The articles appearing in this volume are selected from the papers presented at the 3rd International Postgraduate Research Colloquium held in International Islamic University Malaysia in 2006. There were 56 papers presented. A total of 20 papers were selected and they are arranged in three sections: research papers, concept papers, and research proposals.

In the research paper section, Noraini Mohd Noor (2006) presented some selected research findings in work, family and women's well-being. The paper looked at the last few decades, which witnessed unprecedented changes in the lives of men and women. These changes can be seen in the societal gender-role prescriptions, the composition of the workforce, and the attitudes and values of men and women. Women, however, are more strongly affected by these changes because even when employed, they are still primarily responsible for the home and family. As they juggle multiple roles, the potential for stress and conflict also increases. This paper examines the impact of Malaysian women's changing roles on their well-being. Three main studies relating to the Malaysian context are highlighted. The first is exploratory and considers the effects of multiple roles on well-being with social support and personality variables as potential moderators in the stress-strain relationship, the second involves model testing and fitting, and the third examines women's perception of progress. While the first two studies are specific in terms of their objectives, the third study focusing only on Malay women is more general. The results of the first study
indicated that women are influenced by certain role experiences and both social support and extraversion moderated the relationship between roles and well-being. The findings of the second study provided support for the proposed model of the relationship between roles and well-being with the model showing reasonable fit when applied to three different age groups of women. The results also indicated that the predictors of women's well-being differ according to their respective age groups. The third study relating to Malay women's perception of progress showed that these women defined progress as having successful children, academic achievement and income.

Manat Boonprakob and Pannee Boonprakob (2006) presented a research on the factors affecting work behaviors after the retirement of the government officials at Srinakharinwirot University. The objectives of the research were to find out variables which could discriminate work behaviors (higher educational institution, other works, no work) after retirement of government officials at Srinakharinwirot University (SWU), and to compare situational factors (work condition, persuasion), psychological characteristics (self efficacy, self esteem, work motivation, and mental health), and situational psychological factors (work attitude, and social support) of the retirees who were different in bio-social characteristics and background (gender, age, education level, academic position, marital status and income). The population consisted of 281 retired government officials during 2003 budgetary year. The data were collected from 211 completed questionnaires. Furthermore, 20 retired government officials were purposively sampled for in-depth interview. The data analysis was done by applying the following statistics: percentage, mean, standard deviation, t-test, analysis of variance, discriminant analysis and content analysis. Research findings were as follows: (1) three variables as discriminant factors were work condition, persuasion and self efficacy, (2) the retired government officials who were different in gender, age, education, level and income had different self-efficacy. Furthermore, those who were different in education level had different levels of self esteem, mental health as well as work attitude. Finally, those with different academic positions would get different persuasion.
A research on family strategies for developing environment conservation behaviors in Thai children was conducted by Pannee Boonprakob, Wiladlak Chuawanlee, and Manat Boonprakob (2006). The objective of this research were 1) to study the correlation among bio-social factors, psychosocial factors, behavior development factor, and environment conservation behavior; 2) to examine patterns of activities for developing environment conservation behaviors in children at home; 3) to develop a handbook for parent and study the effects of the handbook on developing environmental conservation behaviors in children. The study was divided into 2 phases. Phase 1 was the data collection and analysis. It was found that some independent bio-social variables (children’s gender and parents’ education level), psychosocial variables (love-oriented and reasoning-oriented child-rearing practices, attitude towards developing environmental conservation behaviors), and behavioral development variable had a relationship with environment conservation behaviors in children. Moreover, it was found that children’s gender, reasoning-oriented child-rearing practices and parents’ education level could account for 13.4% of children’s environmental conservation behaviors. Phase 2, was the handbook’s development, application and feedback. It showed that there were no significant differences in environmental conservation behaviors of children between the experimental and control groups. However, the parents in the experimental group reported that their children enjoyed the activities in the handbook which facilitated the parents to teach positive environmental behaviors.

