the complexities of Industry 4.0 and confronts the challenges of a digital economy, the strategic enhancement of its TVET programs emerges as a key catalyst for national competitiveness and workforce productivity. Despite facing a slowdown in productivity growth and grappling with a skills gap in key industries, the potential of TVET to transform these challenges into opportunities is immense. By aligning its curriculum with the rapid technological advancements and evolving industry needs,

Partnerships between educational institutions and industry, coupled with a commitment to continuous learning and adaptability, are essential for maximizing the effectiveness of TVET. The integration of advanced digital skills, such as AI and robotics, into vocational training can transform the educational landscape by enhancing the relevance and attractiveness of TVET programs. Consequently, a robust and responsive TVET system is not just an educational reform; it is a strategic imperative that can propel Malaysia towards achieving higher productivity levels and greater economic success. By unlocking the hidden treasures in the job market through TVET, Malaysia can ensure its place as a competitive player on the global stage, ready to meet the demands of a rapidly changing industrial landscape.

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Reinforce What is Right”*
-Tan Sri Ambrin Buang

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Kemampuan Melalui Budaya **Pemikiran Positif**

Segenap mana, Malaysia akan meraikan ulang tahun ke-68 pada 31 Ogos 2025. Dalam 68 tahun ini, Malaysia telah melalui liku-liku yang mencabar, tidak ketinggalan juga zaman kegemilangannya.

Bermulalah dari generasi-X hingga ke generasi- Z mempunyai gelagat yang berbeza akibat perubahan masa dan persekitaran yang ada. Bak kata pepatah, “Sekali air bah, sekali pasir berubah.”

Sebelum merdeka, walaupun kehidupan tidak semewah kini, namun kehidupan rakyat penuh dengan ketenangan jiwa.



Cabaran yang ada, kadangkala tertumpu dengan kemiskinan, peluang pekerjaan dan pembangunan. Kini, Malaysia telah melangkaui ke era teknologi dan berdaya saing di peringkat antarabangsa, namun lebih banyak isu yang menyentuh sanubari kita.

Apakah yang telah berlaku? Mengapa keadaan sedemikian berlaku?

Lebih satu setengah tahun kita hidup bersama pandemik, norma dan cara hidup kita telah berubah. Sebelum ini, perbincangan bersemuka, aktiviti membeli belah secara bersemuka dijalankan.

Kini, perjumpaan secara maya, pembelian atas talian telah menjadi lumrah kepada masyarakat. Segelintir masyarakat melihat keadaan ini sebagai masalah dan cabaran.

Andai kata kita menentukan situasi kini, sebenarnya keadaan sedemikian telah mencepatkan proses transformasi digital seluruh dunia.

Qalbus Sebagai Detik Permulaan

Terdapat pelbagai kemelut yang menghantui masyarakat. Antara kemelut- kemelut yang membimbangkan masyarakat termasuklah jangkitan penyakit, pengangguran, ekonomi, kestabilan politik, pendidikan anak-anak, hala tuju negara, kemiskinan, masalah makanan mahupun kehilangan ahli keluarga. Isu-isu ini sedikit sebanyak akan mempengaruhi minda masyarakat.

Berikutan dengan isu-isu tersebut, masyarakat Malaysia semakin kerap menghadapi ketidakseimbangan emosi, psikologi, dan kognitif sehingga menimbulkan masalah kecelaruan jiwa yang pada dasarnya berhubungan dengan konflik peribadi dan

polemik semasa yang dihadapi termasuklah wabak COVID-19 yang sedang melanda.



Malah transisi kehidupan norma baharu juga turut memberi kesan psikologi kepada manusia sehingga ramai orang merasa cemas, tertekan, bimbang dan risau dijangkiti wabak ini.

Ketidakstabilan emosi ini menyumbangkan peningkatan kes bunuh diri yang kian hari kian menular. Kes-kes ini sedikit sebanyak adalah disebabkan oleh masalah kewangan, kesihatan, tekanan perasaan, kemurungan dan masalah-masalah yang dialami oleh masyarakat.

Hati penentu kebaikan dan juga kejahatan seorang mukmin. Kenyataan ini menjelaskan secara jelas bahawa hati merupakan penentu sesuatu kebaikan dan keburukan.

Mari kita tinjau kajian kes seorang juruterbang yang kehilangan kerja akibat pandemik. Semasa beliau berkhidmat sebagai juruterbang, beliau telah melabur pelbagai aset dan belanja tanpa batas.

Cara hidup beliau menyebabkan beliau tidak dapat menerima kenyataan bahawa pendapatannya menjadi sifar. Pada akhirnya, beliau memilih untuk menamatkan riwayatnya.

Andai kata beliau sanggup redha dan bersyukur dengan apa yang dia ada, semua

yang susah akan berlalu. Oleh itu, segala bermula dari hati!

