

## THE CHALLENGES OF SELF-DEVELOPMENT FACED BY THE EMPLOYEES IN AN ORGANISATION

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### ABSTRACT

Self-development is the process of learning new things and building new skills that can help an employee to increase their chances of success, and to grow not only as a better employee, but also a better individual. The biggest asset that an organisation has is its employees. Therefore, it is important for the organisations to invest in their employees' growth and development to ensure long-term success. Hence, employees' self-development is crucial as it helps the employees to reach their full potential and capabilities to become the best possible version of themselves. In supporting the goals of 11<sup>th</sup> National Development Plan and Brunei Vision 2035 to make the human capital development as key priorities, the researcher aim to analyse the challenges that may hinder employees' self-development in an organisation. To collect data and to achieve the objective of this paper, the researcher will apply quantitative methods throughout the study, which involves distributing questionnaire to selected participants, such as several employees from different departments in an organisation. This study is significant by virtue as its findings will gives awareness and understanding on the challenges of self-development that are faced by the employees in their organisations, and it would be a valuable resource for the researchers, industry players, and employees themselves to conduct further study on this topic.

**Keywords:** Challenges, Employees Self-Development, Organisation, Brunei Vision 2035, 11<sup>th</sup> National Development Plan.

### INTRODUCTION

“Self-Development” is the process of learning new things and building new skills that can help an individual to increase one’s chances of success and achieving one’s goals. When working on self-development, an employee will get to improve their social, emotional, practical and other related skills that are needed, so that they can accomplish what they are set out to do, in order to achieve career success and growth.<sup>69</sup> In Islamic perspective, it is an employee’s duty

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<sup>69</sup> Tchiki Davis. (n.d). Self-Development: The 9 Skills You Need to Improve Your Life. Retrieved from <https://www.berkeleywellbeing.com/self-development-the-9-skills-you-need-to-improve-your-life.html> [date of access: 27/08/2023].

to go out and engage in work to earn livelihood. Islam considers the “work” of an employee as a form of “*ibadah*” عبادة (worship) to Allah Almighty, and it is a religious duty.<sup>70</sup>

قَدْ أَفْلَحَ مَنْ زَكَّاهَا

In *surah Ash-Shams* verse 9, Allah Almighty states, “Truly he succeeds that purifies it.”<sup>71</sup>

According to this translation, an individual’s personality comprises not only the physical body, but also the mind, heart, feelings, attitudes, character and behaviour. Proper nurturing and development of these elements of personality will achieve desirable goals. This is part of human nature and self-development. The purpose of Allah Almighty authority is so that He may continue to provide provisions for nourishment and development to all. For example, in terms of human respect; It should not only be established among the employees, but also in the society as a universal standard regardless of one’s color, race, language, religion, wealth, and status, as this characteristic is one of the higher human self-development.<sup>72</sup>

Hence, the factors that may lead to the challenges of employees’ self-development in the organisations will be further discussed by the researcher in this paper.

**Research Question:** What are the challenges of self-development faced by the employees in an organisation?

**Research Objective:** To identify the challenges of self-development faced by the employees in an organisation.

## RESEARCH METHOD

In this section, the researchers will describe the methodology that will be used throughout the study to facilitate the process of gathering and obtaining information. The outline is based on the researchers’ interest in the challenges of self-development faced by the employees in their respective organisations. In this study, a quantitative data approach was chosen as the methodology throughout the study to provide more structured data to achieve the overall research objectives; and to improve the quality of data collected.

Applying the quantitative approaches throughout the study allows the researchers to maximise the strengths of each data type and facilitates a more comprehensive understanding of the issues and potential resolutions. The researchers will conduct the survey and distribute the questionnaires as its research instrument to 10 employees from different departments in Company A.

To achieve the study's objectives, the researchers adopted both primary and secondary sources for data collection. The primary sources will include questionnaires data that are

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<sup>70</sup> Mohammed Sulaiman, Khaliq Ahmad, Baraa Sbaih, Naail Mohammed Kamil. (2014). *The Perspective of Muslim Employees towards Motivation and Career Success*. Journal of Social Sciences and Humanities. E-Bangi. Vol. 9, No. 1. Pp. 60.

<sup>71</sup> Yusuf Ali. Surah Ash-Shams Ayat 9 (91:9 Quran) With Tafsir. Retrieved from <https://myislam.org/surah-ash-shams/ayat-9/> [date of access: 27/08/2023].

gathered from the said employees, while the secondary sources consist of library methods such as books, literature reviews, journals, articles, and other relevant documents to support the primary sources.

All data provided are from the quantitative analysis extracted through the survey questions. The result can be referred to below, with such analysis made through a specific analysis and its discussion. Therefore, all data were compiled with the explanation from each section below.

