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TINDAK BALAS PENJAWAT AWAM TERHADAP TRANSFORMASI PERKHIDMATAN AWAM DI JABATAN PERKHIDMATAN AWAM

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This survey is to identify the reaction of civil servants to the transformation carried out by Department of Public Service. The dependent variables studied were response variation containing four sub dimensions such as active reluctance, passive reluctance, active support and passive support. Whereas the independent variable were affecting response change factor containing four sub dimensions such as process of changes, the effects of changes, potential employees and relations employees with organization and colleagues. Subject were 263 employees who voluntarily answer online questionnaire. The questionnaire used in this study were taken and adapted through Vithessonthi study (2005), which contains 66 questions. The study found a significant positive correlation between all the factors with support transformation reaction and there is a significant negative correlation between all the factors with refused support transformation reaction. Attitude of organizational change is a major predictor of response to the transformation of civil servants.

ASSESSING FAMILY SUPPORTIVE WORKING ENVIRONMENT: TOWARDS A COLLABORATIVE APPLICATION OF WORKPLACE COUNSELLING

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Penyediaan tempat kerja yang menyokong keluarga atau mesra keluarga adalah penting dalam menghadapi perubahan ekonomi, demografi dan sosial yang berlaku dalam era globalisasi. Kajian lepas menunjukkan bahawa persekitaran tempat kerja yang kondusif dan mesra keluarga mampu meningkatkan produktiviti, mutu dan kepuasan bekerja. Kajian ini bertujuan untuk mengumpul data daripada responden yang bekerja di dalam persekitaran akademik untuk mengenal pasti persepsi mereka terhadap Peranan Organisasi Yang Menyokong Keluarga (FSOP) di tempat kerja. Data dikumpul daripada 110 pekerja yang bekerja di salah sebuah pusat pengajian tinggi di Malaysia. Soalselidik yang diedarkan adalah berkenaan persepsi pekerja,, falsafah atau kepercayaan terhadap majikan mereka mengenai tempat kerja dan sokongan terhadap keluarga. Hasil kajian menunjukkan bahawa majoriti pekerja mempunyai persepsi yang

tidak baik terhadap organisasi mereka berkenaan penyediaan tempat kerja yang mesra keluarga. Hasil kajian ini menekankan kepentingan untuk menilai persepsi pekerja mengenai peranan organisasi dalam menyediakan tempat kerja yang mesra keluarga supaya usaha kolaboratif dan intervensi kaunseling di tempat kerja yang bersesuaian boleh direalisasikan bagi membantu pekerja menghadapi konflik kerja dan keluarga.

PENGARUH PENYALAHGUNAAN PENYELIAAN DAN TEKANAN PENGHASILAN TERHADAP PENYIMPANGAN TINGKAHLAKU GURU KOLEJ VOKASIONAL (KV) ZON TIMUR

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Workplace deviance is an issue that needs to be resolved without delay especially those involving teachers in the educational sector. Moreover, educational institution especially vocational college is a platform for students' capability development and preparation to groom expert employees for local market. Failure to overcome the workplace deviant behavior among teachers will result in high financial implication and operational disruption for vocational college. Vocational college environmental factor is a contributing factor to the teachers' workplace deviance. Abusive supervision and pressure to produce causing workplace deviant behavior in vocational college. This research aims to identify workplace deviant behavior level, relationship between variables and variables influence towards teachers' workplace deviance in east zone vocational college. Research finding shows that workplace deviance level of teachers in east zone vocational college is low. Finding also shows that abusive supervision and pressure to produce have significant relationship and influence towards teachers' workplace deviant behavior. Based on these findings, it is suggested that qualitative research is conducted to obtain a clearer understanding about workplace deviant behavior among teachers. In additional, research replication using different environmental factor towards different industry is also suggested.