Titima Vechpong and Treetip Boonyam (2006) carried out a study on the moderating effect of internal-locus of control on the relationship between perceived administrative behavior and perceived organizational politic of the chiefs. The study was conducted on 92 employees in a subsidiary of a leading telecommunications business in Thailand. With multiple regression and hierarchical regression, the writer has found a negative relationship between perceived administrative behavior of the chiefs (PABC) and perceived organizational politic (POP) which could be explained that if a chief manages their subordinates and make them know how well he or she works,
those subordinates will perceive the organizational politics in a negative way. Internal locus of control (in-LOC) this relationship was found not to moderate. All independent variables were shown to predict the perceived organizational politics (POP).

The study on the influence of empowerment on job performance: a study through the organizational commitment and job satisfaction was carried out by Sukuma Sangduenchai and Sujinda Prasert (2006). The main purpose of the research was to study direct influence of empowerment on job performance and indirect influence of empowerment on job performance through organizational commitment and job satisfaction as a mediator. The sample was taken from 110 government officers working in government university. The results showed that empowerment significantly affected job performance direct and indirectly through organizational commitment, but did not have an indirect influence on job performance through job satisfaction.

Bunsit Chaichana and Tarinprapoon (2006) violence perception on situations as a mediator of study on job performance of employees at Yala municipality was carried out on individual and job satisfaction variables in relation with job performance. The purpose was to examine whether violence perception on the chaotic situations affected officials' job performance at Yala Municipality. The sample was the 171 officials in Yala Municipality which were taken from a multistage random sampling of 7 departments consisting of 300 persons. The research instrument used was a questionnaire, the results of which were analyzed by hierarchical regression so as to investigate the relationship between the mediator and violence perception, which affected job performance. The results revealed that job satisfaction is positively related with job performance, whereas age, work duration, and violence perception had a negative relationship with job performance. Moreover, all of the studied variables predicted that the violence perception variable was the negative mediator against job performance.

Jiraporn Chompoon and Wilailak Langka (2006) presented an analysis of the causal relationship of variables influencing organizational members' behaviors in a public hospital in Bangkok. The research is aimed to study the causal
relationship of influence variables on social support, career attitudes and teamwork as parts of organizational citizenship behavior. The sample consisted of 120 nurses in a public hospital who were selected with simple random sampling. The results of the study showed that social support, directly and positively, influences career attitudes and teamwork. It was also found that career attitudes, directly and positively, influences teamwork. In addition, it was found that teamwork, directly and positively, influences OCB. Furthermore, it was discovered that social support, indirectly yet positively, influences OCB through teamwork and career attitude; career attitudes, indirectly and positively influenced OCB through teamwork.

The influence of job stress and coping strategies on work efficiency of call centre employees at a telecommunication company was studied by Polrapee Thummanapak, Yongyut Sanprasit and Thanmananthika Jaensawang (2006). This research aimed to study the relationship between job stress, coping strategies and work efficiency of call centre employees at telecommunication company. The research question was what kinds of coping strategies of call centre officers at telecommunication company make them have high work efficiency. The research purposes were as follows: 1) Do call centre employees who have different levels of job stress and kinds of coping strategies have different levels of work efficiency? 2) What kind of coping strategies do the high work efficiency groups of call centre employees use to cope with job stress? The data were collected by questionnaire from 93 call centre employees and were analyzed by two-way ANOVA. The results found that there were interaction effects on work efficiency; the interaction effects of problem-focused coping strategy and job stress on work efficiency and the interaction effects of avoidance-focused coping strategy and job stress on work efficiency were found to be significant. In low job stress level, employees who always perform a high problem-focused coping strategy tend to produce more work efficiency than others. In a medium job stress level, employees who use a low avoidance-coping strategy tend to produce more work efficiency than those with high avoidance-coping strategy.
Diana Setiyawati and Wan Rafael Abdul Rahman (2007) conducted a study on spirituality and personality correlates of organizational citizenship behaviour. The study focused on the correlation between the characteristics of employees and organizational citizenship behaviour (OCB) among International Islamic University Malaysia support group employees. The characteristics of employees in this context were spirituality and personality. Spirituality was defined as meaning of life, and personality as extraversion and neuroticism, two parts of the Big Five Personality. Organizational commitment was considered as a moderator variable for these correlations. Data were collected from IIUM support group employees using random sampling. A questionnaire consisting of five measures were administered to the participants in their workplace setting. Results of Pearson product moment supported the main purpose of this study: meaning of life has a positive correlation with OCB as well as extraversion; neuroticism has a negative correlation with OCB as expected. Results of regression analysis showed that the moderator role of organizational commitment in these three correlations was not supported.

