



UTM
UNIVERSITI TEKNOLOGI MALAYSIA



ASCEND
2030

ACADEMIC GUIDEBOOK

UNDERGRADUATE PROGRAMMES

Faculty of Social Sciences and Humanities
(FSSH)

2026

2027



Your guide to undergraduate programmes and
academic curriculum

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This Academic Guidebook serves as a reference for students of the Faculty of Social Sciences and Humanities for the 2026/2027 Academic Session. Information related to academic regulations, programme requirements, curriculum structure, courses offered, and other academic matters is subject to the latest policies, regulations, and instructions of Universiti Teknologi Malaysia.

The names, positions, and contact information of academic and administrative staff stated in this guidebook are correct at the time of publication. Changes may occur following new appointments or changes in responsibilities.

In the event of any discrepancy between the information contained in this guidebook and the latest official policies, regulations, or instructions issued by Universiti Teknologi Malaysia, the latest official information shall prevail.

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DEAN'S FOREWORD

Assalamualaikum warahmatullahi wabarakatuh and warm greetings,

It is my great pleasure to welcome all new undergraduate students for the 2026/2027 Academic Session to the Faculty of Social Sciences and Humanities (FSSH), Universiti Teknologi Malaysia.

As you begin this new chapter of your academic journey, I am pleased to present the **FSSH Undergraduate Academic Guidebook 2026/2027**, prepared to provide you with essential information about your programme and academic pathway. This guidebook brings together key information on programme requirements, curriculum and study plans, courses, graduation requirements, professional skills, and other important academic matters relevant to your studies at FSSH.

I encourage you to use this guidebook as a primary reference throughout your period of study. Understanding your programme structure and academic requirements from the beginning will help you plan your studies effectively, make informed academic decisions, and take greater responsibility for your own learning journey.

At FSSH, education goes beyond academic achievement. We aspire to develop knowledgeable, adaptable, and professionally competent graduates who contribute meaningfully to society. Embrace the opportunities and challenges throughout your time at UTM with curiosity and determination, and let this guidebook support you from your first semester through to graduation.

On behalf of the Faculty of Social Sciences and Humanities, I wish you a rewarding and meaningful academic journey at UTM.

Welcome to FSSH, and all the very best in your journey ahead.



Prof. Dr. Arieff Salleh bin Rosman
Dean

ABOUT UTM

Universiti Teknologi Malaysia (UTM) is a leading research-intensive university in Malaysia, renowned for its excellence in engineering, science, technology and multidisciplinary education. Established as a university in 1972, UTM has continued to evolve as an institution committed to advancing knowledge, developing future-ready talent and creating meaningful impact through education, research and innovation.

A significant milestone in UTM's development was achieved in 2010, when the University was officially recognised as a Research University (RU). This recognition further strengthened UTM's role in advancing high-impact research, innovation and knowledge creation at both national and international levels.



Today, UTM operates across three campuses:

UTM Johor Bahru – the main campus located in Skudai, Johor;

UTM Kuala Lumpur – strategically located in the heart of Malaysia's capital city; and

UTM Pagoh – home to UTM's innovation and research activities in agritechology and advanced bioprocessing.

Moving forward, UTM is guided by **UTM ASCEND 2030**, the **University's Strategic Plan for 2026–2030**.

UTM ASCEND 2030 is anchored on **four Pillars of Distinctive Eminence - Niche Excellence, Global**

Talent, Sustainability, and Humanity & Well-being - reflecting the University's aspiration to advance knowledge, nurture global talent, promote sustainability and contribute meaningfully to society.



UTM
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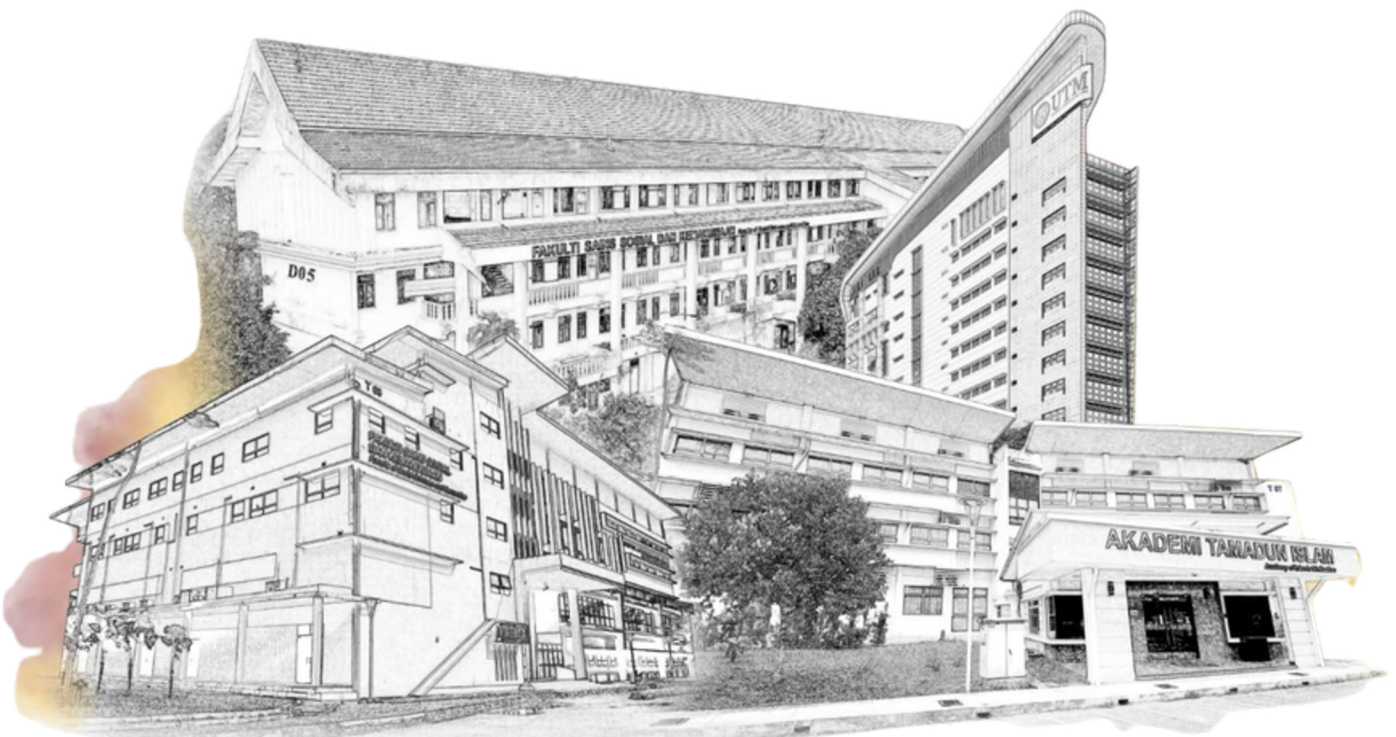
ABOUT FSSH

The Faculty of Social Sciences and Humanities (FSSH) at Universiti Teknologi Malaysia (UTM) brings together diverse disciplines in the social sciences and humanities, with a strong focus on islamic studies, human development, psychology, and language.

FSSH comprises three academic schools and one centre, each representing distinct areas of expertise: the School of Human Resource Development and Psychology (SHARPS), the Academy of Islamic Civilization (ATI), Language Academy (LA) and The Raja Zarith Sofia Centre for Advanced Studies on Islam, Science and Civilisation (RZS-CASIS).

SHARPS is home to two undergraduate programmes: the **Bachelor in Human Resource Development with Honours** and the **Bachelor of Psychology with Human Resource Development with Honours**. Both programmes are designed to equip students with relevant knowledge, professional competencies, and practical skills for their future careers.

Through interdisciplinary learning, research, and engagement with industry and society, FSSH supports UTM's commitment to developing knowledgeable, adaptable, and future-ready graduates.



ABOUT SHARPS

The **School of Human Resource Development and Psychology (SHARPS)**, **Faculty of Social Sciences and Humanities (FSSH)**, Universiti Teknologi Malaysia (UTM), is dedicated to advancing knowledge and developing human potential through education, research, and professional engagement. By bringing together the fields of human resource development and psychology, SHARPS provides a multidisciplinary learning environment that prepares students to understand people, strengthen organisations, and contribute meaningfully to society.

SHARPS comprises two academic departments, namely the **Department of Human Resource Development** and the **Department of Psychology**. Both departments are supported by academics with diverse expertise in areas such as human resource development, psychology, training and development, human behaviour, organisational development, workplace learning, leadership, and well-being. This combination of expertise provides students with opportunities to explore both the human and organisational dimensions of contemporary workplaces and society.

At the undergraduate level, SHARPS offers the **Bachelor of Human Resource Development with Honours** and the **Bachelor of Psychology with Human Resource Development with Honours**. At the postgraduate level, the School offers the **Master of Human Resource Development (Coursework)**, **Master of Philosophy (MPhil) in Human Resource Development**, **Master of Philosophy (MPhil)** and **Doctor of Philosophy (PhD)** programmes in relevant areas of human resource development and psychology. These programmes are designed to develop strong academic foundations, critical thinking, professional competencies, and the ability to apply knowledge to real-world challenges.

Learning at SHARPS extends beyond the classroom. Students are encouraged to broaden their experiences through research, industry and community engagement, leadership activities, professional development, and other experiential learning opportunities. These experiences enable students to connect theory with practice, develop confidence and adaptability, and strengthen the skills needed to navigate an increasingly dynamic world of work.

ABOUT SHARPS

Through its commitment to quality education, impactful research, and meaningful engagement, SHARPS strives to develop knowledgeable, ethical, competent, and future-ready graduates. Equally important is the cultivation of adab, reflected through respect, integrity, humility, responsibility, and consideration for others in learning, professional practice, and everyday interactions. SHARPS aspires to nurture graduates who demonstrate not only excellence in knowledge and professional competence, but also good character and conduct.

Ultimately, our graduates are expected to make a positive difference by developing people, strengthening organisations, promoting well-being, and contributing responsibly to the wider community.

VISION & MISSION

UTM

Philosophy

The divine law of Allah is the foundation of knowledge. In line with His Will, UTM strives with total commitment to attain excellence in science, technology and engineering for the well-being and prosperity of mankind

Motto

In the Name of God for Mankind

Vision

A Premier University Providing World-Class Education and Research

Mission

To Develop Global Talents and Prosper Lives Through Knowledge and Innovative Technologies

FSSH

Vision

To be an outstanding centre for knowledge and talent advancement, synergizing academic fields of social sciences and humanities

Mission

To develop and advance holistic talents in social sciences and humanities through innovative and sustainable academic programmes and research.

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BACHELOR IN
HUMAN RESOURCE
DEVELOPMENT

WITH HONOURS



OVERVIEW



The **Bachelor in Human Resource Development with Honours** at Universiti Teknologi Malaysia (UTM) is designed to develop competent and future-ready graduates equipped with the knowledge and skills required in contemporary human resource development. The programme integrates theoretical foundations with practical applications, with emphasis on leadership, digital competencies, analytical skills and entrepreneurial thinking.

Through a comprehensive curriculum, students are exposed to key areas of human resource development, including talent development, industrial relations, organisational development, performance management and organisational behaviour. This multidisciplinary approach prepares graduates to respond effectively to the evolving needs of organisations and the workforce.

The programme received **ASEAN University Network–Quality Assurance (AUN-QA) certification in 2023**, reflecting its commitment to quality standards in higher education. With a total of **120 credit hours**, the programme provides students with a structured academic pathway towards professional careers in human resource development and related fields.

PROGRAMME EDUCATIONAL OBJECTIVES (PEO)

The Programme Educational Objectives describe the career and professional accomplishments that graduates are expected to achieve after graduation.

01

KNOWLEDGE

Hold in-depth and comprehensive theoretical and practical knowledge in the field of human resource development.

02

MANAGEMENT AND ENTREPRENEURSHIP

Hold comprehensive managerial and entrepreneurial skills to perform task effectively and responsibly in different organisations.

03

DIGITAL AND ANALYTICAL

Use a broad range of digital applications and analytical techniques to support human resource development functions.

04

TEAMWORK AND LEADERSHIP

Demonstrate teamwork, leadership, interpersonal communication, creativity and innovation skills in organisations.

05

LIFELONG LEARNING

Commit and explore learning for continuous development in career and life-long learning.

