

THE INTERNATIONAL JOURNAL OF HUMANITIES & SOCIAL STUDIES

Halal Executive's Perception Towards Halal Training Programme Based on Training Needs Analysis

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Abstract:

The purpose is to identify the Halal Executive's (HE) perception towards halal training programmes based on training needs analysis which are job, knowledge, skills and person. All the 32 responses from HE were collected by using mail questionnaire through systematic random sampling. Data was subjected to analysis to obtain descriptive statistics and frequencies. For work analysis, the findings revealed that most of the respondents feel neutral towards satisfaction of work performance. Some of the problems needs that affect their work performance are identified. Most of respondents agreed knowledge and skills that required by a HE is problem solving. For person analysis, most of the respondents feel that qualities of their works are good after training. This study acts as base line data and platform for the future research regarding of training programme, HE career and work performance.

Keywords: education, halal executive, halal industry, halal training programme, training needs analysis

1. Background

Malaysia is a leader in the world's halal industry. Malaysian government supports the developments of halal industry because it is the developed industry especially in manufacturing and agro-based sector (DSDMHR, 2010). Manufacturing sector is various which consisting a broad-scope number of dissimilar industries, technologies and jobs. These different much because of the economic rate generated, variation of certain factors of production such as raw materials, physical wealth, indefinable investment, skilled and non-skilled employment and knowledge. Besides that, the reflection from the values also contributes to the differences (DBIS, 2010). The scenarios for the manufacturing sector are expected to improve, given the continued recovery mainly the electrical and electronic subsectors. Similarly, domestic-oriented industries for instance construction-related materials, transport equipment and food subsectors are also expected to remain flexible.

An economic report 2013/2014 shows that the manufacturing sector is projected to grow 3.8% in 2014 (2013: 3.2%). The agro-based industry consists of post-harvest jobs of developing and stabilizing agricultural goods for in-between or final consumption. It is significant and vital section of the manufacturing sector in developing countries and the means for the building industrial capacities (NPCR, 2012). The agriculture sector is expected to register a growth of 3% (2013: 2.7%) as demand for palm oil and rubber from major export markets improve in line with better prospects in 2014. The Malaysian economy is supposed to expand further by 5% in 2014 (2013: 4.5% - 5%) which is supported by favourable domestic request and improving external environment. The growth will be private-led supported by strong private capital spending while private consumption continues to remain resilient (DSMF, 2014).

In 2013, the amounts of exports rose from RM 17.17 billion to RM 19.81 billion which is 2.4%. Malaysia is the world leader of the halal products industry and the only country that issues, controls, rules and handles halal certificates worldwide (Borneo Post, 2014). According to Sharina et al. (2012), the huge market size of Malaysia has the edge in being identified as a progressive country which leading to be a major producer of halal food products in Malaysia 3rd Industrial Master Plan and government of Malaysia committed to make Malaysia into a global halal hub. Malaysia has 28.25% of population with average annual population growth rate is 2.17% that comprising a Muslim population of 60% the demand for halal foods by Malaysia consumers has raised over the years. According to the "Market Watch 2012" the Malaysia Food Industry shows that the Malaysian Food and Beverage market is seemingly raised sophisticated.

The factors that have helped Malaysia to successfully emerge as a first player in this industry in many parts can be exploited to turn it into a global halal hub. It is also supported by the report of industrial Malaysian plan ii & iii (1996-2005) the efforts of the Malaysia government which had applied to achieve objective of being the halal hub country. There are many factors that lead Malaysia as international halal hub such as majority Muslim population; rich in natural sources; strong commitment by the government to increase food production; located along strategic shipping lanes; excellent trade facilitation and distribution

facilities; pro-business, investment and trade policies; productive workforce; high level of quality control; establishment of halal parks and hubs; strong focus on R&D in the agriculture industry; strong commitment by the Federal and state governments to support and promote Malaysia as a halal hub and development of value-added halal related services (Nazery, 2014; Sharina et al. 2012).

