Case Studies

1. Indonesia
2. Malaysia
3. Tunusia
4. Azerbaijan
5. The Gambia
6. Turkey
7. Maldives

INDONESIA

- Adjust to the new global order
- Advanced technologies
- Customer expectation
- In-service training

Various motivational techniques

- Learning
- Development
- Recruitment
- Compensation
- Building employee relations

MALAYSIA

- GHRM
environmentally friendly

- Employees' performance, motivation

- Hiring, selection, training, performance reviews,
Organizational culture teams, and training

Recruitment & Selection
HR Planning
Personal Administration
GREEN HRM
Labor Relation
Training & Development
Succession & Career Planning
Performance & Reward
Talent Management

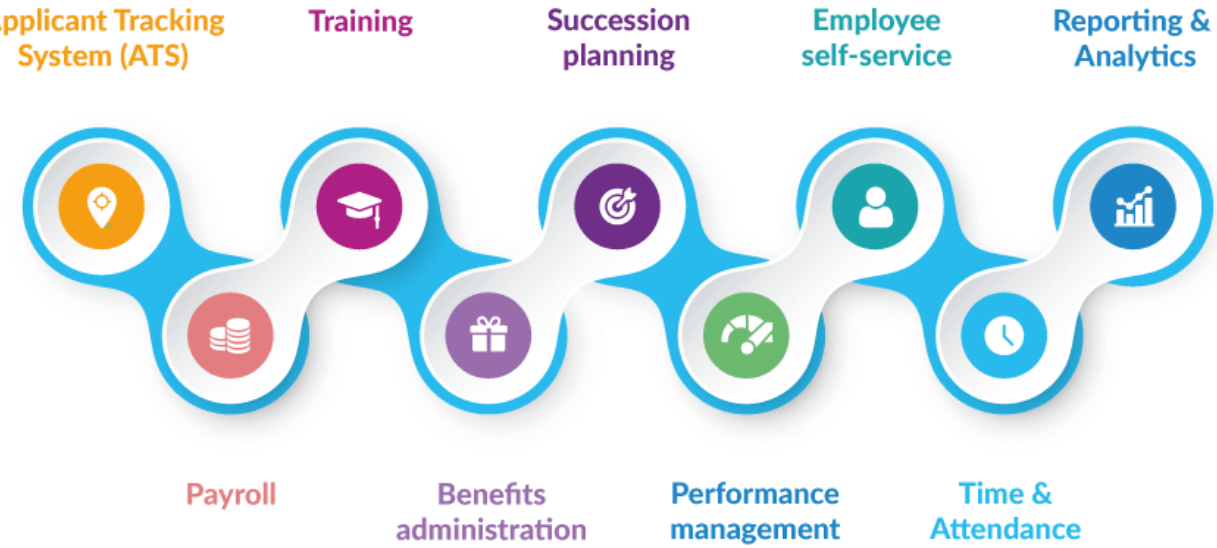
TUNUSIA

- Insufficient employee capacity for innovation

- A working environment and techniques More comfortable

- HRIS project
  Productivity
  Capacity for innovation
  Better services

HRIS Functions



AIHR | ACADEMY TO INNOVATE HR

AZERBAIJAN

- Lack of qualified personnel
- Inadequate infrastructure
- Tourism education

THE GAMBIA

The presence of the informal sectors

- distrust
- insecurity

Educated, liscenced, certified employees

TURKEY

The establishment of a learning organization

The purposeful use of accurate job descriptions

- Selection or recruitment
- Education
- Certification
- Incentives
- Reduction

Demographic Datas

Findings Related to Demographic Structure		Frequency (n:418)	(%)
Gender	Female	231	52
	Male	187	48
Age	21-30	131	31,3
	31-40	163	39,0
	41-50	80	19,1
	51 +	44	10,5
Education	Primary education	65	16
	High school	61	15
	Associate degree	48	11
	Licence	235	56
	Graduate and above	9	2

Dimensions of Developed Factors

	Factor Loading	Cronbach Alpha	Explained Variance
EDUCATION		**0,865**	**34,1**
Q1	0,762		
Q23	0,744		
Q16	0,681		
Q6	0,657		
Q7	0,643		
Q21	0,634		
Q22	0,588		
Q17	0,561		
Q18	0,531		
COVID-19 ISSUES		**0,867**	**21,7**
Q13	0,849		
Q11	0,821		
Q12	0,803		
Q9	0,688		
Q10	0,701		
CULTURAL CONTEXT		**0,781**	**10,5**
Q8	0,755		
Q5	0,7		
Q4	0,709		
EMPLOYEE PROFILE		**0,836**	**5**
Q20	0,756		
Q2	0,750		
Q19			
0,780			
Q3 0,720	0,722		
Q14			
Q15 0,710			

MALDIVES

Local, independent self- sufficient workforce

Qualified personnel

- formalized
- instutionalized

Policies and regulations

Must focus on

- Population issues
- Education
- Training
- Information

THANK YOU…