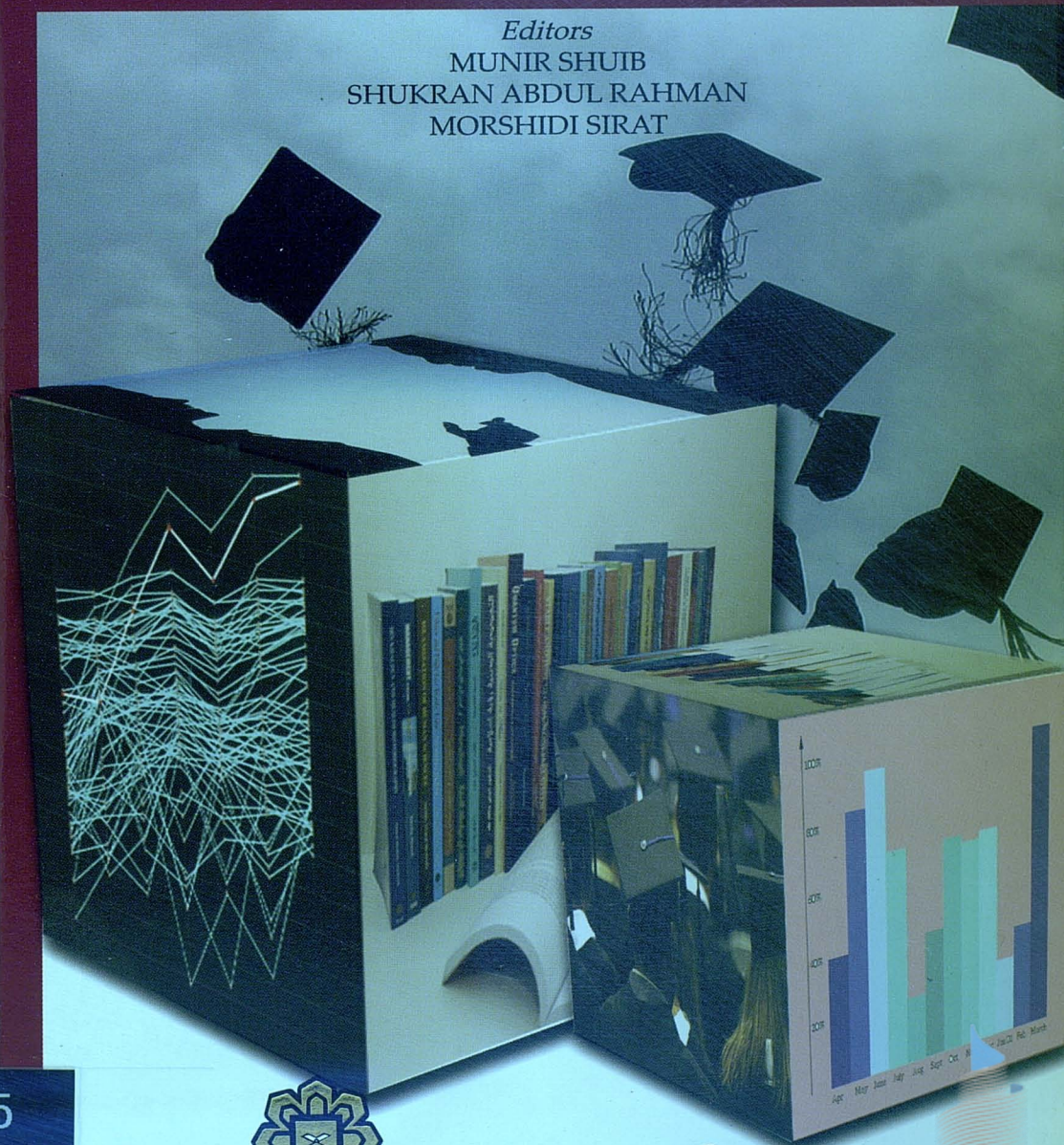


STRENGTHENING HIGHER EDUCATION FOR A SUCCESSFUL WORKFORCE

Editors

MUNIR SHUIB
SHUKRAN ABDUL RAHMAN
MORSHIDI SIRAT



595
R



IIUM Press



INSTITUT PENYELIDIKAN PENDIDIKAN TINGGI NEGARA
NATIONAL HIGHER EDUCATION RESEARCH INSTITUTE (INAHERI)