However, there are some matters that dissuade Malaysia to be world halal hub. The examples of the factors are lack of halal awareness amongst the players about the halal concept and understanding on the ingredients, sources, processing and storage (Ernest and Lau, 2012; Mariatul and Rosidah, 2013) also because of weakness of the policy of halal certification and logo (Zalina, 2008; Nor et al, 2013). This infers to be a lack of attitude and sensitivity based on Halal Sensitivity Index (HSI) (Mohammad et al. 2012). Halal industry sector is one of the main providers to the growth of the Malaysian economy which could generate a huge number of employment chances which make the Halal industry is in truth the reliance on the people's quality and skills in order to ensure the high achievement of the industry (DSDMHR, 2010).

The halal industry is classified to the three categories which are food, non-food products (pharmaceuticals, health products, medical devices, cosmetics and toiletries) and services (logistics, packaging, marketing, printed and electronic media, travel and tourism). In Malaysia, the contribution of the food processing industry to the country's total manufacturing output has increased from 6.1% in 1996 to 9.9% in 2005 during the Second Industrial Master Plan (IMP2) period of 1996-2005. This figure is projected to increase as the government has laid out several strategic trusts in the Third Industrial Master Plan (IMP3) for the period 1996-2020 with the intention of expanding the food industry.

The rise of the Muslim populations make the purchasing power to be also higher (Kearney, 2007). Since 1998, the consumption of halal products has been rising at an approximately 7-15% per year. Some of the multinationals for instance Tesco, McDonalds, Nestle have identify this concern and have expanded their halal approved product lines. Hence, they have been dominants and have power over 90% of the global halal market. The expanding of world halal food industry is fast because of the awareness to the significant of halal food by Muslim (Che Man & Sazili, 2010). When it happened, it shows that the global halal wave is rising and Muslims more concerned about Halal issues and take it seriously (Hussain, 2006). Many of food manufacturers focus on produce the halal food although they are non-Muslims. This is because of the halal food business is increasing every year. Many numbers of the halal food manufacturers showed the good signs and give benefits to the Muslim consumers. Therefore, it is vital for Muslims to have a clear understanding about the concept of Halal and Haram which meets the requirements of the religion. The halal concept is not for the religious purpose only. It is because the non-Muslim consumers also aware and use the halal goods because of safety, hygiene and etc.

According to Siti Hasnah et al. (2009), the non-Muslim consumers get the picture that food items carrying the logo concept are prepared in the most hygienic way and clean to be consumed. On the other hand, it has also confirmed that non-Muslim consumers do react positively to halal food certification. However, some of the manufacturers manipulates the business for the sake of profits which may use the doubtful sources in ingredients, flavouring and colourings and so on. Golnaz et al. (2010) stated that most of the industry players consists of non-natives increases their economies with the halal logo as marketing tools.

Thus, the Muslim consumers should have the reliable awareness and the exposure to the consumers rights and halal food awareness by their own initiatives. In past research by Azrina (2006) which focus on consumers in Malaysia, stated that the Malaysian awareness towards local or domestic products is still low compared than Indonesia and Thailand. The main reason is because the lack of the information on major products in the market. Some consumers' claim that the halal logo is unconvincing and the mismanagement also contribute to the matters. Perception can be defined as sensation which leads to interpretation of the world and not a perfect representation of it. The perception of HE is important because they are responsible halal application, process, procedures and rules. Besides that, the perception could improve the training sector so that can produce more executive who has a good personality and can handle work wisely.

2. Literature Review

2.1. Halal Training Programme

As consumers to the halal products, we must have education on our rights so that we could understand the certain issues and find the solutions regarding it. For example, the unconvincing logo should be tackled wisely with the education about the halal logo and its management so that the issue that happens can recover soon and solved effectively. There are several examples of consumer's right that should be acknowledged by the consumers. For examples rights of basic needs, the safety products, services, sufficient education, choices right, compensation, consumer education, healthy and peacefully environments (KPDNKK, 2013). The word "education" means to teach. This word is synonym with the word training (Simpson and Weiner, 1989). The halal education is the backbone of the countries development with the purpose of providing the knowledge and skills to many parties for the country prosperity. The education can be done by the awareness programme and training continuously and thoroughly (Mohammad et al. 2012).

Mohd (2012) stated that although Malaysia have the Trade Description Act (2011) that covered halal matters and the Malaysia as Muslim country, but it is not a reason why some of people who unconcerned about the status of some of food products. That kind of attitude is a cause of the halal industry grows rapidly to the satisfied level. Thus, many of doubtful sources of food and products are marketed because are supported by the consumers especially Muslim. We were complaining about the food products that we ate are gazetted as non-halal by the authority.