Work-family conflict, coping and well-being in nurses was studied by Ruhaya Hussin and Noraini Mohd. Noor (2006). The number of Malaysian women engaged in the paid labour force is increasing from day to day. This trend might lead to work-family conflict (i.e., conflict arising from work interfering with family and vice versa) in women because the demands of both domains are incompatible with one another. The present study aims to investigate the effects of work-family conflict on women's well-being and to examine the effects of coping strategies on the relationship between work-family conflict and well-being. Two hypotheses were developed. First, the higher the work-family conflict reported by the employed women, the lower their well-being. Second, coping strategies were hypothesized to moderate the negative effects of work-family conflict on well-being. Several scales were used in investigating these relationships. Work-family conflict was assessed by strain/time-based and behaviour-based work-family conflict measures, while well-being was measured by job satisfaction and general mental health (GHQ). Coping strategies were assessed by both religious and problem-
focused coping. These measures were administered to 243 Malay nurses at the hospitals and public health-care centres located in the East Coast Peninsular Malaysia. The findings of this study indicated that all conflict measures were associated with job satisfaction and only strain/time-based work-family conflict was related to GHQ. Both religious and problem-focused coping had direct effects on job satisfaction. As for the distress symptoms, only the problem-focused coping strategy affected GHQ. The moderator role of the problem-focused coping strategy was found in the relationship between strain/time-based work-family conflict and job satisfaction. Neither the main nor moderating effects of coping were found in the relationship between conflict and GHQ.

Nongnuch Utaisri, Mamat Boonprakob and Angsinun Intarakamhang (2000) made a meta study of theses on child-rearing teaching behaviors. The objectives of this study were to collect from various child-centred related teaching behaviors theses and to study the effect size of various factors influencing on child-centered teaching behaviors. The population consisted of 63 theses studies concerning child-centered teaching behaviors from 9 universities in Thailand conducted from 1999-2004. Research instrument was a data collection form. Data analysis was comprised of two parts: 1) quantitative analyze by content analysis and 2) qualitative analyze by meta analysis. Research result showed all of these written by master degree students, not by doctoral degree students. Nearly half were written in 2002 and 2003. Khon Kaen University produced the most child-centred teaching behaviors theses. Out of 13 fields, the most popular was educational administration. Nearly 80% of the theses studied the level of child-centered teaching behavior usage in the classroom. Nearly 80% of these theses used sample groups. Out of 6 methods, stratified random sampling was a preferred method. The samples were teachers in Government schools. Nearly half of theses used population and samples from northeastern Thailand. More of the teachers taught in the primary school level than in other levels. Around half of the teachers specified which subjects they teach. Most of the theses employed the quantitative method. Most of the theses used questionnaire as research instrument. The most common
variables were bio-social variables only. The average effect size was equal to .125. Psychological factors had the largest average effect size, the psychological factors with the largest effect size is motivation. The average effect size of social factors were equal to .149, the social factors with the largest effect size is socialization. The average effect size of bio-social were equal to .58, the bio-social factors with the largest effect size is knowledge.

Wilai Phaengsri, Pachongchi Intasuwan, Oraphin Choochom and Chantana Parkbongkoch (2006) conducted a study on developing lifelong learning competencies among undergraduate through humanistic and cognitive-based learning management model. The main purpose of this study was to investigate the effectiveness of developing lifelong learning competencies among first and second year undergraduates at Rajabhat Institute Ubon Ratchathani through humanistic and cognitive-based learning management model (HCLMM). The investigating process was conducted through “parallel mixed model design” to provide data collection with both breadth and depth, to acquire more reliability in data interpretation, and to provide greater opportunities for casual inference. The study was composed of 5 stages: stage 1 analyzed and synthesized related literature conjunction with setting he fundamental conceptual framework for developing the learning management model to enhance first year undergraduates’ lifelong competencies; stage 2 developed a learning management model and learning packages, integrated in a required course, in accordance with the constructed fundamental conceptual framework (HCLMM & HCLP); stage 3 implemented, evaluated and improved the learning management model and packages to enhance lifelong learning competencies among first and second year undergraduates at Rajabhat Institute Ubon Ratchathani through 3 cycles of classroom action research; stage 4 expanded the humanistic and cognitive-based learning management model to another required courses; and stage 5 distributed the model to educational practitioners and educators. Products of the study are HCLMM and HCLP. The main finding of the study revealed that most of the participants at every cycle of the classroom action research accomplished lifelong learning competencies,
and almost attendants showed positive attitudes towards humanistic and cognitive-based learning management.