Budaya Pemikiran Positif

Sementara kita bersama-sama berganding bahu untuk berhadapan dengan pandemik, budaya pemikiran positif memainkan peranan yang amat penting untuk semua.

Berikut adalah beberapa kaedah yang membantu anda supaya dapat melatih otak kita supaya berfikir positif.



Fokus kepada perkara - Amalkan kesyukuran perkara yang baik

Kita perlu menerima kenyataan bahawa situasi dan halangan yang mencabar adalah sebahagian daripada kehidupan kita. Apabila anda berhadapan dengan satu cabaran, kita perlu fokus pada perkara-perkara yang baik.

Cara otak kita memproses maklumat menentukan hasil tingkah laku kita. Misalnya, aktiviti perniagaan terpaksa dihentikan pada masa kini.

Kita jangan memperbesarkan kebimbangan kita dari segi kewangan dan sebagainya. Fokus pada masalah yang tidak dapat membantu akan merumitkan pemikiran kita.

Pada masa tersebut, kita sepatutnya perlu fokus pada apa yang sedia ada seperti kita dapat meluangkan masa bersama keluarga. Dengan minda yang ceria, otak kita dapat berfungsi sepenuhnya untuk mencari jalan penyelesaiannya.

Salah satu masalah manusia ialah suka membanding. Manusia juga yang mencipta konsep cantik dan hodoh, pandai ataupun bodoh, kaya mahupun miskin.



Sikap suka melakukan perbandingan itu merupakan asas yang menyebabkan ketidakstabilan emosi antara kita. Kebanyakan masalah manusia bermula apabila kita mula membuat perbandingan antara satu sama yang lain.

Mengamalkan kesyukuran terbukti dapat mengurangkan tekanan, meningkatkan harga diri, dan memupuk daya tahan walaupun

dalam masa yang sangat sukar. Anda boleh mempraktikkan kesyukuran dengan sentiasa mengingati perkara-perkara yang membawa keselesaan atau kebahagiaan kepada kita.

Pada masa yang sama, kita perlu melihat dunia dengan penuh kesyukuran dari masa ke semasa. Misalnya, kita perlu bersyukur kerana kita masih boleh bernafas kerana terdapat banyak pesakit yang memerlukan alat bantu pernafasan setiap saat di hospital.



Simpan jurnal kesyukuran

Manusia cepat lupa. Kita perlu dokumentasikan apa yang kita lakukan. Semasa terdapat imej-imej negatif muncul di otak kita, kita perlu menukarkan konsep negatif tersebut kepada nilai-nilai positif dan seterusnya mencatatkan dalam jurnal kesyukuran.

Lakukan aktiviti ini setiap masa dan senarai perkara yang anda bersyukur khasnya pada masa yang sukar. Jurnal tersebut boleh dirujuk bila-bila masa sebagai tanda penghargaan kepada kita dan pencipta alam.

Diari Emosi

Selain daripada jurnal kesyukuran, diari emosi dapat membantu anda untuk menilai tempat dan masa yang berbeza dalam hidup yang lebih cenderung untuk menjadi negatif. Andai kata kamu tidak pasti, tanya rakan atau rakan sekerja yang dipercayai.

Kemungkinan, mereka akan dapat menawarkan beberapa tip-tip di mana dan masa anda beremosi negatif. Rakan sekerja mungkin menyedari bahawa anda cenderung negatif di tempat kerja atau pada masa-masa tertentu.

Selain itu, pasangan atau keluarga anda berkemungkinan untuk memahami emosi anda misalnya semasa anda memandu. Dengan maklumat ini, anda akan lebih mengingatkan diri anda supaya menjaga emosi anda pada masa, tempat dan semasa melakukan aktiviti tersebut.

Ketawa Sebagai Gantikan Menangis

Adakah anda tahu bahawa ketawa dapat membantu anda lebih gembira dan berkeupayaan untuk mengurangkan tekanan, kebimbangan, dan kemurungan.

Pada masa yang sama ketawa dapat meningkatkan kemahiran mengatasi emosi, dan meningkatkan harga diri.

Apabila kita ketawa, kita dapat mengeluarkan gas nitrat oksida dari peparu kita. Nitrat oksida yang dihembus keluar akan menyebabkan anda lebih gembira.

Selain itu, ketawa dapat merangsang perembesan hormon endorphins. Hormon tersebut merupakan hormon semula jadi yang menyebabkan anda rasa selesa dan membolehkan anda rasa lebih gembira.

Oleh itu, anda boleh memilih untuk menonton filem jenaka yang dapat menghiburkan diri dan bukan filem yang menyebabkan rasa sedih. Kadang kala, walaupun anda tidak terasa untuk ketawa, anda boleh berpura-pura atau memaksa diri anda untuk ketawa untuk meningkatkan menurunkan tekanan.