If we realized, the power of changing the halal industry to the better stage is in consumer's hand, which is in our hands. It is because Muslims are the major contributor to the demand of the halal products in this country. It is due to the Muslims who are the main consumers compared than other believers. Hence, Muslims have the great role to facilitate and to decide the demands of

halal food products. Hence, the industry players, manufacturer, investors and policy makers have to make a huge effort to follow the consumers' demands on halal food products which free from doubt of any ingredients used as the slogan said "Customer is always right".

With the aim of penetrate the global halal market, it improves the awareness of various parties choose and cater the product that comply *halalantayyiban* standard. As a result, a diverse of the institution that offered the halal education whether in universities, private sectors, non-government organisation (NGO) and etc that existed in Malaysia. According to National Integrity Plan (P.I.N) and *Laporan Awal Pelan Pembangunan Pendidikan Malaysia* (LAPPM) 2013-2025, the vocational school with the cooperation by industry party by now introduces halal elements to their syllabus. All the institutions have their own vision and mission, organization, training programmes and modules related to halal. The halal education training programme is not offered by the halal certification authority. This is because its functions as the integrity authority which in charge on confirmation and provide halal certificate to the applicants and it is not based on economy profits. It best to avoid any conflict of interest happened under the certification authority (Mohammad et al.2013).

The halal training programmes are really beneficial. This is because the training programmes could help the halal food industry by ensuring the halal food supply chain is halal and in excellent conditions. There are many providers of the halal training programmes which vary from governmental to private sectors. It includes the higher institution like university, institute, college, school and etc. There are many providers of the halal education institution in Malaysia and the programmes are slightly different between each other due to the duration of courses and target group depending on modules. The HE are produced from these training institutions. The efficiency of the HE also related with this halal training.

According to Donald and James (2009), training programmes is evaluated so that future programmes can be improved and help to determine whether that programmes should be continued or dropped. In addition, the reason is to justify the existence of training departments and its budget. The HE training must be evaluated because there are some issues that saying that some of the HE are not competent to covers the both aspects of technical knowledge which are from shariah and science when implementing to their works on halal assurance system. The HE that are trained are from the various backgrounds of studies.

Their fields are categorized to two which are technical and Islamic studies. The examples of technical background are food sciences, food technology, biotechnology and etc. The modules used from the different syllabus such as halal certification, halal foods, the shariah perspective. All the trainers come from the senior and experienced trainers in their fields. The duration of the programme are varies. This is because the different modules that covers the programmes. The minimum duration is from 2 days and maximum is 6 months.

2.2. Halal Executive

Since the job implementation on the Halal Assurance System (HAS) need someone to maintain the process flow of any food and products used so that it is always halal from the ingredients during halal food supply chain which is from farm to fork (dining). According to DSDMH (2010), the one of the factors that influencing halal industry sector particularly is lack of skilled workers which is skilled workers at middle level and below. According to United Kingdom Qualification Framework (2010), there are eight levels indicators of competencies and skill qualification. Mostly the level of HE job is at level 4 for example HE of manufacturing sector, Halal Abattoir Executive of livestock (abattoir at production line) and Warehouse HE of logistic sector (warehouse) and etc. While the Transport Halal Coordinator at level 2. The Level 4 is appropriate for people working in technical and professional jobs, managing and developing others.

The technical of HE job is in Shariah matters and food technologies also and others field related. There are many jobs description of HE which covers the Internal Halal Committee, the halal assurance of the products, auditing, halal application process, production line and others. Besides that, they are the liaison officer when there have audit from the JAKIM. Hence, decrease the non-compliance (NCR) of any products. In occupational jobs in halal industry covers the food, purchasing, manufacturing, travel and tourism, livestock, quality assurance, research and development, packaging, logistics and marketing. According to Malaysia Halal Certification Manual (2011) and Trade Descriptions Order (2011), the management authority should provide a Muslim HE for multinational company while Muslim Halal Supervisor for small and medium enterprise company (SME). This showed that the important of HE job for those companies to hire them as described in the Malaysia Halal Certification Manual (2011) in order to maintain the HAS.