PROGRAMME LEARNING OUTCOMES (PLO)

Programme Learning Outcomes (PLOs) describe the knowledge, skills, attitudes and abilities that students are expected to demonstrate upon successful completion of the programme.

01

KNOWLEDGE AND UNDERSTANDING

Assess in-depth theories and concepts in human resource development.

02

COGNITIVE SKILLS

Apply in-depth and comprehensive Human Resource Development knowledge to manage complex problems in organizations using different approaches.

03

PRACTICAL SKILLS

Organize tasks or operations flexibly in the realm of Human Resource Development within organizations.

04

INTERPERSONAL SKILLS

Demonstrate collaborative skills with diverse stakeholders.

05

COMMUNICATION SKILLS

Demonstrate effective written and oral communication with diverse stakeholders.

06

DIGITAL SKILLS

Use a broad range of digital information, media and technology applications in completing relevant tasks.

07

NUMERACY SKILLS

Analyse numerical and graphical data to assist decision-making in completing relevant tasks.

08

LEADERSHIP, AUTONOMY AND RESPONSIBILITY

Demonstrate leadership skills and responsibility in managing organisations.

09

PERSONAL SKILLS

Engage effectively in self-directed lifelong learning and professional development.

10

ENTREPRENEURIAL SKILLS

Demonstrate entrepreneurship skills in resolving organizational problems.

11

ETHICS AND PROFESSIONALISM SKILLS

Organize tasks or operations ethically in the organizations to comply with relevant ethical issues.

PROGRAMME SPECIFICATIONS

1	Programme Name		Bachelor in Human Resource Development with Honours		
2	Final Award		English: Bachelor in Human Resource Development with Honours Bahasa Melayu: Sarjana Muda Pembangunan Sumber Manusia dengan Kepujian		
3	Awarding Institution		Universiti Teknologi Malaysia (UTM)		
4	Teaching Institution		Universiti Teknologi Malaysia (UTM)		
5	UPU programme Code		UT6345001		
6	Programme & Curriculum code (Internal)		SHMHH & SHMHH02		
7	MQR reference number		MQA/SWA0776		
8	NEC Code		0414 (Management and Administration)		
9	Professional or Statutory Body of Accreditation		N/A		
10	Language(s) of Instruction		English and Bahasa Melayu		
11	Mode of Study (Conventional, distance learning, etc)		Conventional		
12	Mode of operation (Franchise, self-governed, etc)		Self-governed		
13	Study Scheme (Full-time/Part-time)		Full-time and Part-time		
14	Study Duration		Minimum: 3 years (FT) / 4.5 years (PT) Maximum: 5.5 years (FT) / 10 years (PT)		
15	Type of semester	No. of semesters		No. of weeks	
		Full-time	Part-time	Full-time	Part-time
	Regular	6-9	11-20	18	18

ENTRY REQUIREMENTS

(MALAYSIAN STUDENTS)

GENERAL UNIVERSITY REQUIREMENT

Qualification	Requirement
Matriculation / Foundation	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper). 2. Grade E for History subjects starting in 2013 AND Pass MOE Matriculation / UM Science Foundation / UKM Foundation / UiTM Foundation by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 AND 2. Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STPM	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July Paper). 2. Grade E for History subjects starting in 2013 AND Pass the Malaysian Higher School Certificate (STPM) Examination with at least :- 1. Cumulative Grade Point Average (CGPA) 2.00. 2. Grade C for General Studies subjects. 3. Two (2) Grade C in any subject that has not been calculated AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STAM	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July Paper) 2. Grade E for History subject starting in 2013 AND Obtain at least: 1. JAYYID rank in the Malaysian Higher Religious Certificate (STAM) Examination AND

GENERAL UNIVERSITY REQUIREMENT

Qualification	Requirement
STAM	Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
Diploma (Public University/ Polytechnic/ Community College)	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper) 2. Grade E for History subjects starting in 2013 AND Have the approval of a Diploma of Public Higher Education Institutions (IPTA) / Public Skills Training Institutions (ILKA) / Private Higher Education Institutions (IPTs) or other approval recognized as equivalent by the Government of Malaysia and approved by the University Senate. (Special Program Requirements according to the type of program offered at Public University) AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
Equivalent Qualification	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper). 2. Grade E for History subjects starting in 2013 AND Pass MOE Matriculation / UM Science Foundation / UKM Foundation / UiTM Foundation by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 OR Pass the Malaysian High School Certificate Examination (STPM) by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 2. Grade C for General Studies subjects 3. TWO (2) Grades C in any subjects that have not been calculated OR Get at least :- 1. Jayyid's rank in the Malaysian Higher Religious Certificate (STAM) Examination OR Graduates of Pre-U School of Sports Malaysia /GCE A Level / International Baccalaureate Diploma / Australian Matriculation (AUSMAT) as well as other qualifications recognised as equivalent by the Government of Malaysia and approved by the Senat Public University AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.

PROGRAMME REQUIREMENT

Qualification	Requirement
Matriculation / Foundation	Obtain at least Grade B at the Matriculation / Foundation level in the following subjects:- Mathematics / Physics / Biology / Chemistry / Computer Science / Computing / Programming / Economics / Business Management / Accounting AND any ONE (1) other subject AND Obtain at least Grade C at the SPM level in the following subjects :- Mathematics AND Obtain at least BAND 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STPM	Pass STPM with at least Grade B in the following subjects:- Mathematics (M) or Mathematics (Additional) / Economics / Accounting / Business Studies / Physics / Biology / Chemistry / Information and Communications Technology / History / Visual Arts / Geography AND any ONE (1) other subject except General Studies AND Obtain at least Grade C at the SPM level in the following subjects:- Mathematics AND Obtain at least BAND 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STAM	Obtain at least the rank of Jayyid Jiddan in the Malaysian Higher Religious Certificate (STAM) Examination AND Obtain at least Grade C on SPM level in the following subjects: Mathematics Any of the following TWO (2) subjects: • Additional Mathematics • Economic • Accounting Principles • Trade / Business • Physics • Information & Communications Technology / Programming & Development Tools

PROGRAMME REQUIREMENT

Qualification	Requirement
STAM	any ONE (1) other subject AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
Diploma	Hold a Diploma from UTM / IHL / equivalent qualification with a minimum CGPA of 2.70; OR Candidates with a CGPA below 2.70 are eligible to apply if they have at least TWO (2) years of working experience in a field related to the programme applied for AND Obtain at least Grade C at the SPM level in the following subjects:- Mathematics OR Obtain at least Grade C in any Mathematics subject at Diploma level; AND Obtain at least Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued. Notes: • Candidates are required to upload their academic examination results, certified Diploma certificate and academic transcript, as well as a copy of the Diploma or a letter confirming completion of studies through the UPUOnline application system. • The year of admission and duration of study are subject to the credit transfer/exemption approved by UTM.
Equivalent Qualification (A Level / IB / AUSMAT)	Hold a GCE A Level qualification with at least Grade C in TWO (2) subjects; or possess an International Baccalaureate Diploma (IB) with at least Grade 4 in TWO (2) Higher Level subjects; or possess an Australian Matriculation Programme (AUSMAT) qualification with at least Grade C / 60% ATAR Rank in TWO (2) subjects from the following: • Mathematics / Physics / Biology / Chemistry / Computing / Accounting / Economics / Business Management AND Any ONE (1) other subject; AND Obtain at least Grade C in Mathematics at SPM level AND Obtain at least Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of

PROGRAMME REQUIREMENT

Qualification	Requirement
Equivalent Qualification (A Level / IB / AUSMAT)	five (5) years from the date the test results are issued / Band 5.5 in IELTS (Academic) / a score of 500 in TOEFL PBT / a score of 46 in TOEFL iBT / a score of 51 in the Pearson Test of English (PTE) / a score of 160 in Cambridge English Qualifications and Tests / Level 108 in the ELS Certified Intensive English Programme.
Accreditation of Prior Experiential Learning for Access (APEL.A)	Hold an APEL.A Certification issued by the Malaysian Qualifications Agency (MQA) at Level 6 of the Malaysian Qualifications Framework (MQF); AND Have working experience in a related field; AND Obtain at least Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued / Band 5.5 in IELTS (Academic) / a score of 500 in TOEFL PBT / a score of 46 in TOEFL iBT / a score of 51 in the Pearson Test of English (PTE) / a score of 160 in Cambridge English Qualifications and Tests / Level 108 in the ELS Certified Intensive English Programme.

ENTRY REQUIREMENTS

(INTERNATIONAL STUDENTS)

A Senior High School Certificate or equivalent pre – university qualifications. See more details for the entry requirements based on country at <https://admission.utm.my/entry-requirements-ug-international/> **AND**

Pass the English Proficiency requirements

ENGLISH LANGUAGE ENTRY REQUIREMENT FOR INTERNATIONAL STUDENT

Candidates who will join UTM starting from September 2023 must meet one of the following English language requirements :

(Please note that English language test results are valid for two (2) years only. Expired test results will not be accepted.)

No	English Language Test	Result
1	Malaysian University English Test (MUET)	Band 4.0 and above
2	International English Language Testing System (IELTS)	Band 5.5 and above
3	Test of English as a Foreign Language (TOEFL) iBT / TOEFL IBT Home Edition	Score of 46 and above
4	The Pearson Test of English (PTE Academic / PTE Academic Online)	Score of 51 and above
5	Cambridge English Qualification (CEQ) – B2 First (FCE), C1 Advanced (CAE), C2 Proficiency (CPE), Linguaskill Online	Score of 160 and above
6	Certified Intensive English Programme (CIEP – ELS)	Complete level 108 and above

IMPORTANT NOTE :

Intensive English Programme (IEP) and Certified

Students who do not meet the English language proficiency standards or requirements are required to attend :

- Intensive English Programme (IEP) conducted by the UTM Language Academy and obtain a minimum score in MUET / IELTS / TOEFL / Pearson Test of English / Cambridge English Qualification, **OR**
- Certified Intensive English Programme (CIEP) conducted by the ELS Language Centre and complete Level 108.

ENTRY REQUIREMENTS

(INTERNATIONAL STUDENTS)

IMPORTANT NOTE :

Cambridge Linguaskill Test

Linguaskill is a 100% online and computer-based test, which enables test takers to be remotely proctored and have their English competency levels tested wherever they are. However, we would like to inform you that UTM will only accept the Linguaskill Online Language proficiency test results if the candidate registers for the test with Malaysian test center specifically under SASBADI (Institution: MY959) which is the exclusive and authorized Linguaskill Agent by Cambridge Assessment English in Malaysia. The decision to use a VPN to register for the Linguaskill test with a Malaysian test center is up to the individual student.

* Candidates for Cambridge Linguaskill test make take the online test only if they are located in Malaysia, Singapore and Philippines. Candidates outside these three countries are not permitted to book and take the online test

Candidates may click the link below to register for the Cambridge Linguaskill test :

<https://e4c.sasbadi.com/linguaskill/register/ra-utm1-c1>

OTHER EXEMPTION FOR UNDERGRADUATE INTERNATIONAL STUDENT :

1. Candidates from International Schools, A-level and International Baccalaureate qualifications are exempted from the UTM English language requirement.
2. Candidates from UTM Foundation or other Foundation programme in Malaysia are exempted from the UTM English language requirement.

AWARD & GRADUATION REQUIREMENTS

To be awarded the Bachelor in Human Resource Development with Honours, a student must fulfil the following requirements:

120

TOTAL CREDIT HOURS

*Minimum CGPA of 2.0
and:*

01



**INDUSTRIAL
TRAINING**

12 CREDITS

Complete and Pass
the Industrial Training.

02



**FINAL YEAR
PROJECT**

3 CREDITS

Complete and pass the
Final Year Project.

03



**UTM PSC
COURSES**

5 COURSES

Complete and pass five (5)
UTM PSC Courses.

CAREER PROSPECT

Graduates of the Bachelor in Human Resource Development with Honours programme are prepared for careers in both public and private sectors. Possible career roles include:



They can work in various industries such as manufacturing, services, education, government and more.

