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The Roles and Challenges for Psychological Services in Malaysia's Public Service Human Resource Management

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Perkhidmatan psikologi dan kaunseling dalam perkhidmatan awam merupakan salah satu cara untuk menyediakan perkhidmatan awam yang berkualiti, efisien dan memuaskan hati pelanggan. Bidang pengurusan dalam perkhidmatan awam yang melibatkan unsur psikologi dan kaunseling ialah pengurusan sumber manusia, pengurusan komunikasi dan tingkah laku pekerja, pengurusan kerjaya, pengurusan prestasi, penilaian kompetensi, pembangunan diri dan persaraan kerja. Aplikasi psikologi dalam pengurusan sumber manusia sektor awam menekankan kepada empat aspek iaitu penilaian, pembangunan, intervensi dan penyelidikan. Keempat-empat aspek ini melibatkan aplikasi psikologi sejak dari proses pemilihan hinggalah persaraan. Adalah diharapkan melalui aplikasi psikologi ini, modal insan yang berkualiti dapat dilahirkan. Untuk menjalankan peranan kaunselor di era 'k-economy based' ini, kaunselor harus meningkatkan pengetahuan dan kemahiran dalam menjadi kaunselor yang bertaraf 'k-worker'.

Perception on the Implementation of Five Day Week in Public Service: Research on Public Service Officers in Putrajaya

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Kajian ini bertujuan mengkaji penilaian dan persepsi penjawat awam terhadap pelaksanaan lima hari bekerja seminggu. Penilaian dan persepsi penjawat awam terhadap polisi ini akan diukur berdasarkan empat aspek iaitu nilai kekeluargaan, pembangunan diri, produktiviti kerja dan motivasi. Selain itu, kajian ini turut melihat kesan pelaksanaan lima hari bekerja ke atas

keseimbangan kerja dan hidup responden. Kajian ini melibatkan seramai 1072 orang penjawat awam yang berkhidmat di pelbagai kementerian dan jabatan yang berpusat di Putrajaya. Pengukuran ke atas penilaian dan persepsi responden terhadap pelaksanaan lima hari bekerja seminggu telah dibuat menggunakan soalselidik. Data-data yang dikumpul telah dianalisis menggunakan perisian SPSS Versi 12.0. Dapatan kajian menunjukkan responden mempunyai penilaian dan persepsi yang positif terhadap pelaksanaan lima hari bekerja. Pelaksanaan polisi ini berupaya meningkatkan nilai kekeluargaan, pembangunan diri, produktiviti kerja dan motivasi pegawai. Kajian juga menunjukkan bahawa responden mempersepsikan wujud keseimbangan di antara kerja dengan hidup hasil pelaksanaan polisi ini. Penelitian lanjut turut mendapati bahawa faktor demografi seperti jantina, kategori jawatan, status pengesahan jawatan dan taraf perkahwinan mempengaruhi penilaian dan persepsi terhadap pelaksanaan polisi ini.

Aplikasi Psikologi Dalam Menangani Isu Psikologi Individu Dalam Pengurusan Sumber Manusia

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There are several problems or dilemmas that occurred in an organization that could originate from the individual, organization and cultural factors. In this paper, the focus was given to psychological issues in relation to personnel problems. Among the issues pertaining personnel discussed were selection, psychological knowledge in organization development, leadership and emotional management. The approaches and efforts made in the bid to improve work performance were also discussed. The result showed that there is a significant work performance based on two workshops using the group counseling approach. In another program, two main issues faced by the respondents were elucidated.

Persepsi Penjawat Awam Terhadap Masalah Kewangan: Satu Kajian Kualitatif di Sektor Pendidikan

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This is a case study of individuals that are experiencing a chronic financial problem. The purpose of this research is to identify the main factor that causes the respondents to have financial problems as well as helping them to plan and manage their finances effectively. The study revolved around counselling sessions with constructed dialogue and through observation using manual qualitative methodology. This case study focused on four male respondents whom are government officers with chronic financial problems. Consideration was given to the correlation between their financial problems and demography aspect as well as psychological effect. The study focused on serious and not serious themes categories and the identification of the dominant correlation for each respondent. The results showed that the serious category that affected the financial problems were uncontrolled spending, burdensome debt, too many dependents and no savings. Meanwhile, the not serious category included polygamy, job overload and office

conflict. From this study, it is recommended each government officer should attend a course on finance management so they can manage their finance effectively.