HAS covers the halal policy, halal guidelines, halal management organization, halal critical points (HCP), standard operating procedures (SOPs), technical reference, administration system, documentation system, socialization program, training program, internal, external communication system, internal audit system, corrective action system, management review and improvement. The HE is the leader of HAS programme who would planning for halal certification process, planning of HAS and setting up a manual of HAS (PEHMA, 2013). However, there are some HE that are trained and involved in halal industry is small amount of number. Some of them are members that are trained but not proceed to be HE because of certain reasons and not competent enough as HE. Hence this study important to assist the halal policy makers and members to improve the halal industry systems and halal training institute to seek the solution. Besides that, as the methods to make the HE jobs are competence and decrease the non-compliance report (NCR) during the audits and lastly could give the exposure and awareness to the HE about their vital roles in halal food industry.

2.3. Training Needs Analysis

Training can be defined as the process of identifying training needs in an organization for the purpose of improving employee job performance. It is also a performance improvement tool which is needed when the employees are not performing up to a certain standard or a required level of performance. It provides the multi skills employees, increase commitment to their job satisfaction

and organization (Roopesh, 2014). There are four functions of the training needs such as identify specific problem areas in the organization; to obtain management support; to develop data for evaluation and to determine the costs and benefits of training (Judith, 2002). There are many types of need analyses which are organizational, person, job, performance, content, knowledge, skills, training suitability and cost-benefit analysis. In this study, the types used are job, knowledge, skills and person analysis. Job analysis or also known as work analysis especially to determine and specify the major duties and skill level needed. It is important to develop training that link with the contents of the job.

For knowledge and skills analysis, it is needed in aiding to the participants to be a good decision makers based on limited information. This kind of analysis is really required if the employees do not have certain skills. For examples are adaptability, analytical skills, action orientation, business knowledge, coaching, communication, customer focus, decision making, global perspective, innovation, interpersonal skills, leadership, persuasion, influence, planning, problem solving, results orientation, self management and teamwork. The most vital questions are who will receive the training and their level of the existing knowledge on the subject, what their learning style is and who will conduct the training (HR Guide, 2013). An effective Training Needs Analysis (TNA) is significant nowadays because of the new technologies and flexible working routine are becoming widespread which leads to the corresponding changes in the skills and abilities required. Besides that, organisations can channel the resources into which areas that can give to the most of employee development, improving morale and organisational performance.

However, the training is not specialist's responsibility alone but also for management team. This is because they need to deal and manage the different levels of people management for instance development and training of team. Thus, TNA must be able understand so that it can works successfully to the teams. The TNA identifies training needs at employee, departmental or organisation level for assist the organisation to perform efficiently. The most significant of this study using TNA is to ensure that training addresses existing matters, is tailored to organisational objectives and it was delivered in efficient and cost-efficient manner. The TNA involves three things which are monitoring current performance using techniques like observation, interviews and questionnaire. For this study, the technique used is questionnaires. The other thing is, it also can anticipated the future shortfalls or problem and the type and level of training required and analysing how it can be provided (TNA, 2013)

3. Materials and Methods

3.1. Research Design

This study is carried out in determining the perception HE towards job, knowledge, skills and person analysis towards halal training programmes provided. This study uses systematic random sampling, which is type of the probability sampling which according to the list name of HE. Data collection was carried out by mean of mail questionnaire using an online survey application tool. In order for the measurement to be reliable, the α value for the items measuring similar dimension or factor should be 0.60 or more (Nunnally, 1978). The α is known as Cronbach Alpha. It is developed by Lee Cronbach in 1951 in order to provide a measure of the internal consistency of a test or scale.

An internal consistency explains the extent to which all the items in a test measure the similar concept or construct and connected to the inter-relatedness of the items within the test. The value of alpha is increased if the items in a test are correlated to each other. In order to increase alpha, more related items testing the same concept should be added to the test (Mohsen & Reg, 2011). The α value for 'job analysis', 'knowledge and skills analysis' and 'person analysis' towards halal training programmes is 0.625, 0.908 and 0.921, respectively, indicating these data are reliable.