STUDY PLAN

BACHELOR IN HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 01

SEMESTER 1

CODE	COURSE	CREDITS
SHMR1013	Principles of Human Resource Development	3
SHMR1033	Human Resource Planning	3
SHMR1053	Organizational Communication	3
SHMR1063	Introduction to Management	3
SHMR1073	Introduction to Organizational Behaviour	3
SHMR1083	Introduction to Human Resource Management	3

TOTAL CREDITS 18

SEMESTER 2

CODE	COURSE	CREDITS
SHMR1023	Adult Learning	3
SHMR1093	Needs Assessment in Human Resource Development	3
SHMR2053	Statistic for Social Science	3
SHMR2073	Employment Relations	3
SHMR2083	Career Development	3
SHMR2103	Safety and Health at Work	3
UHLB1112	English for Communication Skills*	2

*UHLB1112 is required only for students who do not meet the minimum English Admission Requirement

TOTAL CREDITS (WITHOUT UHLB1112) 18

TOTAL CREDITS (WITH UHLB1112) 20

SEMESTER 3 (SHORT SEMESTER)

LOCAL STUDENTS

CODE	COURSE	CREDITS
UHLB2122	Professional Communication Skills 1	2
ULRS1032	Integrity and Anti-Corruption Course	2
ULRS1042	Philosophy & Current Challenges	2
ULRS1122	Malaysian-Nation State Aspiration	2

INTERNATIONAL STUDENTS

CODE	COURSE	CREDITS
UHLB2122	Professional Communication Skills 1	2
ULRS1032	Integrity and Anti-Corruption Course	2
UHLM1012	Malay Language for Communication 2	2
ULRS1132	Malaysian Citra	2

TOTAL CREDITS : 8

STUDY PLAN

BACHELOR IN HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 02

SEMESTER 1

CODE	COURSE	CREDITS
SHMR2023	Instructional Design	3
SHMR2033	Industrial Relations Law	3
SHMR2093	Learning and Development Technologies	3
SHMR3133	Performance Management System and Employee Development	3
SHMR4013	Organizational Development	3
SHMR4033	Compensation and Benefit	3

TOTAL CREDITS
18

SEMESTER 2

CODE	COURSE	CREDITS
SHMR3183	Leadership	3
SHMR3143	Finance for Human Resource Development	3
SHMR3033	Introduction to Research Methods	3
SHMR4024	Consultancy for Human Resource Development	4
SHMRXXX3	Elective I*	3
SHMRXXX3	Elective II*	3

*See List of elective courses

TOTAL CREDITS
19

SEMESTER 3 (SHORT SEMESTER)

CODE	COURSE	CREDITS
ULRF2XX2	Service Learning and Community Engagement	2
UHLX1112	Foreign Language Communication	2
UHLB3132	Professional Communication Skills	2
ULRS 3032	Entrepreneurship and Innovation	2

TOTAL CREDITS
8

STUDY PLAN

BACHELOR IN HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 03

SEMESTER 1

CODE	COURSE	CREDITS
SHMR3013	Programme Evaluation	3
SHMR3073	Training Management	3
SHMR3014	Undergraduate Project	4
SHMR3023	Human Resource Information System	3
SHMRXXX3	Elective III*	3
XXXXXXX3	Free Elective**	3

*See List of elective courses

**See List of free elective courses

TOTAL CREDITS

19

SEMESTER 2

CODE	COURSE	CREDITS
SHMR4028	Industrial Training (Practical)	8
SHMR4034	Industrial Training (Report)	4

TOTAL CREDITS

12

LIST OF ELECTIVE COURSES

All elective courses carry 3 credits. Course offerings are subject to faculty availability each semester.

CODE	COURSE
SHMR3153	Ethics and Social Responsibility
SHMR3093	Negotiation Skill
SHMR3163	Industrial Counselling
SHMR3173	Creativity and Innovation in Organization
SHMR5043	Strategic Human Resource Development

CODE	COURSE
SHMR5133	Seminar in Leadership
SHMR5143	Coaching & Mentoring
SHMR5053	Contemporary in Adult Learning
SHMY3043	Behavior Modification

SYLLABUS

SUMMARY

YEAR 1

SHMR1013

PRINCIPLES OF HUMAN RESOURCE DEVELOPMENT

This course discusses the various basic elements of Human Resource Development. It would explain the differences between Human Resource Management & Human Resource Development. The topics covered include learning principles, employee behaviour, training & development, and applied Human Resource Development.

SHMR1033

HUMAN RESOURCE PLANNING

This course is an introduction to human resource planning processes in organisations. It is designed so that students understand how an organisation may be aligned through differentiation and integration of its human resources to perform competitively. It provides knowledge and skills on human resource forecasting process, techniques to determine supply and demand of human resources, human resource planning costing and evaluation of human resource programs.

SHMR1053

ORGANIZATIONAL COMMUNICATION

This course exposes students to how individuals and groups communicate in organizations, how communication creates and sustains organizations, and how organizations communicate. This course aims to introduce basic concepts to understand communication processes in contemporary organizations, to encourage student to think critically and analytically about the roles that communication technologies can play in current organizations and to develop skills at observing and analyzing communication processes in the workplace.

SHMR1063

INTRODUCTION TO MANAGEMENT

This course covers the fundamentals of principle management, exploring its concepts, theories, and techniques. It integrates essential principles and theories into the core management functions of planning, organizing, leading, and controlling.

YEAR 1

SHMR1073

INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR

Organizational behaviour is a core course that discusses the fundamental concept and important aspect regarding people's behaviour. The topics covered in this course are organized according to three main parts: (a) individual differences in organization which include personality, job attitudes, emotion and mood, perception, and motivation; and (b) group and team process which include group decision making and creating effective team; and (c) organizational process such as organizational culture. Organizational behaviour equips managers and leaders with the knowledge and tools needed to manage their people effectively, create a positive work environment, and ultimately achieve their goals and objectives. It also benefits individuals by fostering personal and professional growth.

SHMR1083

INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

The course provides students with an introduction to the key functions of human resource management in Malaysia. It begins with an overview of Human Resource Management and follows up with more specific discussions on its main functions such as recruitment, placement, training and development, compensation, employee relations, and safety and health.

SHMR1023

ADULT LEARNING

In this course, students will be exposed to the conceptual aspects of adult learning and it's important in Human Resource Development context as well as formal, non-formal and informal type of learning/education. In addition to that, the course includes pedagogy, andragogy and heutagogy, learning orientations, adult learning and development, adult learning theories and models, and nature adult learner. Students should be able to implement few important theories and models in various contexts of Human Resource Development.

SHMR1093

NEEDS ASSESSMENT IN HUMAN RESOURCE DEVELOPMENT

This course discusses the concept of needs assessment for training, learning, workplace development, and performance improvement. Students will learn to use various tools and application to measure performance, identify causes of poor performances based on three levels of analysis

YEAR 1

SHMR2073

EMPLOYMENT RELATIONS

This course examines employment relations from the perspectives of industrial relations and employment law in Malaysia. Students will be exposed to current issues in employment relations, as well as introduced to various agencies and labour legislations governing employment relations in Malaysia. Mainly, this course will focus on HR best practices and strategies for managing employees' misconduct, and trade disputes.

SHMR2083

CAREER DEVELOPMENT

In this course, students will be exposed to the conceptual aspects of career development in organization, function, programs, career choices, career stages, individual careers, organizational career systems, career management practises, career diversities, and global career. The course emphasized also on issue and research in career development.

SHMR2103

SAFETY & HEALTH AT WORK

Safety and health at work is a multidisciplinary field concerned with the safety, health and welfare of people at work. This course discusses the concept of workplace safety and health, which is a crucial component to organizations competitiveness. Students will be exposed towards integrated safety and health management instead of traditional safety and health management. Students will also learn on the legal side of managing safety and health at the workplace in Malaysia.

YEAR 2

SHMR2023

INSTRUCTIONAL DESIGN

The course discusses on the principles of instructional design, learning theories, instructional design model, and process of designing a training program. The course guides students in developing and writing learner profile, task analysis (content analysis) and instructional objective to prepare a comprehensive design document. In addition, the course discusses approaches of content sequencing, instructional strategies, development of instruction and evaluation of learning in training.

YEAR 2

SHMR2033

INDUSTRIAL RELATIONS LAW

This course is designed to equip the students with the relevant laws that govern the relationship between the three main actors in industrial relations - the employer, the employee and the trade union. The key legislations that regulate the employment relationships are the Employment Act 1955, Trade Unions Act 1959 and Industrial Relations Act 1967. This course will focus on workplace protection and benefits and among the topics covered are statutory right to wages, statutory right to the general standard of working time, statutory right to weekly rest day, statutory right to paid public holidays, statutory right to paid annual leave, statutory right to paid sick leave, female's employee statutory right to maternity protection and statutory right pertaining to termination of employment contract. It also touches on issues on trade unionism specifically regarding its formation, registration, recognition and trade disputes.

SHMR2093

LEARNING & DEVELOPMENT TECHNOLOGIES

Rapid development in industrial revolution 4.0 (IR 4.0) challenges training designer and instructor to explore the possibility of using new technology to enhance teaching and learning. This course is designed to encourage students to explore new usage of technology to deliver contents effectively. Some of the topics covered are designing technology-based training material such as online learning and mobile learning.

SHMR3133

PERFORMANCE MANAGEMENT SYSTEM AND EMPLOYEE DEVELOPMENT

Performance management is a holistic process, bringing together many of the elements which go to make up the successful practice of people management. This course covers theories and practical aspects of implementation of performance management system. Some of the topics that will be discussed are performance planning, approaches to evaluating performance, performance diagnosis, performance review, and performance improvement plan.

SHMR4033

COMPENSATION & BENEFIT

This course covers theories and practical aspects of compensation strategies and employee benefits. Specifically, some of the topics that will be discussed are the salary and wage determinants, job evaluation, and administering and controlling the pay programme. Students will also be exposed to incentive schemes and retirement benefit.

YEAR 2

SHMR3033

INTRODUCTION TO RESEARCH METHOD

This course offers students a comprehensive exploration of fundamental principles in the field of Human Resource Development research methods. The central theme of this course revolves around equipping students with the essential knowledge and skills required to undertake research. Emphasizing student-centered pedagogy and problem-solving techniques, this course covers crucial concepts including the scientific method, operationalization of constructs, identification of independent and dependent variables, various data types, measurement methodologies, questionnaire construction, hypothesis formulation and testing, data analysis, interpretation, and the ethical considerations in research. A distinctive feature of this course is the practical application of acquired knowledge. Students will engage in the development and presentation of a research proposal, followed by the actual execution of their research project. This course thus equips students with both theoretical and practical competencies in the realm of Human Resource Development research.

SHMR3143

FINANCE FOR HUMAN RESOURCE DEVELOPMENT

The course discusses the aspect of finance in human resource development that is crucial in planning the training and development programs in organization. It emphasizes the interpretation of financial statements and the aspect of financial analysis in Human Resource Development interventions.

SHMR3183

LEADERSHIP

This course introduces students to key leadership theories, principles, and practices relevant to contemporary organisations. It develops students' ability to evaluate leadership situations, apply appropriate leadership approaches, and make informed decisions in diverse and challenging contexts. The course emphasises the development of practical leadership and interpersonal skills, including influence, communication, teamwork, ethical leadership, conflict management, coaching, and self-leadership. Through case studies, scenario-based learning, role-play, peer learning, leadership development activities, and self-reflection, students will strengthen their ability to lead effectively, collaborate with others, and apply leadership principles in real-life organisational settings.

YEAR 2

SHMR4024

CONSULTANCY FOR HUMAN RESOURCE DEVELOPMENT

This course is intended to equip students with the knowledge and skills to secure and carry out a Human Resource Development program successfully. Therefore this course is divided into two parts. The first part would cover the topic on consultancy in Human Resource Development and the second part would deal with managing the Human Resource Development project.

YEAR 3

SHMR3013

PROGRAMME EVALUATION

This course is a systematic approach in evaluating training programmes which are being planned as well as those which has already being implemented. Evaluation will be conducted by applying research method and evaluation models which would be used to make decisions to implement, improve or terminate the training program.

SHMR3073

TRAINING MANAGEMENT

This course presents and discusses the functions of training management in the context of Human Resource Development. The scope of training management includes the management of a training department, the implementation of the training policy and training programme. It emphasises on the process of planning and managing training centres that involves operational and strategic planning. The course discusses the execution of training programme, preparation of module, cost and benefits, role and challenges towards training management in Malaysia.

SHMR3014

UNDERGRADUATE PROJECT

The project involves a systematic process of inquiry that aims to discover, interpret, and expand knowledge about Human Resource Development topic or phenomenon. Students will be guided to perform a rigorous investigation, data collection and data analysis, in order to address the identified research objectives. The project should be aimed to contribute to the existing body of knowledge in Human Resource Development and provide valuable insights into the research area.

