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BOOK OF ABSTRACT

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International Conference on Psychology

**THE ROLE OF PSYCHOLOGY IN THE IR 5.0:
EMPOWERING HUMAN
INTELLIGENCE AND WELL-BEING**

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International Conference on Psychology

*The Role of Psychology in the IR 5.0: Empowering
Human Intelligence and Well-being*

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ORAL PRESENTATION

ABSTRACTS FOR THE ORAL PRESENTERS

Subtopic 1: Mental Health Issues

01 (ID: 434)

PEMIKIRAN BUNUH DIRI DAN PEGANGAN KEAGAMAAN DALAM KALANGAN PELBAGAI LATAR ETNIK DAN AGAMA PELAJAR UNIVERSITI AWAM DI SABAH

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Abstrak: Trend bunuh diri di Malaysia dilihat semakin meningkat. Fenomena ini diburukkan lagi dengan penularan wabak COVID-19. Penularan wabak COVID-19 telah memberikan dampak yang buruk kepada pelbagai lapisan umur dalam masyarakat di Malaysia. Hal ini tidak terkecuali dalam kalangan pelajar-pelajar di universiti awam. Kajian ini bertujuan untuk melihat pemikiran membunuh diri dalam kalangan golongan pelajar universiti awam yang terdiri daripada pelbagai latar belakang etnik dan juga agama di Sabah. Soal selidik yang digunakan adalah soal selidik Yatt Suicide Attitude Scale yang mengandungi 10 item dan Revised Intrinsic Extrinsic Religiosity Scale (IE-R) yang mengandungi 14 item. Data kajian dianalisis menggunakan Program Statistical Package for Social Science (SPSS) versi 23 untuk menganalisis data statistik deskriptif. Kajian deskriptif untuk 10 item keinginan ke arah bunuh diri menunjukkan hampir keseluruhan pelajar mempunyai keinginan ke arah bunuh diri apabila setiap item tersebut menunjukkan respon "kadang-kala" itu muncul di benak pemikiran mereka. Manakala untuk segi keagamaan pelajar pula, min untuk keagamaan Intrinsic menunjukkan nilai yang lebih tinggi iaitu 25.26 (4.98) berbanding dengan keagamaan yang lain iaitu keagamaan Intrinsic sosial iaitu 12.72 (2.96) dan juga keagamaan extrinsic sosial iaitu 12.65 (3.89). Keinginan ke arah bunuh diri juga dikaitkan dengan nilai keagamaan yang dipegang oleh seseorang individu. Kajian ini juga mendapati bahawa keagamaan intrinsic ($r = -.221$) dan keagamaan extrinsic sosial ($r = -.343$) menunjukkan hubungan sederhana yang signifikan dengan keinginan ke arah bunuh diri seseorang pelajar. Kesimpulannya, idea keinginan untuk membunuh diri ini kemungkinan akan memberikan kesan ke atas percubaan bunuh diri masa depan sekiranya ianya tidak dicegah dari awal. Pengaruh sikap terhadap bunuh diri dan keagamaan harus diambil kira semasa melaksanakan program pencegahan bunuh diri kerana ia dapat membantu mengubah persepsi mereka untuk menggunakan bunuh diri sebagai coping ke arah penyelesaian masalah.

Kata kunci: Pemikiran bunuh diri, keagamaan intrinsic, keagamaan extrinsic sosial dan keagamaan

02 (ID: 3363)

THE MEDIATING ROLE OF LOCUS OF CONTROL IN THE RELATIONSHIP OF PATERNAL OVER-PARENTING AND DEPRESSIVE SYMPTOMS AMONG CHILDREN IN TRANSNATIONAL FAMILIES

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Abstract: Filipino families are known to be patriarchal in nature. Mothers tend to take care of their family while the father takes on the role of being the breadwinner. However, due to economic changes, opportunities for women to work abroad increased rapidly. Hence, there was a role reversal between the husband and the wife. The current research investigated the tendencies of left-behind fathers to over-parent their children. More so, children who adopted an external locus of control are likely susceptible to depressive symptomatology. A total of 243 undergraduate students from Batangas whose mother are working in abroad answered the survey. Results show that eldest daughters who are freshmen are susceptible to depressive symptoms. However, it was found that their fathers' over-parenting behavior did not cause their depressive symptoms and there are other factors that have influenced it.

Keywords: Transnational Families in the Philippines, Role reversal, Locus of control, Depression in children

O3 (ID: 1811)**AN INVESTIGATION OF DAY-TO-DAY CHANGES OF MOOD AND PHYSICAL ACTIVITY ON SLEEP QUALITY AMONG YOUNG ADULTS**Vanida Tian¹ & Fatanah Ramlee¹¹Universiti Pendidikan Sultan Idris.

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Abstract: Poor sleep quality is a major concern among young adults in Malaysia, specifically undergraduate students, as it can affect their achievements and daily functioning. Sleep quality is often associated with many factors including physical activity level and mood. Therefore, the present study aims to investigate the current sleep pattern, overall physical activity level, and mood among young adults in Malaysia and to examine the within-subject temporal association of overall level of daytime physical activity and mood affecting sleep quality on the subsequent night. The study adopts within-subject daily process study in which 100 participants of undergraduate students will monitor and record their physical activity, mood, and sleep for 7 days using actigraph, mood diary, and sleep diary. They also will be asked to complete a set of questionnaires which assesses their demographic information which includes their weight and height measurement, physical activity level, insomnia severity, and sleep quality. Data from the questionnaire will be analysed using descriptive statistics to characterise the participants, while data from actigraphy, mood diary, and sleep diary will be fit into multilevel models. Findings will be discussed after the completion of the study. The findings may highlight the importance of regulating mood and physical activity to obtain good sleep quality.

Keywords: insomnia, mood, physical activity, sleep quality

O4 (ID: 770)**INTERRELATIONS BETWEEN EMOTIONAL INTELLIGENCE, PROSOCIAL BEHAVIOURS, AND COPING RESPONSES: A CONCEPTUAL FRAMEWORK IN PREDICTING EMOTIONAL REGULATION AMONG YOUTH DURING THE COVID-19 PANDEMIC**Ker Shin Tee¹, Foo Bee Keh¹, Wendy How¹, Hooi Shien Loh¹ and Chen Zheng Goh¹¹New Era University College

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Abstract: The Coronavirus diseases (COVID-19) have been identified as the vast communicable disease outbreak caused by the SARS-CoV-2 virus. The pandemic having a huge impact on diverse population and the whole economies of the world. Alongside, many universities worldwide have also experience tremendous challenges such as remodelled of teaching learning methodologies from classroom learning to online learning, aiming to mitigate the spread of COVID-19 in the education settings. However, a review illustrated that many youth, particularly undergraduate students in Malaysia are at risk for emotional regulation problems, including stress, anxiety, and depression. Various restrictions in Malaysia such as Malaysian movement control order, quarantine, social distancing have adversely impacts most of the university students' learning and social life. Therefore, current article attempted to purpose a conceptual framework to guide more targeted intervention programmes that might help to address the emotional regulation issues among youth. The conceptual framework will adopt the current literature to present the interrelations among emotional intelligence, prosocial behaviours, and coping responses as well as explain how these components work together in predicting the youth's competence in emotional regulation. The conceptual framework is useful for guiding the school to relook at the needs of youth and provide a new orientation for intervention programmes to assist youth developing healthier emotional regulation skills during the COVID-19 pandemic.

Keywords: COVID-19, Emotional Intelligence, Prosocial Behaviours, Coping Responses, Youth, Universities

O5 (ID: 7135)**PANDEMIK COVID-19: KESEJAHTERAAN PSIKOLOGI SEMASA MENGHADAPI PANDEMIK DALAM KELUARGA GOLONGAN B40**

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Abstract: Pandemik Covid19 telah banyak memberi kesan kepada kesejahteraan psikologi individu mahupun keluarga. Objektif kajian ini adalah untuk meneroka pengalaman yang dialami oleh ketua keluarga dalam kalangan B40 bersama pasangannya. Pengkaji telah menjalankan temuramah secara mendalam kepada sepasang suami isteri semasa pandemik. Analisis data yang digunakan adalah analisis kandungan. Hasil daripada temuramah yang dijalankan keputusan mendapati pengetahuan yang sangat terhad berkenaan Covid19 menyebabkan berlakunya kebimbangan dan tekanan tentang jangkitan Covid19 sehingga mempengaruhi kesejahteraan psikologi responden. Implikasi kajian turut dibincangkan.

Keywords: Covid-19, kebimbangan, tekanan, keluarga, kesejahteraan psikologi

O6 (ID: 7912)**THE PERCEPTION OF PSYCHOLOGICAL IMPACT OF SMARTPHONE ON STUDENTS DURING COVID-19**

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Abstract: Smartphone usage is undeniably become important aspect of any undergraduate students' lives, especially during the pandemic. Initially, this study explored the purposes of using smartphone among undergraduate students in Malaysia. Later, the perceptions of psychological impact of smartphone among undergraduate students in Malaysia was also investigated. In addition, this study also investigates dominant types of stress, emotional regulation strategies and motivation of using smartphone as a means to cope with stress among undergraduate students. There were 374 undergraduate students (88 males, 286 females) who participated in this concurrent nested design study. Concurrent nested design was used to necessitate the collection of quantitative and qualitative data. Quantitative data were collected using four sets of questionnaires: Students Stress Scale, Emotion Regulation Questionnaire, Motivation to Use Smartphone Questionnaire and Problematic Smartphone Use Scale. Stress is measured through two types of stress (academic stress and psychosocial stress). Emotion regulation strategies are measured by two types of strategies (cognitive reappraisal and expression suppression) while motivation to use smartphones are measured through two types of motivation (ritualistic motivation and instrumental motivation). The instruments were validated using the Rasch Measurement Model analysis. Qualitative data were collected through interviews. Descriptive findings of this study show that the most common purpose of using smartphone is searching for information (98.9%) and the least common use of smartphone is for playing games (54%). In addition, it was also found that many students perceived the stressors that trigger their needs to use smartphone are psychosocial stressors, as compared to academic stressors. Regarding emotional strategies that students used to regulate stress through smartphone, it was found that students use cognitive appraisals to change their thoughts and heighten their awareness of their current emotions. Also, it was found that students were motivated to use smartphone due to ritualistic motivation such as relaxation, entertainment, companionship, and habit. Based on interviews, it was found that students perceive smartphone usages in positive and negative ways. Some of positive smartphone usage are its provide distractions to avoid loneliness, staying connected with family members, friends, keeping oneself updated with information with a palm size device and its accessibility for online learning. However, it was found that using smartphone can lead to negative impact on students such as it leads to physical strain, getting distracted or interrupted while attending online classes and longer duration of using smartphone especially during the COVID-19 pandemic. Research findings show that smartphone use motivation does play an important role in explaining the mechanism of problematic smartphone use among students.

Keywords: psychological impact, smartphone usage, motivation, undergraduate students, COVID-19 pandemic

O7 (ID: 7642)**EFFECTIVENESS OF A PSYCHOEDUCATION INTERVENTION IN REDUCING THE DEPRESSION AMONG PARENTS**

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Abstract: Generally, this study aims to scientifically evaluate the effectiveness of psychoeducation as an intervention for reducing depressive symptoms among parents around Kuala Lumpur. This study convoluted two phases of intervention which were pre and post. For the intervention group, a modified version of the Family Module Intervention was given to test the efficacy of the psychoeducation intervention. Those set of questionnaires used measured the level of depression, parenting daily hassles, and the social support received by the parents. A total of 61 participants were recruited from four Peoples' Housing Project in Kuala Lumpur and 30 of them were randomly assigned to the control group whilst other 31 were assigned to the intervention group. From the analysis, there was a mere difference between the mean score of depression and daily hassle due to parenting between both groups during the post-intervention. The effect on the intervention group were high, depression = 1.59 and daily hassle due to parenting = 1.52, in comparable to the control group. The results indicated that the Family Module Intervention used in this study was indeed effective. In contrast, the Social Support Scale was reported to be ineffective by the intervention group as the attitude towards that required more than 4 weeks after the intervention. Overall findings clearly denote that the Family Module Intervention is an effective intervention in reducing depressive symptoms and parenting daily hassles among the parents in two phases as well as improving mental health literacy among parents, thereby helping them to manage their families better.

Keywords: Psychoeducation Intervention, effectiveness, depression, parents, Malaysia

O8 (ID: 7560)**DEPRESSION, ANXIETY AND STRESS LEVEL AMONG UNIVERSITY STUDENTS IN MALAYSIA DURING PHASE I AND PHASE II COVID-19 OUTBREAK**

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Abstract: Introduction: Millions of individuals throughout the world have been afflicted by the COVID-19 pandemic, which has had a significant impact on their psychological well-being. Objectives: The aim of the study was to find out the level of stress, depression, and anxiety during phase I and phase II of Covid-19 outbreak among university students. Methodology: A self-administered questionnaire consisting socio-demographic and DASS-21 questionnaire were used in this study. Results: The research comprised of 203 university students ranging in age from 19 to 74 years old. The majority of respondents were females (n=144) and males (n=59). The study enlisted the participation of 178 local and 25 international students. The students were pursuing bachelor's degrees (n=170), diplomas (n=8), master's degrees (n=5), and doctoral degrees (n=20). In the phase I study the stress score was (mean = 12.06, SD = 9.30), while in phase II, the stress score increased to (mean = 13.51, SD = 12.18). Meanwhile the phase I study the depression score was (mean = 12.48, SD = 11.17), while in phase II, the depression score slightly increased to (mean = 12.85, SD = 12.16). For the phase I study the anxiety score was (mean = 11.26, SD = 10.06), while in phase II, the anxiety score reduced to (mean = 9.53, SD = 10.18). Conclusion: The anxiety level was improved in the phase II of Covid-19, however the depression and stress level did not show the reductions. A deeper knowledge on stress, depression, and anxiety among university students are required to allow for early intervention and improvement of overall mental health problems among the students.

Keywords: Psychiatric symptoms, Stress, Depression, Anxiety, Student, Covid-19, Phase I, Phase II

09 (ID: 4114)**DASAR KESIHATAN MENTAL DI MALAYSIA: ULASAN DAN CADANGAN PENAMBAHBAIKAN**Nurul Amirah Hamzah¹ & Nooraini Othman¹¹Universiti Teknologi Malaysia.E-mail: amirahhamzah94@gmail.com

Abstrak: Pada September 2015, kesihatan mental telah dimasukkan dalam Matlamat Pembangunan Mampan atau Sustainable Development Goals (SDG) yang telah ditetapkan oleh Pertubuhan Bangsa-Bangsa Bersatu (PBB). Tindakan ini memperlihatkan bahawa PBB meletakkan kesihatan mental sebagai keutamaan bagi pembangunan global dalam jangka masa 15 tahun akan datang. Kesihatan mental merupakan isu semasa yang menjadi masalah dalam kalangan negara membangun. Di Malaysia, Dasar Kesihatan Mental Negara telah digubal supaya dapat dijadikan satu asas pembentukan strategi serta menjadi hala tuju bagi kesemua pihak yang terlibat dengan tujuan memperbaiki kesihatan mental dan kesejahteraan seluruh rakyat. Dasar Kesihatan Mental Negara akan diulas dengan lebih lanjut dalam artikel ini dan dengan menggunakan kaedah analisis kandungan terhadap kajian-kajian lepas, cadangan penambahbaikan terhadap dasar ini akan dikemukakan. Berdasarkan dapatan kajian, terdapat beberapa cadangan penambahbaikan berkaitan Dasar Kesihatan Mental Negara yang boleh diberikan perhatian. Cadangan penambahbaikan ini merangkumi beberapa teras yang ditekankan dalam Dasar Kesihatan Mental Negara termasuklah; mudah diperolehi dan saksama, kelengkapan atau komprehensif, kesinambungan dan integrasi, kerjasama pelbagai sektor, penglibatan masyarakat, sumber manusia dan latihan, piawaian dan pemantauan, penyelidikan dan perundangan.

