



INTRODUCTION

The papers presented in this volume are selected from papers presented at the 5th International Postgraduate Research Colloquium held in June 2008. The papers are presented in four sections; industrial and organizational psychology, behavior and psychosocial factors, clinical psychology, and educational psychology, preceded by the keynote address by Prof Daphne Keats from the University of Newcastle, Australia. Her paper was on the theme of the Colloquium, enhancing quality of life through diversity, her current research work in China, enhancing quality of life through cross-cultural programme of HIV / AIDS prevention in Sichuan China.

The paper describes a programme of cross-cultural research and its application in the prevention of HIV / AIDS in some of the most vulnerable populations in Sichuan, China. Research by Wang (1998) on the sexual risk-taking behavior of young men in the two employment systems in China revealed widespread ignorance of the nature of the disease. The self-employed were at great risk, the official moralistic government messages were not reaching them, and many had come to Chengdu from distant ethnic minority backgrounds where Chinese was not the language spoken. A prevention strategy was devised whereby groups of volunteers were trained to spread safe sex health messages to groups of their peers. The messages were delivered in a series of stories delivered in a traditional style in their own language. Knowledge, attitudes and behavioural intentions were measured before, and five months after, the intervention. A comparison group was tested before and after five months, but received no intervention. Participants were from the majority Han, and the Yi and Tibetan ethnic minorities. Results showed that the programme was successful. In a second series of studies by Gao (2005) using a participatory communication approach a prevention programme aimed at safer sex practices was developed in co-operation with members of the gay community and other men who have sex with men. Before and after measures showed that the programme was successful. The outcome of these studies indicates an enhancement of the quality of life not only for the participants but also for their local communities.

In the industrial and organizational psychology section, there are nine papers. The first paper by Amy Mardhatillah and Wan Rafaei Abdul Rahman presented a study on the relationship of spirituality at the workplace, job satisfaction and organizational commitment with job performance. This study investigated the relationship between job satisfaction and organizational commitment with job performance. The role of spirituality at the workplace as the mediating variable on the relationship between job satisfaction with job performance and organizational commitment with job performance was also investigated. The samples were quota sampling consisting of 30 Chinese employees and 30 Malay employees of telemarketing companies in Kuala Lumpur. The cultural difference on job satisfaction, organizational commitment, job performance and spirituality at the workplace was also





investigated. The descriptive analysis, simple and multiple regression analyses as well as t- test analysis were used to test the hypotheses. Results indicated that job performance was significantly predicted by job satisfaction and organizational commitment. In addition to that spirituality at the workplace mediated the relationship between organizational commitment and job satisfaction. However, there was no significant effect of spirituality at the workplace as the mediating variable in the relationship between job satisfaction and job performance. The Malays and Chinese did not differ on all the variables studied.

The second paper by Roslina Abdul Rahman, Santi Julita, Sayed Hafizh, and Wan Rafaei Abdul Rahman looked at the relationship among Type A – Type B behaviour, organisational commitment and self-efficacy with readiness to change. This study examined readiness to change as an outcome and its relationship with Type A behaviour, organisational commitment and self-efficacy. Questionnaires were distributed to the purposive sample of administrative staff in International Islamic University Malaysia (IIUM). Eighty returned the complete questionnaires. From the analysis, it was found that Type A behaviour and organisational commitment have no correlation with readiness to change. However, self-efficacy showed a significant relationship with readiness to change.

A study on business for social and environment: a case study on Thai Toshiba Electric Industries Co., Ltd. was presented by Kanyarat Kuisuwan, Phaitoon Sangpoom and Chalermrat Chantaradecha. The aim of case study on Thai Toshiba Electric Industries Co., Ltd. was to analyze and synchronize their management of social area of action with CSR Business management or business with care of social and environment and a clarification of appearance of business activity by applying Lowe et al.'s analysis form which consisted of Control System, CSR Internal process of main business management and CSR External process of main business management.

