

Develop and Engage the Islamic Banks' Talents: A Preliminary Analysis

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Abstract: Abstract: In previous few years, the development of Islamic finance and banking industry have exposed that numerous achievements have brought the industry to raise more rapidly. The improvement of the industry in current regulatory intelligibility, considerate demographic factor and product innovation shows that Islamic bank need greater supply of talent than earlier. Talents in Islamic bank that are well equipped with Sharia knowledge need to be prudently determine in order to convey customers what are the differences between Islamic banking terms and regulation with the conventional system. That is why the enhancement in talent management in Islamic banking sector should initiate that, talents had better be engaged well with their organization. Hence, this study explore and report the mean analysis of talent management, succession planning and talent engagement, which these variables later on might become important for further research. There were 180 prints of questionnaires distributed to bankers who are currently working with banks that offer Islamic banking products. The respondents were among staff in Northern region of Malaysia; Kedah, Perlis and Penang. The analysis shows that, the bankers have confidence that talent management, succession planning and talent engagement should seriously being implemented in the organization. The results are expected to contribute enormous impacts to the Islamic banks to have better talent management mechanism and succession planning program for engaging talents in the future.

Keywords: Talent development, talent management, succession planning, engagement, islamic banks

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