PERDANA
LEADERSHIP
FOUNDATION
YAYASAN
KEPIMPINAN
PERDANA



PERDANA
LEADERSHIP
FOUNDATION
YAYASAN
KEPIMPINAN
PERDANA

**STRENGTHENING
HIGHER EDUCATION
FOR A SUCCESSFUL
WORKFORCE**



**PERDANA
LEADERSHIP
FOUNDATION
YAYASAN
KEPIMPINAN
PERDANA**

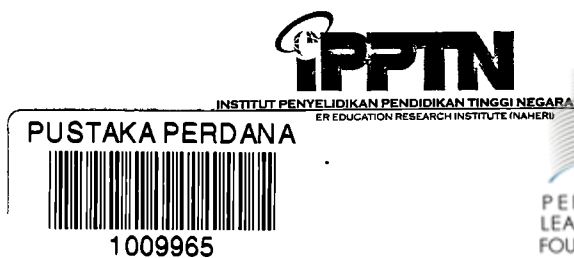


PERDANA
LEADERSHIP
FOUNDATION
YAYASAN
KEPIMPINAN
PERDANA

STRENGTHENING HIGHER EDUCATION FOR A SUCCESSFUL WORKFORCE

Editors

Munir Shuib
Shukran Abdul Rahman
Morshidi Sirat



Published by:
IIUM Press
International Islamic University Malaysia

First Edition, 2009
© IIUM Press, IIUM

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without any prior written permission from the publisher.

Perpustakaan Negara Malaysia

Cataloguing-in-Publication Data

Strengthening higher education for a successful workforce / editors Munir Shuib, Shukran Abdul Rahman, Morshidi Sirat.
Includes index
ISBN 978-967-5272-06-6
1. Education, Higher--Malaysia. 2. Universities and colleges--Malaysia. I. Munir Shuib. II. Shukran Abdul Rahman. III. Morshidi Sirat, 1955-.
378.595

Printed by:
Ampang Press Sdn. Bhd.
6 Jalan 6/91, Taman Shamelin Perkasa
Batu 3½, Jalan Cheras
56100 Kuala Lumpur, Malaysia
Tel: 603-92849448 Fax: 603-92849105
E-mail: ampres@streamyx.com



378-595
STR

Contents



<i>Preface</i>	vii
<i>Acknowledgement</i>	xiii
Introduction <i>Shukran Abdul Rahman and Munir Shuib</i>	1
Strengthening Higher Education for a Successful Workforce <i>Shukran Abdul Rahman</i>	5
The Philosophy of Higher Education <i>Aldila Isahak</i>	25
Benchmarking of Postgraduate Programmes in Education in Malaysia <i>Mohamad Sahari Nordin, Ahmad Marzuki Zainuddin, Nik Ahmad Hisham Ismail and Adnan Abd. Rashid</i>	37
Highlighting the Importance of Cognitive Engagement among Students of Higher Learning Institutions <i>Mariam Adawiah Dzulkifli</i>	55
Enhancing Graduate Employability through Knowledge Management <i>Zabeda Abdul Hamid</i>	67
Role of Academic Libraries in Promoting Information Literacy among Students of Higher Learning Institutions <i>Basri Hassan and Yushiana Mansor</i>	87
Learning E-Portfolio: Reconciling Constructivist Portfolios with Positivist Portfolios in Response to Outcome-based Approach to Learning <i>Nuraihan Mat Daud</i>	10