Another case study of a large private Thai Company on adoption of sufficiency economy philosophy in business administration was carried out by Amarporn Surakarn, Thiyaporn Kantathanawat, Sumalee Juntong, and Jutharat Chimruang. This qualitative research undertook to examine: 1) visions of organization leaders in application of sufficiency economy, 2) working character of leaders, and 3) patterns the leaders socialize sufficiency economy on workers. The case-study was a large Thai public company which participated in the work performance competition under the philosophy of sufficiency economy. They received a prize as runners-up in the field of larger-sized business in 2007, awarded by the Office of the Royal Development Project Board. The data collection procedures were: in-depth interview, observation, and document review. A triangulation method was utilized as data validation. Results concurred that the company has thoroughly adhered to a business strategy which focused on promoting good and sustainable relationships with all related businesses. Such strategy was due to the sufficiency economy philosophy which stressed the importance of business growth together with equilibrium in business administration and social contribution under the basis of rationality, consumers' trust, fairness to trade partners, social and environment care, as well as responsibility to staff.





Itsara Boonyarit, Natthawut Arin and Sittichai Chomphupart presented a study on structural relationship between transformational leadership, empowerment, and teachers' attitude outcomes. The objective of the study was to examine the structural relationship between perceived transformational leadership, structural empowerment, psychological empowerment, job satisfaction, and organizational commitment. Samples were 154 teachers of a secondary school in a central province, Thailand. Survey instruments were revised to school context including transformational leadership questionnaire, the conditions for work effectiveness questionnaire II, Spreitzer's psychological empowerment scale, global job satisfaction scale, and organizational commitment questionnaires. Path Analysis was used to test the research hypothesis model. The results revealed that perceived transformational leadership of the direct supervisors was positively related to teachers' psychological empowerment, job satisfaction, and organizational commitment. Also, structural empowerment was positively correlated to psychological empowerment and job satisfaction. Psychological empowerment was positively related to both job satisfaction and organizational commitment. Moreover, psychological empowerment played the mediating role of the relationship between perceived transformational leadership and both attitude outcomes. Similarly, psychological empowerment mediated the relationship between structural empowerment and both attitude outcomes.

Disayuit Buajoom, Panyada Pradibathuka and Surawit Assapun conducted a study on the moderate effect of the role conflict and job tenure on the leader-member exchange relation in university officers. Past research found that leader member exchange (LMX) was an important variable that explained variance of job satisfaction. However, the relationship findings were inconsistent. Thus, the present research aimed to investigate the role of job tenure, role conflict and role ambiguity, and status of employment as moderators of LMX - job satisfaction relation in university officers. The sample, 120 officers of a Rajabhat University, answered 4 questionnaires. The data were analysed using the hierarchical regression analysis. The result found a significant moderated effect of role conflict on LMX-job satisfaction relation. However the moderated effect of job tenure on LMX – job satisfaction was not significant.

Malini Ratnasingam conducted a study on teamworking, comparing Malaysian with Japanese companies. The study compared the use of teamworking in a Japanese MNC in Malaysia (n=153) with the use of teams in a Japanese manufacturing company in Osaka (n=163). The results indicated some similarity in team profile with both groups emphasizing communication and cooperation between groups. Differences were observed in the salience of 'soft' factors such as social support ($F=78.68, p \leq .001$) for Malaysian teams whereas the Japanese sample emphasized team design elements such as participation ($F=3.98, p \leq .05$) and task identity ($F=4.89, p \leq .05$). It was suggested that the form of teamworking evident in the Japanese MNC in Malaysia has been strongly influenced by the local sensitivity towards relationships with teams being most significant for building camaraderie whereas in Japan teams were used as essential work units.





Mahmudah Sulam and Mahmud Hj Abd Wahab presented a study on the factor structure of technology acceptance model and self-efficacy from various industries in Malaysia. The purpose of the study was to validate the questionnaire which was theoretically constructed from Technology Acceptance Model (TAM) by Davis (1989) and the self-efficacy scale. Convenience sampling was used in the various industries and a total of 638 participants were obtained. A total of 31 items was tested; these items were adopted and used before and principle component analysis with varimax rotation yielded 4-factor solution with satisfactory psychometric properties. The result clearly documented that TAM is a multidimensional measure of technology acceptance such as computers. The result showed that this questionnaire is applicable even when treated in different social-contextual condition like Malaysia.

A study on general self-efficacy, life satisfaction, and Type A behaviour among university staff was conducted by Syed Sohail Imam, Roslina bt. Abdul Rahman, Santi Julita, and Sayed Hafizh. This study investigated the extent of and relationship between general self-efficacy, life satisfaction, and Type A behaviour among university staff. One hundred fifty academic and administrative staff members completed the scales voluntarily during their leisure time. Single sample t-test showed that on the average the respondents scored significantly higher than potential average scores on the measures of general self-efficacy, life satisfaction, and Type A behaviour pattern. General self-efficacy correlated positively and significantly with life satisfaction and accounted for 18% of variance in life satisfaction. Mean scores on general self-efficacy, life satisfaction, and Type A behaviour did not show any significant gender differences. University staff members appear to be highly self-efficacious and well satisfied with their lives. They tend to approximate Type A people.

