



Faculty of Cognitive Sciences and Human Development

**THE RELATIONSHIP BETWEEN COUNTERPRODUCTIVE EVENT
DURING SUPERVISION AND SUPERVISORY WORKING ALLIANCE
AMONG TRAINEE COUNSELLOR**

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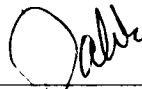
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DURING SUPERVISION AND SUPERVISORY WORKING ALLIANCE
AMONG TRAINEE COUNSELLOR**

NUR DALILAH AJLAA BINTI MOHD TAUFEK

This project is submitted in partial fulfilment of the requirements for a
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The project entitled The Relationship Between Counterproductive Event During Supervision And Supervisory Working Alliance Among Trainee Counsellor was prepared by Nur Dalilah Ajlaa Binti Mohd Taufek and submitted to the Faculty of Cognitive Sciences and Human Development in partial fulfilment of the requirements for a Bachelor of Counselling with Honour.

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ABSTRACT

THE RELATIONSHIP BETWEEN COUNTERPRODUCTIVE EVENT DURING SUPERVISION AND SUPERVISORY WORKING ALLIANCE AMONG TRAINEE COUNSELLOR

NUR DALILAH AJLAA BINTI MOHD TAUF EK

The present study aims to investigate the relationship between counterproductive event during supervision and supervisory working alliance among trainee counselor. The factors under investigation are interpersonal relationship and style, supervision task and responsibilities, and conceptualization & theoretical orientation. These three factors were independent variables while the supervisory working alliance was the dependent variable. This study was conducted in three different university that offer counselling course which are Universiti Malaysia Sarawak (UNIMAS), Universiti Malaysia Sabah (UMS) and University Utara Malaysia (UUM). The population included all counselling final year student who undergoing the internship placement . A total of 88 respondents participated in this study. Quantitative method was implement in this study to obtain the data from respondents by distributing Google form to target population. The relationship between counterproductive event during supervision and supervisory working alliance among trainee counselor was analyzed using Pearson's Product Moment Correlation Coefficient. This study has found that all variables of counterproductive event during supervision had significant relationship with supervisory working alliance.

ABSTRAK

HUBUNGAN DI ANTARA PERISTIWA YANG TIDAK PRODUKTIF SEMASA PENYELIAAN KAUNSELING DAN IKATAN KERJASAMA PENYELIAAN DI DALAM KALANGAN KAUNSELOR PELATIH

NUR DALILAH AJLAA BINTI MOHD TAUFEK

Kajian ini bertujuan untuk mengkaji hubungan di antara peristiwa yang tidak produktif semasa penyeliaan kaunseling dan ikatan kerjasama penyeliaan di dalam kalangan kaunselor pelatih. Antara faktor yang dikaji adalah hubungan interpersonal dan gaya penyeliaan, tugas dan tanggungjawab semasa penyeliaan dan konsetualisasi dan orientasi teori. Ketiga-tiga faktor ini merupakan pembolehubah bersandar dan ikatan kerjasama penyeliaan merupakan pembolehubah tidak bersandar. Kajian ini telah dijalankan di tiga buah universiti yang menawarkan program kaunseling iaitu Universiti Malaysia Sarawak (UNIMAS), Universiti Malaysia Sabah (UMS) dan University Utara Malaysia (UUM). Populasi sasaran kajian ini termasuk pelajar tahun akhir kaunseling yang sedang menjalani penyeliaan. Terdapat sejumlah 88 orang responden yang terlibat di dalam kajian ini. Kajian ini telah menggunakan kaedah kuantitatif untuk mengumpulkan data daripada responden dengan menggunakan *Google Form*. *Pearson's Product Moment Correlation Coefficient* telah digunakan untuk menganalisa hubungan di antara peristiwa yang tidak produktif semasa penyeliaan kaunseling dan ikatan kerjasama penyeliaan di dalam kalangan kaunselor pelatih. Hasil dapatan daripada kajian ini menunjukkan kesemua pembolehubah peristiwa yang tidak produktif semasa penyeliaan kaunseling mempunyai hubungan signifikan dengan ikatan kerjasama penyeliaan.

CHAPTER 1

INTRODUCTION

1.0 Introduction

In this introduction chapter, it will provide an overview of the study of the influence of counterproductive event during supervision towards supervisory working alliance of trainee counsellor. The carried research moved in detail about some important aspect which includes background of study, problem statement, research objective, research question, research hypotheses, conceptual framework, definition of term, significance of study, limitation of study and summary of this chapter. Generally, in every research of study, chapter one is very crucial and considered as being the gist of this study.

In order to ensure that the counselling client is not harmed and get a guaranteed professional support by the trainee counsellor, every trainee counsellor need to be undergo counselling supervision before they are allowed to be in the work setting. Since undergrad student are just getting to exposed themselves to involve in learning how to work counselling profession, thus they need more guidance and assistance from senior counsellor. Supervision is a process of interaction between supervisor and trainee counsellor and it involved of giving and getting feedback through discussion and observation. Throughout the supervision process, there are chances of

counterproductive event to happen as it is inevitably. Therefore, in this study, it aim to investigate influence of counterproductive event during supervision towards trainee counsellor perception about their supervisory working alliance with their supervisor. .

1.1 Research Background

The trainee counsellor tend to said that “I don’t really like my supervisor” or “I didn’t get anything out of supervision with that person.” These are the feeling and perception of a trainee counsellor who possibly had encounter a negative experience with their supervisor during supervision.