KESAN AKTIVITI DI LAMAN FACEBOOK KE ATAS PELUANG UNTUK DIAMBIL BEKERJA

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Some employers abroad have shown a tendency to use social networking sites as a tool in the selection of new employees. However, the situation in Malaysia in this regard is still unknown. Therefore, this study was undertaken to evaluate the current practice and opinion of the employer on the use of Facebook as a tool in the selection of a new employee as well as to measure the change in the acceptance status of new employees by the employer because of their activities on Facebook. A questionnaire related to the new staff selection issues were distributed to ten employees in the Human Resources Department of a bank in Kuala Lumpur. In addition, they were also given a printed copy of the status updated by 100 students of the final year on the Facebook page for four weeks. It can be concluded that there is a tendency for employers to use Facebook as selection tool of new staff. In addition, the employer believes that the information displayed on Facebook is true and can be trusted. Activities on Facebook are seen as having the potential to help or hinder the chances of getting a job among final year students in the future.

KETERLIBATAN SEGELINTIR PENJAWAT AWAM DENGAN KES-KES JENAYAH: SATU ANALISIS DALAM PERKHIDMATAN AWAM MALAYSIA

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The involvement of a small number civil servants in criminal cases is important and has to be discussed. This criminal attitude is done by a small number civil servants either in a serious case or a simple case. They will receive punishment if they are convicted guilty. A lot of crime cases have been done by a small number civil servants, for example, molesting, raping, robbery, stealing, killing, circularizing, drug addiction, isolating oneself from another and so on. The objective of this study is to explore a few cases of crime issues involving a small number of civil servants in Malaysia, according to document analysis (newspaper) and literature review. The methodological approach is a case study and qualitative research by using document analysis, supported by literature review to consolidate this study. The location of this study is from Terengganu, Johor, Melaka, Sarawak and Pulau Pinang which is referred in the document analysis where the case study had been taken. Purposive sampling has been used for this study where document analysis had been chosen of civil servants who have done the crime. The results show that a small number of civil servants are involved in criminal cases such as molesting, raping, robbery, stealing, killing, circularizing, and drug addiction for the time being. All of these criminal cases will receive the proper punishment if they are found guilty by the Malaysian Law. The implication of this study can be as guidance for a criminal researcher to the public services, the Public Services Department, and can help government and non-governmental departments in building a specific module to make sure civil servants can get a strong personnel attitude so as to not involve themselves with any criminal issues in the future.

PENGARUH PERSONALITI DAN KETAGIHAN INTERNET TERHADAP KERISAUAN INTERAKSI

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Adolescents who frequently spend time with various activities on the Internet are often said to be poor in interacting with people. However, this problem might also be related to adolescents' personality that has been formed since childhood. Thus, this study aimed to predict the interaction anxiousness among adolescents using personality dimensions and internet addiction. The study was conducted on 100 university students who are mostly Malays, females and aged 22 years. Data were collected via on-line using the International Personality Item Pool, Internet Addiction Test and Interaction Anxiousness Scale which have been translated into Bahasa Melayu. The results showed that the dimensions of openness ($r(100) = -.31, p < .05$), conscientiousness ($r(100) = -.40, p < .05$) and extraversion ($r(100) = -.73, p < .05$) have significant negative relationships with interaction anxiousness while the relationship between neuroticism ($r(100) = .63, p < .05$) and internet addiction ($r(100) = .43, p < .05$) and interaction anxiousness were significantly positive. The result of stepwise multiple regression analysis showed that internet addiction is contributing to interaction anxiousness, ($f(3, 96) = 67.18, p < .05$). So do the two of five dimensions of personality i.e neuroticism and extraversion. From this study it can be concluded that the introverted and neurotic adolescents who is also internet addicted tend to feel anxious in their interaction.