Luangkan masa dengan orang yang positif

Emosi negatif mahupun positif telah terbukti dapat menular bergantung kepada orang yang anda menghabiskan masa dan situasi tempat tersebut. Kajian terbukti apabila terdapat seorang yang ketawa secara kuat di sesuatu tempat dapat menyebabkan orang yang tidak dikenali berasa untuk ketawa juga. Begitu juga dengan emosi negatif.

Andai kata kamu asyik sahaja membaca berita orang lain membunuh diri, ini akan menyebabkan otak anda terpengaruh dengan tanda-tanda bahawa, bunuh diri adalah “OK” pada masa tersebut. Oleh itu, gejala sedemikian amat membahayakan.



Berada di sekeliling orang yang positif telah menunjukkan untuk meningkatkan harga diri

dan meningkatkan peluang anda untuk mencapai matlamat.

Mengelilingi diri anda dengan orang positif yang akan mengangkat anda dan membantu anda melihat sisi yang cerah.

Amalkan “perbualan” diri

Perbualan diri (Self Talk) yang wujud merupakan perkara yang amat bahaya kepada diri kita. Ramai antara kita senang untuk mengkritik kita diri kita apabila sesuatu kejadian negatif yang berlaku.

Praktikkan perbualan diri yang positif dan mengawasi suara di kepala anda supaya dapat bertindak balas dengan mesej positif.

Masa Lampau, Kini dan Masa Depan

Kita perlu mengingatkan diri kita bahawa, apa yang sudah berlaku telah berlalu dan tidak berguna andai kata kita menyesal dan merasa tertekan dengan peristiwa lalu.

Selain itu, apa yang akan berlalu pada masa hadapan adalah luar daripada jangkaan kita. Tidak usahlah kita merisaukan masa depan.

Teknik Berfikir Positif Apabila Semuanya Tidak Betul

Adalah menjadi mustahil apabila kita cuba untuk berfikir positif ketika anda bersedih atau mengalami kesusahan serius.

Pada detik-detik masa yang penting ini, anda perlu menerima tekanan daripada diri dan seterusnya salurkan tenaga itu untuk mendapatkan sokongan daripada orang lain. Pemikiran positif bukan tentang “mengebumikan” setiap pemikiran negatif atau emosi yang anda ada atau mengelakkan perasaan sukar.

Pada detik rendah dalam kehidupan kita, kita memerlukan dorongan rakan untuk terus bergerak sehingga terdapatnya perubahan positif.

Cuba bayangkan, andai kata rakan baik anda mengalami situasi sedemikian, apakah yang akan beritahu dia? Itulah perkara yang anda boleh mendorong anda sendiri.

Penutup

Jangan memandang remeh terhadap kekuatan minda anda. Jika anda menganggap diri anda sebagai rumput di padang, maka akan jadilah anda sebagai rumput yang kecil.

Andai kata minda anda menganggap anda sebagai rumput di padang, kekuatan seakan-akan padang yang anda ada.

Oleh itu, sentiasa meninjau hati anda dan niat diri anda.

Mari kita sama-sama untuk menolong satu sama lain supaya kita dapat menempuh pandemik ini dan seterusnya menuju ke arah cemerlang dan membawa Malaysia pulang ke zaman kegemilangan sekali lagi.




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EXPONENTIAL PRODUCTIVITY

An addiction to distraction will be the death of your creative production – Robin Sharma



Shockingly, we live in a world where your focus is more valuable and appreciated than your intelligence. It is incredible to see how consumed people are with their tiny white screens. And yet, if you evaluate the most productive and hardworking people on the planet, they are doing and working in such vastly different ways.

We live in an era where attention is often diverted to numerous distractions, particularly through our devices, which bombard us with notifications, social media updates, and a constant flow of information. This phenomenon is particularly evident as many individuals find themselves engrossed in their smartphones and other screens, often to the detriment of their productivity and overall well-being.

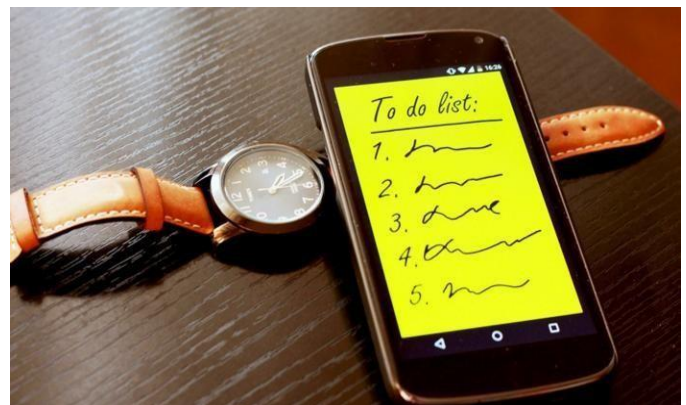


The 90/90/1 Rule

Focusing the first 90 minutes of your day on a single, game-changing opportunity can significantly enhance your productivity. Mornings are typically our most productive hours, marked by heightened energy and willpower, yet many squander this time on low-priority activities like checking emails or social media.