This research collects the responses from the respondents using questionnaire which is closed-ended. The benefit of this kind of questionnaire is can help the researcher to code the information easily from the analysis. Besides that, it can help respondents in order to choose a set of alternatives based on their knowledge (Sekaran & Bougie, 2010). The questionnaire is consists of two (2) sections and have 43 questions. Section A is TNA and Section B is demographic profiles. Section A is comprises of three main analyses which are work, knowledge, skills and person analysis. Section A using 5-point Likert Scale as the measurement scale which are adopted by Viraj (2011).

For the work analysis or also known as job analysis consists of ten (10) questions as stated in Table 1; In knowledge and skills section, it consists of seven (7) questions as stated in Table 2; For person analysis, there are seventeen (17) questions regarding the changes before and after attend the training also about opinion of the respondents as stated in Table 3. While, the section B is consists of nine (9) questions of demographic profiles which are gender, age, positions held in company, working time, highest qualification, have the respondents attend HE training programme and institutions of HE training programme attended as stated in Table 4. Data were subjected to obtain descriptive statistics which are mean and standard deviation using Statistical Package for Social Science (SPSS) version 16.0. The descriptive statistics of mean and standards deviation for all variables were obtained while frequencies were obtained for demographic profiles. The examples of questions for each section are summarised below:

No	Section A-Work Analysis
1	What is your opinion on your current job performance?
	Quality of work performance?
	Competence to carry out the job?
2	What is your opinion on your current job performance?
	How are you satisfied with your current performance
3	In your working environment, do you face any problems needs that affect your work? If yes, kindly answer this question:
	Lack of facilities provided
	Lack of commitment
	Low salary
	Job not related with HE job
	Not suits with my qualifications
	No cooperative from colleague
	Overload works
	I don't see future in halal industry
4	Confirmation of current duties
	Do you have a job description (JD) for your job?
	Is your job accurately described in the job description?
	If no, what extra duties do you do that needed to be added to your description?
	Conduct halal awareness programme among employees in company
	Attend halal extension programme
	Others
5	What duties are no longer part of your job and can be deleted from your job description?
	Administrative duties
	Finance duties
	Research & development
	Production duties
	Others
6	What are the tasks you regularly perform that are critical to carrying out your job effectively
	Halal application
	Dealing with suppliers
	Dealing with customers
7	What are the types of qualifications needed by HE?
	Logistic
	Law
	Hospitality
	Marketing
	Engineering
	Social science
	Food science
	Biotechnology
	Shariah (Islamic studies)
	Business management
	Others
8	Do you require high degree knowledge for your job?
9	To what extent does your job require you to work closely with other people such as customers, clients or people in your own organisation?.
10	If yes, please indicate how useful do you find them for your learning and work performance".
	Halal internal auditor workshop
	Halal trainer workshop
	Halal professional programme

Table 1: The questions of work analysis

No	Section A-Knowledge and Skills Analysis
1	Knowledge
2	Administrative
3	Communication
4	Inter-personnel
5	Planning&orgamizing work
6	Problem solving
7	Decision making

Table 2: The questions of knowledge and skills analysis

No	Section A- Person analysis
1	Positive attitudes to the responsibilities before training?
2	Positive attitudes to the responsibilities after training?
3	The additional value and knowledge for duty implementation before training?
4	The additional value and knowledge for duty implementation after training?
5	Skills and competencies improved before training?
6	Skills and competencies improved after training?
7	Perspective of the training that you attend before training?
8	Perspective of the training that you attend after training?
9	The whole impact to the changes of yourselves before training?
10	The whole impact to the changes of yourselves after training?
11	I really enjoyed attending this programme
12	This programme helps me a lot in my job
13	The instructor was very knowledgeable about the topic
14	Trainee's knowledge level is measured before and after a training
15	The content of training programme is prepared according to HE job profiles
16	Job profile of employee is considered for the selection of trainees for specific training programmes
17	A sufficient amount of both theoretical and practical content is included in training programmes

Table 3: The questions of person analysis

No	Section B-Demographic Profile
1	Age
2	Gender
3	Position held
4	New employee or a long standing employee
5	How long have you been in your present job
6	Highest qualifications
7	Have you attend halal executive
8	Which institutions do you attended
9	The field of your expertise

Table 4: The questions of demographic profile

4. Results and Discussion

No	Items	Percentage (%)
1	Age	
	23- 26 years	78.1
	27- 30 years above	21.9
2	Gender	
	Female	56.3
	Male	43.7
3	Position held	
	HE	40.6
	Others	37.5
	Quality assurance	21.9
4	Employee	
	New employee	59.4
	Long standing employee	40.6
5	How long have you been in your present job?	

