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THE FACTORS INFLUENCING SUCCESSION PLANNING FOR TALENT POOL IN MARA ORGANIZATION

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ABSTRACT

Over the years, in the Majlis Amanah Rakyat (MARA) Vocational and Technical Division, a succession plan has been a critical problem in developing to replace senior Directors who leave MARA, especially Top Management in Technical and Vocational, mainly under the Vocational Training Officer (DV) Scheme. A lack of a succession plan is risky due to sickness, death, personal circumstances, professional decisions at any moment, and retirement. The succession plan is critical and extends beyond the years discovered talent pool takes too long to accomplish and takes a long time to develop a talent pool in TVET management at MARA. As a result, the Human Resources Unit in the Vocational and Technical Division must take actions to arrange for contingencies. HR distinguishes talent in two ways which is exclusively and inclusively. Based on the all lecturers in the field of Technical in 25 KKTm/MJII/IKM. The number of management and professional grade DV44 and above has been identified by HR. The TVET Division would have a talent shortage since five (5) directors will retire in the next five (5) years. This study examines relationship the soft skills, skill development through training, academic qualification upgrading, and competency certificate in talent pool. This study will use quantitative analysis. A questionnaire developed from focus group among technical employees in MARA organization.

Keywords: talent pool, government, Human Resources Unit, Technical and Vocational Division