In the second section on behaviour and psychosocial factors, there are four papers. Piyada Sobatwattana presented a study on psycho-social factors associated with savings behaviour of undergraduate students, business administration extension program at Srinakharinwirot University. The objectives of this study were to examine relationship between attitude toward the savings behaviour, subjective norm relating to savings behaviour, and perception of behavioural control over savings behaviour (direct and indirect measures), to identify factors affecting intention to perform savings, and to determine variables predicting savings behaviour and economic variables, i.e. personal and parents' incomes. The savings behaviours in this research consisted of these variables: allocating revenue for saving, spending money in accordance with one's income and family status, and regularly keeping record of earnings and expenses.

The sample was 264 undergraduate students in Business Administration Extension Programme at Srinakharinwirot University during the summer semester of the 2006 academic year. They were selected by stratified random sampling with disproportional allocation. The questionnaire is composed of 2 parts; the first consists of biosocial items, economic factors and psycho-social factors, desired from Ajzen's Theory of Planned





Behavior; and the second comprised actual behavior questions. Percentage, mean, standard deviation, Spearman's correlation coefficient and multiple regression analysis were employed to analyze the collected data using SPSS.

Consistent with research hypotheses, results demonstrated that:

Behavioral beliefs correlated significantly with attitude towards the savings behavior.

Normative beliefs correlated significantly with subjective norm.

Control beliefs correlated significantly with perceived behavioural control.

Attitude, subjective norm and perceived behavioural control together significantly predicted 35% of the variance in intention to perform savings behavior.

One's income, parents' income, intention to perform savings behaviour and perceived behavioural control together significantly predicted 20% of the variance in savings behaviour.

Oraphin Choochom conducted a study on psychosocial factors related to Thai youths' intellectual consciousness and quality of life. The purpose of this study was to propose and test a causal relationship of intellectual consciousness model for Thai adolescents. The model posits that psychosocial factors such as cognitive social – emotional socialization from parents, teachers, and friends as well as self-control influence adolescents' intellectual consciousness. In addition, intellectual consciousness directly affects adolescents' quality of life, problem-solving ability, and prosocial behavior. This model was tested with 1312 lower – secondary school students in Bangkok Metropolis. Results from a structural equation modeling analysis (with AMOS) were found to support the causal relationship model of intellectual consciousness for all participants and for each gender separately. Specifically, psycho-social factors such as cognitive social – emotional socialization from parents, teacher and friends and self – control could predict adolescents' intellectual consciousness by 69%. The cognitive social – emotional socialization from parents contributed most to adolescents' intellectual consciousness. In addition, both psychosocial factors and intellectual consciousness could account for 60%, 32% and 69% of adolescents' prosocial behavior, problem-solving and quality of life, respectively. Findings also showed that female adolescents scored higher on intellectual consciousness than male adolescents.

Sanny Prakosa Wardhana and Rumaya Juhari presented a research proposal on information and communication technologies mediating relational maintenance and marital quality. Marital quality has been one of the most researched areas in communication and marriage. In times when rapid advancement of information and communication technologies (ICT) is inevitable, challenge to the quality of families and especially marriages is even greater. Quality of marriage is proposed to be determined by the ability of couple to take advantages of this ICT era by becoming more communicative to each other and more resilient as a whole unit, instead of being flooded by information and losing their emotional bonding due to impersonal communication media use. Indication from previous research that contribution of ICT use is not significant towards intimate relationships such





as marriages was explored in this study. Given one proposition of relational maintenance framework that ‘maintenance behaviors may be used in isolation or in combination with other maintenance behaviors to variously affect the nature of the relationship’, it was an aim of this research to find the significance of ICT-mediated communication towards marital quality of married individuals, as an addition to the readily available face-to-face communication. How do they usually use ICT in their daily communication with their spouses? Which type of relational maintenance do they perform? How much is its contribution to their marital relationships quality? Which aspects of marital relationship quality will benefit more from ICT use? Is there any relationship between specific relational maintenance behavior and particular aspect of marital relationship quality? Is there any gender difference between ICT use of wives and husbands? Answers to aforementioned questions may serve to reduce the scarcity of information within the area of study, particularly towards a better understanding of ICT role in marital quality.