	Below 1 year	59.4
	1-5 years	37.5
	Above 5 years	3.1
6	Highest qualifications	
	Diploma or equivalent	56.3
	Undergraduate degree	40.6
	Post-graduate degree	3.1
7	Have you attend HE training	
	Yes	93.8
	No	6.2
8	Which institutions do you attended	
	Halal Industry Development Corporation (HDC)	78.1
	MISDEC-HAMRA	12.5
	PEHMA	6.3
	Others	3.1
9	The field of your expertise	
	Food science	53.1
	Shariah (Islamic studies)	25.0
	Others	9.4
	Marketing	6.3
	Hospitality	3.1
	Biotechnology	3.1

Table 5: Demographic profile

4.1. Demographic Profile

The majority of respondents were female with 56.3percents out of 32 respondents. Mostly, the age of the respondents is 23- 26 years old (78.1%). It is because the HE comes from the training program that held after their studies at universities or college. The highest positions held from respondents which comes from the various halal industries are HE (40.6 %) followed by others positions (37.5 %) and Quality Assurance (21.9 %). Most of the employees are new employees (59.4%) while the long standing employee is 40.6 %. The highest qualification is from diploma holder (56.3%) followed by undergraduate degree holder (40.6%) and post-graduate holder (3.1%). Nearly everyone of HE are attended HE training programme with the percentage is 93.8% and 6.3% is from others training programmes. The institutions that they attended is mainly from Halal Industry Development Corporation (HDC) (78.1%) followed by Malacca Industrial Skills Development Center (MISDEC) Halal Management and Research Academic (HAMRA) (12.5%), *PersatuanProfesionEksekutif Halal Malaysia* (PEHMA) (6.3%) and others institution (3.1%). The highest percentage of field of expertise of HE is food science (53.1%); followed byshariah (Islamic studies) is 25 %; others expertise (9.4%); marketing (6.3%); hospitality and marketing share the same percentage (3.1%).

4.2. Descriptive Statistics

There are three items in training needs analysis that will be discussed: job analysis, knowledge and skill analysis and person analysis. The Table 6 shows the mean of the descriptive statistics for the perception towards training.Responses to each of the indicators on perception were measured on Likert Scale of 1 to 5. For the question perception on current job based on“Quality of work performance” and “Competency to carry out the job”, the scale is ranging from “Very bad” to “Very good”.

Item Analysis	Questionnaire Indicator	Mean	Standard Deviation (SD)
Job	Quality of work performance	3.69	0.896
	Competence to carry out the job	3.84	0.677
	Satisfaction with current performance	3.47	0.915
	Face with problems needs that affect work	1.44	0.504
	Have a job description	1.09	0.296
	Job accurately described in the job description	1.34	0.483
	Tasks regularly perform	1.62	0.751
	High degree technical knowledge	1.25	0.440
	What extent jobs require to work closely with people	2.56	0.504

Table 6: Perception of job analysis

The result shows the HE give good quality of work performance and they are competent to carry those HE job as indicated by mean (3.69 and 3.84) which mean 4 indicates good.The score greater than 3.0 indicates neutral towards training programme. While for the satisfaction towards work performance, most of the respondents feel neutral towards training. The respondents face with some of the problems needs that affect their work performance with the percentage of 56.3%. Some of the problems are

identified such as lack of facilities provided (47.4%), lacks of commitment (42.1%), low salary (42.1%), the job not related with the HE job (36.8%), not suits with some of respondents' qualifications (26.3%), no cooperative from colleague (21.1%), overload works (21.1%) and a few of them said don't see future in halal industry (21.1%). About 90.6% of the respondents have HE job description and 65.6% of the respondents have the job in-lined with the job description.