SHMR3023

HUMAN RESOURCE INFORMATION SYSTEM

This course exposes students to the use of Computer-Based Information Systems (CIBS) in facilitating the achievement of competitive advantage of an organization. This is where the competitive advantages is achieved through the application of advanced technology. The course discusses Human Resource Information System (HRIS) model and how the systems aids human resource practitioner in implementing HR task more efficiently through the use of information technology.

YEAR 3

SHMR4028

INDUSTRIAL TRAINING (PRACTICAL)

Industrial training is an essential component in the development of the practical skills required by a student prior to graduation. It is also an aspect of education that integrates knowledge with planned and supervised career-related work experience processes. The purpose of the course is to develop and strengthen the students' educational and career preparation. It allows the students to understand the connection between what is studied and how it is applied in the real world. It also exposes the students to the interpersonal relationships a job requires, both with co-workers and superiors that are essential in obtaining a successful and satisfying career.

SHMR4034

INDUSTRIAL TRAINING (REPORT)

Industrial training is an essential component in the development of the practical skills required by a student prior to graduation. It is also an aspect of education that integrates knowledge with planned and supervised career-related work experience processes. The purpose of the course is to develop and strengthen the students' educational and career preparation. It allows the students to understand the connection between what is studied and how it is applied in the real world. It also exposes the students to the interpersonal relationships a job requires, both with co-workers and superiors that are essential in obtaining a successful and satisfying career. Students are expected to submit a report and present on the activities and experience they went through.

ELECTIVES

SHMR3153

ETHICS & SOCIAL RESPONSIBILITY

This course explores the ethical dimensions of individual and organizational behavior, with a focus on understanding the principles of ethical decision-making and the role of social responsibility in business and society. Students will examine various ethical theories, frameworks, and concepts, and apply them to real-world scenarios to develop critical thinking and decision-making skills. The course also explores the relationship between ethics, corporate governance, sustainability, and stakeholder management.

ELECTIVES

SHMR3163

INDUSTRIAL COUNSELLING

This course provides awareness to students regarding the methods and needs of counselling in assisting and understanding problems faced by employees not only at workplace, but also in their daily lives. The course discusses the introduction to counselling, qualities in counselling relationship, theories of counselling, basic counselling skills, career counselling, counselling process, counselling at workplace, and its relationship with common problems of employees, and ethics in counselling. At the end of the course, students should be able to apply the approaches of counselling not merely at workplace, but also in various helping situations.

SHMR3173

CREATIVITY & INNOVATION IN ORGANIZATION

This course presents the concepts, principles and strategies in creativity and innovation. The aim of this course is to equip students with the knowledge and skills to manage innovation at the operational and strategic level. Among the topics that will be lectured include important issues in managing creativity, innovation, product development and intellectual property. Students should be able to understand the concept of creativity and innovation comprehensively, management of creativity and innovations in an organization and methods used to develop creativity and innovation.

SHMR3093

NEGOTIATION SKILLS

This course aims to understand the theory and processes of negotiation as it is crucial in various settings. Negotiation is the art and science of securing an agreement between two or more independent parties. This course focuses on understanding the behavior of individuals, groups, and organizations in competitive situations by concentrating on important interaction components with people keen to work with and beyond the workplace. It helps communicate effectively, resolve conflicts, seek common ground, improve working relationships, reassess the actual situation at hand, and enables parties to agree on terms of an agreement, which creates value for all parties. This course enhances the ability to derive the best deal available and ensure that the organization's interest is always upheld.

ELECTIVES

SHMR5043

STRATEGIC HUMAN RESOURCE DEVELOPMENT

This course examines Human Resource Development from the perspective of SHRD in organizing and managing Human Resource Development function through planning, designing, implementing and assessing Human Resource Development interventions. Ideas, constructs, and models are discussed for thinking about the possibilities for effective Human Resource Development practice. The discussion will also include specific perspectives on Human Resource Development that link Human Resource Development to enhance organizational strategy and to develop performance capability through learning interventions that meet strategic needs.

SHMR5133

SEMINAR IN LEADERSHIP

This is an seminar-based course that provides a comprehensive exploration of fundamental leadership principles and practices, equipping students with the skills, knowledge, and mindset necessary to excel as effective leaders in diverse contexts. The course focuses on empowering students to understand the multifaceted nature of leadership, cultivate essential leadership skills, and inspire positive change within organizations and communities. This course examining leadership theory and research, and emphasizing the development of leadership and interpersonal skills through self-assessment case analysis, and experiential exercises. Topics covered include concepts and types of leadership, leadership skills such as leadership ethics, and conflict management. The course is designed to facilitate students acquiring knowledge and skills of leadership.

SHMR5143

COACHING & MENTORING

The course discusses concepts and principles of coaching and mentoring in the context of developing human resources and talents at work place. The course also outlines related models and theories, with their implementation. Furthermore, it discourses interconnected issues; communication, trust, sustainability, challenges, transition, evaluation, gender and various sectors/organization as well as analysing few great people and organization in the field. The course has been designed to facilitate students to acquire knowledge and enhance skills towards professional consultant, coach and mentor through role play activity, project and presentation, as consultancy, coaching and mentoring process could transform 'good organization' to become 'great organization' (good to great).

ELECTIVES

SHMR5053

CONTEMPORARY ADULT LEARNING

The course discusses the history, philosophies, theories, and models of adult learning, with emphasis on adult development, learner characteristics, motivation, barriers to learning, and the adult learning process. It also explores contemporary issues and dilemmas in fostering adult learning. Students will apply and synthesise relevant theories and models in various contexts of practice, providing a foundation for understanding training, development, and human resource development.

SHMY3043

BEHAVIOUR MODIFICATION

This course is aimed to expose students to approaches in changing human behaviour. The emphasis of this course includes introduction to characteristics and principles of behaviour and non-behaviour, identifying problematic behaviour, application of the principles of behaviour modification consisted of reinforcement, extinction, punishment, control stimulation, and economic token, application of the behaviour modification procedures consisted of shaping, fading and chaining. Besides, this course explains the method for changing the behaviour of the respondents or cognitive behaviour, and behaviour modification ethics.

COURSES CLASSIFICATION

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
SHMR1073	Introduction to Organizational Behaviour	3	Common Core Subject	Faculty Core
SHMR1033	Human Resource Planning	3	Common Core Subject	Faculty Core
SHMR1053	Organizational Communication	3	Common Core Subject	Faculty Core
SHMR1063	Introduction to Management	3	Common Core Subject	Faculty Core
SHMR1083	Introduction to Human Resource Management	3	Common Core Subject	Faculty Core
SHMR2033	Industrial Relations Law	3	Common Core Subject	Faculty Core
SHMR2053	Statistic for Social Science	3	Common Core Subject	Faculty Core
SHMR2073	Employment Relations	3	Common Core Subject	Faculty Core
SHMR4033	Compensation and Benefit	3	Common Core Subject	Faculty Core
SHMR2103	Safety and Health at Work	3	Common Core Subject	Faculty Core
SHMR3023	Human Resource Information System	3	Common Core Subject	Faculty Core
SHMR3033	Introduction to Research Methods	3	Common Core Subject	Faculty Core
SHMR3183	Leadership	3	Common Core Subject	Faculty Core
SHMR3014	Undergraduate Project	4	Common Core Subject	Faculty Core
SHMR4028	Industrial Training (Practical)	8	Common Core Subject	Faculty Core
SHMR4034	Industrial Training (Report)	4	Common Core Subject	Faculty Core
SHMR2023	Instructional Design	3	Discipline Core Subject	Programme Core
SHMR2083	Career Development	3	Discipline Core Subject	Programme Core
SHMR2093	Learning and Development Technologies	3	Discipline Core Subject	Programme Core

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
SHMR3013	Programme Evaluation	3	Discipline Core Subject	Programme Core
SHMR3073	Training Management	3	Discipline Core Subject	Programme Core
SHMR3143	Finance for Human Resource Development	3	Discipline Core Subject	Programme Core
SHMR4013	Organizational Development	3	Discipline Core Subject	Programme Core
SHMR4023	Consultancy for Human Resource Development	3	Discipline Core Subject	Programme Core
SHMR1093	Needs Assessment in Human Resource Development	3	Discipline Core Subject	Programme Core
SHMR1013	Principles of Human Resource Development	3	Discipline Core Subject	Programme Core
SHMR1023	Adult Learning	3	Discipline Core Subject	Programme Core
SHMR3133	Performance Management System and Employee Development	3	Discipline Core Subject	Programme Core
SHMR3163	Industrial Counselling	3	Elective Subject	Elective
SHMR3173	Creativity and Innovation in Organization	3	Elective Subject	Elective
SHMR3153	Ethics and Social Responsibility	3	Elective Subject	Elective
SHMR3093	Negotiation Skill	3	Elective Subject	Elective
SHMR5143	Coaching & Mentoring	3	Elective Subject	Elective
SHMR5043	Strategic Human Resource Development	3	Elective Subject	Elective
SHMR5133	Seminar in Leadership	3	Elective Subject	Elective
SHMR5053	Contemporary in Adult Learning	3	Elective Subject	Elective
SHMY3043	Behavior modification	3	Elective Subject	Elective
ULRF2XX2	Service Learning and Community Engagement	2	General University Course	Cocurriculum
ULRS1042	Philosophy & Current Challenges	2	General University Course	University

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
ULRS1112	Malaysian-Nation State Aspiration	2	General University Course	University
ULRS1032	Integrity and Anti-Corruption Course	2	General University Course	University
ULRS1132	Malaysian Citra	2	General University Course	University
ULRS3032	Entrepreneurship and Innovation	2	General University Course	University
XXXXXXX3	Free Elective	3	General University Course	University
UHLB2122	Professional Communication Skills 1	2	General University Course	Language
UHLM1012	Malay Language for Communication 2	2	General University Course	Language
UHLX1XX2	Foreign Language Communication	2	General University Course	Language
UHLB3132	Professional Communication Skills	2	General University Course	Language

PRISMS

MODE INTEGRATION - COURSE

PRISMS Courses are **postgraduate-level courses** offered to eligible undergraduate students under UTM's ***Program Integrasi Sarjana Muda–Sarjana (PRISMS)***. These courses provide an accelerated pathway to postgraduate study and may be considered for credit transfer upon enrolment in the relevant Master's programme, subject to the University's requirements and approval.

APPLICATION

Student can apply for PRISMS in Year 2, Semester 1, with CGPA 3.3 and above

COURSES OFFERED

- 1.SHMR5043 Strategic Human Resource Development
- 2.SHMR5133 Seminar in Leadership
- 3.SHMR5143 Coaching & Mentoring
- 4.SHMR5053 Contemporary in Adult Learning

This course will be scheduled during elective subject offering cycle

STUDY PLAN

If student choose to take PRISMS, it will be offered during Year 2, Semester 2 and Year 3 Semester 1 (total credits is 9)

BENEFIT

Student who completed the PRISMS courses (Grade B and CGPA 3.3 and above) will be eligible to do transfer credit in Master of Human Resource Development (Taught Course) in UTM

MQA

PROGRAMME STANDARD

The minimum academic and quality requirements established by the Malaysian Qualifications Agency (MQA) for programmes within a specific field of study.

COMPONENT	MQA REQUIREMENT (CREDITS)	MQA REQUIREMENT (%)	COURSES OFFERED (CREDITS)	COURSES OFFERED (%)
Compulsory Modules (University General Courses)	8	7%	19	15.83%
Common Core	42	35%	43	35.83%
Discipline Core	36	30%	37	30.83%
Elective	0	-	9	7.50%
Industrial Training	0	-	12	10%
Total Credit Hours for Graduation	120	-	120	100%

MQA Requirement : The remaining 34 credits can be placed in any of the above categories to complete the minimum requirement of 120 credits.

BACHELOR OF PSYCHOLOGY WITH HUMAN RESOURCE DEVELOPMENT

WITH HONOURS



OVERVIEW

The **Bachelor of Psychology with Human Resource Development with Honours (SHMYH)** at Universiti Teknologi Malaysia (UTM) is a multidisciplinary undergraduate programme that integrates core knowledge in psychology with a minor in Human Resource Development (HRD). The programme requires **130 credit** hours and is typically completed in four years of full-time study. Students undertake psychology courses, covering basic and applied areas of psychology such as social, developmental, cognitive, clinical, health, abnormal, cross-cultural, positive, and industrial-organisational psychology, alongside human resource development courses in areas such as training, career development, employment relations, organisational development, and programme evaluation. The curriculum also includes university and language courses, electives, a final-year research project, and industrial exposure.

