

Human capital investment: Literature review analysis and a study case among Kadazan-Dusun of Pulutan village, Menggatal, Kota Kinabalu, Sabah, Malaysia

Abstract

The development of human capital is paramount important for personal development and personal performance namely in term of productivity and quality of life. Human capital is a form of productive investment such as ability, skill, appearance and health resulting from investing in education, training and health care. The result of a case study conducted in Pulutan village, Menggatal, Kota Kinabalu specifically among the ethnic Kadazan-Dusun, revealed that the Kadazan-Dusun community in the village placed high importance to education as a form of continuous investment especially in developing human capital among their children in producing future generation who are more productive of better quality and equipped with a vision and mission. This is seen through their children's success in being able to further their studies at higher education institutes and their success in holding important positions both in the government and private sectors. Though lacking in social status in terms of their socio-economic background, this factor is not a deterrent for these community strive towards human capital development through education but rather seen more of a challenge that should be overcome by every individual in making him/her more independent and competitive.

© Medwell Journals, 2010.