Kata kunci: Dasar, Kesihatan Mental, Malaysia

10 (ID: 02)**THE RELATIONSHIP BETWEEN PSYCHOLOGICAL DISTRESS AND DEPRESSION AMONG PSYCHIATRIC HOSPITAL WORKERS IN JOHOR BAHRU**Aulia Afifah Asmy¹ & Amalina Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: afifahasmy@graduate.utm.my

Abstract: Depression is the current issue related to mental health that gets the most attention, considering that depression is a common mental health problem experienced by nearly 280 people worldwide. People who experience depression show symptoms, including exhibiting psychological distress. The same as depression, psychological distress is also considered a common mental health problem that occurs in public. Both psychological distress and depression is a huge concern considering the level of vulnerability to the mental health condition, especially among psychiatric hospital workers. Exposure to highly stressful work environment makes psychiatric hospital workers vulnerable to experiencing symptoms of mental health problems such as psychological distress which can lead to depression. Previous research has shown that there is a relationship between psychological distress and depression, as well as how the two variables are often intertwined with each other. Most of the studies were conducted in western countries and involve a wider range of participants, only a few studies were conducted in eastern countries and specifically involve the participants in the mental health field. This study further investigates the relationship between psychological distress and depression among psychiatric hospital workers in Johor Bahru by collecting cross-sectional data from the population of workers in Hospital Permai Johor Bahru, Malaysia. Cluster sampling is used to determine the sample by dividing the population into three clusters, namely psychiatrists, psychologists, and nurses. The selected sample then filled out a questionnaire consists of demographic information, Kessler Psychological Distress Scale (K10), and Beck's Depression inventory. This study aims to identify the level of depression among psychiatric hospital workers in Johor Bahru, to identify the level of psychological distress among psychiatric hospital workers in Johor Bahru, and to investigate the relationship between psychological distress and depression among psychiatric hospital workers in Johor Bahru.

Keywords: psychological distress, depression, psychiatric hospital workers, mental health, K10, Beck's Depression inventory

11 (ID: 01)**THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND OCCUPATIONAL STRESS AMONG CRITICAL CARE NURSE IN ASY-SYIFA HOSPITAL, IN SUMBAWA, INDONESIA**Alya Putri Ranira¹ & Amalina Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: pralya@graduate.utm.my

Abstract: In the past few years, occupational stress became the biggest causes of stress in over 100 nations and has become the primary public health risk and concern in all fields. In healthcare field, occupational stress has emerged as a serious global issue and poses a significant burden for health institutions. Nursing is one of the professions that associates with stressful circumstances. Nurse commonly experience a variety of emotional states such as frustration, distress, discomfort, grief and frustration as a result of lengthy shifts hours and physical exhaustion. The area where nurse are subjected to experience significant stress level is the critical care unit (CCU). However, in order to cope with occupational stress and maintain their emotion while interact with the patients, nurse should develop their emotional intelligence (EI) skills. Previous research has found that EI is strongly associates with low levels of occupational stress. Most of studies conduct in western countries, only a few studies were conducted in eastern countries and specifically involve the nurse in critical care unit. This study further investigates the relationship between emotional intelligence and occupational stress among critical care nurse in Asy-Syifa' Hospital in Sumbawa, Indonesia, by collecting data from 66 of nurse in CCU which the area consists ICU, NICU, and Emergency Department. The selected population then filled out a questionnaire consists of demographic information, Trait Meta-Mood Scale Short Version (TMMS-24), and Parker's Job Stress Scale. This study aims to identify the level of occupational stress among critical care nurse in Asy-Syifa Hospital, to identify the level of emotional intelligence among critical care nurse in Asy-Syifa Hospital, and to identify the relationship between emotional intelligence and occupational stress among critical care nurse in Asy-Syifa' Hospital.

Keywords: emotional intelligence, occupational stress, critical care nurse, stress, trait meta- mood scale short version, Parker's job stress scale

12 (ID: 5737)**EFFECTS OF PSYCHOLOGICAL CAPITAL ON MENTAL HEALTH AMONG LOW-INCOME EARNERS**Siti Aisyah Panatik¹, Errna Nadhirah Kamalulil¹, Norakmar Nordin¹, Irmawati Norazman¹, Ruzanna Shahrin¹, Nur Asyikin Yakub¹ & Mohammad Saipol Mohd Sukor¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, MalaysiaE-mail: saisyah@utm.my

Abstract: One of the primary goals outlined in the 11th Malaysia Plan is to improve society in Malaysia. Low-income earners who have trouble getting enough resources exhibited more negative feelings in the B40 scenario. Assessing the employees' adequate resources for battling mental health problems is necessary for light of the worrisome statistic that 4.2 million people in Malaysia suffer from mental health issues. This study intends to investigate the effects of four psychological capital dimensions, including self-efficacy, hope, resilience, and optimism, on low-income workers' stress, anxiety, and depressive symptoms. The B40 personnel at the eight Johor Local Authorities were the subjects of a survey questionnaire as part of this study's quantitative methodology. The translated measures were the Depression, Anxiety, and Stress Scale (DASS) and the Psychological Capital Questionnaire (PCQ). 265 low-income individuals in all took part in this study. To evaluate the 12 hypotheses, the data were analyzed using SmartPLS 3.0 structural equation modeling. This study found that self-efficacy only significantly influenced anxiety and depression, but hope and resilience negatively affected all mental health dimensions. However, the theories on the connections between optimism and stress, anxiety, and depression were disproved. This study sheds light on the crucial function of psychological capital in promoting good mental health in low-income individuals. In this study, the application will be discussed.

Keywords: Psychological Capital, Mental Health, Low-income Earners

Subtopic 2: Counseling and Psychotherapy

13 (ID: 1960)

LONELINESS AND RELATIONSHIP SATISFACTION AMONG MARRIED COUPLES DURING COVID-19 PANDEMIC: RELATIONSHIP EFFICACY AS A MODERATOR

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Abstract: Background of the study: The significant changes in daily routines of the COVID-19 pandemic have impacted relationship satisfaction among marital couples worldwide. Married couples who experienced loneliness during the COVID-19 pandemic may lead to low relationship satisfaction. However, relationship efficacy could buffer the direct association of loneliness with relationship satisfaction. Objectives: This study aimed to examine the relationship between loneliness and relationship satisfaction among married couples during the COVID-19 pandemic by using relationship efficacy as a moderator. Methodology: 150 married couples (77.3 % women, 22.7% men) participated in the cross-sectional quantitative online survey. The average age of the participants was 40 years old. The self-administered questionnaires consisted of UCLA 3-item Loneliness Scale, Relationship Assessment Scale and Relationship Efficacy Measure. The present study employed Statistical Package for the Social Sciences (SPSS) version 28 software to analyse the empirical data. Results: First, the findings revealed a negative association between loneliness and relationship satisfaction ($B = -1.37$, $SE = .39$, $t = -3.54$, $p < .001$). Second, the moderation effect of relationship efficacy was significant ($B = .19$, $SE = .08$, $t = 2.40$, $p = .02$) in the association between loneliness and relationship satisfaction. Conclusion: The results supported the crucial role of relationship efficacy in a marital relationship during the covid-19 pandemic. Ultimately, relationship efficacy can minimise the negative impact of loneliness on relationship satisfaction. In short, couples believing they can resolve conflict with their partners will likely promote better relationship satisfaction. This study also presents several practical and theoretical implications.

Keywords: Loneliness, Relationship efficacy, Relationship Satisfaction, Married Couples, COVID-19 pandemic.

14 (ID: 4452)

A CROSS-SECTIONAL STUDY OF FAMILY EXTERNAL PROTECTIVE FACTORS AND RESILIENCE TRAITS AMONG SECONDARY SCHOOL STUDENTS IN MALAYSIA.

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Abstract: This quantitative research is a descriptive correlational study that was conducted using cross-sectional survey which aims to explore the relationship between family external protective factors and resilience traits among secondary school students in Malaysia. Family through parental support is believed to have a significant contribute towards a positive self-development for an individual. For secondary school students, positive development is crucial to help produce excellent students that include various aspects of both academics and personality. In this study, the family external protective factor refers to the social support obtained from the family which is believed to help secondary school students to balance themselves from the risk environment they face. Whereas the resilience trait refers to the internal strength characteristics shown by the students. Both constructs are measured using a set of questionnaires from Healthy Kids Resilience Assessment (HKRA) that have gone through a process of modification and back-translation in the Malaysian context. A total of 315 secondary school students selected through simple random sampling were involved in this study. The results were analyzed using IBM SPSS Version 22 found that there is a significant positive relationship between family external protective factors and resilience traits. This finding implies that family external protective factors are important for cultivating resilience traits among secondary school students.

Keywords: family external protective factor, resilience traits, secondary school students

15 (ID: 4892)

IMPLICATIONS OF COUNSELLOR TRAINEES' MULTICULTURAL EXPERIENCES ON MULTICULTURAL EDUCATION IN COUNSELLOR TRAININGMaizatul Mardiana Harun¹, Wan Marzuki Wan Jaafar¹ & Asmah Ismail¹¹Universiti Putra Malaysia, Malaysia.

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Abstract: Across all the industrial revolutions, the counselling profession has managed to sustain its practices and services without leaving behind the important roles and significant benefits of technology. Recently, to gain the best benefit of technology and digitalization, scholars had attempted to integrate artificial intelligence into counselling sessions. This coincides with the era of industrial revolution (IR) 5.0 that emphasizes customization and personalization, where counsellor trainees need to be aware of and accept their uniqueness so that they can also appreciate the similarities and celebrate each other's differences. This awareness contributes to professional competence, particularly in working effectively with diverse clients, which can be stimulated through exposure and interaction with various cultures in both personal and academic life. Therefore, this descriptive study aimed to explore the level of counsellor trainees' multicultural experiences, both personal and academic multicultural experiences. This study was carried out on 208 local undergraduate counsellor trainees who were randomly selected from six universities. Findings from a series of descriptive analyses revealed that the counsellor trainees' level of personal multicultural experience was at a low level. Meanwhile, the counsellor trainees' level of academic multicultural experience was at a high level. In conclusion, the findings of this study give the impression that multicultural education in counsellor training is done effectively. The implications for the teaching and learning methods of multicultural education in counsellor training are also discussed.

Keywords: multicultural experiences, multicultural education, counsellor training, counsellor trainees

16 (ID: 5954)

FAMILY SUPPORT AND LIFE SATISFACTION AMONG MALAYSIAN ELDERLY: THE MEDIATING ROLE OF PERCEIVED FILIAL PIETYSarvarubini Nainee^{1,2} & Intan Hashimah Mohd Hashim²¹Universiti Tunku Abdul Rahman, Malaysia.²Universiti Sains Malaysia

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Abstract: Filial piety, which refers to showing respect to parents, has wielded a vital effect in the relationship between family support and the life satisfaction of elderlies. However, the mechanism behind this effect is still unclear. To address this gap in the existing literature, the present study aims to investigate the effect of family support on life satisfaction through the mediating role of perceived filial piety among Malaysian seniors. This study employed a cross-sectional design that involved 154 seniors aged 60 and above who are residing in Ipoh, Malaysia. An online survey method was used to collect data from the participants. The SPSS version 21 software was used for data analysis descriptive (means, standard deviations, frequencies, percentages) to describe the characteristics of the sample and the main variables of the study. SPSS was also used to analyze the correlations between the understudied variables (H1). Mediation analyses were made to estimate the mediating effect of perceived filial piety in the relationship between family support and life satisfaction among seniors (H2). Results indicated that the correlation was significant among the variables. To respond to H2, after controlling age and gender, the effect of family support on life satisfaction was mediated via perceived filial piety. Family support was found to have a significant effect on perceived filial piety and perceived filial piety also significantly predicted life satisfaction. After controlling the effect of perceived filial piety, the direct effect of family support on life satisfaction continues to exist. The indirect effect of family support on life satisfaction through perceived filial piety was found to be significant. The findings suggest that the effect of family support on elderlies' life satisfaction may be related to their perceived filial piety. Results indicate that improving family social support increases the subjective well-being of seniors. Perceived filial piety will be an added advantage to improve the life satisfaction of seniors.

Keywords: Life satisfaction, elderly, filial piety, family support

17 (ID: 6242)

RELATIONSHIP BETWEEN DISPOSITIONAL MINDFULNESS AND LIFE SATISFACTION AMONG UNDERGRADUATE STUDENTS IN MALAYSIA: COGNITIVE REAPPRAISAL AS THE MEDIATORZhing Tian Lee¹ & Khai Ling Khor¹¹DISTED College, Malaysia.

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Abstract: Undergraduate students are facing different challenges and stressors in their life, which may affect their well-being and lower their life satisfaction, whereby life satisfaction is an important predictor of positive outcomes in their life. Dispositional mindfulness has been found to bring many benefits in health and well-being, including life satisfaction. The cognitive process on how dispositional mindfulness can lead to increased life satisfaction in undergraduates could be further examined in terms of cognitive reappraisal as it predicts higher life satisfaction and better well-being. Hence, grounded in Mindfulness-to-Meaning Theory, this study examined cognitive reappraisal as the mediator in the relationship between dispositional mindfulness and life satisfaction among 147 undergraduate students (aged 18-25 years old) who were studying in Malaysia. A non-experimental correlational design was used, where the students were required to fill in three questionnaires through Google Form survey, the results were analysed through hierarchical multiple regression. The results supported all four hypotheses, with significant positive relationships found among dispositional mindfulness, cognitive reappraisal and life satisfaction. Cognitive reappraisal partially mediated the relationship between dispositional mindfulness and life satisfaction. The findings provide valuable information for the experts to devise mindfulness interventions by incorporating cognitive reappraisal strategies, allowing students to use cognitive reappraisal to cope with challenges, improving life satisfaction. Psychoeducation can be carried out to educate students in recognising and dealing with their problems by using mindfulness-based practices and cognitive reappraisal exercises, this can also help to cultivate their dispositional mindfulness for better well-being.

Keywords: dispositional mindfulness, cognitive reappraisal, life satisfaction, undergraduate students

18 (ID: 03)

RELATIONSHIP BETWEEN PARENTAL INVOLVEMENT AND ACADEMIC ACHIEVEMENT: A REVIEW PAPERNur Aisyah Nadhrah Mohammad Shakry¹, Norashikin Mahmud¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Parents play a valuable role in the development of adolescents as their involvement may contribute to their success, including academic achievement. Regarding education, parental involvement is the parents cooperating with their children and the school to foster positive academic growth. With parental involvement as the independent variable and academic achievement as the dependent variable, this paper aims to investigate the relationship between parental involvement and adolescents' academic achievement by reviewing past studies. Research papers published between 2006 to 2019 will be included in this study. This study investigates the type of parental involvement that affects their childrens' academic achievement. The results of this review show that parental involvement is positively associated with adolescents' academic achievement. Moreover, this review also found mixed findings in determining the most significant type of parental involvement (home-based involvement and school-based involvement) practices with academic achievement. Hence, parents should be more invested in their childrens' education while deciding which type of parental involvement is the most effective.

