



UniMAP

University Role and Human Capital

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Objectives

- 1. To demonstrate the importance of UniMAP role in human capital development and its contribution to society development.**
- 2. To demonstrate the university role in students' preparation.**
- 3. To identify the university role in administrative and academic staff development.**
- 4. To identify the success factors of university managers and leaders.**

Outline

- **UniMAP and the Malaysian society**
- **Ummah/humanity Basic Needs and priorities (Five goals)**
- **The role of Human Being from an Islamic Perspective**
- **The concept of human capital**
- **The University & human capital (students, Academic Staff, and Administrative staff)**
- **Secrets of university leaders and managers success.**
- **Hikmah (Wisdom) and leadership**
- **Values and university leadership and management**
- **Conclusion and Final word**

UniMAP and the Malaysian society

“Malaysia should not be developed in the economic sense. It must be a nation that is fully developed along all the dimensions: economically, politically, socially, spiritually, psychologically, and culturally”

Malaysian PM

“We should be developed in our own mold”



UniMAP and the Malaysian society

“Malaysia can be a united nation, with confident Malaysian society, infused by strong moral and ethical values, living in a society that is democratic, liberal and tolerant, caring, economically just, robust and resilient”

UniMAP and the Malaysian society

“ development cannot mean material and economic development. Economic development must not be the be-all and the end-all of our nation endeavors”

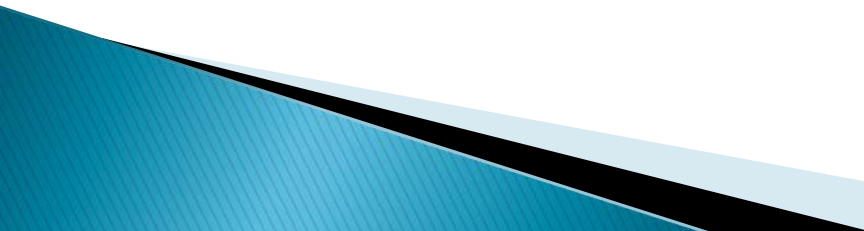
“We must escalate human resources development”



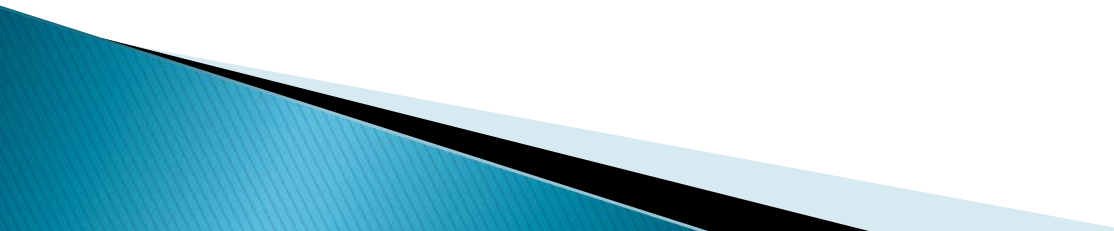
UniMAP and the Malaysian society

“The Notion of knowledge-based economy is ability of human capital to create, innovate, generate and exploit new ideas as well as apply technology and exercise entrepreneurial skills”.

Malaysian Challenges

1. **Unified nation (1 Malaysia).**
 2. **Psychologically liberated...with faith in itself.**
 3. **Mature democratic society**
 4. **Fully moral and ethical society**
 5. **Liberal and tolerant society**
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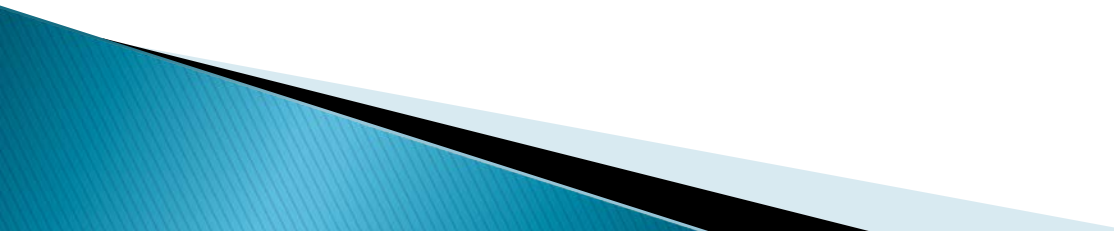
Malaysian Challenges

