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### **TINJAUAN AWAL KESIHATAN MENTAL PEKERJA SEKTOR AWAM**

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*Employee's mental health status is an important pointer to their social functioning both at work and in life. Workers with mental health issues can affect the organizational performance and productivity. This study aims to examine the mental health of the worker as a whole and compare it to the demographics. The sample comprise of 14,418 public workers in ministries and agencies nationwide. Data collection were made via google.doc.survey with the interval of one month period. The 28-point (GHQ-28) General Health Questionnaire (GHQ) instrument built by Goldberg (1978) is used to measure mental health. GHQ-28 measures using Likert scale with values of 0, 1, 2 and 3 that measure four symptoms namely somatic symptoms, anxiety and insomnia, social dysfunction, and severe depression. Failde and Ramos (2000) reported the reliability of high internal consistency  $\alpha$  0.90-0.95 and the data presented in this study was also high at  $\alpha$  0.92. Descriptive study results show GHQ mean = 16.56; standard deviation = 9.92. Data analysis based on the division of the score 23/24 (Goldberg, 1978). Individuals with a score of 24 and above have mental symptoms and individuals earning a score of 23 and below have no mental symptoms. The findings show that 19.8% of employees have mental symptoms and 80.2% have no mental symptoms. Workers with mental symptoms either male or female are those who have just served between 1-3 years and 7-10 years. Most of them consist of age group 40 and below. The implication of the study based on the current psychological service and further improvement on the prevailing policies in line with the aspiration toward TN50 were discussed at the end of this article.*

### **STRES DALAM ORGANISASI: PUNCA DAN IMPAKNYA TERHADAP KETAHANAN MENTAL PEKERJA DALAM MENGGISI RUANG TN50**

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*Stress has always been a part of our daily live. In the public service, with the new work strategies and demand for excellence stress has been touted to be on the rise (Aris, Fatimah Hanum, Juwairiyah & Nordin, 2012). The purpose of this study to explore cause and impacts of stress and comparing that to demographic variables. It uses the exploration approach for examining the cause and impact of stress. The sample involved 9070 responden using a total population method and instrument based on literature review and source of item from Job-Related Tension Index (JRTI; Kahn, Wolfe, Quinn dan Snoek, 1964), Work Tension Scale (WTS; House dan Rizzo, 1972), Occupational Stress Indicator (OSI; Cooper, Sloan dan Willian, 1988), Work Stress Scale for Correctional Officer (WSSCO; Senol-Durak dan Gencoz, 2006). The impact of stress based on psychological well-being (Public Service Department, 2016). Internal consistency instrument is good and statisfaction for cause  $\alpha=.92$  and impact of stress  $\alpha=.94$ . The result as shown about 8198 respondents having stress and 872 respondents didn't stress. Indicator cause of stress based on top five are political organization, supervisor attitude, the rate of income, leadership style dan security safety. Impact of stress is an emotion, mind, family, jobs and health. The comparison of stress is done by demography variable and implication and recommendation for future study were explain by the end of this research.*

## **UNDERSTANDING THE EXPERIENCES OF INTERNATIONAL DOCTORAL STUDENTS DOING COUNSELING SUPERVISION**

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*Tujuan kajian ini adalah untuk melihat pengalaman pelajar antarabangsa di peringkat doktor falsafah dalam memberikan penyeliaan kaunseling kepada pelajar ijazah sarjana kaunseling di Amerika Syarikat. Kajian fenomenologikal ini menemu bual lima pelajar antarabangsa yang mengambil ijazah doktor falsafah di Amerika Syarikat. Peserta kajian telah ditemu bual dengan menggunakan soalan berbentuk terbuka untuk memahami pengalaman mereka memberikan penyeliaan kaunseling di negara asing. Dapatan kajian memberikan tiga tema utama: (a) pengalaman silang budaya, (b) membina hubungan, dan (c) proses pembelajaran berbentuk peribadi. Percanggahan budaya antara penyelia dan kaunselor pelatih kerap berlaku terutamanya mengenai isu bahasa dan pemahaman budaya yang merumitkan proses penyeliaan. Penyelia menyatakan mereka perlu mendapatkan kepercayaan daripada kaunselor pelatih sebelum proses penyeliaan menjadi lebih lancar. Namun, pengalaman ini amat berharga bagi mereka dan membolehkan mereka berasa lebih yakin dengan keupayaan diri masing-masing.*

## **RELIGIOSITY AS A PREDICTOR OF INTEGRITY, WORK ETHICS, AND ORGANISATIONAL COMMITMENT: IMPLICATIONS FOR PUBLIC ADMINISTRATION**