By dedicating these crucial moments to high-impact tasks—such as working on a personal project or strategizing for important goals—you set a positive tone for the day, boosting your sense of accomplishment and momentum.

Committing to this practice for 90 days not only reinforces your ability to focus but also leads to substantial progress toward your goals, making it a powerful strategy for achieving success.



Dedicating the first 90 minutes of your day to a single, transformative opportunity is a powerful strategy for enhancing productivity and achieving success. By recognizing the value of your morning hours and focusing on high-priority tasks.

Tight Bubbles Of Total Focus

Creating a distraction-free, minimalist environment is essential for enhancing productivity and achieving high-quality work. In today's fast-paced world, distractions are omnipresent, often leading to decreased focus and inefficient task completion.

Research has shown that office distractions can consume an average of 2.1 hours each day, significantly impeding our ability to perform effectively. Moreover, once distracted, it takes approximately 21 minutes to regain focus on a task, leading to further inefficiencies in our workflow.

Establishing a minimalist workspace can help mitigate these distractions. A clutter-free environment promotes clarity and concentration, allowing you to direct your energy toward the tasks that matter most.

By removing unnecessary items from your workspace, you can reduce visual distractions that might otherwise pull your attention away from your work.

A minimalist setup may include a simple desk, a comfortable chair, and only the essential tools you need for your tasks, such as a laptop, notebooks, or pens.



Choose Peer Group Wisely

Surrounding yourself with productive, like-minded individuals is crucial for personal and professional growth. The people you spend time with significantly influence your mindset, behaviors, and overall outlook on life.

If you frequently engage with those who adopt a victim mentality, you may find yourself adopting similar patterns of thinking and behavior, leading to feelings of helplessness and stagnation.

This phenomenon is largely driven by our brain's mirror neuron system, which allows us to subconsciously mimic the behaviors and emotions of those around us.



When you interact with motivated and ambitious individuals, their positive behaviors and attitudes can inspire you to adopt similar practices.

This mirroring effect is a natural part of human psychology, reinforcing the idea that our social environment plays a critical role in shaping our habits and outlook.

Learned Minimalism

Surrounding yourself with productive, like-minded individuals is not just beneficial; it's transformative. The environment we create through our social circles has a profound impact on our mindset, habits, and overall trajectory in life.

When you actively choose to engage with individuals who are ambitious, motivated, and aligned with your values, you create a fertile ground for personal growth and achievement.

The Influence of Social Circles: Human beings are inherently social creatures, and our brains are wired to connect with others. This connection is facilitated by our mirror neuron system, which allows us to observe and mimic the behaviors, attitudes, and emotions of those we spend time with.

If you surround yourself with individuals who approach life with a growth mindset—who are committed to their goals and continuously seek improvement—you are more likely to adopt similar attitudes and behaviors.

On the flip side, spending time with individuals who embody a victim mentality or exhibit negativity can drain your energy and hinder your progress. This can manifest in feelings of helplessness and discouragement, making it challenging to stay focused on your goals.

The saying "you are the average of the five people you spend the most time with" highlights the importance of being selective about your social interactions.



Additionally, maintaining a healthy work-life balance helps prevent stress and burnout, as it allows you to engage fully in both professional and personal spheres.

With effective time management and prioritization, you gain control over your workload, minimizing feelings of anxiety.

Long-term, this increased productivity not only enhances your immediate life balance but also contributes to career growth, as consistently delivering high-quality results can lead to recognition and advancement opportunities.

Ultimately, investing in productivity is an investment in your overall well-being, enabling both professional and personal aspirations to thrive.



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THE POWER OF LOVE

To be successful and balanced, we all need love. The definitions of love take several forms and each may be expressed differently. There are three common types of love. They are eros, philia, and agape.



Eros: Romantic Love

Eros is the term used to discuss romantic love. Philia is reciprocal loving. Each can be presented as quality love. For in loving to be quality, it must be again.

This form of love is necessary to share both time and pictures. Agapic loving is that which is given without the expectation of receiving.

It is not predicated on the behavior of the recipient. This type of love often begins with infatuation, leading to deep emotional bonds as partners idealize each other.

Psychologically, it triggers chemical reactions in the brain, releasing hormones like dopamine and oxytocin that enhance feelings of pleasure and attachment.