- 6. Scientific and progressive society**
 - 7. Caring society (society before self)**
 - 8. Ensuring economically just society**
 - 9. Prosperous society.**
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Ummah Basic Needs and priorities (Five main goals)

- 1) **Nafs Protection & Development:** human rights, health, environment protection, legal, ...etc
- 2) **Mind protection & Development:** learning, thinking and intellectual skills, healthy mind
- 3) **Deen (religion) protection & Personal Characters Building:** correct creed, religious freedom

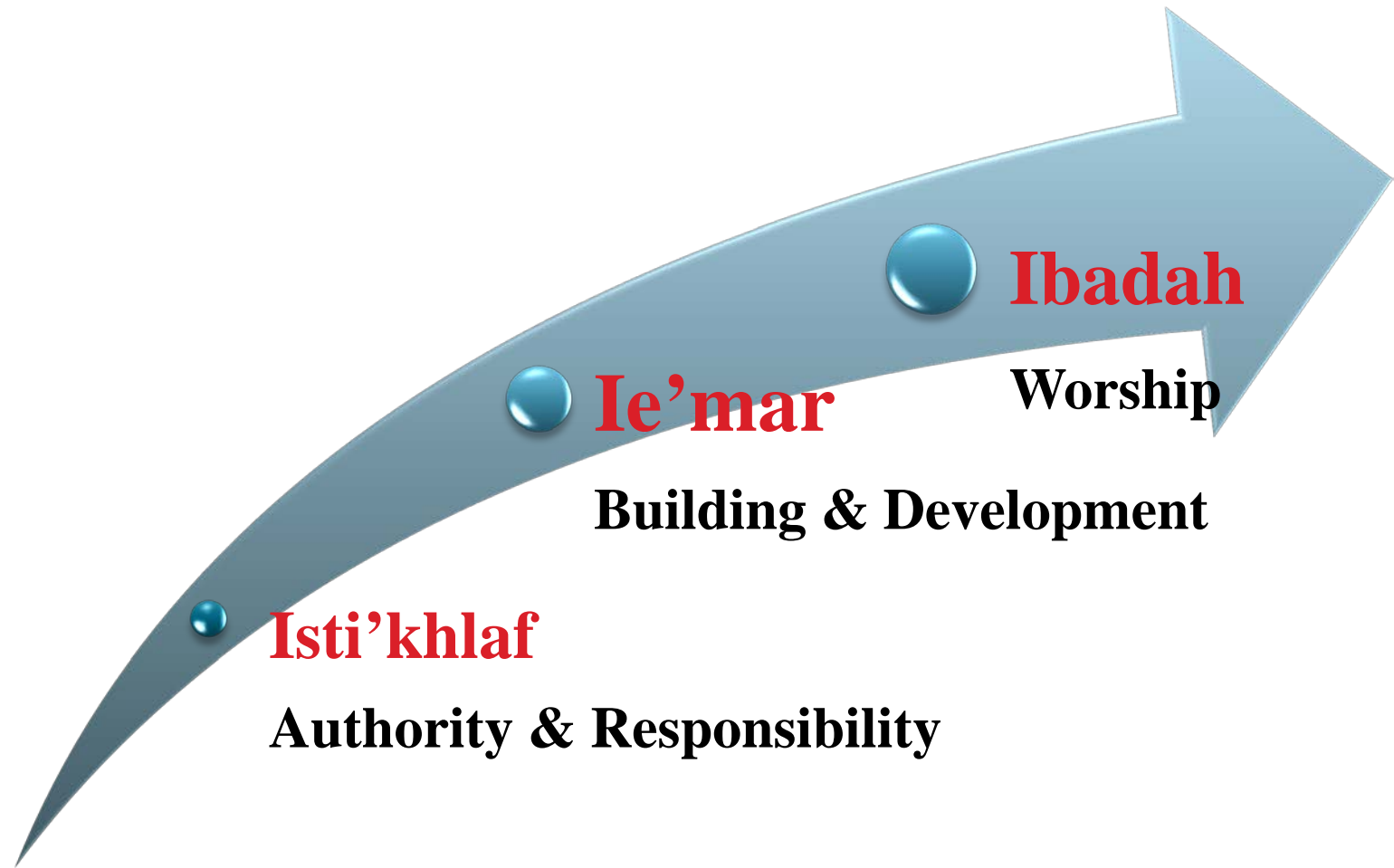
Ummah Basic Needs and priorities (Five main goals)