Keywords: Parental involvement, academic achievement, adolescents, review

19 (ID: 7819)**SOPHOMORE CRISIS AMONG UNIVERSITY STUDENT IN JAKARTA**Raffel Astilla¹ & Budi Sulaeman¹¹BINUS University, Indonesia.E-mail: raffel.astilla@binus.ac.id

Abstract: Sophomore Crisis is one of five existential crises that can occur in adolescence and young adulthood that occur in a person's late life. The purpose of this study was to determine the description of the Sophomore Crisis among students in Jakarta. The Quantitative method with a descriptive study type is used in this research. The sampling technique used is non-probability with the type of convenience sampling. In this study, there were 51 respondents consisting of 20 males and 31 females who were active students aged 18-24 years living in Jakarta. The data collection technique was carried out using a questionnaire compiled by researchers based on 3 domains from the Sophomore Crisis, namely commitment to the source of the meaning of one's personal life, difficulty in determining career paths, and fear of not having a safe plan to achieve the best potential for the future. Data analysis in this study used descriptive statistical calculations. The results of this study indicate that 27 respondents have a sophomore crisis which is at a high level. Meanwhile, 24 other respondents are classified as low. The results also show that male and female students have a high level of sophomore crisis. Researchers provide suggestions to strengthen the process of academic guidance with lecturers and the department can carry out monitoring activities based on semesters.

Keywords: sophomore crisis, university students, Jakarta

20 (ID: 06)**THE ROLES OF FAMILY DYNAMICS AMONG HIGH-ACHIEVING STUDENTS**Asa Ismia Bunga Aisyahrani¹ & Farah Adibah Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: asaismiabung@gmail.com

Abstract: In almost every educational institution, students' grades vary from high to low academic achievement. This academic achievement is considered important because it often acts as a gauge of whether the student can pursue higher education and it also depicts the student's value to survive in working life. Aside from its personal significance, academic achievement is critical to a nation's wealth and development. Previous studies have found that students' academic achievement is influenced by their familial background. Supporting students' learning processes as well as their well-being and self-growth is sustainable for students' academic achievement in educational settings and subsequently in vocational careers. Considering the individual and social relevance of academic achievement, this study intends to delve deeper into the high academic achievement variable in terms of the factors that support it. Family dynamics are deemed to be intriguing and suitable for further subjective exploration in this study. While numerous studies have supported the significant roles of family dynamics in terms of parental involvement with students' academic achievement, there are still inconsistencies that require more extensive research to fully understand the roles of family dynamics in children's academic engagement and achievement. This study aims to explore the sub-themes of family dynamics that are adapted from the Circumplex Model. Specifically, to explore the family cohesion in the high-achieving students' families, to explore the family flexibility in the high-achieving students' families, to explore the family communication in the high-achieving students' families, and to discover the significant roles of family dynamics in supporting students' high academic achievement. The data will be collected through semi-structured interviews with key informants from high-achieving undergraduate students at Universiti Teknologi Malaysia between the ages of 17 and 25.

Keywords: family dynamics, academic achievement, Circumplex Model, cohesion, flexibility, communication

21(ID: 017)**THE RELATIONSHIP BETWEEN BODY DISSATISFACTION AND EATING DISORDER SYMPTOMS AMONG FEMALE STUDENTS IN A HIGHER EDUCATION INSTITUTION**Maisarah Yahya¹ & Nor Akmar Nordin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: It is common for females to be conscious of their bodies, however the abnormal evaluation regarding their bodies could turn into body dissatisfaction which arises from the discrepancy feeling with an individual's weight and shape have become a prevalent issue in recent decades. Given the constant pressure in meeting the society's unrealistic beauty standards, particularly on female's body shape and weight, previous findings found them to be closely related to changes of eating behavior that may result in eating disorder symptoms, particularly among females undergoing the transition of young adulthood. Undeniably, disturbances with appearance, particularly with dissatisfaction with one's body is marked as the onset of eating disorders development. However, the relationship between body dissatisfaction and eating disorders among young adult females in Malaysia is still understudied compared to the studies of its correlation conducted overseas. Hence, this quantitative correlational study aims to investigate the relationship between body dissatisfaction and eating disorder symptoms among young adult females, particularly undergraduate females aged 18 to 26 years old in a higher education institution through the convenient sampling method. In acquiring the data, the Body Shape Questionnaire (BSQ-34) will be used to measure the level of body dissatisfaction, while the Eating Attitude Test (EAT-26) will identify the level of eating disorder symptoms among female students participated.

Keywords: Body Dissatisfaction, Eating Disorder Symptoms, Female Students, Higher Education Institution

22 (ID: 8338)**RELATIONSHIP BETWEEN CYBER BULLYING, VICTIMIZATION AND SELF-ESTEEM**Norashikin Mahmud¹, Deborah Low Sze En¹ & Farah Adibah Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: This study examined the relationship between cyberbullying, cyberbullying victimization and self-esteem among university students. A total of 200 female students aged 18 to 33 participated in the study. Based on the results, all respondents reported being cyber victims (M=1.47) and, at the same time, indicated that they had been cyber bullies (M=1.25). It has been shown that there is a significant positive relationship between cyberbullies and cyber victims, implying that respondents who have been cyber victims are more likely to have been cyberbullied. There is also evidence that cyberbullying (as victims or bullies) negatively correlates with self-esteem in the study. It is concluded that one's self-esteem decreases as a consequence of being involved in cyberbullying, as either a victim or a bully.

Keywords: Cyber Bullying, Cyber Victimization, Self-esteem

23 (ID: 07)**THE INFLUENCE OF PERFECTIONISM ON ANXIETY LEVELS AMONG UNIVERSITY STUDENTS IN THE POST-PANDEMIC**

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Abstract: The COVID-19 pandemic has brought a lot of changes to people's daily all across the world, especially regarding anxiety levels among students. Previous studies signified those young adults faced anxiety during movement control order. The possible connecting line between the pandemic and anxiety was the implementation of online learning. The new pattern of online assessments may create uncertainty yet strive to do well on the assignments. Prior research claims that one of the factors of anxiety is perfectionism. It has become a concern in this recent study whether university students possess adaptive perfectionism or maladaptive perfectionism. Therefore, this study aims to investigate whether perfectionism trait influences anxiety levels among university students even in the post-pandemic. This study will use a quantitative research design to gather the data. The data will be using descriptive and inferential statistics. These findings will provide insight into the effect of perfectionism on anxiety level among university students. This will help university and the authority to design program or intervention to help university students overcome their anxiety levels through the empowerment of individual characters.

Keywords: Perfectionism, Anxiety, University Students

24 (ID: 010)**BIG FIVE PERSONALITY AND IMPULSE BUYING AMONG SCHOLARSHIP RECIPIENTS UNIVERSITY STUDENTS IN MALAYSIA**

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Abstract: Fixed income or availability of money can lead to impulsive buying as they have huge purchasing power. Difficulty in managing the cash flow might end up choosing frugal lifestyle. Individual differences can lead to different level of impulse buying. Moreover, from the database, few researchers mentioned that female high in impulse buying and easily involved into it, but some of them shows male are tending to impulse buying. However, there are many researchers studying this topic on university students, yet there is no specific study among scholarship recipient university students in Malaysia. Hence, the focus of this study is to investigate the relationship between Big Five personality and impulse buying among scholarship recipients. The research was done among targeted sample including male and female students who age 19 to 26 and those who are scholarship recipient through convenience sampling approach. In order to collect the data, this study uses Big Five Personality Test in order to measure traits personality among students and Impulse Buying Test to measure the respondent's level of impulse buying.

Keywords: Big Five Personality, Impulse Buying, Scholarship Recipients, University Students, Malaysia

25 (ID: 015)**THE RELATIONSHIP BETWEEN PARENTING STYLE AND SELF-ESTEEM AMONG SECONDARY SCHOOL STUDENT**

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Abstract: This paper aims to find the correlation between self-esteem and parenting styles perceived by the school teenagers. Self-esteem is essential for good mental health and well-being among the teenagers. It is one of the concerns that is able to impact the development of coping abilities, the handling of adversity, and to master new skills in their life. However, according to a study by Shanmugam and Kathyayini (2017), one-third to one-half of adolescents struggle with low self-esteem. Although varied factors of this phenomenon may apply, Okunlola (2020) stated that teenagers' self-esteem state is majorly influenced by parenting styles. Hence, the objective of this study is to identify the relationship between parenting styles and self-esteem among secondary school students. Quantitative research design and correlational research method will be applied in this study. Parental Authority Questionnaire (PAQ) designed based on Diana Baumrind and The Rosenberg Self-Esteem Scale by Morris Rosenberg (RSES) will be used to identify the respondent's perceived parenting style and their level of self-esteem. Using convenience sampling, the population for this study is the secondary school students age from 14-16 years old and the targeted respondents to participate in this study are 300 students.

Keywords: Self-Esteem, Parenting Style, Secondary School, School Teenagers

26 (ID: 7572)**THE EFFICACY OF ACCEPTANCE AND COMMITMENT THERAPY (ACT) ON DISEASE ACCEPTANCE AND QUALITY OF LIFE IN BREAST CANCER PATIENTS: A RANDOMIZED CONTROLLED TRIAL**

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Abstract: The psychological rehabilitation of breast cancer patients is critical to the overall illness rehabilitation process. Patients with breast cancer were treated for four weeks with an ACT group intervention to increase their disease acceptance and psychological flexibility, as well as their quality of life. Finally, covariance analysis and mediation analysis are used to investigate its effect and mechanism. The important findings of this study will provide information on how breast cancer patients' quality of life has changed and how these changes occurred, as well as the moderating effect of social support in the intervention process.

Keywords: ACT, disease acceptance, quality of life, breast cancer

27 (ID: 016)**THE RELATIONSHIP BETWEEN PSYCHOLOGICAL DISTRESS AND LIFE SATISFACTION AMONG YOUNG ADULTS IN KLANG VALLEY**Aimi Hasman¹ & Nurul Farhana Mohd Noordin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: The Malaysian government in 2017 has launched the aspiration to achieve the 2050 Transformation National or known as TN50. This plan is an initiative to drive Malaysia towards achieving the nation's highest achievement and development within the year 2050. As much as this sounds highly encouraging, the target however seems far from sight considering the low level of life satisfaction of Malaysians reported by the World Happiness Report 2022 where Malaysia ranked 79 th out of 146 countries. Hence, in order to improve this, it is important to explore factors related to life satisfaction such as psychological distress. Since psychological distress is one of the most significant factors related to a person's level of life satisfaction according to Lazarus theory, this study aims to investigate the relationship between psychological distress and life satisfaction among young adults as the future leaders of this nation. A descriptive correlational design will be utilized in this quantitative research by targeting 250 young adults residing in Klang Valley, Malaysia. The Depression Anxiety Stress Scale 21 (DASS-21) by Lovibond and Lovibond (1995) and the Satisfaction with Life Scale (SWLS) by Diener et al. (1985) will be administered to participants. The data collected from respondents will be computed by using the Statistical Package for the Social Science (SPSS) software version 27.0.

Keywords: Psychological Distress, Life Satisfaction, Young Adults, Klang Valley

Subtopic 3: Industrial & Organizational Psychology

28 (ID: 327)**THE RELATIONSHIP BETWEEN ICT USAGE AFTER WORKING HOURS ON THE WORK-LIFE BALANCE AMONG MARRIED EMPLOYEES IN JOHOR BAHRU**Nurul Nadiah Abdul Halim¹, Ana Haziqah A Rashid¹ & Nur Syafiqah A Rahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: The emerging of ICT into the workplace has created concern among the employees as it will blur the boundaries between work and personal life, especially among married employees. This is because employees are being contacted even after the working hours and also during the weekends. Given the widely used of ICT in the workplace, it is said that ICT usage after working hours can have negative effects on the work-life balance where it can increase the workload, a lot of multitasking, accelerated the pace of work and can also create conflict among family members and friends. The purpose of this study is to investigate the relationship between ICT usage after working hours on the work-life balance among married employees. Data for this research were collected from 112 married employees working in a service sector in Johor Bahru using snowball sampling and then it was analyzed using a Spearman Correlation. The findings showed that there is a positive significant relationship between ICT usage after working hours and the work-life balance. However, the relationship between both of the variables is very low. The finding illustrate that ICT usage does have a relationship with work-life balance but it is not the main factor among married employees and further investigation with mediator need to be conducted.

Keywords: ICT usage, work-life balance, married employees

29 (ID: 403)**THE INFLUENCE OF EMOTIONAL INTELLIGENCE ON WORK PERFORMANCE AMONG HEALTH STAFF**Mohammad Saipol Mohd Sukor¹, Muhammad Hazim Rosli¹ and Siti Aisyah Panatik¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: The world of work is undergoing massive change everyday. Therefore, work performance has become a major focus in most organizations nowadays. The purpose of this study is to identify the influence of emotional intelligence on work performance among health staff in a Hospital located in Selangor, Malaysia. This study involves 101 respondents which was chosen through convenience sampling. The quantitative data which were collected through Emotional Intelligence Questionnaire (EIQ) and Individual Work Performance Questionnaire (IWPQ) were analysed by using multiple linear regression. The result shows that the health staff have a moderate level of emotional intelligence and high level of work performance. The results also indicate that self-awareness, social-awareness and social skill were significantly influence work performance among health staff. However, this study indicates that self-management does not have a significant influence on work performance. From these findings, hospital administrators should be aware that low emotional intelligence can result in lower work performance among health staff. Thus, an effective intervention should address the emotional intelligence among health staff in order to improve their work performance.

Keywords: emotional intelligence, work performance, health staff

30(ID: 251)**SOCIAL MEDIA AND JOB PERFORMANCE AMONG HUMAN RESOURCE OFFICERS IN TERENGGANU.**Noor Athirah Syazana Mat Noor¹, Zulkifli Khair¹, Noorsidi Aizuddin Mat Noor¹, Farhana Diana Deris¹ & Ana Haziqah A Rashid¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: This study aims to investigate the relationship between social media in communication and job performance among human resource department officers in the public sector located at Terengganu. The effectiveness of social media in communication and job performance was measured by using the questionnaires which instruments were The Effectiveness of Social Medias in Communication Scale (TESMCS) and Job Performance Scale (JPS). The data were collected from 108 human resource officers from public sector organizations that evaluate the effectiveness of social media in communication and job performance was involved in this study. Findings showed that the level of the effectiveness of social media in communication and the level of job performance were found medium. The result from Spearman Correlation showed an insignificant correlation between the effectiveness of social media in communication and job performance among human resource department officers. In addition, it was indicated that the effectiveness of social media in communication did not have a relationship with job performance. This could be the other factors probability might influence the respondents for this study. A few recommendations were suggested such as the organization can improve the level of effectiveness of social media in communication by providing a better platform as an official medium to communicate and should not set up goals and expect beyond the abilities of the employees for their job performance. Future study should focus on the whole officers in an organization and include the private sector regardless of age and position by using a qualitative approach for a better result.

Keywords: effectiveness, social media, communication, job performance

31 (ID: 1658)

JOB INSECURITY AS A BARRIER TO WORK ENGAGEMENT DURING PANDEMIC COVID-19: WORK-FAMILY INTERFACE AS A MODERATORSeow Ling Ooh¹, Soon Aun Tan¹ & Xi Yao Teoh¹¹Universiti Tunku Abdul Rahman, Malaysia.