While Eros serves as a foundation for romantic relationships, sustaining its passion

over time requires effort and communication, as it can fluctuate with maturity. In contrast to philia (friendship) and agape (unconditional love), Eros is essential for sparking attraction and igniting connections between partners.



Agape: Unconditional Love Without Exception

Agapic caring presumes that the beneficiary of the love receives it whether or not it is deserved by the conventional standard. Agape is an understanding, redeeming love that does not seek love in return. Whatever the form or function loving relationships take, love is necessary to a healthy life.

It embodies empathy and compassion, focusing on the well-being of others regardless of their actions or worthiness. This type of love fosters forgiveness and acceptance, often reflecting a deeper spiritual or divine connection, promoting a sense of community and mutual support.



Philia: Reciprocal Love

Philia is a form of love that thrives on mutual respect, deep friendship, and shared experiences. It represents a strong emotional connection between individuals, often seen in friendships, family ties, and even in close-knit communities. Philia is rooted in trust, loyalty, and cooperation, where both people care for each other and seek to support one another through life's ups and downs.

This type of love is reciprocal, meaning both parties are equally invested in giving and receiving affection, companionship, and understanding. Unlike romantic love, philia focuses more on emotional closeness and the value of shared experiences, making it a vital aspect of human relationships.



PHILIA	
AFFECTIONATE LOVE	A love that runs deep in true friendships.
LOVE CATALYST	Mind
WAYS TO SHOW THIS LOVE	Exchange your beliefs and imperfections with close friends.

Loving is operationalized through acting, thinking, feeling, and physical aspects (total

behavior) of a shared quality world. In the shared quality world, there are usually many more shared pictures than we use. As we live our life, we accumulate our loving pictures.

These pictures prepare us for our perception of loving. The accumulation of more pictures than we currently need (negative entropy) is necessary for those moments when loving is threatened.

It is the building of a reserve in the quality world. These moments include disagreements, selfishness, loss, pain, and problems. In terms of love and belonging, each of us can acquire any number of pictures.



The more we believe it, the truer it is. The world of love is socially constructed around what we believe. Loving relationships are the perfect model of the concept of constructivism.

Here, the relationship is based on reciprocity. The loving system will always seekhomeostasis. This is a balance of love within or outside of the relationship. Ideally, the system will seek balance in a healthy need fulfilling manner.

If the balance is unhealthy, intervention is necessary. Whether or not the love system is healthy or ill, balance will be the outcome. The system will not judge the behaviors but acts to achieve balance.

It is up to the perceptual system to interject judgment into the type of balance achieved. Self-evaluating will determine through the valuing filter if the behavior is healthy.

When one is in love, one acts lovingly. According to Glasser, "To either love or allow ourselves to be loved is not enough, we must do both." Love is and isn't at the same time.

It is everything and nothing. It is the all but it fails to meet the any. Love is the joining of extremes. It is a union of opposites.



It is both presents and problems. This evidences a commitment to the process and practice of love. The most significant practice of acting lovingly is to be open to love. Those who love are connected beyond space and time. Loving is a total behavior.

The feeling, thinking, and physical aspects of love are evidenced through our behaviors. These are the visibly present manifestation of the spirit of loving. Total behavior infused with spirituality is holistic.

Spiritual loving is the transformative component of perfect loving. Perfect love has no beginning and no end. One cannot remember the moment of transformation to perfect love, that is when it began nor can one predict its end. Perfect loving is timeless, with no beginning and no end.

Perfect loving includes mind, body, and spirit. The total behavior of loving includes thinking, feeling, physiology, and doing. It is love that is both convergent and triangular in the practice. Spiritual loving is needed fulfilling.

Spiritual loving is pure love. This is the love that is beyond the physical and the mental. It's By focusing on the spiritual essence of ourselves and others, spiritual love helps to cultivate a sense of interconnectedness and harmony.

It transcends ego-driven desires, fostering a sense of peace and fulfillment that enriches relationships and promotes a deeper understanding of life and existence.

Love based on the existence of the perfect within the imperfect. The struggle toward perfectibility is the physical attempting to be congruent with the spiritual. The spiritual is that which lasts forever, while the physical is temporary and limited.

Spiritual love is loving without boundaries. Its residual exists on this plane, but it is in reality on a higher plane. It raises the level of consciousness of the participants. It widens the sphere of influence and concern.



One must choose to be aware of the other's behavior as well as the choices made in an attempt to control others. All behavior is our

best attempt to control our perception. The perception which is focused allows us to focus this control in a need-fulfilling way.



Perfect loving is comprised of complementary loving relationships that seem to provide a perfect model. Loving and belonging are evidenced by total behaviors. It is the basic need that connects each one with another.

The more interconnected one is with another, the more involved they are. Involvement is expressed in the process of communing. Communing is the coming together of those with like minds. Communing is the operationalization of faith in a loving relationship.