- 4) **Family protection & Development:** family values..etc.
 - 5) **Economic development & wealth creation** to be prosperous, caring and just society.
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The role of Human Being from an Islamic Perspective

- The concepts of **Isti'khlaf** (Power, Authority & Responsibility with mind and knowledge)
- **Ie'mar**: Development of life (societies) in all different areas (Ethically and materially)
- Both of the above concept in the frame work of **Ibadah** (worship)

The Role of human capital



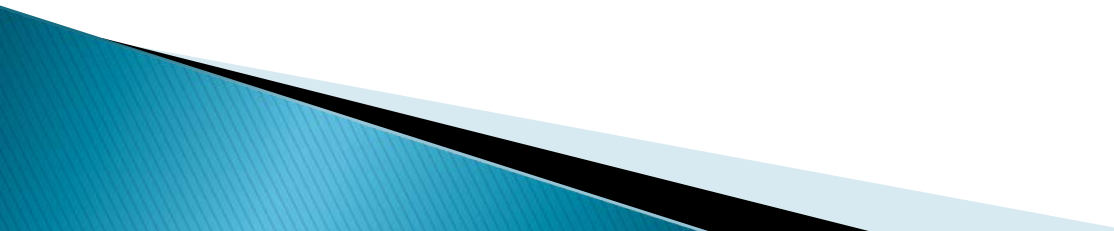
The role of Human Being from an Islamic Perspective:

- **Trying our utmost to reach the highest level of Iman and Development**
- **These three concepts include the mental, spiritual, and material development. All round Development within the worship concept. The Unity of perspective and harmony between man, universe and life in an integrated way.**

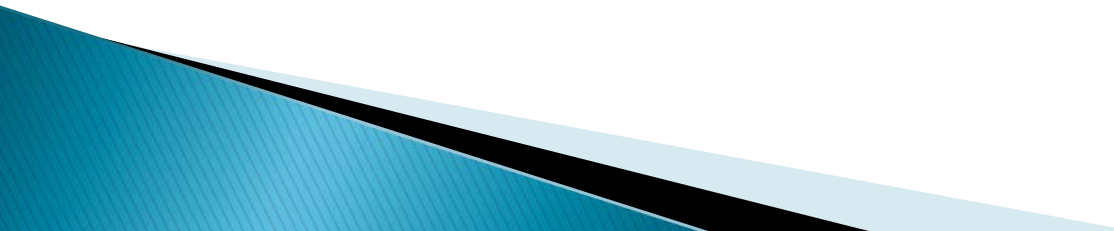
The role of Human Being from an Islamic Perspective:

- **The basic principle in this development is to develop people to develop their lives and societies.**

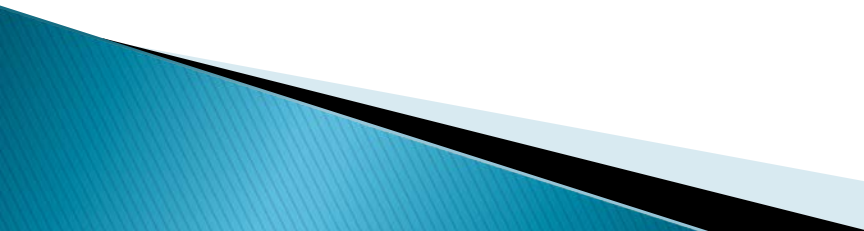
Implications

- **Comprehensive development for all at the university.**
 - **Human capital should be conceptualized and prepared in a comprehensive way (spiritually, culturally, socially, economically,....)**
 - **Programs and curricula should be designed in such a way that they fulfill the comprehensiveness)**
 - **Prepare creative, innovative and productive students .**
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Implications

- **Utilize entrepreneurial programs.**
 - **Self confident, future leaders, ethically and morally responsible, put society before self.**
 - **Professional development to all (leaders, administrative and academic staff)**
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Implications

- **Continuous development and updating of programs and curricula**
 - **New programs**
 - **Relevant research, community service and continuous education**
 - **Networking with other Muslim and international institution**
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What is the relevance of what was said to the UniMAP mission

UniMAP Mission:

“ To produce holistic human capital that contribute to the nation’s development and industrial competitiveness agenda”

Question:


What are the KPI (quantitative & qualitative) for measuring the success of our mission? How frequently we should do it?

