

2

**Training and Education for Cooperative Movement  
in Malaysia with Special Reference to  
Cooperative College of Malaysia**

**By**

**Hallijah Bt. Hj. Zakaria**

Perpustakaan Universiti Malaya



A508374727

OK

**Faculty of Economics and Administration**

**University of Malaya**

**In Partial Fulfillment of the Requirements for**

**The Degree of Master of Public Administration**

**Session 1997 - 1998**

12. 04. 2000  
No. Mikrofilis..... 14771  
Jumlah Mikrofilis..... 3  
HAMSIAH BT. MOHAMAD ZAHARI  
UPR UNIT REPROGRAFI  
PERPUSTAKAAN UTAMA  
UNIVERSITI MALAYA

## ABSTRACT

This study focus on the Cooperative Movement in Malaysia with special reference to the training and education activities organized and conducted by the three organizations namely, Cooperative Development Department (CDD), Cooperative College of Malaysia (CCM) and the Cooperative National Organization of Malaysia (ANGKASA).

Some aspect highlighted in the study is the description of the formation and development of the Cooperative Movement in Malaysia since its inception in 1922. Then the discussion focus on the roles and functions of the three organizations responsible for the growth and development of the cooperatives. A particular attention is given to the training and education activities conducted by the three organizations especially by the Cooperative College of Malaysia, being the one and only training institution for the cooperative movement.

Finally the study, also show the findings of the study and the recommendations made to improve the training and education activities provided by the three organizations.

## ACKNOWLEDGMENT

ALHAMDULLILAH, the most gracious and mighty ALLAH, who have made this study possible.

I am grateful to all who have assisted me in the preparation of this study. I would like to thank my supervisor, Mr. Sri Tharan and to all the teaching faculty who have impart invaluable knowledge over the past two years.

I would also like to thank the Public Service Department for sponsoring me and the Cooperative College of Malaysia for granting me the two years study leave.

My utmost appreciation goes to my husband and my four wonderful children who are my motivator and supporter, who have made billion of sacrifices and tolerated the 'not so good times' during the study.

Not forgetting my mother in-law and both my parents for their 'DOA' which have give me the energy and the strength to complete this study.

Finally, I would like to thank Pn. Rosidah and Pn. Shamsiah who have help me with the computer and proof read my thesis.

Thank you to all.

Hallijah bte Hj. Zakaria  
Faculty of Economy and Administration  
University Malaya.

## TABLE OF CONTENTS

	Page
Abstract	i
Acknowledgment	ii
Table of Contents	iii
List of Abbreviation	vii
List of Appendix	viii
List of Charts	viii
List of Tables	ix

### CONTENTS :

CHAPTER 1 -	INTRODUCTION	1
1.2	Statement of Problem	3
1.3	Objective of Study	8
1.4	Significant of Study	9
1.5	Research Methodology	10
1.6	Organization of Chapters	11
CHAPTER 2 -	LITERATURE REVIEW	
2.2	Concepts and Definitions	14
2.3	The Basic Training Process	16
2.4	The Systematic Training Process	18
2.5	Training Needs	19

2.6	The Evaluation of Training	21
2.7	Training and Education Concepts in the Cooperatives	23
2.8	The Target Groups for the Cooperative Training and Education	27
<b>CHAPTER 3 -</b>	<b>COOPERATIVE MOVEMENT IN MALAYSIA</b>	<b>31</b>
3.2	Historical Background of Cooperative in Europe	33
3.3	Cooperative Movement in Malaysia	37
3.4	The Early Years	39
3.5	The Current Development	46
3.6	Government Supervision and Assistance	50
<b>CHAPTER 4 -</b>	<b>COOPERATIVE TRAINING AND EDUCATION BY VARIOUS ORGANIZATIONS IN MALAYSIA</b>	<b>53</b>
4.2	The Early Days of Cooperative Training and Education	54
4.3	The Cooperative Development Department	56
4.4	Evaluation on the Training and Education Activity By CDD	63
4.5	The National Cooperative Organization of Malaysia ( ANGKASA )	65
4.6	Evaluation on the Training and Education Activity by ANGKASA	73
4.7	Conclusion	76

## CHAPTER 5 - COOPERATIVE COLLEGE OF MALAYSIA (CCM)

5.1	CCM Background	77
5.2	CCM Organization Structure	79
5.3	Background on the Training Activity by CCM	82
5.4	Training Programs By CCM	84
	a. Types of Courses Conducted By CCM	86
	b. Research, Publication and Training Materials	94
	c. Consultancy and Advisory Services	96
	d. Training Methodology	98
	e. Training Budget	98
	f. Participants	99
	g. College Staff	102
5.5	Evaluation on the Training and Education Activities By CCM	104
5.6	Facilities in CCM	113
5.7	Current Issues and Future Outlook	117
	a. CCM Branch Campus	118
	b. CCM New Campus	118
	c. Twinning Programs	119
	d. ISO 9000 for CCM	119
	e. Career Development	120
	f. Corporatisation of CCM	120
5.8	Conclusion	121