The programme is designed to develop graduates with strong theoretical, research, analytical, interpersonal, communication, digital, leadership, and professional skills. Students learn to conduct psychological and Human Resource Development research, analyse data using statistical methods, apply psychological principles to individual and organisational issues, and work effectively with diverse individuals and groups. In the final year, students complete a research project and supervised industrial exposure, allowing them to connect academic knowledge with real workplace experience. Overall, the programme prepares graduates for a range of psychology and HR-related careers while emphasising ethical practice, lifelong learning, creativity, innovation, and professional responsibility.

PROGRAMME EDUCATIONAL OBJECTIVES (PEO)

The Programme Educational Objectives describe the career and professional accomplishments that graduates are expected to achieve after graduation.

01

KNOWLEDGE

Analyse theories, research and practice in psychology and human resource development.

02

MANAGEMENT AND ENTREPRENEURSHIP

Apply a range of leadership and entrepreneurial skills to perform effectively and responsibly in different organisations.

03

DIGITAL AND ANALYTICAL

Use a wider range of digital applications and numeracy skills in work tasks.

04

TEAMWORK AND LEADERSHIP

Demonstrate interpersonal, communication, creativity, and innovation skills.

05

LIFELONG LEARNING

Pursue lifelong learning in education and career in various settings within ethical and professional standards.

PROGRAMME LEARNING OUTCOMES (PLO)

Programme Learning Outcomes (PLOs) describe the knowledge, skills, attitudes and abilities that students are expected to demonstrate upon successful completion of the programme.

01

KNOWLEDGE AND UNDERSTANDING

Analyse different key concepts, principles, research, overarching themes in broad areas of psychology with human resource development.

02

COGNITIVE SKILLS

Compare various theories, past literature, and research design to conduct basic psychological with human resource development research.

03

PRACTICAL SKILLS

Demonstrate a range of research ideas, research strategies, research executions, research write-up and practical skills to solve various problems in the field of psychology with human resource development.

04

INTERPERSONAL SKILLS

Collaborate with different individuals, groups and organisations in different situations.

05

COMMUNICATION SKILLS

Communicate effectively through verbal and written forms using various mediums to a range of audience.

06

DIGITAL SKILLS

Apply appropriate digital media and digital technology to support work and studies.

07

NUMERACY SKILLS

Conduct data analysis using different statistical methods for basic psychological with human resource development research.

08

LEADERSHIP, AUTONOMY AND RESPONSIBILITY

Show initiative in leadership, decision-making, goal-settings and relationship building in individual and multi-disciplinary group project management.

09

PERSONAL SKILLS

Display self-awareness and reflective practice to motivate and improve oneself.

10

ENTREPRENEURIAL SKILLS

Display creativity, grit and entrepreneurial mind-set to motivate and improve oneself and others.

11

ETHICS AND PROFESSIONALISM SKILLS

Adhere to ethical standards in psychological science with human resource development practices.

PROGRAMME SPECIFICATIONS

1	Programme Name		Bachelor of Psychology with Human Resource Development with Honours		
2	Final Award		English: Bachelor of Psychology with Human Resource Development with Honours Bahasa Melayu: Sarjana Muda Psikologi dengan Pembangunan Sumber Manusia dengan Kepujian		
3	Awarding Institution		Universiti Teknologi Malaysia (UTM)		
4	Teaching Institution		Universiti Teknologi Malaysia (UTM)		
5	UPU programme Code		UT6311001		
6	Programme & Curriculum code (Internal)		SHMYH & SHMYH04		
7	MQR reference number		MQA/SWA0233		
8	NEC Code		0313 (Psychology)		
9	Professional or Statutory Body of Accreditation		N/A		
10	Language(s) of Instruction		English and Bahasa Melayu		
11	Mode of Study (Conventional, distance learning, etc)		Conventional		
12	Mode of operation (Franchise, self-governed, etc)		Self-governed		
13	Study Scheme (Full-time/Part-time)		Full-time and Part-time		
14	Study Duration		Minimum: 4 years (FT) / 6 years (PT) Maximum: 6 years (FT) / 10 years (PT)		
15	Type of semester	No. of semesters		No. of weeks	
		Full-time	Part-time	Full-time	Part-time
	Regular	8 - 12	12 - 20	17	17

ENTRY REQUIREMENTS

(MALAYSIAN STUDENTS)

GENERAL UNIVERSITY REQUIREMENT

Qualification	Requirement
Matriculation / Foundation	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper). 2. Grade E for History subjects starting in 2013 AND Pass MOE Matriculation / UM Science Foundation / UKM Foundation / UiTM Foundation by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 AND 2. Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STPM	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July Paper). 2. Grade E for History subjects starting in 2013 AND Pass the Malaysian Higher School Certificate (STPM) Examination with at least :- 1. Cumulative Grade Point Average (CGPA) 2.00. 2. Grade C for General Studies subjects. 3. Two (2) Grade C in any subject that has not been calculated AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
STAM	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July Paper) 2. Grade E for History subject starting in 2013 AND Obtain at least: 1. JAYYID rank in the Malaysian Higher Religious Certificate (STAM) Examination AND

GENERAL UNIVERSITY REQUIREMENT

Qualification	Requirement
STAM	Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
Diploma (Public University/ Polytechnic/ Community College)	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper) 2. Grade E for History subjects starting in 2013 AND Have the approval of a Diploma of Public Higher Education Institutions (IPTA) / Public Skills Training Institutions (ILKA) / Private Higher Education Institutions (IPTs) or other approval recognized as equivalent by the Government of Malaysia and approved by the University Senate. (Special Program Requirements according to the type of program offered at Public University) AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.
Equivalent Qualification	Hold a Sijil Pelajaran Malaysia (SPM) by obtaining at least: 1. Grade C for Bahasa Melayu / Bahasa Melayu (July paper). 2. Grade E for History subjects starting in 2013 AND Pass MOE Matriculation / UM Science Foundation / UKM Foundation / UiTM Foundation by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 OR Pass the Malaysian High School Certificate Examination (STPM) by obtaining at least :- 1. Cumulative Grade Point Average (CGPA) 2.00 2. Grade C for General Studies subjects 3. TWO (2) Grades C in any subjects that have not been calculated OR Get at least :- 1. Jayyid's rank in the Malaysian Higher Religious Certificate (STAM) Examination OR Graduates of Pre-U School of Sports Malaysia /GCE A Level / International Baccalaureate Diploma / Australian Matriculation (AUSMAT) as well as other qualifications recognised as equivalent by the Government of Malaysia and approved by the Senat Public University AND Obtain at least BAND 1.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued.

PROGRAMME REQUIREMENT

Qualification	Requirement
Matriculation / Foundation	Obtain at least Grade B at the Matriculation / Foundation level in the following subjects:- Mathematics / Physics / Biology / Chemistry / Computer Science / Computing / Programming / Economics / Principles of Economics / Business Management / Accounting AND any ONE (1) other subject AND Obtain at least Grade C at the SPM level in the following subjects :- • Mathematics • Physics / Biology / Chemistry / Science / Additional Science AND Obtain at least Grade E in English at SPM level AND Obtain at least BAND 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued AND Pass the prescribed test and interview.
STPM	Pass STPM with at least Grade B in the following subjects:- Mathematics (M) or Mathematics (Additional) / Economics / Accounting / Business Studies / Physics / Biology / Chemistry / Information and Communications Technology / History / Visual Arts / Geography AND any ONE (1) other subject except General Studies AND Obtain at least Grade C at the SPM level in the following subjects:- • Mathematics • Physics / Biology / Chemistry / Science / Additional Science AND Obtain at least Grade E in English at SPM level AND Obtain at least BAND 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued AND Pass the prescribed test and interview.
STAM	Obtain at least the rank of Jayyid Jiddan in the Malaysian Higher Religious Certificate (STAM) Examination AND Obtain at least Grade C at SPM level in THREE (3) of the following subjects: • Mathematics

PROGRAMME REQUIREMENT

Qualification	Requirement
STAM	- Economics / Principles of Accounting / Business / Information & Communications Technology / Programming & Development Tools - Biology / Physics / Chemistry / Science / Additional Science AND Obtain at least Grade E in English at SPM level; AND Obtain at least Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, with a validity period of five (5) years from the date the test results are issued; AND Pass the prescribed test and interview.
Diploma	Hold a Diploma or other qualification recognised by the Government of Malaysia and approved by the UTM Senate; AND Obtain a minimum CGPA of 2.70, or have at least two (2) years of working experience in a related field for candidates with a CGPA below 2.70; AND Obtain at least a Credit (Grade C) at SPM level in TWO (2) of the following subjects: - Mathematics - Physics / Chemistry / Biology / Science / Additional Science OR Obtain at least Grade C in either Mathematics or Science at Diploma level; AND Obtain at least Grade E in English at SPM level; AND Obtain at least Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, subject to a validity period of five (5) years from the date the test results are issued; AND Pass the prescribed test and interview. Notes: - Candidates are required to upload their complete Diploma examination results (from the first semester to the final semester), together with a copy of their Diploma or a letter confirming completion of studies, via the UPUOnline system. - The year of admission and duration of study are subject to the credit transfer/exemption approved by UTM.
Equivalent Qualification (A Level / IB / AUSMAT)	Hold a GCE A Level qualification with at least Grade C, or an International Baccalaureate Diploma (IB) qualification with at least Grade 4 in Higher Level (HL) subjects, or an Australian Matriculation Program (AUSMAT) qualification with at least Grade C / 60% ATAR Rank in the following subjects:

PROGRAMME REQUIREMENT

Qualification	Requirement
Equivalent Qualification (A Level / IB / AUSMAT)	- Mathematics / Physics / Biology / Chemistry / Computing / Accounting / Economics / Business Management - Any ONE (1) other subject AND Obtain at least Grade C at SPM level in TWO (2) of the following subjects: - Mathematics - Physics / Chemistry / Biology / Science / Additional Science AND Obtain at least Grade E in English at SPM level; AND Obtain at least one of the following English language qualifications: Band 2.0 in the Malaysian University English Test (MUET) for examinations commencing from Session 1 of 2021, subject to a validity period of five (5) years from the date the test results are issued / Band 5.5 in IELTS (Academic) / Score 500 in TOEFL PBT / Score 46 in TOEFL iBT / Score 51 in Pearson Test of English (PTE) / Score 160 in Cambridge English Qualifications and Tests / Level 108 in the ELS Certified Intensive English Programme AND Pass the prescribed test and interview.

ENTRY REQUIREMENTS

(INTERNATIONAL STUDENTS)

A Senior High School Certificate or equivalent pre – university qualifications. See more details for the entry requirements based on country at <https://admission.utm.my/entry-requirements-ug-international/>,

Pass the English Proficiency requirements **AND**

Pass the Faculty interview

ENGLISH PROFICIENCY ENTRY REQUIREMENT FOR INTERNATIONAL STUDENTS

Candidates who will join UTM starting from September 2023 must meet one of the following English language requirements :

(Please note that English language test results are valid for two (2) years only. Expired test results will not be accepted.)

No	English Language Test	Result
1	Malaysian University English Test (MUET)	Band 4.0 and above
2	International English Language Testing System (IELTS)	Band 5.5 and above
3	Test of English as a Foreign Language (TOEFL) iBT / TOEFL IBT Home Edition	Score of 46 and above
4	The Pearson Test of English (PTE Academic / PTE Academic Online)	Score of 51 and above
5	Cambridge English Qualification (CEQ) – B2 First (FCE), C1 Advanced (CAE), C2 Proficiency (CPE), Linguaskill Online	Score of 160 and above
6	Certified Intensive English Programme (CIEP – ELS)	Complete level 108 and above

IMPORTANT NOTE :

Intensive English Programme (IEP) and Certified

Students who do not meet the English language proficiency standards or requirements are required to attend :

- Intensive English Programme (IEP) conducted by the UTM Language Academy and obtain a minimum score in MUET / IELTS / TOEFL / Pearson Test of English / Cambridge English Qualification, **OR**
- Certified Intensive English Programme (CIEP) conducted by the ELS Language Centre and complete Level 108.