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Abstract: The upheaval induced by the COVID-19 pandemic has resulted in job insecurity, which may lead the employees to less engagement with their work. Drawing upon the role stress theory, we postulated that the detrimental impact of job security on employee engagement can be further attenuated by the employee's work-family interface. Purpose(s)/Objective(s): This study aimed to investigate the relationship between job insecurity and job engagement during the COVID-19 pandemic. The study further aimed to examine the moderating role of the work-family interface in the relationship between job insecurity and job engagement. Methodology: Data was obtained from 284 employees in Malaysia via a self-administered questionnaire. Out of the total, 43% were male, whereas 57% were female. The average age of the participants was 38 years old. Three instruments were used in this study, namely the job insecurity scale, job engagement scale, and work-family interface scale (WFIS). The empirical data was analysed using the Statistical Package for the Social Sciences (SPSS) version 28 software. Results: Two main results were found. First, job insecurity negatively affected job engagement ($B = -.735$, $SE = .189$, $t = -3.895$, $p < .001$). Second, the negative impact of job insecurity on job engagement can be attenuated by the negative work-to-family interface ($B = .131$, $SE = .064$, $t = 2.041$, $p = .042$), positive work-to-family interface ($B = .179$, $SE = .063$, $t = 2.829$, $p = .005$), and positive family-to-work interface ($B = .130$, $SE = .065$, $t = 2.003$, $p = .046$). Conclusions: Although the COVID-19 pandemic has been moved to an endemic, employees' job insecurity remains high due to Malaysia's unstable economic and political conditions. Based on the study's findings, we found that effective work-family inferences can minimise the negative impact of job insecurity on job engagement. This paper will provide greater detail on how work-family inferences can attenuate the negative association between job security on employee engagement will be provided.

Keywords: Job insecurity, job engagement, work-family interface, COVID-19 pandemic

32 (ID: 3408)

JOB INSECURITY, PERCEIVED SOCIAL SUPPORT AND PSYCHOLOGICAL WELL-BEING AMONG PRECARIOUS WORKERS IN MALAYSIA.Nurul Iman Abdul Jalil¹, Nur Shakila Ibharim¹, Tan Soon Aun¹, Wirawahida Kamarulzaman¹, Sanggari a/p Krishnan¹, Komathi a/p Lokithasan¹, Wustari L. Mangundjaya², Ang Siew Hui¹¹Universiti Tunku Abdul Rahman, Malaysia.²Universitas Indonesia

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Abstract: The economic crisis is one profound effect caused by the emergence of Coronavirus Disease. Many Malaysian organisations have downsized and retrenched their staff to deal with it, resulting in an increase in the number of Malaysians engaging in uncertain and unstable works as their coping strategies. As a result, psychological well-being is crucial in maintaining individual's emotional and mental health. Previous research has focused on factors associated with psychological well-being in Western populations; however, it remains sparse in Malaysian setting. Hence, this study aims to explore the relationship between job insecurity, perceived social support and psychological well-being among precarious workers in Malaysia. A total of 150 responses were collected through snowball and convenient sampling method, and asked to answer the WHO-5 Well-being Index Scale (WH05), Job Insecurity Scale (JIS), and Multidimensional Scale of Perceived Social Support (MPSS) for this preliminary study. The findings revealed a negative association between job insecurity and psychological well-being, and a positive relationship between Perceived Social Support, and psychological well-being. This means that precarious employees who are insecure about their jobs are more likely to have poorer psychological well-being, whereas precarious workers who have greater social support from family, friends, and significant others are more likely to be mentally healthy. These findings can thus assist non-government, government, or practitioner policymakers in strengthening specific policies to assist precarious workers, particularly those related to their psychological well-being, such as providing them with special insurance or life benefits.

Keywords: precarious worker, psychological well-being, job insecurity

33 (ID: 3659)**A CONCEPTUAL MODEL OF WOMEN EMPLOYEE HEALTH OUTCOMES DURING WORK FROM HOME**

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Abstract: Since the spread of COVID-19, Work-From-Home (WFH) has been considered as the “new normal” for most employees globally. Most women, bear an increasingly disproportionate burden with multiple workloads during WFH, which constitutes a significant threat to their well-being. Based on the Demand-Induced Strain Compensation-Recovery (DISC-R) Model, the current study aims to examine the determinants of women employees’ health outcomes during WFH, investigate the impact of associated factors (e.g. job demands, Work-Family-Conflict, Family-Work-Conflict, psychological detachment) towards women employees’ health outcomes during WFH and develop a comprehensive model of women employees’ health outcomes. The research is expected to provide an insight on a crucial role of psychological detachment and modelling a new model of employee health outcomes during WFH to ensure the participation of women in a healthy work environment thus enhance their health and wellbeing especially during WFH.

Keywords: women, employee, health, work from home

34 (ID: 3900)**PERCEIVED ORGANIZATIONAL SUPPORT (POS), TRUST IN ORGANIZATION AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AMONG PUBLIC EMPLOYEES IN SABAH.**

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Abstract: Organizational citizenship behavior (OCB) has been shown in the research to have positive effects on workers as well as the organization by increasing the levels of employees’ well-being, job satisfaction, customer’s satisfaction and work performance quality. Based on the social-exchange theory, employees with a high level of perceived support and trust towards their organization tend to participate in extra-role behaviors thus examine the connection of POS, trust in organization and OCB relationships. A cross-sectional survey was used to gather a response of 213 public employees who are working in the Jabatan Pendaftaran Negara Negeri Sabah (JPN) based on the selected districts in Sabah. Results showed positive relationships between POS and organizational citizenship behavior-Organization (OCBO) and not to organizational citizenship behavior-Individual (OCBI). Result also showed positive relationship between POS and trust in organization. However, trust in organization did not play the role of mediator between perceived organizational support (POS) and organizational citizenship behavior’s dimensions (OCBI and OCBO) thus open for further discussion and suggestion for other researchers to explore the above-mentioned variables.

Keywords: perceived organizational support (POS), trust in organization, organizational citizenship behavior (OCB), public employees

35 (ID: 5917)**A STUDY ON THE RELATIONSHIP BETWEEN PHYSICAL WORK ENVIRONMENT AND EMPLOYEE JOB PERFORMANCE IN-SITU MAINTENANCE SERVICE SDN BHD IN SELANGOR.**Chong Kok Tai¹, NSA Rahim¹, NRA Rahim¹, ZS Jasmi¹, Muhammad Haris¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: The working environment can be any environment that surrounds the employee and can influence employee duties while carry out the duties. Next, safe, and healthy environment at work encourages employees to perform their duties more effectively. However, a good quality of working environment may affect directly towards employee's absenteeism, collaboration with others employee, and the period to stay in the job. The research aims to anticipate the effect of physical work environment on employee job performances at manufacturing sector in Kuala Lumpur. Physical work environment can be categorized in two categories where physical structure and physical stimuli at the workplace. The physical structure refers to size, hallways, and furniture in the office. However, physical stimuli at a workplace had five different factors which are, sound (noise), air (freshness or pollutions), light (sunlight, windows, and views), temperature (hot, cold) and workspace (design or layout in the workplace). When the physical stimulus at the workplace is poor, it may affect the employee's job performance. The development of technology advance contributes various of new work context, which is office layout, furniture and equipment, lighting, and work condition. A conducive physical environment with basic facilities can result to employee towards a better job satisfaction and improve employee performance and efficiency. It becomes crucial to organization to establish a good work environment for employees but maintaining such good work context become huge challenges for organization.

Keywords: working environment, job performance, work condition

36 (ID: 4213)**THE ROLE OF QUALITY OF WORK-LIFE AS MEDIATOR IN EFFECT OF PSYCHOLOGICAL CAPITAL ON WORK ENGAGEMENT AMONG EMPLOYEES IN COMPANY X, BATAM, INDONESIA**Hudznuza Jalil¹ & Amalina Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Today workforces encounter challenging situations. Experts and leaders stated that we currently live in a volatile, unstructured, complex and ambiguous (VUCA) environment. Moreover, external factors outside organizational circumstances including psychological and emotional state might influence work engagement. However, PsyCap found to buffered and combat these negative reactions in the workplace. Quality of Work Life (QWL) also found to be affecting work engagement. Therefore, this study aimed to explore the role of QWL among the effects between PsyCap and work engagement among employees in Company X in Batam, Indonesia. This cross-sectional study used a quantitative design and obtained the data using questionnaires. The data was analyzed using PROCESS Version 4.1. by Hayes (2020) in SPSS Version 25.0. The result shows PsyCap and QWL effects work engagement positively. Moreover, PsyCap also found to positively effects QWL. Lastly, the result also shows that QWL partially mediated the effect between PsyCap and work engagement.

Keywords: quality of work life, work engagement, psychological capital, employees

37 (ID: 7133)**HIGHER VOCATIONAL EDUCATION AND INDUSTRY-COLLEGE PARTNERSHIPS IN CHINA**Ain Nur Amira Hasanuddin¹ & Nor Akmar Nordin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: ainnuramira.hasanuddin@gmail.com

Abstrak: Penyesuaian diri merupakan salah satu kemahiran yang penting dalam sesebuah kehidupan. Ianya merupakan satu keperluan bagi kesihatan psikologikal, kejayaan akademik, dan pencapaian di tempat kerja bagi seseorang individu (Kukreti & Dani, 2020). Dengan adanya kemahiran penyesuaian diri, seseorang individu mampu berfikir dan bertindak secara berkesan terhadap tekanan dan persekitaran yang baru. Kajian ini bertujuan untuk mengenalpasti hubungan antara penyesuaian diri dan stres dalam kalangan pelajar latihan industri. Seramai 123 orang pelajar latihan industri daripada Universiti Teknologi Malaysia yang terlibat dalam kajian ini dan responden dipilih berdasarkan kaedah persampelan rawak mudah. Instrumen yang digunakan dalam kajian ini adalah 'Student Adaption to College Questionnaire' (SACQ) dan 'The Student-life Stress Inventory' (SSI). Data dikumpul dan dianalisis menggunakan "Statistical Package for Social Science" (SPSS) Versi 27.0. Dapatan data mendapati bahawa terdapat hubungan signifikan yang negatif bagi penyesuaian diri dan stres dalam kalangan responden ($r = -.631$; $p < 0.01$). Ini memberikan gambaran bahawa penyesuaian diri merupakan salah satu faktor yang mendorong kepada tahap stres dalam kalangan pelajar latihan industri. Oleh itu, pihak pengurusan universiti boleh membangunkan program yang berkaitan bagi meningkatkan lagi kemahiran penyesuaian diri dalam kalangan pelajar.

Kata kunci: Penyesuaian diri, Stres, Pelajar latihan industri

38(ID: 4019)**THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND EMPLOYEE ENGAGEMENT AMONG EMPLOYEES IN MANUFACTURING COMPANY AT JOHOR**Siti Nur Aishah Azman¹ & Yusma Fariza Yasin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: sn.aishah@graduate.utm.my

Abstract: This study is to examine the relationship between leadership styles and employee engagement among employees in manufacturing company at Johor. By using two theoretical models from previous researchers namely Multifactor Leadership Questionnaire, MLQ (Bass dan Avolio, 1995) and Utrecht Work Engagement Scale, UWES (Schaufeli, Bakker, & Salanova, 2006). This study uses quantitative methods to collect data. A total of 90 employees in the organization were taken as a sample and the sampling method was to use a simple random sampling method. The selection of the total sample is based on the table of Krejcie and Morgan (1970). The results of the study found that there is a significant relationship between leadership styles and employee engagement among employees in manufacturing company at Johor.

Keywords: Multifactor Leadership Questionnaire (MLQ), Utrecht Work Engagement Scale (UWES), Johor

39 (ID: 6404)**HIGHER VOCATIONAL EDUCATION AND INDUSTRY-COLLEGE PARTNERSHIPS IN CHINA**Christina Andin¹ & Yan Chen²¹Universiti Malaysia Sabah, Malaysia.²Shandong Vocational College of Light Industry, Zibo, China.E-mail: christina@ums.edu.my

Abstract: China is the world's most populous developing country, with a huge workforce. China is also the world's largest manufacturer. The rapid development of the manufacturing industry, as well as the urgent requirement of technological progress and industrial transformation and upgrading, requires a large number of skilled workers, especially high-skilled workers. China's higher vocational colleges are expanding in number and scale, training tens of thousands of highly skilled personnel for society every year. The partnerships between higher vocational colleges and industry have formed a relatively mature mode of personnel training. The college and industry are a pair of partners, which collaborate in the construction of course system and reform, teaching process management and teaching quality management, teacher management and practical teaching management. Nowadays, there exists government and industry stakeholders are actively involved in driving the industry-college partnerships agenda. This article reviews the development of higher vocational colleges and some measures that promote industry-college partnerships in the field of vocational education.

Keywords: vocational education, higher vocational college, industry-college partnerships

40 (ID: 5437)**A REVIEW OF LITERATURE ON GENERIC SKILLS AMONG GRADUATES**

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Abstract: Employability amongst graduates has gained tremendous interest and concern from researchers everywhere in the world. Despite an increase in the tertiary education population in recent years, not all university graduates are able to find employment that fully matches their skills and qualifications. Employers today are interested in hiring graduates who are not just academically qualified but also cognitively fit for the position. It is also necessary to have the right set of generic skills that could fulfill the employers' and industries' expectations. This paper presents a review of the literature from Scopus databases over the period of 2015-2021 to highlight the employers' perspective of generic skills among higher education graduates. The findings of this paper could underline the most important generic skills required by industries since employers are the most significant stakeholders when it comes to graduates' employment.

Keywords: Employability, Generic Skills, Graduates, Employers, Industries

41 (ID: 7504)**ARE SELF-MONITORS EFFECTIVE IMPRESSION MANAGERS OR SIMPLY SELF-DECEIVERS?**Colin Mathew Hugues D Gill¹, Stephen T Homer¹ & Elizaveta Berezina¹¹Sunway University, Malaysia.E-mail: hewg@sunway.edu.my

Abstract: Self-monitoring is conceptualised as a stable dispositional difference with four components by which individuals are sensitive to others' behaviour (SB) and make social comparisons (SC) in order to modify their self-presentation (SP) and vary their behaviour across situations (SV). Social desirability was originally defined as an individual's need for approval, though more recent work conceptualises social desirability as the stable factors of impression management (IM) and self-deceptive enhancement (SDE). Although the phenomena of modifying behaviour and self-presentation appear to be related to impression management, there is a paucity of research investigating potential relationships between the contemporary models of self-monitoring and social desirability. The present research investigates these relationships in a Malaysian sample and finds that higher levels of IM are modestly and negatively associated with SC, but not with any of the other three components of self-monitoring, suggesting that impression managers are less concerned with social comparisons. SDE is positively associated with SP and SB, suggesting that self-deceivers believe themselves to be more astute at assessing other's behaviour and able to present themselves more positively. Conversely SDE is negatively associated with SC and SV, suggesting that self-deceivers are less concerned about how others behave and consider their own behaviour to be consistent across situations. The significance and implications of these findings are briefly discussed.