## FINDINGS

In this chapter, the researcher analyse all the data collected for this study. They intend to describe and discuss all 10 respondents' (employees from Company A) feedback and data gathered through the survey questions and present them in a descriptively statistical manner for the benefits and proper understanding among interested readers.

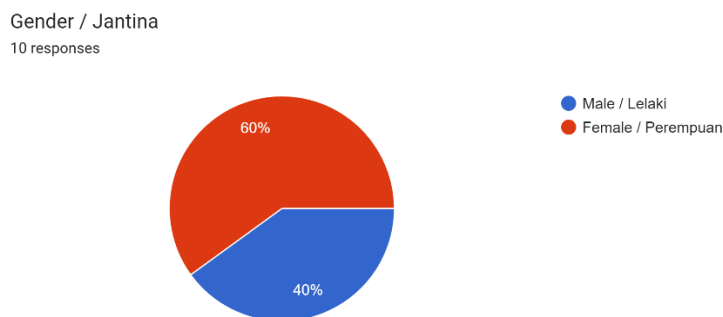


Figure 1: Gender of Respondents

In this study, 60% of the respondents were females, and 40% were males. The age of the respondents varied, with the youngest being 18 and the oldest being 35.

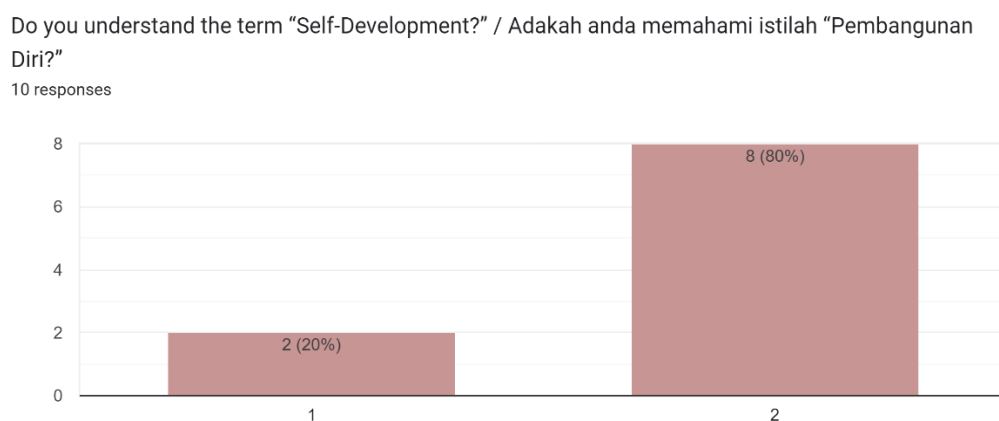


Figure 2: Understanding on the term "Self-Development"

Majority of the respondents, with the percentage of 80 answered that they understand the term "self-development" while only 2 respondents with 20 percent do not understand the given term. Analysing the above data indicates that most of the respondents in Company A do understand the term "self-development."

Which do you think are the factors that hinder employees' self-development in the organisation? /  
 Pada pendapat anda, manakah faktor yang menghal...ngungan diri pekerja dalam sesebuah organisasi?  
 10 responses

