

Acknowledgements

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Challenges in Developing MASCO 08



Difficulty to put job title or terminology with identical meaning (eg: Sub-Assistant, Assistant, Senior, Junior, Executive and Chief)



Adaptation of traditional job titles or by local names (eg: *Kapitan*, House leader/ *Tuai house*, *Penghulu* / *Penggawa*, Chief village, *Dang pawara* etc.)



Coordinating or adjusting names resulted from popularity or aimed to increase promotion or morale from the job title created (eg: Sales ambassador / products, Concierge, Customer service executive and Global support service executive.



Classification principle has to be loosened due to report requirement by JobsMalaysia system for job application and matchmaking.



To fulfill JobsMalaysia's user requirement in job selection and application for the same job title in public and private sector (eg: Civil Engineer J41 - public sector, Civil Engineer - private sector)



Job titles with similar task and responsibility but having different name. (eg: Eductor And Blower).