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Penilaian Ke Atas Kesan Kenaikan Harga Barang Terhadap Aspek Psikologi Dan Gaya Hidup : Satu Tinjauan Di Jabatan Perkhidmatan Awam

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This study was conducted in order to find a relationship between the increase in price of goods and the psychological aspects as well as the lifestyles of the employees from a selected government agency. Based on purposive sampling technique, 335 staffs from Public Service Department of Malaysia were selected. A set of questionnaire had been administered to assess the effect of price increase of goods toward emotion, thinking, daily activities, social relationship and financial management. A descriptive analysis showed that the increase in price of goods affected respondents' psychological aspect and lifestyles. The results also showed that the majority of respondents perceived the increase in price of goods would cause uneasiness, anxiety and stress. Apart from that, the results showed that the respondents would have to adapt their lifestyles regarding to daily activities, family relationship and as well as financial management.

Kajian Hubungan Kecerdasan Spiritual Dan Persekitaran Kerja Dengan Komitmen Pegawai Terhadap Organisasi

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To achieve the vision of 2020, Malaysia need a very committed officer in order a become a develop country. This research was conducted in order to look for the relationship between spiritual quotient and environment work place that focused the employees of public sector commitment. 134 subjects from Public Service Department, Putrajaya were involved. A questionnaire was used to collect all data started November 2008. The accountability of the survey is Cronbach Alpha for Spiritual Quotient was 0.95, environment work place scale was 0.92 and 0.97 for the commitment scale. As a result, correlations and regression analysis were summarized $r=0.719$, $p<0.05$ and $R^2=0.518$ whereas Spiritual Quotient positively and

significantly correlated with commitment. Findings also showed relationship between environment work place positively and significantly correlated with commitment were $r=0.720$, $p<0.05$, dan $R^2=0.519$. This research confirms that Spiritual Quotient, environment work place and commitment were non-significant with the gender, service group and period of service

Kajian Pengamalan Budaya Kerja Kelas Pertama di Kalangan Penjawat Awam

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This research is conducted to see the level of practice of first class work culture within Malaysia's civil servants. The level of practice is measured based on seven (7) principles of first class work culture, they are fastness, empathy, relevance, competitive, trustworthy, value added and knowledgeable (PERDANA). This research involves 329 respondents from various ministries and departments. The descriptive analysis shows that most of the civil servants have the perception of practising the first class work culture in their duties. The result of the research also finds that there is no significant difference between male and female respondents in practising the principles of first class work culture. However, the finding shows that male respondents perceive they are more competitive than female in this research. The finding also highlights that the professional and management officer has the higher evaluation towards trustworthy, value added and knowledgeable principle compared to supporting officer. In another finding, it is found that the respondents who are more senior tend to evaluate themselves to be more fast, relevant, trustworthy and competitive.

Hubungan Komitmen Dan Kepuasan Kerja Dengan Penerimaan Peningkatan Umur Persaraan

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This paper looks at the relationship of commitment and job satisfaction with the increment of retirement age to 58 years old. A survey was done on 884 respondents from various government agencies. A set of questionnaires to measure commitment, job satisfaction and perception on increment of retirement age was used in the survey. The result of Pearson's correlation indicated that there were positive and significant correlations between commitment and job satisfaction with the increment of retirement age to 58 years old. Respondents who expressed high commitment and job satisfaction also agreed that increment of retirement age to 58 years old is a good decision and have good effects on public service delivery quality.

Dorongan Kendiri Dan Kesediaan Bertugas Pegawai Awam: Tinjauan Ke Atas Mereka Yang Berkhidmat Di Lokasi Pedalaman

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A literature review indicate that the public service in any country, especially in a developing country, faces almost the same issue; that is staff shortage to serve in the rural and interior areas. The failure or refusal of government staff to obey and execute the order of stakeholders in this case would surely impair the system of civil service delivery to the community, particularly the rural community who reside in remote areas. Previous research indicates that the attraction and retention of government officers to serve in interior areas is based on a complex interplay of personal factors, working environment and local environment (residential and social). Based on results from 1,403 respondents consisting of government servants stationed in specific interior locations in Peninsular Malaysia, Sabah and Sarawak, this research finds that those three abovesaid components definitely have a significant effect in determining the level of willingness of a government servant to continue serving in interior areas. An officer's personal motivating factors, that is his belief in the principle of serving and his commitment to serving the community, appears to be one of the elements that determines his willingness o continue serving in the interior areas.

Tekanan Kerja Dengan Peranan Sokongan Sosial Rakan Sekerja Mempengaruhi Konflik Campurtangan Hal Kerja Dengan Keluarga