This coming together reflects consubstantiation. Consubstantiation means that we are of the same substance and therefore we can commune with each other utilizing intuitive knowing. Intuitive knowing is required to express faithful loving. “Faith is the veneration, love, and trust you give to the source of the ultimate meaning of your life”

Choosing to love perfectly requires that each of the needs is fulfilled. In addition to fulfilling the needs, the authors posit that special attention should be paid to loving as a form of Wellness. Wellness leads to loving perfectly.

Perfection requires focusing on loving. To be perfect in loving, one must aspire to be perfect in behavior. To be perfect in behavior, one must focus on total commitment to self as well as to the other. In the final analysis, love is two plants into one flower.

Being perfect in behavior means taking responsibility for our actions and attitudes in relationships. It requires a willingness to engage in self-reflection and personal development, ensuring that our interactions with others are grounded in respect and sincerity.

This total commitment involves understanding the needs and feelings of both ourselves and our loved ones, creating a balance that fosters a healthy, supportive dynamic.

The metaphor of love as “two plants into one flower” beautifully illustrates the idea of unity in love. Just as two plants intertwine and grow together to create a single, vibrant flower, healthy love merges the individuality of each person into a harmonious relationship.



This unity does not mean losing one’s identity; instead, it signifies a deep connection where both individuals support each other's growth and well-being.

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INTEGRITY IS THE FOUNDATION OF ORGANISATIONAL GOVERNANCE SUCCESS



Integrity is derived linguistically from the Latin term *integer*, which signifies completeness and wholeness. Integrity is the concept of consistency between activities, values, techniques, measurements, principles, expectations, and results.

Barbara Killinger seeks to define integrity as a personal decision, an unwavering and constant commitment to upholding moral, ethical, spiritual, and aesthetic beliefs and ideals.

In describing respectable and principled human action, it has retained these two concepts, namely fullness and wholeness. A person with high integrity has a consistent character that demonstrates honesty and an unwavering commitment to truthfulness and ethical principles. He clings to these beliefs out of free will and self-respect, without fear of retribution or expectation of reward.



People of integrity are guided by a set of principles that uphold high standards of conduct consistently. Integrity is characterized by virtues like compassion, honesty, loyalty, and respect. These traits become valuable personal and professional assets that individuals bring to work daily.

Business success relies heavily on the integrity of its employees. When integrity is lacking, companies suffer from damaged reputations and loss of both consumers and skilled workers. Many organizations now emphasize ethics and integrity training to maintain high standards.

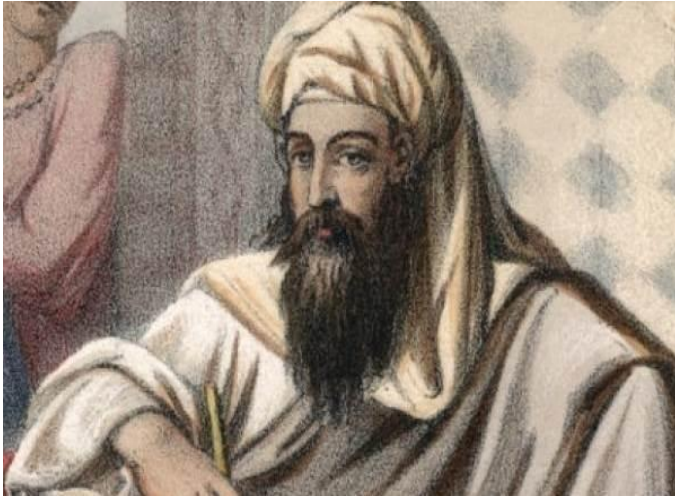


The success of a business depends on the integrity of its employees. As numerous observers have noted, when a company's reputation is tarnished, it suffers a devastating loss of both consumers and skilled workers. Providing ethics and integrity training, organisations of all types increasingly adopt a proactive approach to problem prevention.

Integrity: The Qalb of Everyone

In addition to qualifications and talents, every individual, and especially Muslims, must also

possess the character trait of integrity to be successful in any endeavour. When no one sees your actions, but you still do the correct thing, this might be a representation of integrity.



The lack of integrity and trust will affect not only the individual but also the organisation's performance and reputation. It is like a ruler in our hearts, how we measure good and wrong. In Islam, this concept of integrity can also be expressed with the nature of trust and itqan (earnest). In the Qur'an, Allah SWT described among the attributes of believers that they exercise trust and keep their promises.