Tam Cai Lian and Fatimah Yussof (2006) writes on the effects of parental relationship on the academic performance of children. The purpose of this study is to investigate the effects of parental relationship on the academic performance of school going children. Four hundred forms four and five students from three different schools in Banting, Kuala Langat were randomly selected. Questionnaires were designed to measure the level of parental relationship, family cohesion, academic performance, social isolation and resiliency of the students. These comprise ‘Children's Report of Parental Behaviour Inventory’, ‘Family Functioning Scale’ and ‘Resiliency Attitude Scale’. The research is based on two important theories: The Ecological theory by Bronfenbrenner and the Resiliency theory by Bickart and Wolin. The Ecological theory expounds the impacts of parental relationship on children’s educational development. In fact, Bronfenbrenner's study demonstrates the important role of the environment on human development. The Resiliency theory, which emphasizes on the victim of the parental conflict, proposes some measures in helping victims gain back confidence and reduce their pain when faced with serious parental conflicts. The statistical instrument used to analyse the data are the Pearson Correlation and MANOVA. Hypotheses on factors that influence parental relationships were formulated. The results revealed that the level of parent’s education, severity of conflict, social isolation and family cohesion have a great effect on the educational development of the students. This study supported the findings of Ecological theory and the Resiliency theory. However, it showed that parental relationship was not the only contributory factor of the academic performance of the child; in fact there were other contributory factors.

Ruziati bt. Mior Ahmad Ariffin and Malini Ratnasingam (2006) studied consumer complaining behaviour and compare complainers and non-complainers with regards to public services in Klang Valley, Malaysia. The objectives of this study were two-fold: first, determine factors influencing complaining behaviour using a sample of both complainers and non-complainers and second, to determine the extent to which the
Theory of Planned Behaviour was successful in explaining complaining behaviour. However, up till now, no local study has been done on this subject matter particularly with regard to public services. It is possible that there may be factors specific to the local context that have yet to be reported. Therefore, the purpose of this study was to examine complaining behaviour in the Malaysian context by using a qualitative methodology to determine what were the factors motivating both complainers and non-complainers. Data was collected from 12 complainers and 13 non-complainers by means of in-depth semi-structured interviews. The interviews were done on a one-to-one basis and lasted approximately an hour each. Content analysis of the data indicated that the participants had very high expectations of government services based on their role as tax payers, but they are skeptical with regards to the outcome of their complaints. Respondents were also concerned about the negative social perception on the act of complaining. The study reaffirmed that attitude towards complaining, past experience, personality, knowledge on complaining procedures and time constraints as significant factors influencing complaint behaviours as highlighted by literatures.

Laila Ali and Mallini Ratnasingam (2006) did a research on personality traits, attitude and socialization process of police officers and its influence on job performance. The objectives of this research were firstly to design a psychological test that could be used to identify factors leading to peak performance. Two, to analyse the personality traits and the socialization process that influence job satisfaction and finally the research discussed the relationship between the personality traits and job satisfaction. The research was conducted on 1,000 police officers who attended the in-service trainings at the police training center and also those working on the ground. They come from all the states in Malaysia. The respondents involved were senior police officers (from Inspectors to Deputy Superintendent (DSP) and lower ranking police officers (from Constables to Sub-Inspectors). There were 374 (87.4%) males and 54 (12.6%) females. Questionnaires were used to collect the data. The descriptive analysis test (percentage), reliability, factor analysis, correlation and multiple regression from the Statistical Package for Social
Sciences (SPSS) Version 12 programme were applied to analyse the accumulated data. Reliability analysis on personality traits and the socialization process indicated acceptable values and validity reported. Correlation analysis showed significant positive correlation between most of the personality traits and job satisfaction. Multiple regression revealed that attitude is the best predictor of job satisfaction. Factor analysis revealed 4 factors comprising of Factor 1 which showed qualities related to maintaining relationship, Factor 2 showed proactive and self-motivated qualities, Factor 3 showed adaptation and acceptance of the organization norms and Factor 4 showed qualities related to dominance.