A study on the multidimensional construct of perceptions on sexual and reproductive health among Muslim undergraduate students was conducted by Samsoo Sa-U, Nik Suriyani Nik Abd Rahman, and Mohamad Sahari Nordin. The study examined factors influencing undergraduate students who are all Muslims from one of the public universities in Malaysia. Data were obtained from a survey conducted among the undergraduate students (n=255). **Principle components analysis (PCA) revealed four latent factors:** the electronic and printed media, knowledge of circumcision, the Islamic values on sexuality and their prior knowledge of sexual act. Based on the views of the respondents on the roles played by curriculum, religion and media in disseminating knowledge on sex-related matters, recommendations were drawn to assist the relevant parties in coming up with comprehensive sexuality education for Muslim adolescents.

There are three papers in the clinical psychology section. The first paper was presented by Sakineh Mofrad, Rohani Abdullah, Bahaman Abu Samah, Mariani Mansor, and Maznah Baba. The main objective of this study was to examine the association between maternal anxiety, perceived parental rearing style, attachment types, and SAD in first grade school children. The study extended previous researches, by considering mothers’ behavior in child rearing and attachment orientation with anxiety as they relate to children with Separation Anxiety Disorder (SAD). Perceived maternal parenting and attachment were considered as a mediating variable in cases of SAD among children. This study further sought to uncover the role of maternal anxiety, parental rearing and attachment types in children with SAD. The study could be appropriate as an integrated model for the development of separation anxiety disorder and would help in the treatment and prevention of SAD among children.

The second paper is an attempt to explore how art therapy is being applied as an intervention tool in counseling children who have experienced psychological / emotional trauma in the Malaysian setting, with special reference to the Klang Valley. The study on the implementations of art therapy as an intervention with traumatized children was





carried out by Junita Nawawi and Syed Alwi Shahab. The method of data collection in this study comprised semi-structured interviews with three mental health practitioners based in the Klang Valley to obtain their views regarding art therapy and its implementation, as well as analyses of relevant documents and materials. Purposive sampling approach was adopted whereby the researchers identified mental health practitioners who have used art therapy as an intervention tool to treat traumatized children. The research was designed to elicit information from practitioners only, thus no clients' were involved in the study. The interviews revealed that art therapy was perceived to be an effective tool to treat traumatized children. It was used to assess the impact of traumatic experience on the child and to facilitate the child's healing from trauma. However, art therapy is highly subjective, which affects its reliability, and thus the success if art therapy programmes is difficult to measure. Minor constraints faced by the practitioners in the practice involve the occasional cross-cultural issues, but these are resolved by being culturally aware and sensitive. They also support the idea of introducing art therapy in schools as this art therapy would provide school counselors with an effective tool to engage students in counseling. They also believe that art therapy would equip them with stress-coping skills. In conclusion, art therapy is a very young field in Malaysia, thus steps need to be taken to advance this form of therapy and raise public awareness about the benefits of this therapy. Some recommendations for future research are also made, so as to create more literature on art therapy, especially with respect to practice in Malaysia.

The third paper is a research proposal by Ikechukwu Uzodinma Uba, Siti Nor Yaacob, and Rumaya Juhari. The research proposal looks at the relationship between perceived parental rejection and bullying with depression among school children. It examines the relationship between parental rejections and bullying in the prediction of depression among school children. While family support and peer support were considered as moderating factors in the prediction of depression among children. The current study is expected to add its own contribution to the treatment and prevention of children depression, while identifying theories that have been used in the explanation of the concept among children. The paper concludes by advocating for a multi-causal approach in studies concerning depression among children.

In the educational psychology section, four papers were presented. The first paper on the relationship between psychological problems and academic achievement with social support as moderator was presented by Aris Safree and Mariam Adawiah Dzulkifli. This study was conducted to examine the relationship between psychological problems, i.e., depression, anxiety, stress and students' achievement with social support as the moderator. 120 undergraduate students of the International Islamic University Malaysia (IIUM) were involved in this study. The Depression Anxiety Stress Scale (DASS) was used to measure the level of depression, anxiety, and stress and Social Support Behaviour Scale (SSB) was used to measure social support from family and friends. Independent sample t-test was used to differentiate level of psychological problems and social support in both groups of





students. The findings of this study revealed that there were significant differences between low and high achieving students in their psychological problems and social support. The study also revealed that there were significant relationships between psychological problems and academic achievement, and this relationship was significantly moderated by social support. The findings of the study could be useful in assisting educators, counselors, psychologists and researchers to develop strategies to enhance students' psychological well-being.