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*Kajian lepas menunjukkan wujud hubungan positif antara keagamaan (religiositi) dan kesihatan fizikal dan mental, gaya hidup sihat, dan kepuasan hidup. Walaubagaimanapun, hanya sedikit kajian telah dijalankan dalam menguji perkaitan antara keagamaan dan tingkah laku pekerjaan, terutamanya dalam konteks perkhidmatan awam dan pentadbiran. Menggunakan skala keagamaan yang baharu dibina, kajian ini menguji hipotesis bahawa faktor ini dapat meramalkan integriti, etika kerja, dan komitmen organisasi. Dengan menggunakan data daripada 315 pekerja di sebuah universiti tempatan, analisis pemodelan persamaan struktur (SEM) menyokong kesesuaian model yang dirumuskan. Hasil*

dapatan juga menunjukkan kepentingan memahami bahawa keagamaan dan integriti adalah dua konsep yang berbeza namun saling berkaitan. Implikasi dapatan dibincangkan dalam konteks penyampaian perkhidmatan awam dan sejauh mana keagamaan mempengaruhi prestasi kerja setiap hari.

## **FAKTOR SEJARAH KEKECEWAAN DALAM HIDUP YANG TIDAK BERKESUDAHAN MEMPENGARUHI PEMBENTUKAN INDIVIDU LELAKI TRANSGENDER: SATU KAJIAN KES**

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*Transgender issue is one of the oldest and complex issue in Malaysia which is still being marginalized. To be a male transgender can be a complicated issue, and can always be relate to many factors such as frustration in a daily life which will be everlasting with that gender. The objective of this study is to explore the influenced of the never ending frustrated history in the everlasting daily life of a male transgender. The historical factors are; (i) loosing a father as a male role model during childhood, (ii) sexual abuse during childhood, (iii) separated with someone who cares so much (lover-same sex), (iv) rejected in love by a different gender. The methodology use in this study is a case study and a qualitative design of a man who has admitted himself as a transgender. Purposive sampling used for this study is to find out about historical factor of a male transgender. Analysis of this study uses manual qualitative analysis and creates a theme from the transcription. The results show that all the historical factors from the never ending frustrated history, such as loosing a father as a role model, sexual abuse during childhood, separated with someone who cares so much (lover-same sex) and rejected in love by a different gender as significant factors to being a male transgender. Implication of this study will be a guidance to a gender researcher to find ways for some treatment for them such as counseling, medical, religion and psychology assessment. This study can also be a catalyst to the Public Services Department, Ministry of Health, Minsitry of Education and Minsitry of Women Developmental, Family and Society to make a specific module to solve this transsexuals issue in Malaysia.*

## **PERSONALITY PROFILE OF MALAYSIAN PUBLIC EMPLOYEES**

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*Perubahan dalam persekitaran sektor awam memerlukan sokongan pekerja yang kompeten. Pekerja yang kompeten mampu membentuk personaliti yang dikehendaki, dan ini berkait rapat dengan sikap dan perlakuan mereka, yang memberikan satu kelebihan kepada organisasi awam. Justeru, kajian ini bertujuan untuk mengenal pasti profil personaliti pekerja awam dan membincangkan implikasinya. Kajian ini dijalankan di kalangan kakitangan awam di beberapa kementerian di Malaysia. Profil personaliti responden dinilai menggunakan “Big-Five Personality Dimensions” oleh Lussier (2008) pada empat mata Skala Likert. Berdasarkan analisis deskriptif, penemuan menunjukkan bahawa semua dimensi personaliti diperhatikan di organisasi kajian. Walau bagaimanapun, “conscientiousness” adalah personaliti yang sering diperhatikan, dan “urgency” merupakan dimensi yang paling kurang diperhatikan. Penemuan menunjukkan bahawa walaupun organisasi mempunyai latar belakang yang berbeza, mereka memerlukan kehadiran semua dimensi personaliti untuk berjaya. Penekanan pada dimensi yang berbeza menunjukkan bahawa setiap organisasi adalah unik dan memerlukan sumber-sumber personal yang berbeza untuk berkembang. Oleh itu, penemuan ini dapat memberikan input*

*berguna kepada pengurusan sumber manusia, terutamanya dalam pemilihan pekerja, bentuk latihan diperlukan, dan juga dalam penilaian dan perancangan pembangunan pekerja, agar dapat melahirkan pekerja yang mempunyai personaliti seimbang dan sejajar dengan keperluan organisasi.*

## **HUBUNGAN DI ANTARA POPULARITI RAKAN SEBAYA DAN ESTIM DIRI DENGAN SIKAP TERHADAP TINGKAH LAKU SEKSUAL DALAM KALANGAN REMAJA HAMIL LUAR NIKAH**

