



26 MAR, 2026

TNB strengthens people-centric strategy to sustain workforce performance

Borneo Post (KK), Malaysia



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KUALA LUMPUR: Tenaga Nasional Bhd has evolved from a traditional human resource model towards a more integrated People Experience approach, recognising that workforce wellbeing, engagement and performance must be managed as a single system rather than separate priorities.

Speaking at the Leadership Roundtable Conference 2026 held recently, its Chief People Officer, Feldatun Sharif said the transformation journey under Reimagining TNB 2.0 (RT2.0) underscores the importance of people readiness alongside strategy execution.

Discussions at the conference highlighted the growing challenge organisations face in balancing performance expectations with workforce sustainability, particularly as a new generation of employees places greater emphasis on purpose, wellbeing and flexibility.

Refreshed in 2023, Reimagining TNB 2.0 (RT2.0) provides the foundation for TNB's transformation, integrating sustainability, business strategy and organisational renewal, with a strong emphasis on people readiness as a critical enabler of execution.

She said the enterprise-wide transformation agenda has enabled TNB to enhance organisational agility, strengthen workforce capabilities and reinforce execution discipline amid a rapidly evolving energy landscape.

Feldatun noted that preparing leaders and employees for change through structured capability development, strong governance and continuous engagement remains critical to sustaining performance in a rapidly evolving energy landscape.

These initiatives, she said, reflect TNB's ongoing commitment to building workforce resilience while delivering sustainable business performance.

She added that organisations that successfully integrate people sustainability into business strategy will be better positioned to sustain performance over the long term.

Besides initiatives under RT2.0, the utility company also invests in the future energy workforce through its Better Brighter Internship Programme 2.0 (BBIP).

Although it was initially intended exclusively for degree

students from TNB-owned Universiti Tenaga Nasional (Uniten), the programme has been expanded to full-time students across Malaysia to draw from a richer talent pool, fostering diversity within the organisation and strengthening the programme's impact on Malaysia's job market.

TNB's workforce currently stands at 34,939.

In addition to being the nation's primary electricity generation enterprise, TNB transmits and distributes electricity across Peninsular Malaysia, while electricity supply in Sabah and the Federal Territory of Labuan is undertaken by its subsidiary, Sabah Electricity Sdn Bhd (SESB).

As of Sept 30, 2025, TNB supplies electricity to over 11 million customers.

Beyond Malaysia, TNB has an international presence in the United Kingdom (UK), Ireland, Australia, Türkiye, Saudi Arabia, Kuwait, Pakistan and Cambodia, primarily in renewable energy and power-related investments.

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