The second paper looked at the relationship between critical thinking dispositions, perceptions towards teachers, learning approaches and critical thinking skills among Malaysian university students presented by Wan Shahrazad Wan Sulaiman, Wan Rafaei Abdul Rahman and Mariam Adawiah Dzulkipli. This study attempted to examine the predictive relationships of students' critical thinking dispositions, their perceptions towards teaching approaches and their learning approaches towards critical thinking skills. An instrument to measure critical thinking skills was constructed. Apart from that, three other instruments were used in gathering data, namely the adapted critical thinking dispositions inventory (CTDI), the students' perceptions of teachers' approaches to teaching and the revised study process questionnaire (R-SPQ-2F). Participants comprised university students from International Islamic University Malaysia (IIUM), Universiti Kebangsaan Malaysia (UKM) and University of Malaya (UM). The data were analysed using structural equation modeling. Results showed that the full structural model of critical thinking had acceptable goodness-of-fit indices. However, this model needed to be respecified. A competing model was tested and results showed that this model had better goodness-of-fit. Five main conclusions were drawn from this study: (a) critical thinking dispositions were significantly related with critical thinking skills, (b) teaching approaches were not significantly related with critical thinking dispositions and skills, (c) teaching approaches were significantly related with both surface and deep learning approaches, (d) surface approach was significantly related with critical thinking skills, and (e) deep approach was significantly related with critical thinking skills, but not significantly related with critical thinking dispositions.

The third paper was on test validation. Mahmud Hj Abd Wahab and Mahmudah Sulam conducted a study on teachers' acceptance towards technology scale validation. The purpose of the paper was to examine the structure of Malaysian in-service teachers' acceptance towards technology. The study was based on one of Technology Acceptance Model which uses three dimensions namely perceived usefulness, ease of use and anxiety in measuring technology acceptance. The study was conducted on 222 in-service teachers from various states in Malaysia. A total of 21 questions were tested and each of question corresponded to one of the three dimensions. Scale validation through measurement model of SEM confirmed the relationship of perceived usefulness, ease of use and anxiety. These three-factor orientations produced valid measurement model and could be used to enhance computer inculcation in education.





The fourth study was exploratory in nature looking at attitudes of teachers doing undergraduate studies towards computer and their computer use, conducted by Roslinda Alias, Siti Zuraida Maaruf and Norziah Abdul Rahman. This study investigated the attitudes and knowledge towards computers among the “Program Khas Pensiswazahan Guru” (PKPG) (Special Programme to upgrade teachers to graduate teachers) students at the Faculty of Education, Universiti Teknologi MARA (UiTM). The study involved 73 participants (37 male and 36 female students) who were pursuing their first degree in education and specializing in Mathematics and Sciences (26 students) and Art Education (47 students). Questionnaire comprising demographic background, computer usage and Selwyn’s Computer Attitude Scale for 16-19 Education were distributed among the students. The findings revealed that students regardless of their gender have relatively positive attitudes towards the computer. Besides, there was no significant difference between genders in term of frequency of computer usage i.e. students used computer ‘every 2 / 3 days’.

In the context of the theme of the book, ‘Enhancing the quality of life through diversity’, it can be seen some of the papers touch on the theme directly. For instance, Keat’s paper directly talked about interventions to improve the quality of life of participants in Sichuan, China. Amy Mardhatillah and Wan Rafaei Abdul Rahman looked at job satisfaction, organizational commitment, spirituality and performance. Itsara Boonyarit and colleagues discovered that transformational leadership of the direct supervisors was positively related to leaders’ psychological empowerment, job satisfaction and organizational commitment. Psychological empowerment was positively related to both job satisfaction and organizational commitment. The study by Syed Sohail and colleagues revealed Type A personality correlated with job satisfaction. In the study of Oraphin Choochom, it was found that psychological factors and intellectual consciousness accounted for 69% of adolescents’ quality of life. Aris Safree and Mariam Adawiah Dzulkifli found that there was a significant relationship between psychological problems and academic achievement. A research proposal by Sanny Prakosa Wardhana and Rumaya Juhari will try look at ICT-mediated communication towards quality of marital life.