The concept of human capital based on Muslim culture perspective

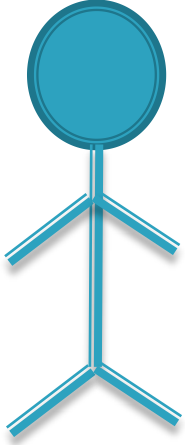
Is a process starts from pregnancy to the life after death.

- Early childhood
- Schooling
- Vocational and professional education
- **University education**
- In-service training
- Self learning

The University & the students

- 1. Prepare students for life to be good citizen**
 - 2. Prepare students to contribute and have an impact on the development and welfare of the country as it is required by the country human capital strategic plan**
 - 3. Both roles require moral and values, knowledge, skills and intellectual skills.**
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Student



Good citizen

Competent Professional

require

require

Morals/ values

Intellectual skills

knowledge

(Professional / life) Skills

Society Development



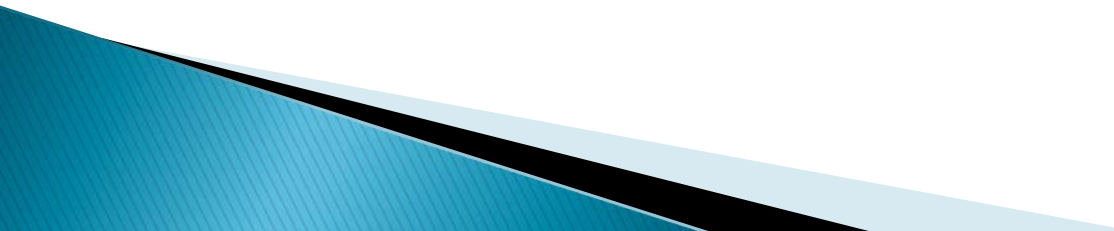
The University & Academic Staff

- Effective and transparent recruitment policy
- Clear development system (scientific, professional, personal, cultural..)
- Just evaluation system (performance –based)
- **Academic staff roles**
- **Teacher/facilitator**

The University & Academic Staff

- **Scientific researcher (R,D,C, I) - academic enterprise.**
- **Action researcher (for continuous development of the different roles (engineering education)).**
- **Educator (Murabbi) (shaping students' behavior and leading them by example)**
- **Service provider.**
- **Leader at the university and the community.**
- **Personal & professional development.**

The University & Administrative staff

- **Effective and transparent recruitment policy.**
 - **Clear development system (professional, personal, cultural)**
 - **Just evaluation system (performance – based)**
 - **Clear roles as service providers for internal and external customers.**
- 

Secrets of university leaders and managers success

- **University success depends mainly on leaders at all university levels.**

Secrets of university leaders and managers success

First Dimension: Personal characteristics and traits

- **Many characteristics are associated with leadership such as: self confidence, optimism, taking risk, ambition, commitment, love for work, motivation, emotional control, anger management, initiation, sense of humor, discipline, critical thinking, flexibility, responsibility, visionary, a source of inspiration and motivation, service leadership...etc.**

Hikmah(Wisdom) and Leadership

- The leader guides a ship full of humans in an ocean characterized by continuous and global change.
- As such he/she needs wise decisions

« يُؤْتِي الْحِكْمَةَ مَنْ يَشَاءُ وَمَنْ يُؤْتِ الْحِكْمَةَ فَقَدْ أُوتِيَ خَيْرًا كَثِيرًا

وَمَا يَذَّكَّرُ إِلَّا أُولُو الْأَلْبَابِ » (البقرة:269)

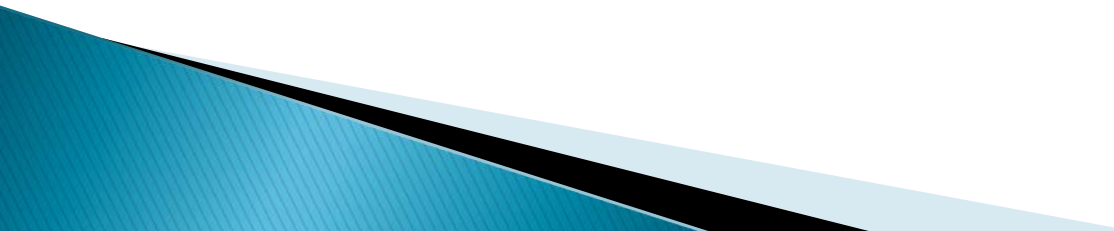
Wisdom and Leadership

- **He grants wisdom to whom He pleases; and He to whom wisdom is granted receive indeed a benefit overflowing; but none will grasp the message but men of understanding**
- **The wisdom is focusing on the general picture for the purpose of understanding the correct situation, the right step and the right decision.**


Wisdom and Leadership

- **Components of wisdom:** intelligence, knowledge and experience and will power.
- **Scholar and wise person:** the wise person put together theoretical knowledge and practical experience: past, present and future.
- The scholar help us to manufacture drugs and weapon while the wise persons helps us to know when to use the drugs and the weapon.