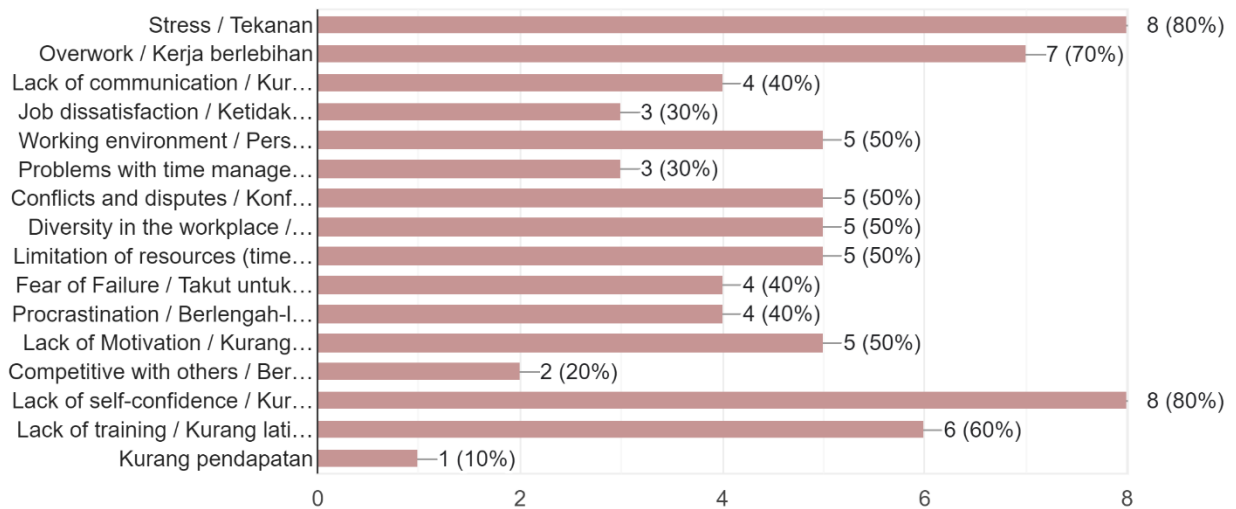


Figure 3: Factors that Hinders Employees' Self-Development

Figure 3 shows respondents' opinion on the factors that hinder employees' self-development in the organisation. Majority of the respondents, with the percentage of 80 stated that stress and lack of self-confidence may hinder employees' self-development, whilst 1 respondent with the percentage of 10 stated that "low income" could be one of its factors.

Self-development are not only based on oneself, but also based on external factors (eg. Management, Peer-pressure, Family problem, etc) /...an, Tekanan Rakan Sebaya, Masalah keluarga, dll)  
 10 responses

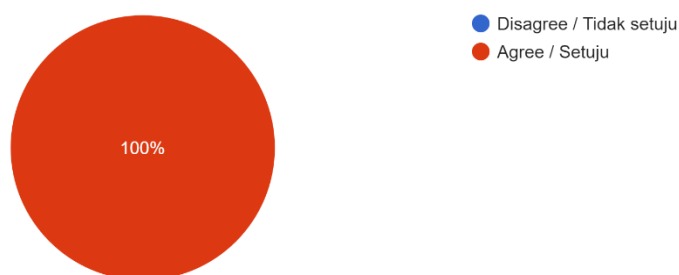


Figure 4: External Factors may Affect Employees' Self-Development

All respondents anonymously agreed that external factors such as peer-pressure and family problem may affect the self-development of an employee.

Today's society are still lacking in terms of knowledge and awareness on the importance of self-development in organisation / Masyarakat ma...gan pembangunan diri dalam sesebuah organisasi  
10 responses

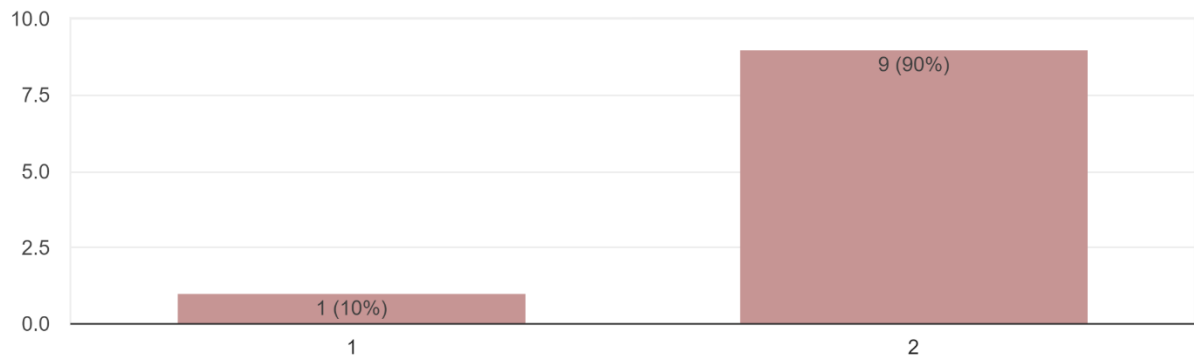


Figure 5: Awareness on Self-Development

Majority of the employees with the percentage of 90 agreed that the society today are still lacking in terms of knowledge and understanding on “self-development” especially in their respective organisation or workplace. While only 1 respondent with the percentage of 10 disagree on the stated statement.

What factor(s) do you think can encourage employee's self-development in the future? / Pada pendapat anda, apakah faktor yang dapat menyoko...embangunan diri pekerja pada masa akan datang?  
10 responses

