The importance of leadership in technical and vocational education for the world of work

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ABSTRACT

In this era of development, the construction industry is one of the most important sectors that contribute to the economy and a catalyst for other industries. As a result, the demand for skilled and semi-skilled workers is increasing. This demand has raised the status of Technical And Vocational Education in line with the other courses. However, there are several issues that arise in the employment sector where based on previous studies, this problem arises due to the weakness of human factors within the context of ineffective leadership. Leadership is an important aspect in the form of an organization to achieve the goals, vision, mission and objectives are kept by the organization. In this title, it will discuss leadership in education. In fact, we will discuss also the demand for technical and vocational education. Then we will look about the working environment in which the leadership is very important element.

Introduction

Leadership is a term that is often debated definition. Leadership has a broad meaning and covers various aspects of whether the status, role or power of a leader. A leader consists of various types of leaders such as political leaders, group leaders, community leaders, student leaders, education leaders and others. Generally, leadership is the ability to influence, motivate, change the attitude and behaviour of subordinates to agree to implement programs and make changes towards the achievement of organizational goals (Singh, 2008). In other words, leadership is the ability of a leader to draw others to follow what they wished without any coercion. It is an important aspect of organizational life as leaders helps indicate direction and determining the activities to be done by his subordinates to ensure organizational goals are achieved.

Leadership in education

Leadership is a key factor in the organization, management and administration of education around the world. But we must remember that, in educational leadership is unique and requires extensive knowledge because it involves people management from a variety of different age at a time (Singh, 2008). Education plays an important role in the development of human capital has a strong identity, competent, generous personality, and skills to fill the needs of the advanced countries of the 21st century. National Education Philosophy (Malaysia) gives a clear picture of the individual forms to be produced through the education system, the individual who balanced intellectual, emotional, physical and spiritual. This is a main pillar in the education of Malaysia.

To address this issue, the emphasis on human capital development should be in the school system. These include the emphasis on mastery of skills, relevant knowledge, the process of socialization of the school system, teachers' knowledge and competence, motivation of students and teachers, improving learning facilities, a conductive learning arrangement and so on. Here, the school leadership has a responsibility for the development of human capital. This is because if the school has the leadership, the school is able to implement successfully the development of human capital. Not only that, school leadership should be aware of the aspects of creativity and innovation in the school system essential for the development of human capital. The purpose of studying in schools in general provides to gain knowledge and develop skills relevant to the needs of the current environment.

At school, the students were in foster care of the spirit as a leader. This can be seen through their involvement in associations or co-curricular activities. They will be appointed from among themselves to lead a club or society which they serve. Here the concept of leadership can be seen clearly. A student who is liked by his peers and has outstanding leadership trait will be appointed. A person appointed as a leader will also try their best to lead its members well.

Technical and vocational education

Technical and vocational education is one of the branches of education offered at present in Malaysia. It was created to provide opportunities for students who have a tendency to science and technology education to meet the manpower needs of the industry both locally and abroad. To realize technical education, many related programs have been created and offered. This training system has also been introduced at the secondary school level to the tertiary level. These efforts is to enable potential students are trained to be skilled and semi-skilled workers. Technical and vocational education is actually able to help school dropouts in education based academic, but has great potential to become excellent individuals in the areas of skills and thus be able to generate the national economy. The development of Malaysia's economic growth achieved an increasing growth rate especially for skilled and semi-skilled workers. This is certainly pose significant challenges to the State education system especially for technical and vocational education in the supply of skilled manpower and ability includes having leadership qualities.

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The manpower needed in the management of an organization that is based on industry manpower certainly efficient and professional, open-minded to receive and review the information and knowledge and be able to make adjustments quickly. Given the industrial activities in the future is based on the high technology is a must for the government and private sectors involved in technical and vocational education to make a careful and comprehensive planning in order to create a good education system so that it is able to meet current needs.

Leadership in world of work

Human resource management is a process that requires the effective use of human energy which involves directing and coordinating administrative tasks of human resources involved in the project. Leadership focuses on the aspect of human resource planning, recruitment, development and management of work teams in achieving project goals.

At this time, the construction industry is one of the most important sectors that contribute to the economy and a catalyst for other industries (Misran & Othman, 2011). The industry is also among the most at risk and face stiff competition nowadays. Over the past two decades, various researches have been done to study the key factors in project management that affect project performance whether successful or failure of a development project.

Previous studies have highlighted the problems that often arise in the implementation of projects. For example, based on the study by Idris (2006), the critical factor that causes the MARA education projects are delayed due to the weakness of the leadership and management aspects of the contractor itself such as failed plans and monitor projects effectively, weaknesses in managing human resources, financial and material resources effectively and less experienced and skilled in dealing with the problems with the authorities and customers.

Based on a study by Harun (2008) stated that one of the major causes of project objectives are not achieved due to weaknesses in the management and leadership aspects of the contractor in managing and monitoring teams, project planning, materials and project costs. Appointed contractors also lack skills in terms of technical, financial, and professional experience has affected project performance.

Summary of studies on a finding that the project fails to be completed on schedule is due to a number of factors related to human aspects and contractor leadership in managing and monitoring the project team effectiveness and weaknesses in terms of monitoring the cost, time, quality and scope of work. Therefore, the success of the project depends on the human factor, top management support and project team effectiveness compared to technical factors (Hauschildt et. al., 2000). A study was carried out at Cambridge University's School of Business and Economics found that 80% of projects fail is due to poor leadership (Zhang & Faerman, 2007) that leadership skills are low, no teamwork, communication breakdown and less efficient in resolving conflicts.

To ensure successful implementation of the project, the project manager must have strong leadership skills in managing project teams during the implementation phase of the project (Gehring, 2007). Hyvari (2006) states that the ability of the project manager to lead the project team to achieve the objective of the project is one of the critical factors in the success of the project.

As a leader, the most important thing is to ensure that every program running as planned, no matter small or large program

(Singh, 2008). In this regard even more efficiently in the present management mechanism, there is still a lot of work failed to be implemented due to various factors and one of the main factor for project failure is not effective leadership and leadership style practiced weakness by the project manager. Therefore, to ensure a successful project, the project manager must not only have the technical skills such as planning, scheduling, budget preparation, monitoring and control of project management processes but also must have the skills to manage human, who is responsible to motivate and develop employees to the success of the project. Project management at this time is often not emphasized the importance of leadership, and is more concerned with the technical aspects of project management, management processes and best practices in project management. Many project managers over the years emphasize knowledge and technical skills as a key tool in managing projects (Berg & Karlsen, 2007). However, with the growth of the organization and the increasingly significant human factor in project management, the needs for leadership skills are essential for creating a project management more effective (Sumner, et al., 2006).

Conclusion

Technical and vocational education is certainly no doubt as a catalyst for national development. However, there are still some problems in the implementation of technical and vocational education system in this country where if the problem is not by attention will result in loss of quality of the work force.

Due to the existence of the problems faced by managers in the areas of employment, then the first step needs to take. Technical and vocational students should be given the applicability from early education on the value of strong leadership to ensure that they become good workers and the formation of a quality workforce and have the fact of self-consciousness. In addition, the government should play a more active role with the industry so that technical and vocational education is always in line with industry requirements. If these challenges can be overcome, then Malaysia Vision 2020 is not impossible to become a reality.

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