Wisdom and Leadership

- **Scholars are many and the wise are few and rare. We need at our universities wise leaders and managers.**
 - **We need to know the holistic and comprehensive view and to answer the general questions such as why universities, programs, research and strategies.**
 - **The will power translate theory into practice and concrete actions.**
- 

Meanings of wisdom

- **Understanding and knowledge**
 - **The correct sayings and actions**
 - **Logic and reasoning**
 - **Correctness**
 - **The mind & intellectual abilities.**
 - **The right process of making decision**
 - **Accurate and quality of knowledge and action.**
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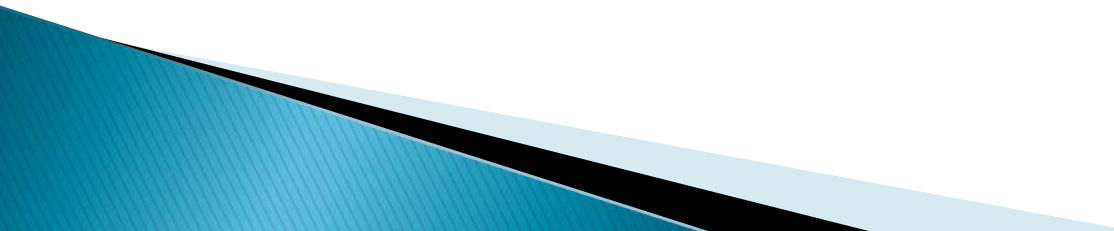
Meanings of wisdom

- The correct understanding of causes and reasons
- Justice
- Achieving highest possible level of knowledge and action.
- **Ibn Al-kayy'iem** defined wisdom as “Doing what ought to be done, as it should be done, when it ought to be done”

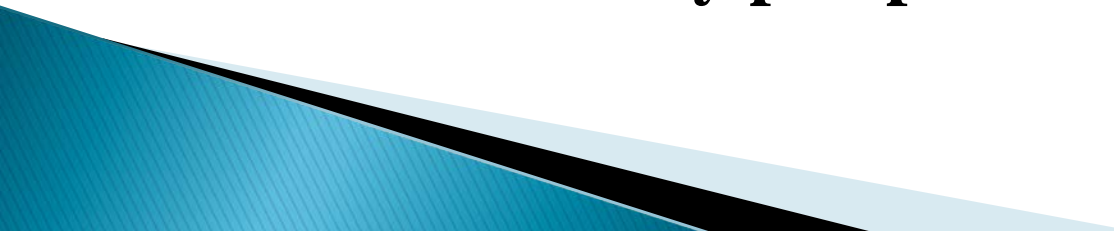
Meanings of wisdom

- Wisdom is making good decision to achieve desired objective or to avoid a problem which might have happened.
- **The Messenger (SAW) supplicates to Allah to teach Abdullah ibn Abbas the wisdom, as it was reported in Al Bukhari.**

Meanings of wisdom

- **The wise is the competent, the experienced, who knows reality, who avoid extremism.**
 - **To know the right thing and act upon it.**
 - **To prevent risk and manage it.**
 - **To have a vision and strategic goals.**
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Wisdom fundamentals

- **To put public interest first.**
 - **To know the goals of the Ummah/society and university.**
 - **Experience**
 - **Consultation**
 - **Visionary perspective**
- 

Wisdom fundamentals

- **Ambitious aims**
- **Success factors from others experiences**
- **High intellectual abilities**
- **Justice**
- **Ensuring the right information before making decision.**
- **Making duaa to Allah**

Wisdom fundamentals

- **Patience**
 - **Self and continuous learning**
 - **Understanding causes and reasons
(scientific understanding)**
 - **Avoiding micro management.**
 - **Ability to weigh out the advantages and disadvantages.**
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Secrets of university leaders and managers success