Keywords: self-monitoring, impression management, self-deceptive enhancement, BIDR

42 (ID: 7895)**RELATIONSHIP BETWEEN ETHICAL LEADERSHIP AND EMPLOYEE PERFORMANCE IN HEALTHCARE SERVICES COMPANY AT JOHOR**Siti Norsyidah Mastar¹ & Yusma Fariza Yasin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: sitinorsyidah@gmail.com

Abstract: Ethical leadership has a significant impact on human resources because leaders who are committed to ethical principles and values augment their employee's inspiration, which in turn boosts employee performance. Ethical leadership is important in healthcare services company as it fosters ethical working culture to ensure great treatment for patients. Hence, this research is aimed to investigate the relationship between ethical leadership and employee performance in healthcare services company at Johor. This study conducted a quantitative research approach that gathered data on respondents' demographic, ethical leadership and employee performance through questionnaire distribution to 86 respondents in a private healthcare services company. Besides that, Pearson correlation analysis used to investigate the relationship between ethical leadership and employee performance. Ethical leadership and employee performance were measured by using Ethical Leadership at Work Questionnaire and Individual Work Performance Questionnaire. After that, data were analyzed using Statistical Package for Social Sciences (SPSS) software. Research result shows that level of ethical leadership and employee performance is high, and relationship between ethical leadership and employee performance is significant and positive. Moreover, some recommendations were included to meet the company's need and future research.

Keywords: Ethical Leadership (EL), Employee Performance (EP), Malaysia

43 (ID: 7976)

SHAPE OR BREAK? ALIGNING MESO LEVEL MANAGEMENT PRACTICES WITH ACADEMICS' RESEARCHER IDENTITY (RE)CONSTRUCTIONHua Lu¹ & Sook Jhee Yoon²¹Anhui Polytechnic University, Malaysia²SEGi University, MalaysiaE-mail: luhua3520@gmail.com

Abstract: Despite a surge in studies on English as a Foreign Language (EFL) academics' research engagement and researcher identity over the last two decades, there is an inadequate understanding of how meso level management practices can shape or break academics' researcher identity (re)construction. Guided by ecological systems theory (Bronfenbrenner, 1979) and performativity and accountability culture with management as ideology (Deem & Brehony, 2005), this study aims to explore how alignment, or lack thereof, between university management practices and academics' expectations impacts academics' researcher identity (re)construction. By employing a longitudinal case study design, this study involved a group of experienced and novice EFL academics from a university in China. Data was gathered from semi-structured interviews, narrative frames, and document analysis. Thematic analysis was carried out to identify emerging themes until saturation was achieved. Data analysis revealed that there was a misalignment between management practices and academics' expectations. The study points to a need for university administrators and policymakers to realign institutional research policies by taking academics' research orientation, personal values, and needs into account so that more opportunities and resources can be provided to shape rather than break academics' professional development.

Keywords: higher education, policy meso level management, EFL academics, research practice, identity performative and accountability culture

44 (ID: 8179)

KESAN TINGKAH LAKU KEWARGAAN ORGANISASI TERHADAP PRESTASI KERJA DALAM KALANGAN PEGAWAI KUMPULAN SOKONGAN DI AGENSI KERAJAAN DALAM MALAYSIANur Aqilah Abd Manaf¹, Nurul Hidayah Jasmon², Shah Rollah Abdul Wahab³, Khairunneezam Mohd Noor⁴ and Nur Syafiqah A. Rahim³¹Malaysian Communications and Multimedia Commission²Lembaga Hasil Dalam Negeri³School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia⁴Faculty of Leadership and Management, Universiti Sains Islam MalaysiaE-mail: noraqilah.manaf@mcmc.gov.my

Abstrak: Kewujudan tingkah laku kewargaan organisasi pada masa kini menjadi antara faktor utama dalam kejayaan sesebuah organisasi. Ini kerana ia memberi pengaruh terhadap sikap pekerja yang menyumbang kepada peningkatan prestasi kerja. Tujuan kajian ini dilakukan adalah untuk mengkaji kesan antara tingkah laku kewargaan organisasi dengan prestasi kerja pegawai kumpulan sokongan di sebuah agensi kerajaan di Selangor. Seramai 120 orang responden dipilih berdasarkan kaedah persampelan rawak mudah dan 102 borang soal selidik telah berjaya dikumpulkan. Instrumen yang digunakan dalam pengumpulan data adalah Skala Tingkah Laku Kewargaan Organisasi dan Skala Prestasi Kerja. Statistical Package for Social Science (SPSS) versi 25.0 telah digunakan untuk menganalisis hasil kajian. Data yang diperolehi telah dianalisis dengan menggunakan kaedah statistik deskriptif dan statistik inferensi. Penemuan menunjukkan tingkah laku kewargaan organisasi berada pada tahap tinggi serta prestasi kerja juga mendapat tahap tinggi dalam kalangan pegawai kumpulan sokongan di agensi kerajaan tersebut. Dapatan kajian juga membuktikan bahawa tingkah laku kewargaan organisasi memberi kesan yang signifikan dan positif terhadap prestasi kerja dalam kalangan pegawai kumpulan sokongan di agensi kerajaan tersebut ($R^2=0.21$, $p<0.05$). Di samping itu, kajian ini juga menyarankan beberapa cadangan penambahbaikan untuk organisasi dan kajian masa hadapan.

Kata kunci: Tingkah Laku Kewargaan Organisasi, Prestasi Kerja, Agensi Kerajaan

45 (ID: 8422)**Work Readiness Among Final Year Students in A Higher Education in Malaysia**

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Abstract: This study was conducted to examine the level of work readiness among final year students at a public university in Malaysia. A total of 71 respondents participated in this study (N = 71), consisting of 22.5% (16) males and 77.5% (55) females. The level of work readiness was measured using the Work Readiness Inventory which looked at six areas of work readiness, namely Responsibility, Flexibility, Skills, Communication, Self-view and Health & safety. The results of this study showed that all of the students have high work readiness in all areas, except Self-view has a moderate work readiness. Out of the six areas of work readiness, only Self-view had a significant difference between genders, $t = 2.46$, $k < .05$, where male students have a higher level of work readiness ($M = 3.20$, $SD = 0.62$) than female students ($M = 2.79$, $SD = 0.51$). This study revealed that the university must act proactively and promptly as a nurture place to brush up students' self-efficacy, especially among female students.

Keywords: work readiness, final year students, higher education, male, female

46 (ID: 8463)**Work Readiness Among Final Year Students in A Higher Education in Malaysia**Nurul Aini Khatijah Yusof¹, Siti Aisyah Panatik¹ & Ruzanna Shahrin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia

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Abstract: In the twenty-first century, employee turnover and retention research continue to earn significant and global acclaim. High employee turnover can endanger efforts to meet organisational goals. To remain competitive in a globalized business environment, organizations have to overcome the intention of their employees to leave the organisation and more committed to their careers. It is thus important to understand the antecedents and complex mechanisms driving turnover intention and career commitment in organizations, especially in Higher Education Institution. As one important antecedent of turnover intention and career commitment, the psychosocial work environment has been identified in the context of job demand- resource model. The demand of the job and the resources that are provided to the employees would likely cause the intention for them to leave the job and be more committed. Not only that, psychological safety could be translated into a mechanism that could lower their negative commitments toward their career, and thus their intents to leave. This study adopts a systematic literature review. In line with best practice, we searched a number of academic databases for articles (including: Web of Science, Google Scholar, Emerald, Science Direct and ProQuest) using the keywords psychosocial work environment, psychological safety, turnover intention and career commitment. In addition, we examined the reference lists of all retrieved articles for additional studies and we examined all studies that had cited the retrieved articles to locate additional literature. Our review identified empirical studies that focused on the role of Psychosocial Work Environment and Psychological Safety in Turnover Intention and Career Commitment. We propose that psychosocial work environment impacts subsequent turnover intention and career commitment directly as well as indirectly through psychological safety. In conclusion, this study provides insights on the importance of psychosocial work environment and psychological safety on turnover intention and career commitment.

Keywords: Psychosocial Work Environment, Psychological Safety, Turnover Intention, Career Commitment

47 (ID: 8683)**RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND TURNOVER INTENTION AMONG EMPLOYEES IN TECHNOLOGY SECTOR**Woon Sze Tan¹ & Fariza Yasin Yusma¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia

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Abstract: Work-life balance (WLB) is one of the demands for the employee because WLB can serve as a dimension in deciding whether leave or stay at the organization. Most of the organization do not provide WLB for the employee then lead to the negative impact. Objective of this study is to identify the relationship between WLB and TI among employee in technology sector. Quantitative methods were used, and the employee who work technology sector in Malaysia was selected as respondent. Email and LinkedIn has been chosen as the platform to collect data in this research. There are 115 respondents involved in this research and the data was analyzed using Statistical Package for Social Sciences (SPSS). Based on the result, the employee who work in technology sector is having high level of WLB while TI is under moderate level. The results also indicated that the relationship between WLB and TI among employee in technology sector is having negative and significant relationship. Through this study, it plays a significant role for employer and Human resources panel research when implement WLB in the organization to reduce TI. Future research also can use this research as a guideline and reference when conduct the relevant topic.

Keywords: Work-life balance (WLB), Turnover Intention (TI), Malaysia

48 (ID: 8763)**THE IMPACT OF MOTIVATIONAL FACTORS ON TURNOVER INTENTION AMONG YOUNG ACADEMICS**Nur Syafiqah A. Rahim¹, Nur Rifhan A. Rahim², Zarith Sofia Jasmi², Nur Hanisah Razali², Muhammad Haris³ & Irza Hanie Abu Samah¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia²Faculty of Management and Business, UiTM Segamat, Johor, Malaysia.³Faculty of Business and management Sciences, Pakisttan.

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Abstract: Young employees have been facing a problem of high turnover rate among academic and administrative staff in academic institutions in Oman. The purpose of this research is to study the impact of motivation factors (salary and benefits, career development, promotion opportunities and working conditions) on turnover intention among young academic and administrative staff in Higher Education Institutions (HEIs) in Oman. The research design is quantitative casual research based on a survey distributed online to 103 academic staff in an Omani higher education institution, specifically in Gulf College. This research determined the impact of motivational factors, consist of pay and benefits, promotions, career development, and working conditions on employees' turnover intention, specifically academic staff at higher education institutions in Oman. The findings indicate that the level of motivation factors varies among employees. The levels of satisfaction with pay and benefit, career development and working conditions are relatively high among the academic staff of Gulf college. However, the levels of employee's satisfaction with the promotion opportunities is relatively low. The findings on turnover intention showed that employees do not intend to leave their job currently however, the might this of leaving their job if they find better opportunities. From the findings, it can be seen that there is no statistically significant impact of motivation factors (pay and benefits, promotion and working conditions) on turnover intention among the academic staff at the Gulf College. On the other hand, career development appeared to have a significant impact on turnover intention among young academic staff. These findings are expected to be useful for higher educational institutions management specifically to develop strategies to reduce turnover intention among young academic staff. This research suggests that in order to embed young employees in academic institutions, organisations should concentrate on motivation in their development strategies.

Keywords: motivation factors, turnover intention, young academic staff

49 (ID: 9974)

HUBUNGAN ANTARA PERSEKITARAN ERGONOMIK DENGAN PRESTASI KERJAMuhammad Nazri Norhajidin¹, Irmawati Norazman¹, Siti Aisyah Abdul Rahman¹ & Nor Akmar Nordin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia

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Abstrak: Ergonomik dan prestasi kerja berkait rapat dalam saling hubung membentuk keselamatan dan kesihatan pekerjaan di tempat kerja dalam memastikan pekerja sentiasa sihat dalam melakukan rutin harian pejabat. Kajian ini bertujuan untuk mengenal pasti hubungan antara persekitaran ergonomik dan prestasi kerja di Pihak Berkuasa Tempatan (PBT) Negeri Sembilan melalui kajian yang dilakukan bagi mengenal pasti tahap ergonomik dan prestasi kerja dalam kalangan responden kajian. Persekitaran ergonomik yang di kaji terbahagi kepada empat dimensi iaitu ruang, mesin, manusia dan persekitaran manakala prestasi kerja mempunyai tiga dimensi iaitu prestasi tugas, prestasi kontekstual dan tingkah laku yang tidak produktif. Seramai 84 orang responden daripada skim pentadbiran dan sokongan di Pihak Berkuasa Tempatan Negeri Sembilan telah di pilih dalam kaji selidik yang diedarkan melalui google form atas kekangan wabak Covid-19. Kajian ini menggunakan pensampelan rawak berstrata dan menggunakan kajian kuantitatif dan di analisis menggunakan perisian SPSS versi 26. Hasil daripada kajian yang dilakukan mendapati terdapat hubungan yang sederhana antara persekitaran ergonomik dengan prestasi kerja di Pihak Berkuasa Tempatan Negeri Sembilan. Kesimpulannya, persekitaran ergonomik yang kondusif hasil daripada usaha sama jabatan dalam menyumbang inisiatif tenaga kerja membantu tahap persekitaran ergonomik pekerjaan di tempat kerja bagi menjana prestasi kerja yang optimum.

Kata kunci: Ergonomik, Prestasi kerja, Persekitaran Kerja, Keselamatan dan Kesihatan Pekerjaan

50 (ID: 8979)

LEARNING ORGANIZATIONS IN PUBLIC HOSPITALTiyib Mohamed¹, Zulkifli Hamisan² & Mohamed Fauzi²¹King Abdulaziz University Hospital, Saudi Arabia.²School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia

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Abstract: Increasing literature revealing the importance of Organizational Learning role in healthcare system, which defined as continuous ongoing set of processes targeting to achieve best use of current resources and sustain them to get learning from the past experiences in constructive ways to build a model where the organization can utilize the learning and knowledge to achieve the targeted improvement. Learning is defined differently across fields, and diverse techniques to assessing its consequences influence it. It is difficult to reach a common understanding of learning since multiple learning definitions are employed in different circumstances. However, there are certain gaps in the research about the use of applied learning methodologies in healthcare organizations in Saudi Arabia by using Peter Senge; the fifth discipline, as we will use two parts in this study; Building shared vision and Team Learning. Also Double-Loop Model which is a model we are using double-loop learning methodology. This study trying to find answers of what are the most effective learning strategies of healthcare organizations that can be applied in Kingdom of Saudi Arabia Based. Also, we will study the financial impact on applying such strategies. The population of this study is the healthcare staff in King Abdulaziz University Hospital in Jeddah city and two other governmental hospitals in two different regions in Saudi Arabia. This study uses Qualitative Analysis Methodology to come up with Grounded Theory. The analysis will be depending on focus group discussion and in-depth interviews of selected interviewees including 6 doctors, 5 Nurses, 3 HR staff and 4 line-managers. After the analysis by forming coding, dimensions and categories.

Keywords: Organizational Learning, Strategies, Learning Organization

51 (ID: 05)**THE IMPACTS OF CORPORATE SOCIAL RESPONSIBILITIES ACTIVITIES FROM EMPLOYEE'S PERSPECTIVE: A QUALITATIVE STUDY**

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Abstract: Corporate social responsibility (CSR) becomes a vital success component because a corporation cannot successfully hold its economic and social function without recognising social duties. Employee is vital is to convey these four specific factors in creating CSR, which include society, economics, social, and environmental base, all of which allude to increased community involvement by a company. The purpose of this research is to see the outcomes of the CSR activities held by company towards the employee as employee is the one who execute the CSR activities. Based on the best knowledge of the researcher, when CSR is the main topic, majority of people will only think about the benefit of CSR towards the corporate, the society and the environment thus, it is crucial to look from employee perspective too. This research aims to see the impacts of CSR towards employee in term of skill, knowledge, ability and attitude which can contribute to organizational goals of the company. This conceptual paper aims to conclude that employee perspective is also becoming a thing to look into in CSR which is suitable for corporate contexts in Malaysia.