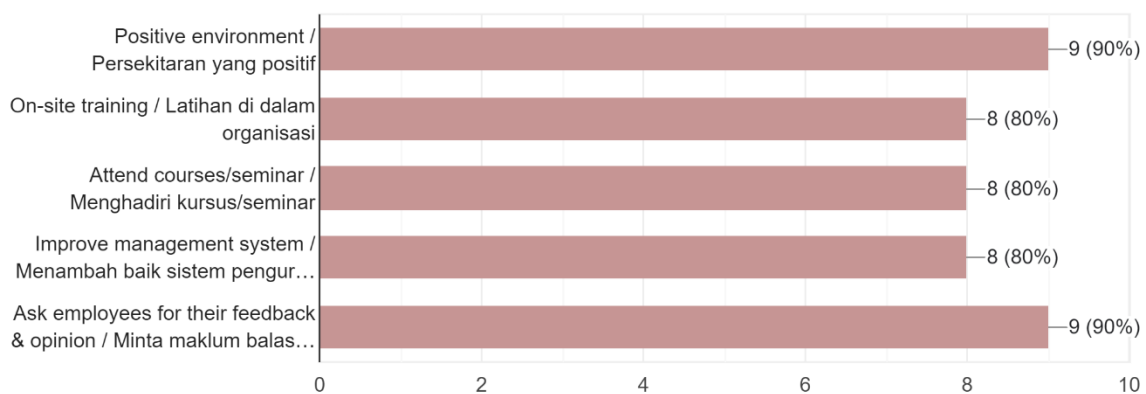


Figure 6: Factors that Encourage Employees' Self-Development in the Future

Figure 6 shows respondents' opinion on the factors that may encourage employees' self-development in the future. Majority of the respondents, with the percentage of 90 stated that positive environment and employees' feedback may boost their self-development, while 80 percent of the respondents stated that on-site training, attending seminar and courses, and improving management system may be the factors that could encourage employees' self-development.

## CONCLUSION

Self-development is a form of self-directed learning focused on addressing the development needs of the employees. Development in this sense refers to learning that seeks growth of the individual, not just developing skills and knowledge, but also to maximise potential and enhance future and long-term capacities. Self-development, therefore, aims to enhance employees' capacity, formulating goals for one's learning, and determining appropriate strategies to address needs, and strive for goal achievements.<sup>73</sup> Individuals who have made a commitment to continual learning, growth, and improvement, are those who have the ability to change and adapt with the changing realities of life, and become fundamentally equipped to produce in any area of life.<sup>74</sup>

An organisation itself is a fundamental aspect that has an impact on employees' self-development.<sup>75</sup> According to the findings above, the survey data from the respective employees revealed that the knowledge and awareness on self-development among them is relatively high, however, there are several factors that may lead to the challenges of employees' self-development in the organisations.

## SUGGESTIONS

This study has analysed the challenges of self-development faced by the employees in their respective organisation. This research study is significant because it would be a valuable resource for researchers to conduct further study on this topic and to guide the employees on how to face the challenges that they faced in the organisation. Hopefully, all information in this study will open more opportunities and bring out many benefits to interested researchers by allowing them to pursue their efforts of studying on the matters related to self-development in Brunei, and in other countries as well in the future. Based on the findings, there are a few recommendations laid out by the researcher for upcoming studies:

- i. It was recommended to conduct interviews with the relevant bodies which could help analyse more on the study of self-development. Consequently, reliable data could be gathered, and discussions may not be biased based only on the researcher's opinion.
- ii. It was also recommended that the data to be collected at both private and government sectors to create more exposure for self-development, either it be based on the employees nor as an individual itself, as they are the future industry players.
- iii. Another method of study could be employed, utilising qualitative methods by means of conducting interview with selected participants that could answer the questions or give suggestions on the topic of self-development and the related matters.
- iv. The researcher already discussed the challenges of self-development faced by the employees in this study; thus, the future researchers may analyse another relevant concept, such as; The Islamic and Western perspectives on self-development.
- v. Provide more exposure and education programs related to self-development, which will not only focus on the employees, employers, and the organisation itself, but also the society

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<sup>73</sup> Paul. L. Nesbit. (2014). *Emotions and Self-Development*. Chapter 49. Pp. 564.

<sup>74</sup> Franklin Covey. 2006. *Personal Development Challenge*. (n.pb).

<sup>75</sup> Aleksandra Peplińska, Mariusz Lipowski, Zdzisław Nieckarz. (2011). *Career and Professional Development – Challenges for Employees and Modern Organizations*. Pp. 46.

as a whole. This could increase their awareness, understanding and knowledge to adopt the concept of “self-development.”

## ACKNOWLEDGEMENT

All praise and grateful to Allah *Subhānahu wa Ta'alā* and His Messenger Muhammad *Ṣallallāhu 'Alayhi Wasallam* for all the opportunities, trials, countless blessings, guidance and knowledge throughout the entire time upon completion of this paper. I would also like to extend my deepest gratitude to the government of His Majesty Sultan Haji Hassanal Bolkiah Muizzaddin Waddaulah, through the Ministry of Education, for graciously awarding me a scholarship to pursue my study for a Master's degree in Development Management at Sultan Sharif Ali Islamic University (UNISSA).

My greatest appreciation goes to my parents and family for the never-ending prayers and support during my hardship in writing this paper. I would also like to give my most sincere thanks to my colleagues and friends, who assisted and motivate me throughout the research period and to all who directly and indirectly involved in this research. I am very grateful to all.

Indeed, the successful in completing this research would not have been possible without them. May Allah bless you and reward you all with His endless love.

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