Two concept papers were presented at the colloquium. The first one was on behavioural science research degrees in the millennium by Wiladakun Chuawanlee (2006). According to a new regulation of the Office of Higher Education in the Ministry of Education of Thailand, every curriculum has to be improved within 5 years from the date that the new regulation coming into effect. The Behavioral Science Research Institute at Srinakarinwirot University, which is now offering an Applied Behavioral Science Research Degree Program (ABSRDP), is in the process of program improvement. In doing so, related model(s) and empirical evidence about education and training doctoral graduate students in the past decades should be reviewed so that a desirable new curriculum could be proposed. The literature in this article is mostly in the discipline of psychology, which composes the main content taught in the ABSRDP. The purposes of this article are 1) to summarize the current ABSRDP, 2) to review researcher training model(s), 3) to review factors affecting research training and research productivity, and 4) to propose a degree program in behavioral science research.

Khairul Anuar Masuan (2006) presented the future of mental health counselling in Malaysia: a discourse between globalization versus indigenization and islamization. This article discusses the present realities of Malaysian mental health counselling and the possible future issues, concerns, and challenges. On top of this, the main purpose of this article is to highlight indigenous problems unique to the culture inasmuch
the theories and techniques were established in the West. In the same tone, it is promoting the prospects of indigenization; therefore, future counsellors will confidently discriminate theories and techniques authentically by selecting specific methods befitting their own clients’ need. At the same time, enable them to identify future problem beyond in the context of the clients’ culture.

The third section of the book deals with research proposals. The first one is a proposal by Wan Rafaei Wan Abdul Rahman (2006) to study work values in a cross cultural context. Work values are a cultural norm that advocates being personally accountable and responsible for the work one do. Numerous affective characteristics desirable by working people have been identified by previous research suggesting work competencies considered important by industry leaders and educators. The aim of this research is to examine the similarities and differences of work values in Malaysia and Thailand. The participants for this study are secondary school teachers selected from Kuala Lumpur, Alor Setar and Bangkok, Thailand. The instrument which used in this study is the work value scale developed by Wan Rafaei Abdul Rahman and Che’ Su Mustaffa (2004) and Komin (1995) work in Thailand value orientation.

Another research proposal by Patcharee Duangchan, Dusadee Yolao and Ungsinun Intarakamhang (2006) will attempt to look into causal factors of obesity prevention behaviors and BMI in fourth grade school children in demonstration school, Bangkok. The purposes of this study are to determine causal factors of obesity prevention behaviors including physical activity and healthy eating behavior; to examine the effects of healthy eating behavior, physical activity, breastfeeding and maternal obesity on body mass index (BMI). The study sample is 320 4th grade students in demonstration schools located in Bangkok, Thailand. The study questionnaires include variables based on the Theory of Planned Behavior (TPB) including attitude towards physical activity, subjective norm about physical activity, perceived behavioral control of physical activity, intent to perform physical activity, physical activity, attitude towards healthy eating behavior, subjective norm about healthy eating behavior, perceived behavioral control of healthy eating behavior, intent to
perform healthy eating behavior, and healthy eating behavior. Variables outside the theory including BMI of the student samples, duration of breastfeeding and parental obesity have also been measured. Data analysis will be performed using SPSS for Windows. The statistical tests include descriptive statistics and multiple regression analysis. Results of this study will contribute to a better understanding of obesity prevention behaviors in school children and be further useful for the design of effective interventions to prevent childhood obesity.