Keywords: CSR, employee, corporate, oil and gas industry

52 (ID: 04)**A STUDY ON THE RELATIONSHIP BETWEEN SOCIAL SUPPORT AND TURNOVER INTENTION IN COMPANY X**

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Abstract: Many companies are vigorously finding the factors that will lead to employees' turnover intention as employees are one of the most important resources or assets of every company. The employees' satisfaction level is directly proportional to the employees' turnover intention. A high turnover rate in Malaysia, particularly in the food sectors and retail sectors deals with a slew of problems, including a scarcity of skilled workers, lost productivity, lost revenue to competitors, and costly recruitment and training costs. Therefore, this paper aimed to study the relationship between social support and employees' turnover intention in a retail sector organization. This is a cross-sectional study using a questionnaire survey to 104 respondents from top management until non-executive employees in Company X. Questionnaires were comprised of multiple items to obtain responses using quantitative methodology. Both the independent and dependent variables were tested using the Organizational Support Scale, Supervisor Support Scale, Co-worker Support Scale, and Turnover Intention Scale. For statistical analysis and to test the proposed hypothesis, IBM SPSS used to get the results. Descriptive analysis, Pearson correlation, and Analysis of Variance (ANOVA) analysis were conducted using the IBM SPSS.

Keywords: Social support, Turnover intention

53 (ID: 08)

HUBUNGAN ANTARA LATIHAN ATAS TALIAN DAN PRESTASI KERJA DALAM KALANGAN PENDIDIK MASYARAKAT TABIKA KEMASHamizah Abd Aziz¹ & Mas Idayu Saidi¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Kajian ini adalah untuk mengkaji hubungan antara latihan atas talian dan prestasi pekerja dalam kalangan pendidik masyarakat Tabika KEMAS. Sesebuah organisasi yang cekap, sangat bergantung pada prestasi pekerja berkualiti tinggi dan memerlukan latihan yang cekap. Organisasi mengambil kesempatan daripada teknologi dalam talian yang berkembang untuk melatih pekerja dengan lebih pantas dan dengan cara yang lebih berkesan untuk prestasi kerja yang lebih baik supaya dapat kekal berdaya saing untuk mendepani era digital. Latihan secara atas talian memerlukan pekerja menyesuaikan diri dengan persekitaran latihan baharu dan mempunyai pengetahuan tentang aplikasi berkaitan, capaian internet yang baik, kekuatan mental dan tahap motivasi yang tinggi. Dari segi pengurusan perisian pembelajaran dalam talian, individu yang tidak suka dan tidak biasa dengan komputer dan gajet elektronik boleh menghadapi masalah dan menyebabkan minat terhadap latihan secara atas talian hilang serta mengganggu prestasi kerja. Objektif kajian ini adalah untuk mengenalpasti tahap prestasi pekerja dalam kalangan pendidik masyarakat Tabika KEMAS, mengenalpasti perbezaan prestasi kerja berdasarkan faktor demografi pengalaman kerja dalam kalangan pendidik masyarakat Tabika KEMAS serta mengkaji hubungan latihan secara atas talian dan prestasi kerja dalam kalangan pendidik masyarakat Tabika KEMAS. Sampel yang dipilih untuk mengkaji hubungan latihan secara atas talian dan prestasi kerja terdiri daripada 205 pekerja yang bekerja sebagai pendidik masyarakat Tabika KEMAS di Negeri Sembilan. Penyelidikan ini menggunakan pendekatan kajian kualitatif melalui penggunaan soal selidik berstruktur untuk mendorong maklumat daripada responden yang disasarkan. Berdasarkan tinjauan literatur, konstruk bagi model terdiri daripada dimensi latihan secara atas talian (infrastruktur, kecekapan, dan kaedah) yang mempunyai 25 pernyataan dan 20 pernyataan merujuk kepada prestasi kerja (prestasi tugas, prestasi kontekstual, prestasi penyesuaian, tingkah laku proaktif).

Kata kunci: Latihan Atas Talian, Prestasi Kerja, Pendidik, Tabika Kemas

54 (ID: 011)

HUBUNGAN ANTARA LATIHAN ATAS TALIAN DAN PERKONGSIAN PENGETAHUAN DI SURUHANJAYA SYARIKAT MALAYSIANur Adibah Mohammad Ashri¹ & Mas Idayu Saidi¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Kajian ini adalah bertujuan mengkaji hubungan antara latihan atas talian dan perkongsian pengetahuan di Suruhanjaya Syarikat Malaysia. Kajian ini dijalankan untuk memastikan latihan atas talian mempengaruhi pengetahuan pekerja di tempat kerja bagi meningkatkan pengetahuan dan menjalankan tugas dengan sempurna dan efisien dari segi motivasi, penggunaan teknologi dan juga latihan berkaitan tugas. Punca utama bagi kurangnya perkongsian pengetahuan adalah kerana kurang peluang kerjaya dan juga penggunaan teknologi yang terhad. Objektif kajian ini adalah bagi mengenal pasti tahap perkongsian pengetahuan, faktor perbezaan di antara peringkat usia kepada perkongsian pengetahuan dan juga hubungan signifikan di antara latihan atas talian dan perkongsian pengetahuan di tempat kerja. Selain itu, analisa kajian dijalankan kepada pekerja di Ibu Pejabat Suruhanjaya Syarikat Malaysia, Kuala Lumpur. Tambahan lagi, instrumen yang digunakan untuk menyiapkan kajian ini ialah melalui soal selidik kepada 160 orang responden iaitu terdiri daripada pelbagai gred jawatan dan pangkat. Instrumen soal selidik ini terbahagi kepada dua bahagian utama iaitu Bahagian A dan Bahagian B. Bahagian A meliputi maklumat asas berkenaan demografi atau latar belakang responden kajian dan bahagian B pula mengandungi faktor-faktor di bawah faktor-faktor latihan atas talian. Tambahan itu, item di dalam bahagian B ini dibahagikan kepada tiga aspek iaitu motivasi, penggunaan teknologi dan latihan berkaitan tugas. Dalam kajian ini, data dianalisa menggunakan *Statistical Packages for Social Science* (SPSS) berdasarkan kaedah statistik deskriptif.

Kata kunci: Latihan Atas Talian, Perkongsian Pengetahuan, Suruhanjaya Syarikat Malaysia

55 (ID: 013)**THE INFLUENCE OF INDIVIDUAL AND ORGANISATIONAL FACTORS ON INTERN'S GENERIC SKILLS DURING INDUSTRIAL TRAINING**Nur Amira Nazarudin¹ & Mas Idayu Saidi¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: It is reported that the generic skills of Malaysian university graduates do not meet employers' expectations; worse, the issue has increased the unemployment rate. Undergoing industrial training is a good platform to improve generic skills. Thus, this study examines interns' generic skills (personal and enterprise skills) during industrial training. It also seeks to examine the differences in interns' generic skills based on the demographic of interns, supervisors, and organizations. This study investigates the relationship between interns' motivation, supervisors' leadership styles, job scope, and organizational culture on interns' generic skills. This study also investigates the relationship between individual and organizational factors on interns' generic skills. It engages by distributing questionnaires to social science interns' that enrolled in the Bachelor of Science (Human Resource Development) Program at Universiti Teknologi Malaysia and have completed one semester of industrial training, equivalent to six months. Statistical Package for the Social Sciences (SPSS) software was used to analyze the data using paired sample t-test, independent sample t-test, analysis of variance (ANOVA), correlation, and multiple regression analyses.

Keywords: Individual Factors, Organisational Factors, Intern's Generic Skills, Industrial Training

56 (ID: 018)**A RELATIONSHIP BETWEEN ISLAMIC WORK ETHICS AND JOB PERFORMANCE AMONG EMPLOYEES IN JAKEL MALL**Nur Alyaa Athirah Mat Jusoh¹ & Mas Idayu Saidi¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Etika kerja Islam merujuk kepada satu set kepercayaan moral yang boleh membantu pekerja dalam menguruskan tanggungjawab mereka dan melaksanakan tugas mereka setakat yang mungkin dengan cara yang konsisten dengan kepercayaan dan nilai Islam. Sehubungan dengan itu, adalah amat penting bagi sesebuah organisasi menerapkan pengamalan etika kerja Islam di tempat kerja. Pengamalan budaya etika kerja menurut perspektif Islam akan menjadi satu alat pengukuran yang baik untuk mengukur tahap persepsi prestasi pekerja. Oleh itu, tujuan kajian ini adalah untuk mengenal pasti tahap persepsi prestasi kerja dalam kalangan pekerja. Selain itu, tujuan kajian ini juga untuk mengenal pasti perbezaan tahap prestasi kerja merentas peringkat umur dalam kalangan pekerja. Tambahan lagi, penyelidikan ini bertujuan untuk terdapat hubungan antara Etika kerja Islam (kejujuran, usaha, akauntabiliti dan kerja berpasukan) dengan prestasi kerja dalam kalangan pekerja. Data untuk kajian ini dikumpulkan menggunakan soal selidik yang dijawab sendiri oleh pekerja. Kajian ini dijalankan di Jakel Mall Johor Bahru. Populasi kajian adalah seramai 100 orang pekerja termasuk eksekutif dan bukan eksekutif dan sampel kajian yang bersesuaian adalah 81 orang. Kemudian, data di analisis menggunakan analisis deskriptif, Statistik Inferensi ANOVA Sehalu dan Inferensi Statistik Pearson.

Kata kunci: Etika kerja Islam, prestasi kerja, Jakel

57 (ID: 020)

HUBUNGAN ANTARA KESEIMBANGAN KERJA-KEHIDUPAN DAN PRESTASI KERJANur Farahdiana Abdul Rahim¹ & Irmawati Norazman¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Kajian ini bertujuan untuk membincangkan hubungan antara keseimbangan kerja-kehidupan dan prestasi kerja secara konseptual. Berdasarkan literatur, pengamalan keseimbangan kerja-kehidupan yang baik mampu meningkatkan prestasi kerja dalam kalangan pekerja. Perbincangan melibatkan tiga dimensi keseimbangan kerja-kehidupan iaitu gangguan kerja dengan kehidupan peribadi (WIPL), gangguan kehidupan peribadi dengan kerja (PLIW) dan peningkatan kerja atau kehidupan peribadi (WPLe). Prestasi kerja pula diukur berdasarkan tiga dimensi iaitu prestasi tugas, prestasi kontekstual dan tingkah laku kerja kontraproduktif. Kajian konseptual ini berlandaskan kepada model Penentu Prestasi Kerja Campbell dan Teori "Spillover". Berdasarkan Model Campbell, komponen prestasi merupakan fungsi kepada tiga penentu iaitu motivasi, pengetahuan dan kemahiran prosedur serta pengetahuan deklaratif. Manakala, Teori "Spillover" ini menerangkan apabila pengalaman kerja positif maka pengalaman keluarga dan kehidupan juga positif. Sekiranya pengalaman kerja negatif, maka akan dikaitkan dengan pengalaman keluarga yang negatif. Hasil kajian-kajian lepas juga mendapati bahawa wujudnya hubungan yang positif antara keseimbangan kerja-kehidupan dan prestasi kerja. Justeru, kajian konseptual ini diharap dapat menyumbang kepada sesebuah organisasi dalam pengamalan keseimbangan kerja-kehidupan dan prestasi kerja.

Kata kunci: Keseimbangan kerja-kehidupan, prestasi kerja

58 (ID: 021)

HUBUNGAN ANTARA PENGLIBATAN PEKERJA DAN PRESTASI KERJAHusna Qurratul Aini Abdul Latif¹ & Irmawati Norazman¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Kajian ini bertujuan untuk membincangkan hubungan antara penglibatan pekerja dan prestasi kerja secara konseptual. Berdasarkan literatur, penglibatan pekerja mempunyai kaitan dengan peningkatan prestasi pekerja. Perbincangan melibatkan penglibatan pekerja yang memberi fokus kepada tiga komponen yang saling berkaitan iaitu kognitif (berfikir), afektif (perasaan) dan tingkah laku (perbuatan). Prestasi kerja pula diukur berdasarkan tiga dimensi iaitu prestasi tugas, prestasi kontekstual dan tingkah laku kerja kontraproduktif. Literatur mendedahkan bahawa prestasi kerja individu ditakrifkan sebagai suatu tindakan atau tingkah laku yang boleh diguna dalam mencapai matlamat organisasi yang merupakan hasil penting dalam bidang penyelidikan. Hasil kajian-kajian lepas juga mendapati bahawa wujudnya hubungan yang positif antara penglibatan pekerja dan prestasi kerja. Oleh itu, kajian ini diharapkan dapat membekalkan beberapa maklumat kepada majikan untuk menilai penglibatan pekerja supaya dapat menyokong prestasi kerja dalam sesebuah organisasi. Selain itu, diharapkan agar kajian ini dapat dijadikan sebagai satu panduan dan rujukan penyelidik pada masa akan datang dalam meneroka bidang kajian ini.

Kata kunci: Penglibatan pekerja, prestasi kerja

59 (ID: 022)**THE RELATIONSHIP BETWEEN ORGANIZATIONAL CITIZENSHIP BEHAVIOUR (OCB) AND TURNOVER INTENTION**Chia Yit Cong¹ & Irmawati Norazman¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: This research aims to discuss the relationship between organizational citizenship behaviour (OCB) and turnover intention in Malaysia conceptually. From the literatures, most of the findings showed that there is negative relationship between OCB dimensions and turnover intention. The organizational citizenship behaviour dimensions were identified and involved altruism, conscientiousness, sportsmanship, civic virtue, and courtesy. According to the Concentric Model of OCB Dimensions, there are four key domains which are self, group, organization, and society. The past studies were revealed that a high level of OCB can increase the willingness of employees to remain in their job position. Hence, this research can contribute to the organisation reducing the turnover rate if there is a negative relationship between OCB and turnover intention in the organization.

Keywords: Organizational Citizenship Behaviour (OCB), Turnover Intention

60 (ID: 6532)**KEPENTINGAN NILAI TERAS KEPADA ORGANISASI: KAJIAN KES DI UTM**Mohd Nasir Masroom¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstrak: Sebahagian besar organisasi perniagaan dan institusi mempunyai nilai teras masing-masing. Sebagai sebuah institusi akademik yang tersohor, Universiti Teknologi Malaysia turut memperkenalkan nilai teras yang dinamakan sebagai ISES yang mengandungi empat nilai penting iaitu Integriti (Integrity), Sinergi (Synergy), Cemerlang (Excellence) dan Lestari (Sustainability). Namun begitu, hasrat untuk menjadikan nilai teras ISES sebagai budaya kerja di UTM bukanlah satu tugas yang mudah, mengambil tempoh masa yang lama dan memerlukan sokongan daripada warga. Kajian ini cuba menjelaskan mengenai kepentingan nilai teras kepada UTM dan bagaimana untuk membudayakan nilai teras ini dalam kalangan warganya berdasarkan teori Budaya Organisasi. Hasil kajian mendapati terdapat 4 kepentingan utama nilai teras kepada UTM. Selain itu, kajian juga memberi beberapa cadangan untuk menjadikan amalan nilai ISES sebagai budaya kerja di UTM. Kajian ini diharap dapat memberikan pengetahuan baharu bagaimana untuk menjadikan nilai teras ISES sebagai budaya kerja di dalam UTM.