ENTRY REQUIREMENTS

(INTERNATIONAL STUDENTS)

IMPORTANT NOTE :

Cambridge Linguaskill Test

Linguaskill is a 100% online and computer-based test, which enables test takers to be remotely proctored and have their English competency levels tested wherever they are. However, we would like to inform you that UTM will only accept the Linguaskill Online Language proficiency test results if the candidate registers for the test with Malaysian test center specifically under SASBADI (Institution: MY959) which is the exclusive and authorized Linguaskill Agent by Cambridge Assessment English in Malaysia. The decision to use a VPN to register for the Linguaskill test with a Malaysian test center is up to the individual student.

* Candidates for Cambridge Linguaskill test make take the online test only if they are located in Malaysia, Singapore and Philippines. Candidates outside these three countries are not permitted to book and take the online test

Candidates may click the link below to register for the Cambridge Linguaskill test :

<https://e4c.sasbadi.com/linguaskill/register/ra-utm1-c1>

OTHER EXEMPTION FOR UNDERGRADUATE INTERNATIONAL STUDENT :

1. Candidates from International Schools, A-level and International Baccalaureate qualifications are exempted from the UTM English language requirement.
2. Candidates from UTM Foundation or other Foundation programme in Malaysia are exempted from the UTM English language requirement.

AWARD & GRADUATION REQUIREMENTS

To be awarded the Bachelor of Psychology with Human Resource Development with Honours, a student must fulfil the following requirements:

130

TOTAL CREDIT HOURS

*Minimum CGPA of 2.0
and:*

01



INDUSTRIAL EXPOSURE

12 CREDITS

Complete and Pass the
Industrial Exposure.

02



FINAL YEAR PROJECT

3 CREDITS

Complete and pass the
Final Year Project.

03



UTM PSC COURSES

5 COURSES

Complete and pass five (5)
UTM PSC Courses.

CAREER PROSPECT

Graduates of the Bachelor of Psychology with Human Resource Development with Honours programme are prepared for careers in both public and private sectors. Possible career roles include:

 Psychology Officer 01	Diploma in Psychology Lecturer 02 
 Human Resource Executive 03	Research Officer 04 
 Recruitment Executive 05	Training and Development Executive 06 
 Talent Acquisition Executive 07	Organization Wellbeing Executive 08 
 Graduate Research Assistant 09	Educator 10 

They can work in various industries such as manufacturing, services, education, government and more.

STUDY PLAN

BACHELOR OF PSYCHOLOGY WITH HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 01

SEMESTER 1

CODE	COURSE	CREDITS
SHMY1013	Introduction to Psychology	3
SHMY1033	Social Psychology	3
SHMY1053	Developmental Psychology	3
SHMY1063	History and Philosophy of Psychology	3
SHMR1083	Introduction to Human Resource Management	3
UHLM1012	Malay Language for Communication 2 (International Students)*	2
ULRS1042	Philosophy and Current Challenges (Local Students)*	2
ULRF2XX2	Service Learning and Community Engagement	2

*UHLM1012 for international students; ULRS1042 for local students. Only one course (2 credits) is counted.

TOTAL CREDITS

19

SEMESTER 2

CODE	COURSE	CREDITS
SHMY1023	Introduction to Counselling	3
SHMY1043	Personality Psychology	3
SHMY1073	Ethics in Psychology	3
SHMY1093	Biological Psychology	3
SHMR1013	Principles of Human Resource Development	3
ULRS1112	Malaysian-Nation State Aspiration (Local Students)**	2
ULRS1132	Malaysian Citra (International Students)**	2
UHLB1112	English Communication Skills***	2

**ULRS1132 for international students; ULRS1112 for local students. Only one course (2 credits) is counted.

***UHLB1112 is required only for students who do not meet the minimum English Admission Requirement

TOTAL CREDITS (WITHOUT UHLB1112)

17

TOTAL CREDITS (WITH UHLB1112)

19

STUDY PLAN

BACHELOR OF PSYCHOLOGY WITH HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 02

SEMESTER 1

CODE	COURSE	CREDITS
SHMY2033	Experimental Psychology	3
SHMY2053	Statistics in Psychology	3
SHMY2083	Cognitive Psychology	3
SHMR1093	Needs Assessment in Human Resource Development	3
SHMR2033	Industrial Relations Law	3
ULRS1032	Integrity and Anti-Corruption Course	2
TOTAL CREDITS		17

SEMESTER 2

CODE	COURSE	CREDITS
SHMY2013	Psychological Testing and Measurement	3
SHMY2063	Abnormal Psychology	3
SHMY2103	Islamic Psychology	3
SHMR2023	Instructional Design	3
SHMR2083	Career Development	3
UHLB2122	Professional Communication Skills	2
TOTAL CREDITS		17

STUDY PLAN

BACHELOR OF PSYCHOLOGY WITH HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 03

SEMESTER 1

CODE	COURSE	CREDITS
SHMY3033	Health Psychology	3
SHMY3103	Clinical Psychology	3
SHMY3XX3	Elective*	3
SHMR3013	Programme Evaluation	3
SHMR2103	Safety and Health at Work	3
UHLB3132	Professional Communication Skills	2
UHLX1112	Foreign Language Communication	2

*See List of elective courses

TOTAL CREDITS

19

SEMESTER 2

CODE	COURSE	CREDITS
SHMY3043	Behaviour Modification	3
SHMY3013	Research Method	3
SHMR2073	Employment Relations	3
XXXXXXX3	Free Elective**	3
ULRS3032	Entrepreneurship and Innovation	2

**See List of free elective courses

TOTAL CREDITS

14

STUDY PLAN

BACHELOR OF PSYCHOLOGY WITH HUMAN RESOURCE DEVELOPMENT WITH HONOURS

YEAR 04

SEMESTER 1

CODE	COURSE	CREDITS
SHMY4093	Final Year Project	3
SHMY4013	Cross-Cultural Psychology	3
SHMY4043	Positive Psychology	3
SHMY4073	Industrial and Organizational Psychology	3
SHMR4013	Organizational Development	3
TOTAL CREDITS		15

SEMESTER 2

CODE	COURSE	CREDITS
SHMY4078	Industrial Exposure (Practical)	8
SHMY4074	Industrial Exposure (Report)	4
TOTAL CREDITS		12

LIST OF ELECTIVE COURSES

All elective courses carry 3 credits. Course offerings are subject to faculty availability each semester.

CODE	COURSE
SHMY3073	Group Counselling
SHMY3053	Consumer Psychology
SHMY3023	Ergonomics

SYLLABUS

SUMMARY

YEAR 1

SHMY1013

INTRODUCTION TO PSYCHOLOGY

This course introduces students to a broad introduction to the major fields of psychology and the results of classic studies and current research in the fields. The major fields that will be covered are physiological psychology, sensation and perception, learning and motivation, cognition, development, social psychology, personality, industrial and organisational and abnormal psychology. At the end of this course, students can gain an understanding of major issues addressed in psychological research today, including the complex interactions between nature and nurture and the neural bases of human behaviour.

SHMY1033

SOCIAL PSYCHOLOGY

Social psychology addresses the question of how individuals' thoughts, feelings and behaviours are influenced by other people. This includes how we understand and make sense of other people and how we influence and are influenced by other people. This course overviews the various theories and methods employed by social psychologists in their attempts to understand social influences on human behaviour. Specific topics covered include: aggression and pro-social behaviour; prejudice, stereotypes and discrimination; interpersonal relationships; persuasion and attitude change; person perception; and ways in which social psychology has been used to help us understand and solve problems.

SHMY1053

DEVELOPMENTAL PSYCHOLOGY

This course enables students to identify human development changes across the life span, from physical, cognitive, social and personality aspects. Special areas of human development such as attachment, bonding, language development, play, memory, intelligence, creativity, moral development, social relationships, family life, health and wellness, death and dying are highlighted.

YEAR 1

SHMY1063**HISTORY AND
PHILOSOPHY OF
PSYCHOLOGY**

This course explores the development of psychology as a discipline and its relationship with philosophy. Students will study the history of psychology in ancient philosophy and its evolution into a scientific psychology field in the 21st century. They will learn about influential figures and theories from different eras (prehistory, Greek, Renaissance), including, introspective, biological, functionalism, behaviorism, neo-behaviorism, gestalt, psychopathology, and cognitive psychology. The course emphasizes the connection between psychology and philosophy, examining concepts like dualism, determinism, free will, and consciousness. Ethical considerations in psychology and their impact on research and therapy are also explored. By the end of the course, students will have a comprehensive understanding of the historical, philosophical, and ethical dimensions of psychology.

SHMY1023**INTRODUCTION TO
COUNSELLING**

This course provides awareness to students regarding the methods and needs of counselling in assisting and understanding problems faced by employees not only at workplace, but also in their daily lives. The course discusses the introduction to counselling, ethics in counselling field, qualities in counselling relationship, theories of counselling, basic counselling skills, career counselling, counselling process, counselling at workplace, and its relationship with common problems of employees, and ethics in counselling. At the end of the course, students should be able to apply the approaches of counselling not merely at workplace, but also in various helping situations to promote good health and well-being.

SHMY1093**BIOLOGICAL
PSYCHOLOGY**

This course provides the basic knowledge of biological approaches in the field of psychology. In this course, students will explore the rich of biological interactions between human cognitive, affection and emotion. This course discusses the various aspects of human (and non-human) biology including the brain anatomy, the neurochemical basis of behavior, the nervous system, hormones, genetics, emotional behavior, control of movement, wakefulness and sleep, cognitive function, the biology of learning and memory and psychological disorder.

YEAR 1

SHMY1043**PERSONALITY
PSYCHOLOGY**

This course provides an introduction to key topics in the study of personality psychology and individual differences. It covers historical and contemporary aspects of personality psychology including psychodynamic, cognitive, behaviourist, genetic, humanistic, and trait based approaches. It also discusses the extent to which personality theories predict real-world outcomes, such as educational and professional attainment, mental health, or romantic relationship. Throughout this course, students will critically evaluate empirical research assessing the influence of nature and nurture on individual differences, and whether human behaviour is determined by traits or environment.

SHMY1073**ETHICS IN
PSYCHOLOGY**

This course provides general principles and specific codes for ethical conduct in the science and practice of psychology. Incorporating case examples and readings from other disciplines, the course covers the broad practice of psychology including research, teaching and supervision, development of instruments, conducting assessments, school psychology, educational counselling, organizational consulting, forensic activities, social intervention and administrative activities. The course helps students apply the principles and codes of ethical conduct in all facets of psychological practice; from the traditional areas of psychology, to the emerging areas such as telecommunications, neuropsychological assessment and managed care.

SHMR1083**INTRODUCTION TO
HUMAN RESOURCE
MANAGEMENT**

The course provides students with an introduction to the key functions of human resource management in Malaysia. It begins with an overview of Human Resource Management and follows up with more specific discussions on its main functions such as recruitment, placement, training and development, compensation, employee relations, and safety and health.

SHMR1013**PRINCIPLES OF
HUMAN RESOURCE
DEVELOPMENT**

This course discusses the various basic elements of Human Resource Development. It would explain the differences between Human Resource Management & Human Resource Development. The topics covered include learning principles, employee behaviour, training & development, and applied Human Resource Development.

YEAR 2

SHMY2033**EXPERIMENTAL
PSYCHOLOGY**

Experimental Psychology course is an engaging and comprehensive course designed to introduce students to the scientific study of human behavior and mental processes. Through a combination of theoretical knowledge, practical experimentation, and critical analysis, students will gain a deeper understanding of the factors that shape human cognition, emotion, perception, and social interaction. The course will emphasize hands-on learning experiences, encouraging students to design and conduct their experiments, collect and analyze data, and draw meaningful conclusions.

SHMY2053**STATISTICS IN
PSYCHOLOGY**

This course introduces students to basic statistical procedures and concepts used in social science research especially in the field psychology. The topics covered include an introduction to statistics, levels of measurement, defining variables, measuring central tendency, measuring dispersion, estimate of the mean, statistical inference and tests of significance, probability distributions and z-test, step of hypothesis testing, t-tests, one way analysis of variance, the Chi-Square test, correlation analysis and regression analysis.