CHAPTER 6 - PROBLEMS IN CARRYING OUT THE  
TRAINING AND EDUCATION ACTIVITIES

6.2	Curriculum Development	123
6.3	Training Methodology	125
6.4	Audio-visual Aids	125
6.5	Measurement of the Learning (Evaluation)	127
6.6	Education Planning and Management	129
6.7	Members Education and Staff Training	130
6.8	Lack of Information Regarding CCM and the Cooperative Movement	133
6.9	Conclusion	134

CHAPTER 7 - SUMMARY, CONCLUSION AND RECOMMENDATIONS

7.1	Summary	135
7.2	Findings	136
7.3	Recommendations	139
7.4	Conclusion	152

BIBLIOGRAPHY	153
--------------	-----

APPENDIX	160
----------	-----

## LIST OF ABBREVIATIONS

ANGKASA	- National Cooperative Organization of Malaysia ( Angkatan Koperasi Kebangsaan Malaysia )
CCM	- Cooperative College of Malaysia (MKM - Maktab Kerjasama Malaysia - in Bahasa )
CDD	- Cooperative Development Department (JPK - Jabatan Pembangunan Koperasi - in Bahasa)
CEMAS	- Cooperative Education Material Advisory Service
FDA	- Fishery Development Authority
FOA	- Farmer's Organization Authority
FELDA	- Federal Land Development Authority
FELCRA	- Federal Land Consolidation and Rehabilitation Authority
ICA	- International Cooperative Alliance
ILO	- International Labor Organization
INTAN	- Institute Tadbiran Negara
MIM	- Management Institute of Malaysian
MLCD	- Ministry of Land and Cooperative Development
MATCOM	- Materials and Techniques for Cooperative Management Training
MCSS	- Malaysia Cooperative Supermarket Society Ltd. ( KOPASAR - Koperasi Pasaraya Malaysia )
PSD	- Public Service Department
PWTC	- Putra World Trade Center



## LIST OF APPENDIX

- Appendix 1 : - CCM Training Program for 1997
- Appendix 2 - Types of Courses Conducted by CCM
- Appendix 3 - Borang Penilaian Kursus (Evaluation Form)
- Appendix 4 - Survey on the Effectiveness of the Training Program Conducted by CCM, 1995

## LIST OF CHARTS

	Page
Chart 1 - The Basic Training Process	17
Chart 2 - The Systematic Training Cycle	18
Chart 3 - ANGKASA Organization Chart	67
Chart 4 - CCM Organization Chart	81

## LIST OF TABLES

		Page
Table 3.1	- Cooperative Under Various Regulatory Bodies	42
Table 3.2	- Classification of Cooperative in Malaysia by Function (1996)	43
Table 3.3	- Cooperative Statistic According to Race (1996).	46
Table 3.4	- Growth of Cooperative in Malaysia (1975 - 1996 )	47
Table 3.5	- Statistic for the Cooperative Movement In Malaysia ( 1996 )	48
Table 4.1	- Courses Organized by the States CDD, 1996	60
Table 4.2	- Seminars and Workshop Conducted by the Extension Division, CDD, 1996	61
Table 4.3	- Exhibition Held by CDD, 1996	62
Table 4.4	- Types of Courses Conducted by the 4 P Division, ANGKASA, 1996	69
Table 5.1	- The Number of In-Campus Courses Conducted by CCM from 1988 - 1996	87
Table 5.2	- Joint Programs Conducted With Other Organization from 1988 - 1996	89
Table 5.3	- Number of MTCP Participants from 1984 - 1996	91
Table 5.4	- Consultancy and Advisory Services Conducted by CCM, 1996	97

Table 5.5	- The Participants Attending the In-Campus Program at CCM ( 1988 - 1996 )	100
Table 5.6	- Number of Participants Attending Joint Program ( 1988 - 1996 )	102
Table 5.7	- Participants Perception Regarding the Training Program Conducted by CCM	109
Table 5.8	- The Benefit Acquired After Attending the Training Program at CCM	110
Table 5.9	- Changes made at the Cooperative upon returning from CCM	111
Table 5.10	- Changes/ Improvements made at the Cooperatives by Respondent	111
Table 5.11	- Reasons for not making any changes/improvements	112