Kata kunci: Nilai Teras, Budaya Organisasi, ISES UTM

Subtopic 4: Educational Psychology

61 (ID: 648)

THE CHALLENGES IN CONSTRUCTING TEACHER-MADE TESTS FOR SECONDARY SCHOOL

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Abstract: Teacher assessment competency is an essential factor that affecting teacher-made tests' quality. The quality of the test items is crucial to ensure accuracy in measuring learning objectives. Therefore, the present study investigated teachers' challenges in constructing the teacher-made test items and the relationship between work experience and training attendance on assessment competency, focusing on producing test items. This is a quantitative study that applies questionnaires as an instrument. The sample for this study consisted of 422 secondary school teachers in Sabah. Data were analyzed using the Statistical Package for Social Sciences (SPSS) version 28. The results indicated that 77% of the teachers planned the Table of Specifications (TOS) before building the items and 64.9 percent used the Table of Item Specifications (TOIS) when creating the test items. Only a small percentage (37.2%) of teachers reviewed the test items based on nine aspects of the 9-Points Principle (9PP). The results revealed challenges, such as time constraints in preparing items, skills in setting item constructs, and lack of detailed guidance in producing items. The finding implied that the teaching experience was not related to the application of TOS, TOIS, and 9PP in the development and review of items but to workshop participants in constructing the items implied.

Keywords: Assessment Competency, Teacher-made Tests, Test Items

62 (ID: 2543)

ENGLISH AS FOREIGN LANGUAGE (EFL) TEACHERS' EFFICACY AND POSITIVE ACHIEVEMENT EMOTIONS: RELATIONS TO INSTRUCTIONAL CHANGES AFTER ATTENDING A STUDY ABROAD PROGRAM

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Abstract: Using control-value theory and self-efficacy theory as the theoretical framework, this study examined the relationship between teacher efficacy, positive achievement emotions, and instructional changes among 386 Chinese EFL teachers who attended study abroad professional development program designed to improve their instructional practice. Purposive sampling was used in data collection. Data analysis was conducted using Structural Equation Model (SEM), SPSS 23.0-AMOS. The results show that teacher efficacy correlated positively with positive achievement emotions (enjoyment, hope, and pride) and instructional changes. Positive achievement emotions mediated the relationship between teacher efficacy and instructional changes. Findings showed the impact of teacher efficacy and positive achievement emotions on changes in teachers' thinking and instructional practices. Implications for future research on teacher education and professional development program are discussed.

Keywords: Teacher efficacy, Achievement emotions, EFL teacher, Study abroad

63 (ID: 3476)**MOTIVATION DURING PANDEMIC: THE ROLE OF SELF-REGULATED LEARNING**Nurul Syafiqah Syazana Mohd Wasli¹, Norsimah Dasan¹, Mohd Mahadzir Rahimi Mohamed Nawi² & Norkiah Arsat¹¹Universiti Malaysia Sabah.²Majlis Amanah Rakyat.E-mail: BP18110290@student.ums.edu.my

Abstract: The Covid-19 pandemic has caused students to adapt to online learning. Indirectly, students need to self-regulate their learning in accordance with their academic needs. Self-regulated learning through online access has given students a challenge because it tends to be related to student motivation in continuing their efforts to carry out academic tasks. Therefore, this study aims to identify the relationship of self-regulation learning and motivation among university students in Malaysia. Through convenient sampling, a total of 134 of public higher education institutions students answered the questionnaire that was distributed online. The questionnaires used are Online Self-Regulated Learning Questionnaire (OSLQ) and Academic Motivation Scale (AMS). Research data was analysed using IBM SPSS 26.0 software. Pearson's correlation analysis was used to analyse the relationship between the two variables. The results of the study show that online self-regulation learning has a significant relationship with intrinsic, extrinsic and amotivation among university students during the pandemic. This study can highlight the need for self-regulation that needs to be practiced by every student so that they continue to be motivated in performing their role as students. Studies using qualitative methods with the use of various theories are suggested in the future.

Keywords: Self-regulated learning, motivation, university students, pandemic

64 (ID: 4225)**PUPIL' PERCEPTIONS OF THE ROLE OF ART COURSES IN CULTURAL COURSES**

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Abstract: At present, with the increasing demand for "all-round" talents, the development of various art courses in schools is in a hot spot, and elementary school students are in the early stage of learning cultural courses, and also in the early stage of learning art course. However, it has been argued that elementary school students learning art classes will carry a free-form conflict between figurative and logical thinking, which will affect elementary school students' cultural learning and lead them to be in a very contradictory psychological state. By using literature method, interview methods, Questionnaire survey method, in-depth understanding of the real view inside the elementary school students, we found that there is a big gap between the perception caused by the art education environment in different regions to the primary school students, art class does not have a big impact on the good or bad academic performance of primary school students, but it has a certain impact on the psychological state of joy and expectation psychology of elementary school students, establish a correct education concept in order to promote better and more comprehensive development of elementary school students.

Keywords: Educational psychology, Pupil, Art courses, Culture courses

65 (ID: 4258)**A CONCEPTUAL REVIEW OF RESILIENCE AS MODERATOR, IN THE RELATIONSHIP BETWEEN TECHNOSTRESS AND TURNOVER AMONG ACADEMICIANS**Noor Rabiah Razali¹ & Siti Aisyah Panatik¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Information and communication technologies (ICTs) have an impact on all levels of education, including higher education and the majority of economic sectors. Students are increasingly learning in Internet-enabled environments, where new teaching and learning tools have been developed. The adoption of ICTs by the university sector has enabled the modification of teaching methods, the improvement of teaching quality, and the expansion of online training to a new student audience. The role of technology in teaching and learning is increasingly becoming one of the most significant and generally discussed problems in current education policy. Moreover, ICT has dynamically altered education. It has enabled teachers and students to utilize technology tools both practically and theoretically. However, all these ICT usages has its own dark side, and brings huge impact towards the academician, in term of their quality of life, work life balance, and even influenced their work-related attitude like turnover intention, work engagement and others. Thus, this study emphasized the relationship between technostress factors and turnover intention from the perspectives of literature review. This study uses literature review approach to explore the relationship between the variables. The finding found that there is a positive relationship between technostress and turnover intention. In addition, the moderator role of resilience is explored. The findings would provide future direction of research related to the role of technostress on work related attitudes especially turnover intention in organization.

Keywords: Technostress, Turnover Intention, Resilience, Academicians**66 (ID: 5129)****SOCIAL MOBILITY PROGRAMS OF B40 GROUP IN MALAYSIA: PERSPECTIVES OF SUBJECT MATTER EXPERTS AND B40 GROUP**Errna Nadhirah Kamalulil¹, Siti Aisyah Panatik¹, Ana Haziqah A Rashid¹, Nor Akmar Nordin¹ & Irmawati Norazman¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Socioeconomic status is a known key factor of health status in Malaysia, especially those faced by the low-income group. This qualitative study aimed to explore Subject Matter Experts (SME) and B40 group perspectives on the impact of social mobility programs on well-being among low-income individuals. A structural focus group discussion was conducted with four SMEs and two B40 individuals. The discussion data were analyzed using Atlas.ti, version 8. Participants reported the social mobility program held by the government inclusive of cash assistance, housing program and business allocation. The programs held encountered with a shortage of staff, lack of notification to the community and weak management and system. Thus, realigning the system and refining a new-made policy were recommended to enhance the program's effectiveness. Besides, limited earnings were the challenges faced by the B40 group in improving their well-being. Participants also described the attitudes of B40 individuals and leaders which both consisting positive and negative attitudes. Finally, recommendations for improving the B40 well-being include having a good leader to understand the B40 group situation, finding additional details to consider the needs, providing free education to children as a basic need they need to fulfill and enforcing laws related to the rights and welfare of the B40 group. In conclusion, the findings of this study can be beneficial to the government leaders and policymakers to provide more effective programs or assistance to the B40 group. The insights gained from these study findings can assist them in revisiting the existing policy frameworks by realigning the system and developing new strategies which eventually help in fostering the well-being of the B40 group.

Keywords: Social mobility programs, Well-being, Subject matter experts, B40, Qualitative study

Subtopic 5: Multidisciplinary Research

67 (ID: 217)

THE EFFECTS OF SOCIAL COMPARISON ORIENTATION TO PSYCHOLOGICAL WELL-BEING AMONG UNIVERSITY STUDENTS

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Abstract: University student's psychological well-being are reported to be highly affected during the Covid-19 outbreak. In order to further explore the engagement between the sources of one's deflating well-being during this pandemic, this study was conducted to investigate the influence of social comparison orientation (SCO) on one's psychological well-being (PWB). A total of 401 undergraduate public university students in Malaysia participated in this study through the convenient sampling method. This study was a cross-sectional and correlational study which used quantitative data for analysis. The instruments used were Iowa-Netherlands Comparison Orientation Measure (INCOM) and shortened 18-items version of Ryff's Psychological public university. Regression analysis showed that there is a significant effect of SCO on PWB among students in public universities. It was found that high level of ability-based SCO will decrease PWB while high level of opinion-based SCO will increase PWB among public university students. In conclusion, this study highlighted the negative and positive effects of SCO on student's PWB through upward social comparison theory and social cognitive theory in higher-educational institution level. As to fully utilize the positive effects of opinion-based SCO, this study recommends public universities in Malaysia to develop a strong social support group as a platform for students to increase their PWB by feeling affiliated.

Keywords: Social comparison, Psychological well-being, Iowa-Netherlands Comparison Orientation Measure, Ryff's Psychological Well-Being Scale

68 (ID: 1014)

DISCREPANCY OF SLEEP DIARY AND WRIST ACTIGRAPHY IN MEASURING SLEEP QUALITY PARAMETERS AMONG YOUNG ADULTS

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Abstract: Objective: The present study aimed to compare sleep diary measurement and actigraphy in healthy young adults. Method: 40 healthy young adults aged 18 to 30 years old were trained to monitor their sleep for 7 days in their natural sleeping environment. Using a self-reported sleep diary, participants were asked to complete sleep diary to measure their subjective estimate of several sleep quality parameters. Participants were also asked to wear wrist actigraphy (Philips Actiwatch 2) that provides a longitudinal objective estimate of sleep-wake patterns. Specifically, four sleep quality parameters were obtained from sleep diary and actigraphy which were total sleep time (TST), sleep efficiency (SE), sleep onset latency (SOL) and total time spent awake in the middle of the night (WASO-duration). Results: The findings suggest that participants misperceived their sleep as a result of discrepancy between actigraphy and sleep diary. Participants underestimate their total sleep time and overestimate their sleep onset latency. Conclusion: Sleep misestimation could also occur among generally healthy young adults. Therefore, future studies should include different types of young adults with and without insomnia to further explore suitable interventions in reducing misestimation of sleep.

Keywords: actigraphy, sleep diary, young adults, sleep quality

69 (ID: 1106)**PARENTING STYLES, PEERS, AND TEACHERS ON INTERNET USAGE AND ADDICTION AMONG SECONDARY SCHOOL STUDENTS IN SECONDARY SCHOOL, JOHOR**

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Abstract: This study was conducted to identify the influences of parenting styles, peers, and teachers on internet usage and addiction among secondary school students in Johor, Malaysia. This research was carried out using a quantitative method in which 200 students from ages 13 to 17 were selected randomly to take part in answering the survey form. Based on the findings, parenting styles, peers, and teachers are good predictors of internet usage and addiction among secondary school students with the value $F(2,97) = 35.24$ $P < 0.05$. These three independent variables, which are parenting styles, peers, and teachers predicted internet usage and addiction among secondary school students. Given this, all three variables (e.g. parenting styles, and peers and teachers) have an impact on students' addiction to the internet. The implications of the study were it could raise parents' and public awareness and understanding to minimize internet addiction among the younger generation. While for students, it can boost their self-esteem to prevent peer pressure, which can lead to internet addiction.

Keywords: Parenting Styles, Peers, Teachers on Internet Usage, Addiction

70 (ID: 1305)**PSYCHOMETRIC PROPERTIES OF THE POSTTRAUMATIC GROWTH INVENTORY SHORT FORM (PTGI-SF) MALAY VERSION IN CANCER PATIENTS**

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Abstract: The posttraumatic growth (PTG) helps cancer patients to cope with the crisis and have positive changes in their lives. The previous study had examined the psychometric properties of posttraumatic growth inventory short form (PTGI-SF) Malay, but the study did not examine the concurrent validity, parallel reliability, sensitivity and specificity of the scale. The goal of this study was to evaluate the internal consistency, parallel reliability, concurrent validity, sensitivity and specificity of the PTGI-SF Malay version. This study was administered to 102 cancer patients and 100 healthy respondents. The results demonstrated good internal consistency, excellent parallel reliability, established the concurrent validity of PTGI-SF Malay and indicated that the cut-off score for PTGI-SF is 35.5. As conclusion, the PTGI-SF Malay version is a reliable and valid scale for measuring post-traumatic growth among Malaysian cancer patients. The results would benefit future research to identify the factors that contribute to significant posttraumatic growth, plan an effective intervention and measure the efficacy of the intervention in facilitating posttraumatic growth.

Keywords: Posttraumatic growth, validation, reliability, sensitivity, specificity

71 (ID: 2505)**CASE STUDY OF UNIVERSITY DEANS AND FINANCIAL DIFFICULTIES IN MALAYSIA: A QUALITATIVE APPROACH.**

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Abstract: Special attention must be aligned to these academic administrators and ignoring their well-being could be detrimental to the individual as well as the institution as a whole (Desa, Yusooff, Ibrahim, Kadir, & Rahman, 2014). When the authors investigated deans for their greatest challenges, 75% of the deans agree on fiscal matters, administration, and curriculum developments as their three most important challenges. A high number of 30% of the respondents rated budgetary issues as number one (Montez, Wolverson, & Gmelch, 2002). Qualitative research can be viable as an independent research strategy when the major purpose of the research is concerned with the understanding context or process, or is consultative or strategic in its aim (Ritchie & Lewis, 2003). 9 deans from a public university in Malaysia consented and agreed to be interviewed. The Participating deans reported 3 areas of financial difficulties in the main theme of financial reduction, consequences of financial reduction, and rising costs.

Keywords: Qualitative, organization, case study

72 (ID: 4740)**BODY IMAGE DISSATISFACTION AND SELF-ESTEEM AMONG EARLY ADULT FEMALE DIPLOMA STUDENTS AT POLTEKKES KEMENKES ACEH**

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Abstract: This study examined the relationship between body image dissatisfaction, body mass index, and self-esteem among female early adult. Participants were 255 female diploma aged between 17-23, recruited from active students at Poltekkes Kemenkes Aceh. The respondents completed an online questionnaire assessing body image dissatisfaction, self-esteem, and a range of demography information such as age, faculty, year of study, also numeric data of body weight and body height for assessing BMI. Descriptive analysis and Spearman Rank Test were used to analyse the data obtained. Cross-sectionally, we found that lower body image dissatisfaction was related with higher self-esteem, a significant negative relationship was found between body image dissatisfaction and self-esteem. Whereby, the BMI was significantly positive correlated with self-esteem among the samples while the level of body image dissatisfaction and self-esteem were indicated in low and moderate level, respectively. This paper ends with several limitations and recommendations of the study.