A study on the relationship between student characteristics, perceptions towards teachers, learning approaches and learning outcomes among university students was carried out by Wan Shahrazad Wan Sulaiman and Wan Rafael Abdul Rahman. This study attempts to examine the predictive relationships of student characteristics, students' perceptions towards teachers and learning approaches towards academic achievement and critical thinking skills. An instrument to measure critical thinking skills will be constructed. Apart from that, four other instruments will be used in gathering data, namely the Critical Thinking Dispositions Inventory (CTDI), the Questionnaire on Teacher Interaction (QTI), the students' perceptions of Teachers' Approaches to Teaching and the Revised Study Process Questionnaire (R-SPQ-2F). Participants will comprise university students from International Islamic University Malaysia (IIUM), Universiti Kebangsaan Malaysia (UKM) and University of Malaya (UM). The data will be analysed using statistical method such as alpha Cronbach, principal component analysis, Pearson correlation and structural equation modeling. Results of significant relationships among are variables are expected from the analysis.

Abdul-Mumin Abdullahi (2006) talks about modernization, the global culture and motherhood. The paper examines the emergence of global culture from modernization and its effects on the motherhood institution. Modernization conspicuously denotes change. In fact, it is a paramount force underlying change in human society. Modernization, as used by sociologists, carries ideological connotation, in which the process of modernization is imbued with positive feelings. The modern, in contrast to the traditional, is associated with being
bright, exciting, up-to-date, and attractive. However, of recent, modernization is viewed as carrying negative connotations. According to post-modernists, modernization produces ultimately inhuman social formations like apartment blocks, urban decay and increased crime, to name but just a few. It is in this light that the paper critically examines the extent to which the global culture, in the wake of modernization, enhances and/or impedes the proper functioning of motherhood as an important familial institution. In other words, the paper analyzes the practices, functional and/or dysfunctional, which are creeping into the motherhood institution. The researcher glean research findings on this topic from both empirical and theoretical sources.

Ebru Morgul and Noraini Mohd. Noor (2006) looked at the relationship between ego identity status and adjustment to college among local and international students of the International Islamic University Malaysia. When entering college all students go through the process of transition, as they have to adapt to new educational and social environments. Adapting to these environments may be even more stressful for international students, who move temporarily out of their homeland to pursue their studies (Clara, 2004; Misra, Crist & Burant, 2003). International students face both the strain of cross-cultural transition and transition to college making them more vulnerable to experience adjustment difficulties than local students. However, being exposed to diverse alternative intercultural experience may result in better identity development which in turn would lessen adjustment problems. The present study attempts to contribute to our understanding of identity development in different socio-cultural context. It specifically looks at the effects of intercultural experience on students' identity development. It also attempts to expose the effect of identity development on students' adjustment.

Anu Jarernvongrayab and Wiladlak Chuawanlee (2006) studied the structural relations concerning sustained volunteerism of undergraduate students. Volunteering is kind of prosocial behaviour. It's a long-term planned activity that benefits strangers and occurs in an organizational context. It also benefits volunteers themselves, especially undergraduate
students. It encourages students to practice social skill, social concern, service learning, and service consciousness. To study causes of sustained volunteerism of students will benefit student affairs administration who can develop more effective service programs. The functional and role identity approaches will be used as the theoretical framework in this study. The researcher will propose the causal relation of sustained volunteerism of students. This paper will begin with two priori studies; (1) to reexamine the inconsistent finding concerning the causal relations affected to sustained volunteerism, (2) developing prosocial personality construct in Buddhism context. From the two priori studies and the theoretical framework, the main research framework will be proposed.

Pinkanok Wongpinpech (2006) presented a paper on the survival of transnational labour from Myanmar in Bangkok, Thailand. The transnational migration from Myanmar, Laos and Kambodia to Thailand is social phenomenon that has evidently occurred since 1987. Labor demand from abroad affected domestic labor supply because of high comparative wage. Transnational labor become a new choice because of lower wage, endurance and powerlessness. For public sector non-government organizations and international organizations make an attempt to plan and solve migrant’s problem from Myanmar continuously. However, migration flow, healthy problem and criminological problem still keep appearing and increasing. The study aims to understand the migration process, ways of life and adaptation for survival of transnational labor from Myanmar in Bangkok, Thailand. There are three sets of research problems; (1) why and how does transnational labor from Myanmar move to Thailand, (2) what happens with transnational labour when they come to Bangkok, and (3) how do they adapt to survive.