Kemurungan di Kalangan Guru Wanita

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This research used Beck Depression Inventory (1993) and Workers Psychological Problem Questionnaire (1992). A total of 761 women teachers were selected as a sample from 368 schools from all over Malaysia. The result of the research showed that 63.8% of the sample respondents experienced serious depression. The main causes for their depression were personal psychological problems, health, career and financial problems, religion and behavioral problems as well as marital and psychosocial problems.

A Review of Sex Differences in Cognitive Abilities

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Artikel ini mengulas literatur terpilih mengenai kebolehan kognitif berdasarkan perbezaan jantina. Kebolehan kognitif yang dinilai adalah kemahiran mengenal ruang, kemahiran lisan dan kemahiran matematik. Banyak literatur menyentuh tentang perbezaan di antara kemahiran kognitif di antara lelaki dan perempuan. Lelaki dikatakan lebih bagus di dalam kemahiran mengenal ruang iaitu 'mental rotation ability' dan persepsi ruang. Tiada bukti yang kukuh mengenai perbezaan 'spatial visualisation' di antara lelaki dan perempuan. Perempuan dikatakan lebih bagus di dalam kemahiran lisan yang merangkumi kepetahan, pertuturan, anagram, perkataan dan berupaya menghasilkan perkataan sinonim. Lelaki pula dikatakan mempunyai kebolehan matematik yang lebih bagus berbanding perempuan.

Muhasabat Al-Nafs dalam Konteks Psikologi Al-Ghazali: Kajian Kes di Kalangan Penjawat Awam

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Self-reflection (Muhasabat al nafs) is a type of monitoring system which involves supervising process in order to make sure that al-amr bi al-ma'ruf al nahy an-al-munkar (proclaim towards righteousness and avoid unscrupulousness) be practised. This is an important process that builds human qualities and becomes the restrictor that avoids the individual from indulging into unhealthy activities. Thus, inculcation of self reflection as the self-monitoring mechanism is the best alternative in building the charisma of government officers. This article brings out experiences of 81 government servants that are involved in survey that was handed out. From the findings, most public servants are involved in this study showed that muhasabat an nafs in their lives and realized the importance of it. This is parallel with the nature and needs of the religion itself. According to al-Ghazali, self-evaluation is a method to purify the soul from a chronic disease which is recognized as desire (nafs). Desire without ample guidance will lead human to evil doing. So, self-reflection is important to direct desire to do good deeds which will benefit the human in dunia and akhirat. The self reflection process that has been highlighted here has a connection with psychology which studies something that has effects to the soul. (Shabuddin

Hashim, 2003). Hence, this article, discusses the findings of the application of self-evaluation in the life of government officers.

Personality and Its Relationship to Conflict Management Styles in Ethnic Variation

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Kajian korelasi 'ex-post facto' ini bertujuan untuk mengenalpasti hubungan personaliti dan gaya pengurusan konflik di kalangan kelompok etnik Melayu, Iban dan Bidayuh di Sarawak. Responden kajian terdiri daripada 212 orang guru sekolah menengah di Kuching yang telah dipilih secara rawak berlapis. 'Instrumen Myers-Briggs Type Indicator' (MBTI) dan 'Rahim Organizational Conflict Inventory-II' (ROCI-II) digunakan dalam kajian ini. Data yang diperolehi dianalisis menggunakan statistik diskriptif seperti peratus, min dan sisihan piawai manakala statistik inferensi menggunakan analisis korelasi Pearson dengan tahap signifikan .05. Hasil kajian menunjukkan wujud hubungan yang signifikan di antara personaliti dan gaya pengurusan konflik tertentu bagi etnik Melayu, Iban dan Bidayuh. Sehubungan dengan keputusan yang telah diperolehi, beberapa cadangan telah disarankan.