Keywords: Body Image Dissatisfaction, Body Mass Index, Self-esteem

73 (ID: 6340)**EXPLORING THE CONCEPT OF EMOTIONAL INTELLIGENCE: A CONCEPTUAL REVIEW**

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Abstract: Emotional Intelligence emerged as a major psychological construct (known as emotional quotient, abbreviated as EQ). Emotional intelligence is the ability to understand our own behavior and feeling and managing it and of the people surrounding us. It was developed by Peter Salovey and John Mayer, two American psychologists in 1990. It was popularised by Daniel Goleman (1995) in his bestselling books. The concept of Emotional Intelligence has produced outstanding interest both in lay and scientific field for researchers and academicians. The present study is an attempt to summarize the literature available on Emotional Intelligence (EI) by discussing the evolution of the term EI and various definitions of EI. It also elucidates the concept of EI by reviewing different models and the various measures used to access EI. The paper further highlights on the concept of EI from Islamic perspective.

Keywords: Emotional Intelligence, EI, Islamic Perspective

74 (ID: 6390)

THE RELATIONSHIP BETWEEN SELF-ESTEEM, FEAR OF COVID-19 AND INSTAGRAM ADDICTION AMONG UNDERGRADUATES IN MALAYSIAJia Jie Lee¹, Ling Lee Loon¹, Kai Qi Thio¹ & Seow Ling Ooh¹¹Universiti Tunku Abdul Rahman, Malaysia.

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Abstract: Background: Instagram addiction has become an alarming issue worldwide, and Malaysia is no exception. The percentage of Instagram users in Malaysia has increased from 57% in 2018 to 63.1% in 2020, and heavy users were reported among undergraduates who aged between 18 to 24 years. Studies claimed that individuals with low self-esteem are at risk of developing addiction due to the gratifications received resulting from the distinctive features of Instagram. Studies also found that individuals tend to alleviate their fear of coronavirus disease (COVID-19) through intensive engagement in reinforcing online activities, such as using Instagram. Purpose(s)/Objective(s): The aims of the study are to investigate the predictive roles of self-esteem and fear of COVID-19 in Instagram addiction. Methodology: A total number of 183 Malaysian undergraduates (M = 21.91 years), wherein 74.9% of them were females (n = 137), were involved in the present research by answering the online self-administered questionnaire. A cross-sectional survey design was employed. The purposive sampling method was also applied to recruit Malaysian undergraduates, aged between 18 to 24 years, who were also Instagram users with personal accounts. Three instruments were used to measure the respective constructs, including Rosenberg Self-Esteem Scale, Fear of COVID-19 Scale, and The Instagram Addiction Scale. Results: The results showed that self-esteem did not significantly predict Instagram addiction ($\beta = -.049$, $p = .424$). In contrast, fear of COVID-19 positively predicted Instagram addiction ($\beta = .573$, $p < .001$). Conclusions: Despite we are living with COVID-19 endemic now, the virus continues to pose a threat. Based on this study, we found that fear of COVID-19 will lead to Instagram addiction. If the issue is not addressed in the early stages, it will negatively affect undergraduates' psychological well-being and academic performance. Hence, this paper provided some practical implications to prevent further detrimental impacts.

Keywords: Instagram addiction, self-esteem, fear of COVID-19, undergraduates

75 (ID: 7406)

THE RELATIONSHIP BETWEEN SELF-ESTEEM, FEAR OF COVID-19 AND INSTAGRAM ADDICTION AMONG UNDERGRADUATES IN MALAYSIANor Akmar Nordin¹, Azreen Awang Samad¹ & Haslinda Hashim²¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.²Universiti Malaysia Pahang, Malaysia.

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Abstract: The aim of this study is to determine the relationship between narcissism and social networking sites usage. This study also explores the level of narcissism as well as level of social networking sites usage among undergraduate students. The methodology for this study is a quantitative approach that make use of questionnaires as an approach to collect data. A total of 101 respondents of undergraduate students were chosen through convenience sampling method. This study utilized Likert Narcissism Personality Inventory (NPI-L) to measure narcissism traits and Social Network Sites (SNSs) for SNS usage. The result findings for narcissism level was moderate as well as the level of SNS usage among students. Data gathered from the questionnaires was examined through Pearson Correlation analysis. The findings of this study show that there is a relatively low but significant positive relationship between narcissism and social networking sites usage among undergraduate students. Based on the results, it would benefit the University as well as future researcher to explore this issue deeper in the future.

Keywords: narcissism, social networking sites usage, undergraduate students

76 (ID: 8377)

BLOOD DONORS' INTENTION, MOTIVATION AND DETERRENTS DURING COVID-19 PANDEMIC: A DESCRIPTIVE REVIEWAmirul Neezam Mohd Zamri¹, Junaidah Yusof¹ & Siti Aisyah Panatik¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.E-mail: amirulneezam@graduate.utm.my

Abstract: The COVID-19 pandemic is a global phenomenon that disrupted human affairs, especially in the economic and public health sectors. Reportedly, hospitals and blood centers all over the world were facing a significant drop in blood stocks level, resulting from the reduced number of blood donations. Hence, this study aims to summarize the literature to better understand the factors affecting blood donors' intention, motivation, and deterrents during the COVID-19 pandemic. Databases including Web of Science, Wiley Online, Springerlink and Google Scholars were explored systematically, and relevant articles were included in this study. A total of 25 articles were identified and analyzed according to the location, methodology, and the result of the studies. It can be concluded that donors were still motivated to continue blood donation riding on altruism, willingness to help the healthcare system, social obligation and others. Fear of Covid-19 infections, weakening body health and access to donation centers were among the blood donation deterrents identified in this study. It is crucial for stakeholders to understand better the human factors contributing to blood donation activities during the pandemic to better prepare for future similar issues.

Keywords: Blood donation, Intention, Motivation, Deterrents, Covid-19

77 (ID: 9946)

ANALISIS LITERATUR SISTEMATIK PENYISIHAN SOSIAL DALAM KALANGAN ASNAFNorafifah Bali¹, Wanda Kiyah George Albert¹, Mohd Haazik Mohammed¹, Murnizam Halik¹ & Agnis Sombuling¹¹Fakulti Psikologi dan Pendidikan, Universiti Malaysia Sabah, Malaysia.E-mail: fifah_b@ums.edu.my

Abstrak: Penyisihan sosial merujuk kepada keadaan di mana berlakunya penafian akses kepada sistem sosial, termasuk hak dan keistimewaannya yang secara lazim dinikmati oleh setiap individu. Dalam konteks ekonomi pula, penyisihan sosial berkait rapat dengan masalah kemiskinan, kerentanan dan ketidakseimbangan ekonomi yang dialami oleh golongan individu. Golongan asnaf merupakan antara golongan yang mengalami situasi ini. Penyisihan sosial yang berlaku dalam kalangan asnaf ini tidak harus dibiarkan berlaku secara berterusan kerana ia akan menjadi punca kepada peningkatan ketidakseimbangan ekonomi dan penghalang kepada pembangunan ekonomi yang inklusif dan mapan. Justeru, kajian ini bertujuan mengkaji faktor yang menyebabkan penyisihan sosial dalam masyarakat terhadap golongan Asnaf kerana dengan mengetahui penyebab kepada penyisihan sosial ini, maka langkah intervensi yang sesuai dapat dilakukan selanjutnya bagi mengatasi isu ini. Pengkaji menggunakan metodologi Systematic Literature Review iaitu sebuah kaedah yang memfokuskan kepada kehendak kajian. Metodologi ini mempunyai tiga peringkat untuk memilih artikel yang bersesuaian dengan kajian iaitu, pengenaltastian (identification), saringan (screening) dan kelayakkan (eligibility). Kajian ini juga menggunakan pendekatan sorotan karya bersistematik secara kualitatif berdasarkan Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA). Dapatan kajian menunjukkan bahawa faktor utama penyebab kepada penyisihan sosial dalam kalangan masyarakat ialah; demografi, ekonomi, keupayaan modal insan, dan faktor lain. Kesimpulannya faktor-faktor tersebut perlu diberi perhatian oleh pihak penggubal dasar berkaitan dalam merangka dasar pembangunan sosio-ekonomi yang lebih holistik dan komprehensif demi memperbaiki tahap keterangkuman sosial dalam kalangan asnaf di Malaysia khususnya.

Kata kunci: Penyisihan Sosial, keterangkuman sosial, asnaf, systematic literature review, kualitatif

78 (ID: 1103)

FEAR OF BEING ALONE: THE INFLUENCE OF SOCIAL EXCLUSION ON INDIRECT VERBAL AGGRESSION BEHAVIOR IN YOUNG ADULT

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Abstract: Social exclusion can cause prosocial, avoidant, or antisocial (aggressive) behaviors. The desire to be accepted by others is critical to the individual, and the impact of exclusion is critical to an individual's well-being. According to the findings of this study, social exclusion influences indirect verbal aggression behavior. Furthermore, there is no significant difference in indirect verbal aggressive behavior between male and female participants. Moreover, culture may influence one's perception of exclusion conditions, so cross-cultural research is required to investigate sex differences caused by social exclusion. Researchers may also look into the impact of social exclusion on aggressive behavior at different ages.

Keywords: exclusion, aggression, mental health, alone

79 (ID: 8151)

WOMEN'S PERCEPTION ON DRIVERS AND ITS ASSOCIATION WITH ROAD SAFETY ENVIRONMENT IN MALAYSIA: USING CONFIDENCE INTERVAL-BASED ESTIMATION OF RELEVANCE

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Abstract: The cost of road traffic injuries has been estimated to account for about 1.5% of gross national product (GNP) in middle-income countries and 2% in high-income countries. And most of road traffic deaths usually involve adults aged between 15 and 44 years, who are often the family breadwinners. This is a serious issue that need to be addressed. Moreover, breadwinner currently occur among women, since the number of divorce cases is increasing in Malaysia, the circumstance is speculating that women need to be more independent and requires mobility to afford family for the survival. In addition, Malaysia has recorded the third highest death rate of road accident in Asian region, therefore, the current topic is very important to be discussed. Current research used Confidence Interval-Based Estimation of Relevance (CIBER). Targeted respondents in this study were female drivers from various age category, employment background, marital status and different pregnancy stages. The result of this study would be beneficial for New Car Assessment Program for Southeast Asian Countries (ASEAN NCAP), Malaysian Institute Road Safety Research (MIROS), Ministry of Health (MOH) for helping in anticipation of preventing more women involving in road accidents.

Keywords: Driving Behavior, Women Perception, Road Safety, Driver's Competency

80 (ID: 09)**THE RELATIONSHIP BETWEEN INTERNET ADDICTION AND AGGRESSION AMONG YOUNG ADULTS**Nur Ain Izzati Hamidi¹ & Nor Akmar Nordin¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Nowadays, the Internet has become one of the things that is compulsory in everyone's life. However, if it is used uncontrollably, it can lead to addiction and give a bad impact to the users physically and emotionally. In addition, a study found that the increasing level of internet addiction has been associated with emotional problems such as anxiousness, despair, negativity, self-injury, restlessness, indifference, tension and aggression. Hence, the focus of this study is to investigate the relationship between internet addiction and aggression among young adults. The research was done among young adults which ranged between 18 to 29 years old as this range of age is among the highest percentage in using the internet as they are prone to use the internet the most in studying. Thus, this study uses Internet Addiction Test (IAT) to measure the level of internet addiction and Buss-Perry Aggression Scale (BPAQ) to identify the respondents' level of aggression. Then, in order to analyze the data and answer the objective of this research, the data collected will be analyzed using the Statistical Package for the Social Science (SPSS).

Keywords: Internet addiction, aggression, young adults

81 (ID: 012)**RELATIONSHIP BETWEEN INTERNET ADDICTION AND SLEEP QUALITY AMONG YOUTH IN JOHOR**Dhiya Kamilia Muhammad Zulkarnain¹ & Amalina Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Several studies have reported that sleep problems have been recognized as one of the major issues in the young generation that mainly because of internet addiction. Undergraduate students in Malaysia are suffering from sleep deprivation and face sleeping issues as well as poor sleep quality due to their excessive use of the internet. With internet addiction as the independent variable and sleep quality as the dependent variable, this paper aims to investigate the relationship between internet addiction and sleep quality by examining previous studies. This study will include research papers published between 1991 and 2022. This study determines the level of internet addiction as well as the level of sleep quality among youth and also the association between internet addiction and sleep quality. This research involves undergraduate students as youth is at a higher risk of being addicted to the internet which may affect their sleep quality. The results of this study demonstrated that there is a positive correlation between internet addiction and sleep quality among youth. As a result, it is critical to improving interventions and education strategies that promoted good sleep quality habits among youth. Furthermore, more awareness programs on the disadvantages of internet addiction should be organised to manage internet usage which will improve sleep quality.

Keywords: Internet addiction, sleep quality, youth, Johor

82 (ID: 014)**THE RELATIONSHIP BETWEEN INTERNET ADDICTION AND DAYTIME SLEEPINESS AMONG UNDERGRADUATE SOCIAL SCIENCE AND HUMANITIES (FSSH) STUDENTS AT UNIVERSITI TEKNOLOGI MALAYSIA**Nur Ain Bib Azman¹ & Nor Akmar Nordin¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: Internet addiction and daytime sleepiness become the issues that often occurs among university students nowadays. Some students spent too much time online until neglecting their sleep at night or procrastinate their bedtime which eventually lead to daytime sleepiness. As a results, students might get not enough sleep at night, causing them to feel tired and sleepy in the next day until affecting their academic performance, productivity, social life, decision making, concentration and emotion. Objectives: This study was aims to investigate the level of internet addiction and daytime sleepiness among undergraduate FSSH students at UTM. Other than that, this study also aimed to differentiate the level of internet addiction between gender as well as to identify the relationship between internet addiction and daytime sleepiness among undergraduate FSSH students. Method and participants: This cross- sectional study involved of a total of 306 students from Faculty of Social Sciences and Humanities which include of students from School of Education and School of Human Resources Development and Psychology. Besides, in this quantitative study, Young Internet Addiction Test (IAT) and Epworth Sleepiness Scale (ESS) were used to measure the level of internet addiction and daytime sleepiness among students respectively.

Keywords: Internet addiction, daytime sleepiness, students

83 (ID: 019)**THE INFLUENCE OF DARK TETRAD PERSONALITY TRAITS ON CYBER-TROLLING: A REVIEW PAPER**Amal Solehah Aidiahmad¹ & Farah Adibah Ibrahim¹¹School of Human Resource Development & Psychology, Faculty Social Sciences and Humanities, Universiti Teknologi Malaysia, Johor, Malaysia.

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Abstract: With the advancement of technology nowadays, it is undeniable that it can bring a lot of benefits to every individual in the world such as in communicating or socialising with other people who are near and far away from us due to the access to the Internet. However, it does have disadvantages such as an increasing amount of online antisocial behaviours like online trolling or also known as cyber-trolling. In recent years, researchers have found that online antisocial behaviours such as cyber-trolling can be influenced by our personality traits such as the dark personality traits. Thus, in this review paper, the independent variable which is the Dark Tetrad personality traits and the dependent variable which is cyber-trolling will be discussed by reviewing past studies regarding these two variables. The past studies that will be included in this paper are from the year of 2014 until 2021. In this study, the behaviour of cyber-trolling that is influenced by the Dark Tetrad personality traits which are Machiavellianism, psychopathy, sadism and narcissistic is investigated. This review study has found that most of the researchers reported that sadism and psychopathy were the significant predictors of cyber-trolling while narcissism was not. Moreover, there is a mixed finding between the previous studies regarding the role of Machiavellianism in predicting cyber-trolling behaviour. Hence, it can be seen that our personality traits can influence our behaviours online and it is important to conduct further study in order to understand more on this antisocial behaviour that can give an impact to our life.

Keywords: Dark Tetrad Personality, Cyber-Trolling