Based on verse 8 of Surah Al-Mu'minoon is a continuation of the first verse of the surah:

قَدْ أَفْلَحَ الْمُؤْمِنُونَ

Successful indeed are the believers

(Surah Al-Mu'minoon: Verse 1)

Integrity is occasionally translated into Arabic as it combines the consistency and ethical conduct. According to Islam, moral and consistent behaviour is a natural consequence illustrious Qur'an advocates for this faith-based consistency. As an example, the fifteenth verse of Surah Ashurah. Therefore,

adhere firmly to the true course. And Verse number 30 in Surah Fussilat,

إِنَّ الَّذِينَ قَالُوا رَبُّنَا اللَّهُ ثُمَّ اسْتَقَامُوا تَتَنَزَّلُ عَلَيْهِمُ الْمَلَائِكَةُ

In this verse, Allah praises people who claim trust in Him and consistently display it via their words and deeds. Numerous sayings in the Hadith of the Prophet (PBUH) affirm this spiritual conviction that leads to unshakable moral conduct.



In contemporary parlance, many Companions were revered for their honesty. Sayyidatina Aisha (may Allah be pleased with her) reported that Abu Bakr (may Allah be pleased with him) had never consumed alcohol before or after his conversion to Islam. Abu Bakr (may Allah be pleased with him) was known for his honesty and righteousness.

Uthman ibn Madun (may Allah be pleased with him) is another example of this philosophy, as he rejected the intake of alcoholic beverages before Islam prohibited this practice. He then clarified, "I do not consume what consumes my thoughts." Since he has a high natural, ethical standard and regard for himself, he abstained from drunkenness.

Surah Mu'minun Ayat 8

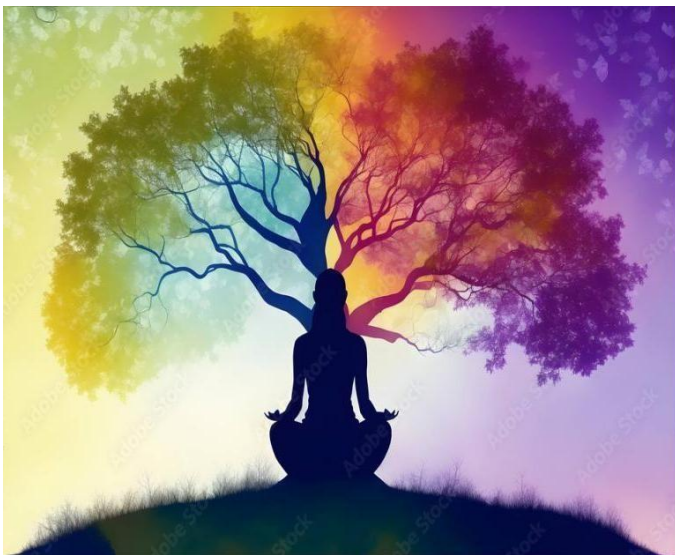
وَالَّذِينَ هُمْ لِأَمْتِنَتِهِمْ وَعَهْدِهِمْ رَاعُونَ

Wallazeena hum li amanaatihim wa 'ahdihim ra'oon

And they who are to their trusts and their promises attentive

Those who already value honesty and ethical behavior will find that Islam strengthens these qualities, deepening their spiritual integrity. The hadith serves to highlight that Islam does not change a person's nature, but rather elevates and perfects their inherent goodness, making them more virtuous and faithful.

Therefore, integrity and honesty can exist before someone becomes Muslim, but these virtues are enhanced and refined by faith in Allah, leading to spiritual growth and stronger ethical conduct as a Muslim.



The Prophet (PBUH) thus illustrates that a person's natural virtues, like precious metals, are preserved and improved through Islam. When these people accept faith in Allah, their pre-existing virtues are further elevated and refined, making them even better Muslims.

Therefore, in Islam, integrity can only be found on something other than faith in Allah. Those who exhibit the virtue of honesty prior to becoming Muslims will, if they have faith in Allah, become better Muslims. This is demonstrated by a famous hadith in which the Prophet (PBUH) compares the ethical nature of humanity to that of metals. Those who value Islam and possess precious metals like gold and silver will continue to be superior Muslims. Thus, in this hadith, the Prophet (PBUH) describes how converting to Islam might strengthen a person's spiritual honesty and integrity.

This comparison emphasizes that the process of converting to Islam doesn't erase a person's prior ethical foundation; instead, it builds upon it. Faith acts as a catalyst, deepening their spiritual integrity and guiding them toward a more principled life.



Conclusion

In conclusion, the characteristic of a successful person is integrity, and a high level of integrity will indirectly contribute to the success of an organization. When individuals consistently demonstrate integrity, they foster an environment of trust and accountability, encouraging collaboration and ethical behavior among colleagues.

This creates a strong organizational culture where employees feel valued and motivated to perform at their best.

Moreover, organizations that prioritize integrity tend to attract and retain talent. Employees are more motivated and engaged when they feel they are part of a principled organization that values ethical behavior.

