

# EMPLOYEES' DEVELOPMENT IN SABAH'S SMEs

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## ABSTRACT

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The main purpose of this study is to examine the state of employee development in Small and Medium Enterprises (SMEs) business environment in the State of Sabah, East Malaysia. General conceptions in the literature support that development of employees is one of the core platforms for the growth of an organization to sustain a competitive edge in the business among the rivals. Distribution of enterprises in Sabah had shown that SMEs construct the economy framework of the state.

The author found that most of the respondents had attended at least one internal training or development activities in the past one year. From the study, it was found that perception and understanding of employees in employee development does not significantly influence the number of T&D activities attended or the intention to pursue another higher education qualification. However, it was shown that goal orientations play a significant role promotion of employee development activities among employees. Besides, positive business environment that is inclined towards learning and development also cultivates and encourage development initiatives.

The notion that supports development of human resources being one of the most important functions in an organization to ensure sustainability and gain competitiveness in rapidly changing business environment had been widely accepted. This finding shows the importance of understanding of the current state of employee development in the State of Sabah. Recommendations and options are suggested for further research to researchers interested in the same field; as well as to organizations for further enhancement of training and development of employees.