Essential Skills in CALL Class: Enhancing Searching and Language Skills <i>Haslina Hassan and Mohaida Mohin</i>	117
Gender Issues in Malaysian Higher Learning Institutions: Implications for the Future Workforce <i>Ruhaya Hussin and Mimi Iznita Mohamed Iqbal</i>	131
Women in Higher Education: Predictors and Implications <i>Noraini M. Noor</i>	147
Gender Inclusive Education in Higher Education: Illusory or a Necessity? <i>Hariyati Shahrina Abdul Majid and Ainol Madziah Zubairi</i>	167
<i>Conclusion</i>	179
<i>Contributors</i>	181
<i>Index</i>	187



Preface



Higher Education (HE) has been acknowledged as essential education level for the development of human potential. Higher Learning Institutions (HLIs) have been institutionalised to deliver the aspiration of delivering higher education business. Besides the role of spearheading a country's advancement through research and development, an HLI's main role is teaching and learning, a core business in producing graduates. As human life becomes increasingly complex and work activities are technologically sophisticated the need to prepare competent workforce is indeed crucial so as to strike balance between the perennial advancement of technology and the preparation of workforce. HLIs, thus are institutions that play important roles in preparing competent professionals for the country's workforce.

HE is an important means to prepare workforce, witnessing the escalated number of new HE establishment in many countries, as well as the huge enrolment of students at this tertiary education. Recently, the public is becoming more aware on the importance of HE and awaken with the role of HLIs in equipping students with employability. Apart from producing competent graduates who are able to adapt with the current market condition, universities or HLIs are also equipping students with relevant knowledge, skills, abilities and work values so that they will fare well in the increasingly competitive market. The workforce are expected to use their knowledge, skills and abilities to maximise other human potentials, and bring about new invention from the available resources. Thus there is a need to reinvigorate the role of HE in producing outstanding workforce. Higher Education is a generic term which encompasses issues and roles related to state, Higher Education providers, governance and higher learning institutions. In this book, the term institution refers to university, community college or post-secondary college. In certain literature on Higher Education, the term Higher Learning Institution is preferred to the term Higher Education Institution as the former refers to broad activities of the institution-learning, which is beyond educating students but other active learning activities of students and inquiries among researchers. The latter may only confine to educating students. Hence, this book adopts

the term Higher Learning Institution (HLI) instead of Higher Education Institution (HEI).

Strengthening Higher Education for a Successful Workforce features important articles from academic members of different disciplines who discussed the views, findings and strategies to strengthen higher education sector. The chapters in this book outline essential issues which are linked to the strategies to strengthen the role of HLIs in preparing competent individuals for workforce. The input is expected to provide essential discussion on HE related issues and subsequently give sound suggestions to substantiate the Higher Education policy and services in Malaysia. This book thus helps policy makers, teachers, administrators, top management of HLIs and the public to have a reference on HE related issues especially that pertain the preparation of workforce. At the same time this book enriches the literature on HE in Malaysia.

This book is presented to complement the existing discussion on HE-related issues particularly the ones that emphasise unemployment among HLI graduates. The book begins by examining the role of HE in producing workforce. The chapter by Shukran Abdul Rahman outlines the effort to strengthen HE in order to produce competent graduates, prepared with the quality of successful workforce. Among others the chapter elaborates desirable characteristics of workforce for current and future world of work by aligning them to the role of HLIs in workforce development. It also discusses the concept of successful workforce and outlines suggestions for strengthening Higher Education.

The chapter by Aldila Isahak provides an important fundamental to the *raison detre* of HLIs. The chapter discusses two primary assumptions of the philosophies of higher education both for post-modern age and ancient civilisations. It compares the economic-based philosophy of higher education during the post-modern age and knowledge-based philosophy during the ancient civilisations. The chapter attests that the current philosophy of HE has changed from the orientation of creating a well rounded, knowledgeable, ethical moral person to a marketable and employable graduate. The chapter provides essential review of HE in various civilisations, namely Chinese, Greek, Medieval European and the Orient.

Mohammad Sahari Nordin, Ahmad Marzuki Zainuddin, Nik Ahmad Hisham Ismail and Adnan Abd. Rashid discuss the values upheld by HLIs, their reasons for existence and justification for the provision of