THE EFFECTS OF LEADERS' PERSONALITY TRAITS AND TRANSFORMATIONAL LEADERSHIP ON ADAPTIVE PERFORMANCE

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Salah satu kejayaan sesebuah organisasi adalah hasil daripada fungsi kepimpinan yang berkesan seperti memberi arahan yang jelas, perkongsian visi dan pengikut yang mampu untuk bekerjasama dengan pemimpin. Kajian ini dijalankan untuk melihat hubungan di antara tret pemimpin, kepimpinan transformasi terhadap prestasi kerja adaptif dan kesan tret pemimpin dan kepimpinan transformasi terhadap prestasi adaptif. Kaedah survei secara keratan lintang digunakan untuk mengumpul data daripada 370 pegawai Tadbir dan Diplomatik (PTD) dari Kementerian Kewangan, Kementerian Pertahanan, Unit Penyelarasan dan Pelaksanaan serta Unit Perancang Ekonomi di Jabatan Perdana Menteri. Kajian ini menggunakan satu set soal selidik yang mengandungi empat bahagian iaitu NEO-Five Factor Inventory (NEO-FFI), Multifactor Leadership Questionnaire (MLQ)-self form (MLQ), dan Job Adaptability Inventory (JAI) dan maklumat peribadi responden. Keputusan mendapati tret pemimpin mempunyai kesan langsung yang signifikan terhadap kepimpinan transformasi dan prestasi kerja adaptif. Kepimpinan transformasi turut mempunyai kesan langsung yang signifikan terhadap prestasi kerja adaptif. Keputusan juga menunjukkan kepimpinan transformasi menjadi pengantara hubungan di antara tret pemimpin terhadap prestasi kerja adaptif. Secara keseluruhannya, implikasi teori kajian menunjukkan kepentingan model kepimpinan transformasi sebagai mekanisme untuk menerangkan saling hubungan dan pengaruh tret pemimpin terhadap prestasi kerja adaptif. Implikasi praktikal pula menunjukkan bahawa PTD harus mempunyai ciri-ciri kepimpinan transformasi untuk mencapai prestasi kerja adaptif

AMALAN ETIKA DAN MODEL MEMBUAT KEPUTUSAN BERETIKA KAUNSELOR

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This paper discusses the ethics practice that should be made by counsellor in helping profession. Ethics is part of counsellor's professional identity. Counsellors who have professional identity will be practicing counselling ethically and effectively. This paper also discusses about a model of ethical decision-making by Rest (1984). This model introduces four components which are ethical sensitivity, ethical reasoning, ethical motivation and ethical action. This model can provide guideline for counsellor to make ethical decisions when faced with ethical dilemmas. Indirectly, the counsellor may avoid danger and harm to the client in a counselling session.

Hubungan trait personaliti kehematan, keterbukaan, ekstraversi dan kesetujuan dengan prestasi kerja dalam kalangan pemimpin pendidik Sekolah Berprestasi Tinggi (SBT) di Malaysia

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The main objective of this cross-sectional study is to determine inter relationship of personality trait (Conscientiousness, Openness to experiences, Extraversion, Agreeableness) and job performance among school educator leaders in High Performance Schools (SBT). Two sets of questionnaire such as Five-Factor Model of Personality (NEO PI-R) to measure personality trait and job performance to measure individual performance were administered to 306 (89%) subjects who were selected by stratified random sampling in 15 SBT schools in Malaysia. Data were analyzed through inferential statistics such as correlation. The finding by the bivariate analysis using the Pearson correlation method indicates that the personality trait such as Conscientiousness ($r=.740$, $p<.05$), Openness to experiences ($r=.419$, $p<.05$), Extraversion ($r=.596$, $p<.05$), Agreeableness ($r=.386$, $p<.05$) are positively and significant correlated with overall job performance among the schools educator leaders. The correlation values of the personality Conscientiousness trait ($r=.552$, $p<.05$) are higher than the correlation values of the rest of others personality traits towards job performance. This finding suggests that personality Conscientiousness trait have stronger relationship on job performance compare to the others traits. On a practical note, the assessment of psychological construct in schools setting such as personality trait could possibly assist in enhancing the work performances in delivering huge benefits to the society especially in the educational.