A Review of Employees Training and Development in Navigating through Pandemic Covid-19: Malaysian Perspective

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Abstract

Covid-19 is currently a global epidemic crisis that has reached all countries and impacted all aspects of life, economies and market. Organizations moved to remote working environment as forced by the governmental policies, procedures and regulations. One of the most critical aspects is the workforce and how companies can maintain effective employee job performance. To navigate through the epidemic period and build effective workforce for the current and future remote work, organizations have to focus on building efficient and effective human capital. Thus, this review paper takes the challenge to review several aspects of employee training during Covid-19 period in Malaysia. The paper has found that training and development programs are essential in navigating through the pandemic of Covid-19 as they provide many advantages and affect the employee performance. However, certain challenges are faced by the organizations to implement effective virtual training such as the unsuitability of the traditional programs & methods, lack of collaborative learning and engagement, difficulty to evaluate the training outcomes, and the difficulty to maintain the trainees. Furthermore, the paper recommended the organizations to go further in exploiting the available training programs and technologies and invest more in the aspect of digitalization and virtual training.

Keywords
Covid-19, Malaysia, Training, Employee Performance, Remote Work

Biographies

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Dr. Siti Sarah Binti Omar is Associate Professor at the Faculty of Technology Management and Business, Universiti Tun Hussein Onn Malaysia (UTHM) Johor Malaysia. She is also a Certified Professional Entrepreneurial Educator awarded by Ministry of Higher Education Malaysia. She obtained her PhD Degree (Management-Entrepreneurship) in 2015 from University of Southampton, United Kingdom. She holds Master of Science (Human Resource Development) from Universiti Teknologi Malaysia (UTM-2006) and a Bachelor Degree of Business Administration with Honors from International Islamic University Malaysia (IIUM-2002). Her expertise is in the field of Entrepreneurial Networking, Human and Social Capital, Human Resource Management and Development as well as Talent Management. She has published plentiful Scopus-indexed journals and conference proceedings since 2010 while at the same time actively involved in research grants at the national level and abroad.