SHMY 2083**COGNITIVE
PSYCHOLOGY**

Cognitive psychology is the study of mental processes. Cognition includes a wide range of mental processes that are used every day in almost all human activities. Students will be exposed to the core theories and concepts that explain how we acquire, process, store, and retrieve information. Topics covered include perception, attention, memory systems, knowledge, visual imagery, language, problem solving, judgment, decision making and reasoning. Both classic and contemporary empirical research will be discussed to understand the experimental foundation of cognitive theories. This course not only focuses on understanding the basic mechanisms of cognitive processes, but also how they can be applied. Students will learn how cognition relates to everyday situations and problems. By the end of this course, students will be able to critically analyze and evaluate cognitive models and theories, apply concepts to better understand cognition in context, and develop an appreciation for the interdisciplinary nature of cognitive psychology and its far-reaching applications.

YEAR 2

SHMY 2083**ABNORMAL
PSYCHOLOGY**

This course provides students an extensive coverage of abnormal psychology topics from definition, history and approaches through to the most recent development in the field of psychopathology. Each subtopic of disorders includes description, treatment and references to Diagnostic and Statistical Manual of Mental Disorders, 5th Edition (DSM-5). The range of disorders that will be covered include: anxiety, obsessions, and their disorders, mood disorders and suicide, somatic symptom and dissociative disorders, eating disorders and obesity, personality disorders, substance-related disorders, sexual variants, abuse, and dysfunctions, schizophrenia and other psychotic disorders, neurocognitive disorders, disorders of childhood and adolescence (neurodevelopmental disorders).

SHMY2013**PSYCHOLOGICAL
TESTING AND
MEASUREMENT**

This course introduces students to the basic principles and applications of psychological testing and assessment. Topics discussed include the introduction and historical background of psychological testing including its social and ethical implication. The course will also cover the important concepts related to psychological testing and measurement including but not limited to norms, reliability, validity and test construction. Furthermore, the different types and application of psychological tests in different setting will also be discussed. The main categories of psychological tests include and not limited to intelligence, achievement, personality, neuropsychological and career test applied to different setting

SHMY2103**ISLAMIC
PSYCHOLOGY**

This course aims to enable students to understand the basic concepts and principles of Islamic psychology and the differences between Islamic psychology and western psychology. Psychology has provided us with a useful body of knowledge regarding personality formation, its function and dysfunction. However, psychology inherently contains certain limitations as it does not and cannot fully address the reality of an expanded consciousness or the spiritual connection in the journey of life. Therefore, in Islamic psychology study the Islamic point of view spiritual approach to psychotherapy is an aspect of behavior modification that is based on the relationship between man and his Creator (Allah) which entails an operational paradigm in which faith (Iman) in Allah is the focal point. Iman is both a cognitive and ethical construct that gather all data and facts in the perspective which is proper to and requisite for a true understanding of the therapeutic processes.

YEAR 2

SHMR1093**NEEDS
ASSESSMENT IN
HUMAN RESOURCE
DEVELOPMENT**

This course discusses the concept of needs assessment for training, learning, workplace development, and performance improvement. Students will learn to use various tools and application to measure performance, identify causes of poor performances based on three levels of analysis

SHMR2033**INDUSTRIAL
RELATIONS LAW**

This course is designed to equip the students with the relevant laws that govern the relationship between the three main actors in industrial relations - the employer, the employee and the trade union. The key legislations that regulate the employment relationships are the Employment Act 1955, Trade Unions Act 1959 and Industrial Relations Act 1967. This course will focus on workplace protection and benefits and among the topics covered are statutory right to wages, statutory right to the general standard of working time, statutory right to weekly rest day, statutory right to paid public holidays, statutory right to paid annual leave, statutory right to paid sick leave, female's employee statutory right to maternity protection and statutory right pertaining to termination of employment contract. It also touches on issues on trade unionism specifically regarding its formation, registration, recognition and trade disputes.

SHMR2023**INSTRUCTIONAL
DESIGN**

The course discusses on the principles of instructional design, learning theories, instructional design model, and process of designing a training program. The course guides students in developing and writing learner profile, task analysis (content analysis) and instructional objective to prepare a comprehensive design document. In addition, the course discusses approaches of content sequencing, instructional strategies, development of instruction and evaluation of learning in training.

SHMR2083**CAREER
DEVELOPMENT**

In this course, students will be exposed to the conceptual aspects of career development in organization, function, programs. career choices, career stages, individual careers, organizational career systems, career management practises, career diversities, and global career. The course emphasized also on issue and research in career development.

YEAR 3

SHMY3043**BEHAVIOUR
MODIFICATION**

This course is aimed to expose students to approaches in changing human behaviour. The emphasis of this course includes introduction to characteristics and principles of behaviour and non-behaviour, identifying problematic behaviour, application of the principles of behaviour modification consisted of reinforcement, extinction, punishment, control stimulation, and economic token, application of the behaviour modification procedures consisted of shaping, fading and chaining. Besides, this course explains the method for changing the behaviour of the respondents or cognitive behaviour, and behaviour modification ethics.

SHMY3033**HEALTH
PSYCHOLOGY**

This course introduces students to the importance and significance of psychology in health, illnesses, and chronic health conditions. It will provide a theoretical foundation (i.e., bio-psycho-social) for exploring the relationship/interaction between biology, social, cognitions, emotions, and behaviours within the reviewed topics, areas, and/or persons. This course will examine various medical conditions from the etiology, prevention, and treatment but through a health psychology perspective.

SHMY3103**CLINICAL
PSYCHOLOGY**

The course is designed to introduce students to the applied field of clinical psychology, as one of the specialisation area for undergraduate psychology students. Students will be exposed to the nature of contemporary practice of clinical psychology. The subject emphasised the practice of clinical psychology and is divided into three broad sections. The first section provided an overview of issues that set the stage for the second section which is on psychological assessments; and that section in turn, is the foundation for the third section on psychological interventions. At the end of this semester, the students should be able to: (1) understand the science-practitioner models of clinical psychology, (2) be able to use empirical evidence to critique the reliability and validity of psychological measures, and (3) be able to describe empirically supported treatments for specific forms of psychopathology according to Diagnostic and Statistical Manual of Mental Disorders, 5th Edition (DSM-5).

YEAR 3

SHMY3013**RESEARCH
METHOD**

This course introduces students to the basic principles of research methods in Psychology. The course is focusing on systematic research process, with an emphasis on student-centred activities and problem solving. Students will learn about such key concepts as the research scientific method; research problem, operationalizing variables and construct; literature review, research design, sampling methods, instrument and measurements; data analysis, interpretation of findings and writing the research report according to the research ethical principles. This course is in line with one thrust of experiential learning which is the Research Infused Experiential Learning (REAL) to develop students research competency.

SHMR2073**EMPLOYMENT
RELATIONS**

This course examines employment relations from the perspectives of industrial relations and employment law in Malaysia. Students will be exposed to current issues in employment relations, as well as introduced to various agencies and labour legislations governing employment relations in Malaysia. Mainly, this course will focus on HR best practices and strategies for managing employees's misconduct, and trade disputes.

SHMR3053**SAFETY AND
HEALTH AT WORK**

Safety and health at work is a multidisciplinary field concerned with the safety, health and welfare of people at work. This course discusses the concept of workplace safety and health, which is a crucial component to organizations competitiveness. Students will be exposed towards integrated safety and health management instead of traditional safety and health management. Students will also learn on the legal side of managing safety and health at the workplace in Malaysia.

SHMR3013**PROGRAMME
EVALUATION**

This course is a systematic approach in evaluating training programmes which are being planned as well as those which has already being implemented. Evaluation will be conducted by applying research method and evaluation models which would be used to make decisions to implement, improve or terminate the training program.

YEAR 4

SHMY4093**FINAL YEAR
PROJECT**

This course is designed to give students the experience in implementing the proposed project. In this course, students need to find the literature review in supporting their research. Besides, students will be exposed to the data collection and how to analyse the collected data to answer the research objectives. In this course also, research ethics is crucial to understand by students. At the end of the course, students should be able to write their all chapters of research systematically based on specified writing format, as well as presenting the research in oral presentation session.

SHMY4013**CROSS CULTURAL
PSYCHOLOGY**

This course aims to explore similarities and differences of human behaviour across culture, evaluate and expanding existing psychological knowledge. The course examines the theoretical, empirical, and applied issues in the cross-cultural study of psychosocial behaviour. Besides, this course discuss on cross-cultural aspects of human development, cognition, emotion, motivation, human health, and interactions. This course explained some aspects of human behaviour that are universal and culture-specific, also, its implication for psychological theory and applications. Moreover, this course also covered on the key theories and approaches of cross-cultural psychology.

SHMY4043**POSITIVE
PSYCHOLOGY**

This course addresses psychological approaches to understanding, managing, and changing individual physical and emotional well-being. Relationships with others, environments, and ourselves will be explored and examined. It is also a scientific study of human flourishing, and an applied approach to optimal functioning. The major topics that will be covered are the study of the human strengths and virtues that enable individuals, communities, and organisations to thrive, building resilience and spirituality, Mindfulness, emotional intelligence, self-efficacy, theory of hope, gratitude and love and flourishing relationships . At the end of this course, the students be able to adapt this knowledge to actively take charge of their own lives, creatively adjusting to an ever-changing world.

YEAR 4

SHMY4073**INDUSTRIAL AND
ORGANIZATIONAL
PSYCHOLOGY**

Industrial psychology is a science of people at work. This subject has grown to be one of the major applied specialties in psychology worldwide. The first focus of this subject is concerned with the workplace, so the findings, method, scales and principles are relevant to both employees and employers. Industrial psychologists are often called upon to help organizations to develop a more efficient workplace. Organizational psychology focuses on people's behavior in workplace. This course aims to provide concepts, principles and theories of organizational psychology to increase the effectiveness of employee's. It also discusses the topic such as job analysis, recruitment, selection, psychological testing/ screening methods, job interview, performance appraisal, training, motivation, job satisfaction, stress at workplace, group conflict, work behaviour, leadership, communication, group, and human factors.

SHMY4078**INDUSTRIAL
EXPOSURE
(PRACTICAL)**

Industrial exposure is an essential component in the development of the practical skills required by a student prior to graduation. It is also an aspect of education that integrates knowledge with planned and supervised career-related work experience processes. The purpose of the course is to develop and strengthen the students' educational and career preparation. It allows Industrial exposure is an essential component in the development of the practical skills required by a student prior to graduation. It is also an aspect of education that integrates knowledge with planned and supervised career-related work experience processes. The purpose of the course is to develop and strengthen the students' educational and career preparation. It allows the students to understand the connection between what is studied and how it is applied in the real world. It also exposes the students to the interpersonal relationships a job requires, both with co-workers and superiors that are essential in obtaining a successful and satisfying career.

SHMY4074**INDUSTRIAL
EXPOSURE
(REPORT)**

This course is supplemental and concurrent with the SHMY4078 Industrial Exposure (Training) course. Students are expected to submit a report and present on the activities and experience they went through.

YEAR 4

SHMR4013

**ORGANIZATIONAL
DEVELOPMENT**

Organizational development is a system wide application and transfer of change agent knowledge to develop, improve and reinforce the planned change in a company. This course is intended to expose students on change and organizational development in organizations. Students will be exposed towards theories and models of change and skills required as a OD practitioner. In addition, students will also learn about four crucial stages of implementing OD: entering and contracting, diagnosis, implementation and institutionalization & evaluation.

ELECTIVES

SHMY3073

**GROUP
COUNSELLING**

This course will expose students to the concepts, skills, strategies, procedures, processes, problems, and principles of group work associated with counselling field. The course incorporates didactic and experiential components aimed at the facilitation and understanding of group dynamics and self-awareness / personal growth through group interaction.

SHMY3053

**CONSUMER
PSYCHOLOGY**

This course is designed to give a comprehensive understanding of the applications of psychological concepts in consumer behaviour at the individual, social, and cultural stages. It also discussed factors influencing decision-making among consumers. The topics cover an introduction to consumer psychology, perception, and consumer behaviour, shaping consumer behaviour through the learning process, attitudes on consumer purchasing, the role of the social and cultural surrounding in shaping consumers' behaviour and influencing consumers' decision making process. At the end of this course, students will be to relate the idea of consumer psychology in the perspectives of psychological, social, and cultural.

SHMY3023

ERGONOMICS

This course introduces students to the aspects of ergonomics at the workplace. Ergonomics is the science of designing the job, equipment and workplace to fit the worker. Ergonomics is concerned with the overall health and efficiency of the work. The topics that will be covered in this course include the basic knowledge of anthropometry and biomechanics, ergonomics and psychosocial risk factors at work and their effects on health (such as injury and accident) with emphasis on prevention.

