

**HUMAN
RESOURCES
DEVELOPMENT
ISSUES CHALLENGES
AND PRACTICES**

Editors
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HUMAN RESOURCES DEVELOPMENT ISSUES CHALLENGES AND PRACTICES

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HUMAN RESOURCES DEVELOPMENT ISSUES CHALLENGES AND PRACTICES

Human Resources Development: Issues, Challenges and Practices is a comprehensive guide that delves into the complex world of developing and managing human resources in modern organizations. With 10 insightful chapters, this book explores the crucial aspects of human resources development, providing a wealth of knowledge, strategies, and practical solutions. From training and development to talent management, the book addresses the key issues faced by HR professionals in today's dynamic business landscape. It examines the nuances of performance appraisal, employee engagement, and diversity management, offering valuable insights into fostering a motivated and inclusive workforce. The book goes beyond traditional practices and explores emerging trends, such as the integration of artificial intelligence and virtual reality in HRD. It also covers essential topics like HR information systems, employee relations, and occupational health and safety, ensuring a comprehensive understanding of the multifaceted nature of human resources development. Whether you are a student, scholar, or practitioner in the field, "Human Resources Development: Issues, Challenges and Practices" equips you with the knowledge and tools to navigate the complexities of HRD effectively. It serves as a valuable resource that illuminates the path to developing a skilled, engaged, and resilient workforce, enabling organizations to thrive in the ever-evolving business world.



NORLIAH KUDUS is an Associate Professor at the Institute of Technology Management and Entrepreneurship, Universiti Teknikal Malaysia Melaka (UTeM). She holds a PhD in Human Resource Development and Training from the University of Malaya. In addition to her teaching responsibilities, Norlia is actively involved in writing, research, and consultancy activities, including presenting at both national and international levels. She is an avid writer and serves as a Guest Writer for the official government newspaper of Melaka, "Melaka Har Ini" (MHI), since 2007. She is frequently invited as a Motivational Consultant and Expert Speaker to contribute to the success of courses such as the World-Class Civil Servant Course, Excellent Work Culture Course, and General and Special Induction Courses. Norlia has received several prestigious awards for her book publications, including the National Book Award 2019 and the Book Publishing Award 2019 at the University Academic Award Ceremony in 2018. Her contributions to the field of writing and research have been widely recognized, further establishing her as a distinguished author and academic.



MULIATI SEDEK is an Associate Professor at the Centre for Language Learning, UTeM, has recently assumed the role of Deputy Director at the Centre for Academic Excellence and Scholarship. With over 10 years of experience, she specializes in teaching proficiency, training development for academics, and professional English courses. Muliati's expertise extends beyond the classroom, as she actively collaborates with various organizations to enhance educational practices such as Universiti Melaka and Melaka Industrial Skills Development Corporation. She has written and presented several papers in seminars and journals, showcasing her research and insights. Her exceptional work has been recognized through various achievements, including winning multiple gold medals at many conferences. Muliati's dedication to academic excellence, research contributions, industry collaborations, and her commitment to improving teaching practices make her a valuable asset to the academic community. Her multidimensional expertise and passion for educational innovation continue to make a positive impact on both students and fellow educators.



SAFIAH SIDEK is an Associate Professor and former Dean of the Institute of Technology Management and Entrepreneurship, UTeM. She earned her Bachelor's degree in Business Economics from Brock University, Canada, her Master of Science (TESL) from Universiti Putra Malaysia, and her PhD from Deakin University in Melbourne, Australia. With over 20 years of teaching experience, Safiah has held positions at Multimedia University Malaysia, Open University Malaysia, and UTeM. As a prolific writer, Safiah has authored and co-authored numerous books, journal articles indexed in ISI/Scopus, conference proceedings, and book chapters. To date, she has authored and co-authored over 50 papers indexed in Scopus/ISI and Google Scholar, as well as conference proceedings. Safiah's research interests encompass the use of online technology in education, entrepreneurship and human resource development.



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