This sense of belonging can lead to higher morale and productivity, as team members are inspired to contribute their best work.

When people exhibit high levels of integrity, it leads to a culture of trust, respect, and accountability within the workplace. This trust allows team members to collaborate more effectively, knowing they can rely on one another to uphold ethical standards and follow through on commitments.

An environment rooted in integrity encourages open communication and transparency, which can prevent misunderstandings and conflicts. Employees are more likely to feel safe voicing their ideas and concerns, leading to innovative solutions and improved problem-solving.

Integrity is a vital ingredient for individual and organizational success. It nurtures trust, accountability, and collaboration, while also enhancing employee engagement and external relationships.

By prioritizing integrity, organizations can cultivate a thriving workplace culture that not only drives performance but also positions them for sustainable growth and success in the long run.





GALLERY



APRIL



JOCS LHDN
(8 April)



Rumah Terbuka Tan Sri Ambrin Buang
(13 April)



Student Research TARUMT
(14-15 April)



Jamuan Hari Raya Bioeconomy Corporation
(15 April)



Courtesy Visit to KPDN
(16 April)



Courtesy Visit to FAMA
(17 April)



Courtesy Visit to Southeast Asia
Regional Centre for Counter-
Terrorism
(17 April)



Pre-Meeting with Jabatan Tenaga Atom
(17 April)



Courtesy Visit to IKMa
(18 April)



Courtesy Visit to Jabatan Audit Negara
(21 April)



Great Team Captain
(21-22 April)



Courtesy Visit to Kerabat Diraja Selangor
(23 April)



Courtesy Visit to Kementerian Sumber Asli
(24 April)



Courtesy Visit to Yayasan Dakwah
Islamiah Malaysia (YADIM)
(25 April)

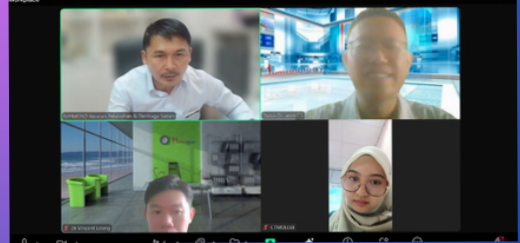


Science for Body Language
(28-29 April)

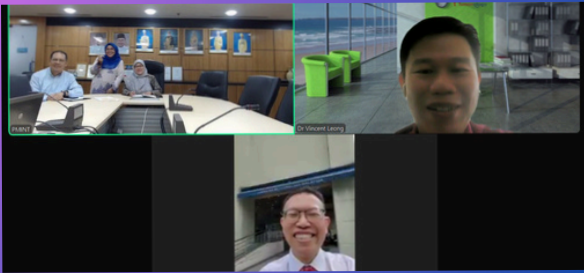
MAY



Courtesy Visit with PKNS
(2 May)



Courtesy Visit & Pelan Strategik (discussion)
to Jabatan Perlabuhan & Dermaga Sabah
(5 May)



Courtesy Visit to PMINT
(6 May)



Courtesy Visit to Jabatan Meteorologi Malaysia
(6 May)



Formal meeting before Courtesy Visit - TDM
(8 May)



Mastering Impactful Presentations for C-Suite
(7-8 May)



Courtesy Visit to Perbadanan Pembangunan
Kampung Baru
(20 May)



Student Research Project Supervision
(26-27 May)



Influence and Persuasion
(26-27 May)



Courtesy Visit to TERAJU
(28 May)

LINE



Menangani Ganduan Seksual
(3-4 June)



Courtesy Visit to Pejabat
Pesuruhjaya Sukan Malaysia
(9 June)



Courtesy Visit to Perhilitan
(9 June)



Courtesy Visit to LPPSA
(11 June)



Courtesy Visit to Cybersecurity
Malaysia
(12 June)



Majlis Watikah Pelantikan Penaung Humanology
(14 June)



Majlis Watikah Pelantikan Penaung Humanology
(14 June)



Majlis Watikah Pelantikan Penaung
Humanology
(14 June)



Majlis Watikah Pelantikan Penaung Humanology
(14 June)



Courtesy Visit to Aswara
(16 June)



Courtesy Visit to ILP Pasir Gudang
(Online)
(16 June)



Meeting with Humanity's Subsidiary
(17 June)



Courtesy Visit to MIMOS Berhad
(19 June)



Courtesy Visit to Kementerian Ekonomi
(20 June)



Business Opportunity Meeting with MIMOS
(25 June)



Courtesy Visit to Worlwide Holdings
(25 June)



Courtesy Visit to Majlis Peperiksaan Malaysia
(26 June)



Courtesy Visit to Istana Budaya
(30 June)



Courtesy Visit to Akademi Pencegahan Rasuah Malaysia
(MACA)
(30 June)