COURSES CLASSIFICATION

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
SHMY1013	Introduction to Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1033	Social Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1053	Developmental Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1063	History and Philosophy of Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1023	Introduction to Counselling	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1043	Personality Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1073	Ethics In Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY1093	Biological Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2033	Experimental Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2053	Statistics In Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2083	Cognitive Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2013	Psychological Testing And Measurement	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2063	Abnormal Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY2103	Islamic Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY3033	Health Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY3103	Clinical Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
SHMY3013	Research Method	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY3043	Behaviour Modification	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY4013	Cross-Cultural Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY4043	Positive Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY4073	Industrial And Organizational Psychology	3	Discipline Core -Course work (Psychology)	Faculty Core
SHMY3073	Group Counselling	3	Discipline Core -Course work (Psychology) - Elective	Elective
SHMY3053	Consumer Psychology	3	Discipline Core -Course work (Psychology) - Elective	Elective
SHMY3023	Ergonomics	3	Discipline Core -Course work (Psychology) - Elective	Elective
SHMR1083	Introduction to Human Resource Management	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR4013	Organizational Development	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR2033	Industrial Relations Law	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR2103	Safety and Health at Work	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR1013	Principles of HRD	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR1093	Needs Assessment in HRD	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR2023	Instructional Design	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR2073	Employment Relations	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR2083	Career Development	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMR3013	Programme Evaluation	3	Minor Core - Course work in Human Resource Development	Programme Core
SHMY4093	Final Year Project	3	Discipline Core - Research Project	Faculty Core

CODE	COURSE NAME	CREDIT	COMPONENT	CATEGORY (INTERNAL)
SHMY4078	Industrial Exposure (Practical)	8	Discipline Core - Industrial Exposure	Faculty Core
SHMY4074	Industrial Exposure (Report)	4	Discipline Core - Industrial Exposure	Faculty Core
ULRF2XX2	Service Learning and Community Engagement	2	General University Course	Cocurriculum
ULRS1042	Philosophy & Current Challenges	2	General University Course	University
ULRS1112	Malaysian-Nation State Aspiration	2	General University Course	University
ULRS1032	Integrity and Anti-Corruption Course	2	General University Course	University
ULRS1132	Malaysian Citra	2	General University Course	University
ULRS3032	Entrepreneurship and Innovation	2	General University Course	University
XXXXXXX3	Free Elective	3	General University Course	University
UHLB2122	Professional Communication Skills 1	2	General University Course	Language
UHLM1012	Malay Language for Communication 2	2	General University Course	Language
UHLX1XX2	Foreign Language Communication	2	General University Course	Language
UHLB3132	Professional Communication Skills	2	General University Course	Language



PROGRAMME STANDARD : PSYCHOLOGY

The minimum academic and quality requirements established by the Malaysian Qualifications Agency (MQA) for programmes within a specific field of study.

COMPONENT	MQA REQUIREMENT* (CREDITS)	SHMYH COURSES OFFERED (CREDITS)
Compulsory Courses	8	16
Major (Psychology) Core	66	63
Major (Psychology) Elective Core	0	3
Industrial Exposure	0	12
Final Year Project	3	3
Free Elective	0	3
Minor (Human Resource Development)	30	30
Total Credit Hours for Graduation	120	130

*MQA Requirement : The remaining credits can be placed in any of the above categories to complete the minimum requirement of total graduating credits.

BEYOND THE CORE CURRICULUM



FREE ELECTIVE COURSES

*Explore Beyond
Your Programme*

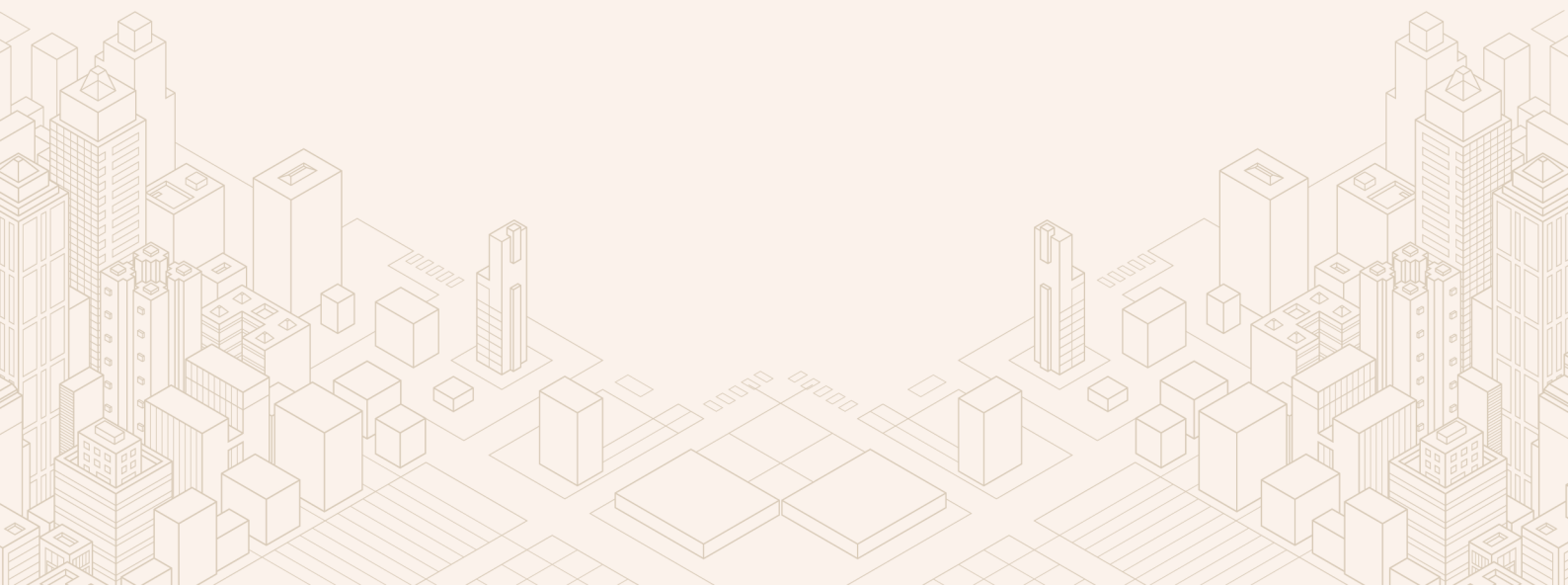
Courses that allow students to broaden their knowledge and explore areas beyond their core programme



UTM PROFESSIONAL SKILLS CERTIFICATE (PSC)

*Skills Beyond
the Classroom*

A graduation requirement designed to strengthen student's professional and employability skills



LIST OF FREE ELECTIVE COURSES

Course offerings are subject to faculty availability each semester.

NO	CODE	COURSE	FACULTY OFFERED	CREDIT
1	SKTX4273	Beauty Product Development and Innovation	Faculty of Chemical & Energy Engineering	3
2	SKTX4583	Surfactant And Detergent Technology	Faculty of Chemical & Energy Engineering	3
3	SKTX4423	Ultrasonic Testing	Faculty of Chemical & Energy Engineering	3
4	SKTX4183	Membrane For Sustainable Environmental Solutions	Faculty of Chemical & Energy Engineering	3
5	SSCX2423	Bioethics In Research And Development	Faculty of Science	3
6	SSCX2413	Solid State Physics	Faculty of Science	3
7	SSCX3353	Consumer Chemistry	Faculty of Science	3
8	SSCX3493	Surface and Colloid Chemistry	Faculty of Science	3
9	SSCX1023	Mathematical Methods I	Faculty of Science	3
10	SSCX1523	Linear Algebra	Faculty of Science	3
11	SKEX2123	Instrumentation & Measurement	Faculty of Electrical Engineering	3
12	SKEX3623	Data Communication And Networks	Faculty of Electrical Engineering	3
13	SKEX3003	Electronics	Faculty of Electrical Engineering	3
14	SKEX2023	Electrical Energy Literacy	Faculty of Electrical Engineering	3
15	SKEX3503	Physiology & Introduction to Medicine	Faculty of Electrical Engineering	3
16	SKEX2003	Electrical Technology	Faculty of Electrical Engineering	3
17	SKEX1223	Digital Electronics	Faculty of Electrical Engineering	3
18	SBEX1223	Basic Architectural Computing	Faculty of Build Environment & Surveying	3
19	SBEX1343	Introduction to Quantity Surveying	Faculty of Build Environment & Surveying	3
20	SBEX3153	Social Impact Assessment	Faculty of Build Environment & Surveying	3
21	SBEX3213	Field Astronomy	Faculty of Build Environment & Surveying	3

NO	CODE	COURSE	FACULTY OFFERED	CREDIT
22	SBEX3553	Gis and Remote Sensing Application	Faculty of Build Environment & Surveying	3
23	SBEX1443	Principles of Geographic Information Science	Faculty of Build Environment & Surveying	3
24	SCSX2203	Software Engineering	Faculty of Computing	3
25	SCSX2113	Human Computer Interaction	Faculty of Computing	3
26	SCSX3213	Business Intelligence	Faculty of Computing	3
27	SCSX2103	Bioinformatics I	Faculty of Computing	3
28	SCSX3413	Computer Security	Faculty of Computing	3
29	SMJX3063	Tribology	Malaysia-Japan International Institute of Technology (MJIT)	3
30	SMJX1113	Digital Electronics	Malaysia-Japan International Institute of Technology (MJIT)	3
31	SMJX1062	Material Science	Malaysia-Japan International Institute of Technology (MJIT)	3
32	SMJX1202	Introduction To Chemical Engineering	Malaysia-Japan International Institute of Technology (MJIT)	3
33	SMJX3323	Fundamentals of Microbiology and Biotechnology	Malaysia-Japan International Institute of Technology (MJIT)	3
34	SMJX4433	Biotechnology and Bio-Processing	Malaysia-Japan International Institute of Technology (MJIT)	3
35	SAIX1123	Introduction to Artificial Intelligence	Faculty of Artificial Intelligence	3
36	SRTX1033	Lukisan Rekabentuk	Faculty of Artificial Intelligence	3
37	SKAX1213	Engineering Mechanics	Faculty of Civil Engineering	3
38	SKAX1513	Fluid Mechanics	Faculty of Civil Engineering	3
39	SKAX3913	Environmental Management	Faculty of Civil Engineering	3
40	SKMX2613	Material Science	Faculty of Mechanical Engineering	3
41	SFMX1063	Information Technology In Business	Faculty of Management	3
42	ULRX3013	Sustainable Service Learning	School of Undergraduate Studies (UGS)	3
43	UHIX2103	Philosophy of Islamic Art And Culture	School of Undergraduate Studies (UGS)	3
44	UHIX2083	Islam and Sustainable Economy System	School of Undergraduate Studies (UGS)	3
45	UHIX2063	Family Institution And Governing Laws In Malaysia	School of Undergraduate Studies (UGS)	3

PROFESSIONAL SKILLS CERTIFICATE (UTM PSC)

The UTM Professional Skills Certificate (UTM PSC) is a graduation requirement designed to enhance students' professional competencies and employability skills.

To fulfil graduation requirements, students are required to complete a total of five (5) courses, comprising **three (3) compulsory courses** and **two (2) elective courses**.

Compulsory Courses:

Course Code	Course
GLRL 0010	English Communication Skills for Graduating Students (ECS)
GLRB 0010	Design Thinking for Entrepreneur (DTE)
GLRM 0010	Talent and Competency Management (TCM)

Elective Courses — Choose Two (2):

Course Code	Course
GLRT 0010	Data Analytics for Organization
GLRT 0020	Professional Ethics and Integrity
GLRT 0030	Construction Measurement (Mechanical & Electrical)
GLRT 0050	OSHE for Engineering Industry and Laboratory
GLRT 0060	Quality Management for Built Environment and Engineering Professionals
GLRT 0070	Safety and Health Officer Introductory Course

For further information on UTM PSC, including course details and the latest requirements, please refer to the official UTM Undergraduate Studies website : [UTM PSC COURSE INFORMATION](#)

Thank you

For further information:
Undergraduate Office
Faculty of Social Sciences and Humanities (FSSH)

Tel: 07 - 5333044
Email: ug-fssh@utm.my



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UNIVERSITI TEKNOLOGI MALAYSIA
Innovating Sustainable Solutions