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*This study examined the relationship between peers popularity and self-esteem within the attitude towards sexual behaviour among young pregnant out of wedlock. A total of 130 teenagers pregnant out of wedlock aged between 14 years and 19 years from 4 welfare institutions in the states of Selangor, Perak, Johor and Kelantan participated in this research. Respondents were selected using stratified random sampling technique. This study utilises the three questionnaires of the Inventory Peer Pressure, Popularity, and Conformity Scale (Santor, Messervey & Kusumakar, 2000), the Rosenberg Self-Esteem Scale (Rosenberg, 1965) and Brief Sexual Attitudes Scale (Hendrick & Reich, 2006). All instruments used had yielded a Cronbach's alpha reliability coefficient value ranging from 0.82 to 0.90. Findings revealed that the level of peers' popularity is high, level of self esteem also high and respondents indicated a high level of attitude sexual behavior. Results of Pearson's correlation analysis revealed that there were significant relationships between peers popularity and attitudes toward sexual behavior ( $r = .801, p < .05$ ) and a significant correlation between self esteem and attitude sexual behavior ( $r = .708, p < .05$ ). Bootstrapping analysis revealed the role of self esteem as a mediator variables of peers' popularity and self esteem with sexual attitude behavior. From the theoretical implications, this study describes the role of self esteem as a mechanism that effect the popularity of peer sexual behavior and attitude. In conclusion, peers popularity and self esteem related to sexual attitude and behavior. The study showed that risk factors such as the acceptance by the peer group have a significant direct effect on sexual behavior at the same time, this study also suggests several alternatives in order to curb sexual misconduct among the teenagers today.*

## **WORK-FAMILY CONFLICT AND WELL-BEING AMONG EMPLOYED WOMEN IN MALAYSIA: THE MEDIATING ROLE OF WORK-TO-FAMILY FACILITATION**

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*Sorotan penulisan tentang kerja dan keluarga yang sedia ada di Malaysia lebih menjurus kepada konflik kerja-keluarga. Walaubagaimanapun, kebanyakan kajian terkini mendapati bahawa mengimbangi kerja dan keluarga tidak hanya memberi kesan negatif kepada para pekerja. Oleh sebab itu, kajian ini dijalankan untuk menguji kesan perantaraan fasilitasi kerja-kepada-keluarga terhadap*

*hubungan antara konflik kerja-keluarga dan kesejahteraan (termasuk kesihatan psikologi, niat untuk berhenti kerja, kepuasan kerja, kepuasan keluarga, dan kepuasan hidup). Menerusi kajian ini, fasilitasi kerja-kepada-keluarga dijangka mempunyai kesan perantara terhadap hubungan antara konflik kerja-keluarga dan kesejahteraan. Satu kajian soal selidik keratan rentas telah dijalankan di mana seramai 210 orang pekerja wanita daripada beberapa organisasi di Malaysia melengkapkan soalan kaji selidik melalui persampelan bertujuan. Analisis pengesanan faktor telah dijalankan bagi memeriksa struktur faktor setiap skala yang digunakan dan analisa permodelan persamaan struktur telah digunakan untuk menganalisis data. Hasil kajian menunjukkan bukti-bukti kewujudan kesan perantara fasilitasi kerja-kepada-keluarga terhadap hubungan antara konflik kerja-keluarga dan kesejahteraan. Artikel ini turut membincangkan implikasi kajian, limitasi kajian, dan cadangan penambahbaikan untuk kajian yang akan datang.*

## **BEYOND DRUG USE: INCLUSION OF PSYCHOLOGICAL WELL-BEING AS AN OUTCOME IN EVALUATION OF TREATMENTS FOR SUBSTANCE ABUSE DISORDER**

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*Kesejahteraan psikologi biasanya digunakan sebagai satu indikator penting dalam hasil psikoterapi di seting rawatan penyalahgunaan dadah. Manifestasi kesejahteraan psikologi lebih baik difahami dalam konteks di mana ia berlaku yang mana mengambil kira seting rawatan dan konteks budaya. Tujuan artikel ini adalah untuk menyiasat kebolegunaan ukuran Clinical Outcome in Routine Evaluation (CORE) dikalangan penagih dadah di Malaysia. CORE digunakan untuk menentukan kesejahteraan psikologi mereka berhubung dengan hasil psikoterapi sepanjang mereka menerima rawatan dadah. Seratus klien terdiri dari bangsa Melayu, Cina, dan India telah dipilih dari penjara Malaysia dan sebuah pusat rawatan dadah residensi. Mereka menjawab alat ukuran CORE – versi Bahasa Malaysia. Hasil kajian menunjukkan bahawa M-CORE menghasilkan skor keseluruhan tinggi dan juga dalam beberapa domain berbanding dengan CORE asal. Artikel ini menekankan isu-isu yang berpotensi mempengaruhi pemahaman kesejahteraan psikologi dalam kalangan penagih dadah dengan mengambil kira perbezaan budaya.*