According to Bordin (1983), the relationship between trainee counsellor and supervisor can be the factor that influence many aspect of supervision in term of experience in their training, professional growth and development and most importantly the outcome of supervisory and client. The relationship is usually referred as the supervisory working alliance. Loganbill, Hardy and Delworth (1982) stated that in their finding regarding supervisory alliance, supervisor play the major role in the development of their trainee counsellor as the supervisor will give affect towards trainee development. In addition, to get the favourable outcome in supervision both

supervisor and supervisee must not take supervisory working alliance for granted (Holloway, 1995).

The idea of relationship between counselling supervisor and trainee counsellor was borrowed from the relationship between counsellor and client during counselling session, which the working alliance in therapy (Nilsson & Duan, 2007). It is relevant to implement the concept to the working alliance between supervisor and trainee. In therapy, component of working alliance between counsellor and client is an important prospect that need to give attention in order to have a successful therapy outcome. (Horvath, Del Re, Fluckiger & Symonds, 2011). There are three component of working alliance in therapy which are as follow : (1) bond between counsellor and client, (2) agreement about the treatment goal, and (3) agreement about therapeutic task that client need to do (Hatcher & Barends, 2006; Horvath & Bedi, 2002). These component can be directly utilized to the concept of the supervisory working alliance.

However, what happen when there is a counterproductive event exist during the supervision process ? Does it can influence the supervisory working alliance that has been build by the trainee and their supervisor ? Carifo and Hess (1987) stated that there are a lot of focus were put on the factor of a good supervisor in term of supervisory relationship , and various models of supervision itself. According to Ellis (1991), supervisory relationship has been recognized as the most important element in

supervision by the trainee as well as in the supervision process. Without a good supervisory working alliance between supervisor and trainee, effective supervision is hard to achieve. Based on Loganbill (1982), Stoltenberg (1981), and Watkins (1995) the factor that can influence the dynamic process of supervisory working alliance are the level of developmental and growth of the trainee counsellor to be a professional helper, experience in term of attachment with their supervisor, and negative events that occur during supervision.

In prior research, counterproductive events cannot be avoid during supervision. According to Gray et al., 2001 Counterproductive describe as any event that experienced by trainee counsellor that perceived can be harmed or hindered their growth and development as a counsellor. In the other hand, Unger (1999) stated that counterproductive events possible to occur on many form and may be difficult for trainee to notice and aware and even harder for the trainee to get over the counterproductive experience that happen to them. There are possibility that the negative experience to be repeated again and the events can be destructive to the trainee and the relationship of working alliance between supervisor and trainee counsellor. According to Ellis (2001), it is very crucial for counselling supervisor to understand and aware about what exactly are the harmful, or counterproductive events happen during supervision and how such experiences on the event giving an impact

towards progress of growth and development of trainee counsellor. Thus, the purpose of this research is to investigate the influences of counterproductive event during supervision towards supervisory working alliance.

1.2 Problem Statement

Carifo and Hess (1987) stated there are a lot of attention has been putting on element of a great supervisor that help development of trainee counsellor and very little research done to investigate the destructive element of supervision process such as the counterproductive event. Both the constructive and destructive element of supervision process need an equal treatment and investigation as both aspect is crucial for the supervisor and trainee counsellor to be aware of , to help them to improve their supervisory working alliance (Ellis, 2001). In Malaysia counterproductive event during supervision are not getting much attention as there is lack of research has been done to investigate the counterproductive event that has been one of the factor that can influence the dynamic process of supervision. It is clear need for a research to investigate the influence of counterproductive events towards the supervisory working alliance in Malaysia background.

Besides that, methodological gaps were found from the research studies by Ramos-Sanchez et al. (2000) and Kirk (2014). Both of the studies took the target respondent respectively from doctoral level students population. Thus, there is lack of research done to investigate the undergraduate level students as the population for the studies. In the other aspect, the research design that has been utilized by the researcher for both study was qualitative research design for the prior research by Ramos-Sanchez et al. (2000). Meanwhile, Kirk (2014) implement quantitative research design the study. In the current study, quantitative research design will be utilized and the target population would be the undergraduate student who undergo the internship placement.

1.3 Research Objective

1.3.1 General Objective

To investigate the relationship between counterproductive event during supervision and supervisory working alliance.

1.3.2 Specific Objective

To investigate the relationship between counterproductive event during supervision (interpersonal relationship and style, supervision task and responsibilities, and conceptualization & theoretical orientation) and supervisory working alliance;

1.4 Research Question

1. What is the relationship between counterproductive event during supervision (interpersonal relationship and style, supervision task and responsibilities, and conceptualization & theoretical orientation) and supervisory working alliance ?

1.5 Research Hypothesis

This research is conducted to find relationship of the independent variables which are interpersonal relationship and style, supervision task and responsibilities, and conceptualization & theoretical orientation with the dependent variable, which is supervisory working alliance. This research intends to test the following hypotheses:

H₀₁ There is no significant relationship between counterproductive event during supervision and supervisory working alliance among trainee counsellor

H₀₂ There is no significant relationship counterproductive event during supervision (interpersonal relationship and style) and supervisory working alliance among trainee counsellor

1.4 Research Question

1. What is the relationship between counterproductive event during supervision (interpersonal relationship and style, supervision task and responsibilities, and conceptualization & theoretical orientation) and supervisory working alliance ?

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