However, respondents agreed to add extra duties to their job such as conducting halal awareness programme among employees in company and others duties that suits with it. However, the respondents response that some of the duties should be deleted from their duties such as finance duties, administrative, production and research and developments and another duties that are no longer part of their job. From the questionnaire of "What the tasks HE regularly perform that carrying out job effectively", the mean score is 1.62. inferring that most of the means of the respondents choose the score 1, which is "Halal application" followed by "Dealing with suppliers" and "Dealing with customers". Mean of "High degree technical knowledge for their job" questionnaire is 1.25. The respondents agreed with this statement which means they require a high certain knowledge to cope with their current job.

The majority of respondents response that the type of qualifications needed by HE is both of the two course; Food Science and Islamic Studies which share the same percentage (84.4%). It is then followed by Law (53.1%), Logistic (43.8%), Biotechnology (37.5%), Business Management (31.3%), Marketing (25%), Social Science (21.9%), Hospitality (15.6%), Other course (12.5%) and Engineering (6.3%). Most of respondents agreed that they have to work closely with the customers, clients or people in their own organisation with a mean of 2.56 (56.3%). The respondents find that training that useful for their learning and work performance is halal internal auditor workshop (48.39%) followed by halal trainer workshop (45.16%) and halal professional programme (45.16%).

From the Table 7, there are seven items that analyzed which are knowledge, administrative skills, communication, inter-personnel, problem solving, decision making, planning and organizing work which their means are 3.75, 3.72, 3.84, 3.84, 3.88, 3.75 and 3.75, respectively.

Item Analysis	Questionnaire Indicator	Mean	Standard Deviation (SD)
Knowledge and Skills	Knowledge	3.75	0.718
	Administrative	3.72	0.634
	Communication	3.84	0.767
	Interpersonnel	3.84	0.628
	Planning and organizing	3.75	0.672
	Problem solving	3.88	0.660
	Decision making	3.75	0.622

Table 7: Perception of knowledge and skills analysis

The scales that used are "Very bad, Bad, Neutral, Good and Very good" which ranging from 1 to 5. Mostly, the number is nearly 4.00 which mean good. Most of response showed that they should have these kinds of knowledge and skills in order to cope with the Job Description (JD) of HE. From all the items, the highest score is problem solving as an important thing when they are working in halal industry. It is because they are facing, practicing and challenged with the current and real situation instead of theoretical knowledge when they in training class. The lowest score is administrative. Although, they have to be a leader of Halal Committee in the organisation but they also agreed that they have to do the administrative works regarding filing, documentation and others. All of these kinds of skills should be aware and practiced by new HE or anyone that wants to approach this career because there are a lot of issues regarding the halal and haram in food industry that need an excellent personalities to handle it.

Item Analysis	Questionnaire Indicator	Mean	Standard Deviation (SD)
Person	Positive attitude after training	4.19	0.535
	Additional value and knowledge for duty implementation	4.31	0.535
	Skills and competencies	4.19	0.644
	Perspective of training attend	4.22	0.553
	Enjoyed with training	4.31	0.535
	Training helps me a lot	4.34	0.660
	Instructor was very knowledgeable	4.38	0.564
	Trainee's knowledge level is measured before and after training	4.44	0.581
	Content of modules according job description	4.28	0.683
	Job profile of employee is considered before training	4.09	0.641
	Sufficient amount of both theoretical and practical content	4.00	0.803

Table 8: Perception of person analysis

Table 8 shows the perception of person analysis towards halal training programme. The scales that used are “Strongly agree, Disagree, Neutral, Agree and Strongly agree” which ranging from 1 to 5. Most of the respondents feel that qualities of their works are good after went to the training. It is because the training provides knowledge about the shariah, science, procedures and also the law regarding the topics which they can implement after the training. The highest score of the person analysis is the item which “The Trainee’s knowledge level is measured before and after training. One of the factors is, before the training programmes started, the participants are interviewed in order to get the best candidates whether in technical knowledge or Islamic studies. The lowest score is the sufficient amount of both theoretical and practical contents are valued during the halal training programmes.

5. Conclusions

This study may fill the gap in the literature in understanding HE perception towards halal training programme. The outcome of this study can be significant input for the halal training programme providers, managers and policy makers about the programmes and manufacturers. They could be informed of the importance of halal training and HE careers and used it as an excellent market.

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