Second dimension: Commitment to leadership morals and values

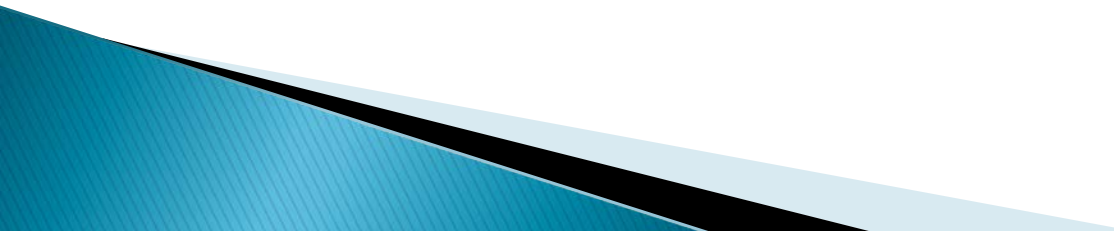
- Our decisions are based on our beliefs and values
- **Some of the core values are:** humbleness, honesty, integrity, transparency, consultation, credibility, being

Secrets of university leaders and managers success

an example, respect for others, creativity, patience, sacrifice, love for others, caring

- **Both professional and ethical values are important.**

Values and university leadership and management

- **Good university governance stems from a culture of core values within the university.**
 - **More attention was given to governance as a result of corporate' failure.**
 - **One of the main reasons for corporate' failure is related to values.**
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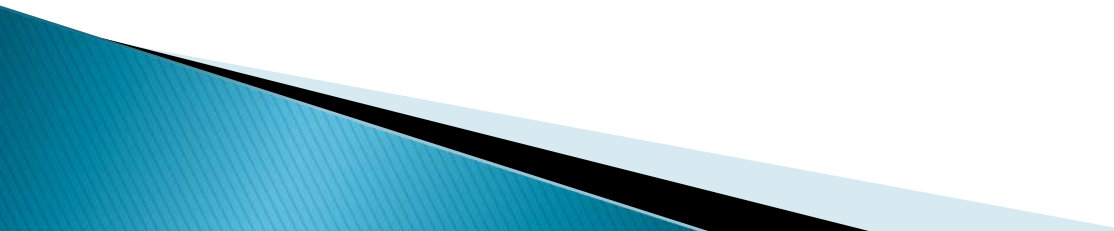
Values and university leadership and management

- **Looting, false transaction, expenses booked as capital expenditure, earning overstated conflict of interest, fraud, bribery, dishonesty, absence of integrity, lack of trust are terms and expressions frequently referred to in the literature concerning failing corporate.**

Values and university leadership and management

- **Companies like Enron, Xerox, Ahold, Parmalat, Tyco, Cadbury and many other are always quoted in this respect.**
- **Good leaders and managers are the ones who are trustworthy, fair, respectful, lead by example, value what staff have and believe, honest, their words and deeds are consistent.**

Values and university leadership and management

- **Values and effectiveness in management and leadership are correlated.**
 - **Values guide behavior and decision making.**
 - **Values at the personal and university level have direct relation with decision making and management behavior.**
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Values and university leadership and management

- Values reflect how people attach meaning, worth and importance to things and events.
- Personal, organizational, and cultural values are standards which influence every action we do.
- Some of the values referred to in university governance literature are:
 - promoting democratic culture.

Values and university leadership and management

- **Participation of different actors.**
- **Flexibility at different context.**
- **Transparency in procedures and tasks.**
- **Fairness with staff.**
- **Integrity where words and actions are consistent.**
- **Honesty.**

Values and university leadership and management

- **Effective mechanism of accountability of all involved in governance.**
- **Trust and respect between the different stakeholders.**
- **Institutional autonomy is essential for academic freedom.**
- **Interest in change.**
- **Respect for human rights**

Values and university leadership and management

- **University leaders and managers' commitment to ethical and professional ethics and values.**
- **For highly performing university, we need trustworthy, strong and competent university governors, leaders and managers.**

« إِنَّ خَيْرَ مَنْ اسْتَأْجَرْتَ الْقَوِيُّ الْأَمِينُ » (القصص:26)

- **Truly the best of men to employ the one who is strong (competent) and trustworthy.**

Secrets of university leaders and managers success

Third dimension: Social skills relevant to leadership

- **Human beings are social by nature.**
- **Management is achieving the aims through others which depends on social skills**
- **Some of these skills are: persuasion, influencing others, negotiation, presentation, communication, active listening, team building,..etc.**