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Literatur gelagat organisasi mengengahkan bahawa tekanan kerja mempunyai tiga ciri utama: kekaburan peranan, konflik peranan dan beban peranan. Sekiranya seseorang pekerja tidak mampu mengendalikan tekanan kerja tersebut ia boleh meningkatkan konflik campurtangan hal kerja dengan keluarga. Yang lebih penting, kajian yang dilaksanakan baru-baru ini mendedahkan bahawa kesan tekanan kerja ke atas konflik campurtangan hal kerja dengan keluarga tidak semestinya berlaku sekiranya rakan sekerja memainkan peranan menolong secara positif dalam organisasi. Sifat perhubungan ini kurang diberi penekanan dalam model-model tekanan sedia ada. Oleh yang demikian, kajian ini dilaksanakan untuk mengukur kesan tekanan kerja dan peranan sokongan sosial rakan sekerja ke atas konflik campurtangan hal kerja dengan keluarga menggunakan 118 borang soal selidik yang telah dikumpulkan daripada pensyarah yang berkhidmat di sebuah universiti awam, Malaysia Timur, Malaysia. Keputusan analisis regresi hierarki mengketengahkan tiga dapatan penting: pertama, interaksi di antara kekaburan peranan dan peranan sokongan sosial rakan sekerja berupaya mengurangkan konflik campurtangan hal kerja dengan keluarga. Kedua, interaksi di antara konflik peranan dan peranan sokongan sosial rakan sekerja berupaya mengurangkan konflik campurtangan hal kerja dengan keluarga. Ketiga, interaksi di antara beban peranan dan peranan sokongan sosial rakan sekerja tidak berupaya mengurangkan konflik campurtangan hal kerja dengan keluarga. Dapatan kajian mengesahkan bahawa peranan sokongan sosial rakan sekerja hanya bertindak sebagai pembolehubah penyederhana separa dalam model tekanan kerja di organisasi kajian. Justeru itu, perbincangan dan implikasi kajian turut dihuraikan dalam kertas kerja ini.

Persepsi Kakitangan Sektor Awam Terhadap Faktor-Faktor Yang Mempengaruhi Prestasi Organisasi

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This paper discusses factors that contribute towards the performance of public organization which includes Departmental factors (organizational culture, human capital and capacity, leadership and red tape) and Individual factors (task structure, work motivation and individual performance). A public organization in northern Malaysia has been selected with 150 workers chosen as respondents. A questionnaire adapted from Brewer and Selden (2000), Brynard (1995), Owen, Mundy, Guild and Guild (2001); and Corbett and Rastrick (2000) has been used to measure performance of public organization. Results showed that there were significant relationship between all Departmental factors and overall Individual factor. In addition, there were significant relationship between all Individual factors and overall Departmental factor. An Organizational Performance Model was developed and may be employed in organizations.

Students With Psychiatric Disabilities Studying At Higher Education

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*Dari kepesatan perkembangan bidang perubatan psikiatri, satu fenomena peningkatan pelajar yang mempunyai kurang upaya psikiatri melanjutkan pelajaran pada pengajian tinggi di Amerika Utara telah berlaku. Situasi yang sama juga berlaku di Malaysia tanpa disedari oleh orang ramai yang melibatkan penambahan bilangan populasi tersebut. Tujuan kajian ini adalah untuk menentukan ciri-ciri demografi pelajar kurang upaya psikiatri belajar pada peringkat pendidikan tinggi di Johor dan tahap pencapaian pada empat pemboleh ubah berkaitan (kebolehan mengatasi kesukaran, simptomatologi, kendiri diri dan pencapaian akademik). Tinjauan telah dijalankan di Hospital Sultanah Aminah dan Hospital Permai, Johor (Kajian rintis telah dijalankan di Hospital Umum Sarawak, Kuching). Data diambil daripada 30 responden menggunakan borang kaji selidik dan dianalisa menggunakan Statistical Package for Social Sciences (SPSS) v.13. Selain mencatatkan statistik deskriptif tentang ciri-ciri demografi, didapati kebolehan mereka mengatasi kesukaran di sekolah adalah rendah, simptom sakit yang rendah, kendiri diri yang tinggi dan pencapaian akademik yang baik dengan GPA purata 3.03 (daripada sistem 4 mats). Dapatan melibatkan pengalaman kebolehan menyesuaikan diri dengan kesukaran, tidak terdedah kepada bahaya, peranan berubah menjadi "pelajar" pemulihan berbantu dan dapatan juga turut melibatkan kebolehan untuk mengejar matlamat pendidikan. Cadangan dibuat terhadap professional dan rakan sekerja, juga kepada penggubal polisi. (Surat berkenaan adalah berkaitan Akta Orang Kurang Upaya 2002).
(Kata kunci : kurang upaya psikiatri, kesihatan mental, kebolehan mengatasi kesukaran, simptom sakit, kendiri diri dan pencapaian akademik.*

Occupational Burnout In A Sample Of Geriatric Social Care Professionals In Malaysia

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Kajian ini menilai hubungan antara keletihan kerja (burnout) dan beberapa varibel demografi sosial, jumlah tugas dan kejelasan pekerjaan dalam sampel pekerja sosial geriatric di Malaysia. Inventori Maslach's Burnout digunakan bagi mengkategorikan keletihan pekerjaan dalam tiga kategori: keletihan emosi, depersonalisa dan juga pencapaian pengurangan personal. Keputusan menunjukkan signifikan perbezaan dalam jantina dan status perkahwinan mengenai depersonalisasi. Malahan, keputusan juga menunjukkan responden yang mempunyai kejelasan kerja yang lemah dan bagi mereka yang mempunyai persepsi bahawa lebih jumlah tugas adalah lebih meletihkan dari segi emosi. Keputusan-keputusan ini dibincangkan terutamanya perkara yang berkaitan dengan stres yang dialami oleh para pekerja kebajikan di Malaysia.