Secrets of university leaders and managers success

Fourth dimension:

mastery of leadership and management knowledge & skills

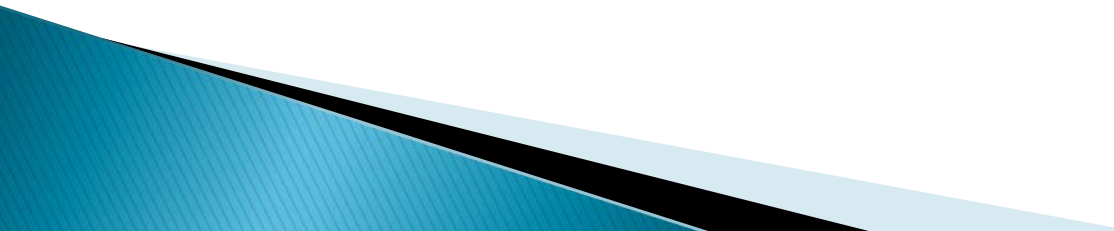
- Planning, organizing, supervising, evaluating, recruiting, coaching, ..etc.

Secrets of university leaders and managers success

Fifth dimension: Environmental factors

- **Physical**
- **Colleagues**
- **Bosses**
- **Internal & external environment should be conducive for highly performing human capital.**

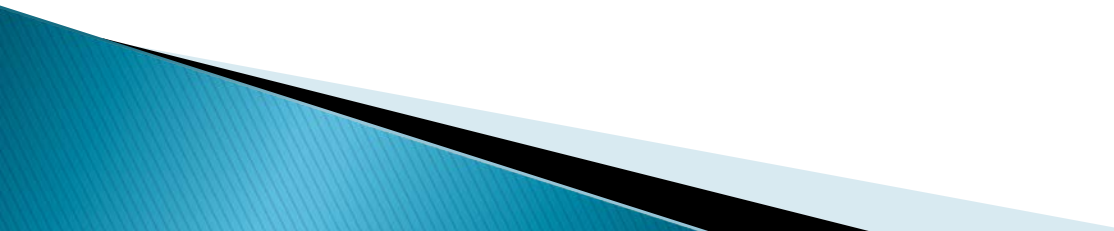
Conclusion

- **University relevance to society culture and development. i.e. university is part of the community.**
 - **Holistic preparation of future development leaders and good citizen.**
 - **We have the authority and responsibility to have all round development of individuals and our society.**
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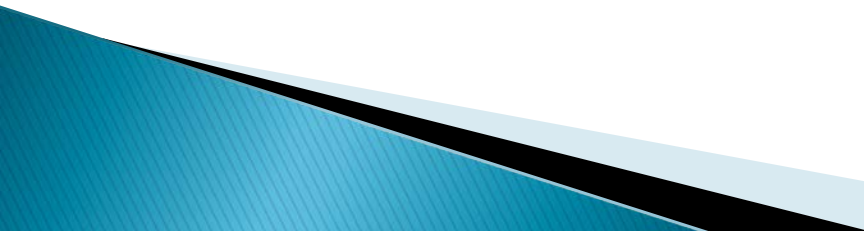
Conclusion

- **We have to focus on the integrated and unified perspective of intellectual, spiritual and material development.**
- **Competent, wise and committed to values university leaders at all levels**

Conclusion

- **Clear recruitment policy to all university human capital with more focus on personality type, values and leadership qualities.**
 - **Ensuring the availability of professional development for all**
 - **Coaching system.**
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Conclusion

- **Continuous development and updating of systems and programs.**
 - **Learning from our experience and others.**
 - **Production of knowledge-application of knowledge-creation of wealth-impact on society welfare and prosperity. R,D&C not enough.**
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Conclusion

« اللهم إني أعوذ بك من علم لا ينفع »

- **O Allah I seek refuge in you from having knowledge that has no benefit.**

FINAL WORD

“To achieve the university mission and objectives, the stakeholders need, with the help of Allah, to endeavor continuously and gradually in a collective manner, in doing the right things they aspire to achieve in the most effective & efficient way in their due time with a strong will power and commitment under competent, wise and visionary leadership and management at all levels of the university so that the university can contribute positively to the development of our society, Ummah and humanity...”

Dawood AL-Hidabi

...: **Thank You** :...