



# INTERNATIONAL COUNSELLING CONVENTION 2022

1st - 4th November 2022  
Riverside Majestic Hotel, Kuching, Sarawak, MALAYSIA

*Standing Alone*  
**TOGETHER:**  
*Managing*  
*the*  
**PARADOX**

## Abstract Proceedings

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# **INTERNATIONAL COUNSELING CONVENTION 2022**

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## Editorial Remarks

All praise to God for the abundance of mercy and love. With His permission, the Abstract Proceedings successfully published for the International Counseling Convention 2022 (ICC 2022) being held from 1<sup>st</sup> to 4<sup>th</sup> November 2022, at the Riverside Majestic Hotel, Kuching, Sarawak, Malaysia!

The theme of the convention is Standing Alone Together: Managing the Paradox by highlighting various sub-themes namely Counseling Ethics, Counseling Intervention & Skills, Counseling Supervision, Teaching and Learning in Counseling, Multicultural Counseling, Career Counseling, School Counseling, Organizational Counseling, Mental Health Counseling, Rehabilitation Counseling, Family, Adolescents & Children Counseling, Testing & Measurement Counseling, Technology in Counseling, Spiritual Counseling, Counseling and Human Resource and Wellbeing Counseling.

Through this theme, a total of 118 abstracts have been accepted and successfully published in this proceeding. Of these, a total of 88 full articles have been reviewed and successfully accepted for publication in several indexed and popular publication mediums. Among them are publications in The International Journal for the Advancement in Counseling (SCOPUS), European Journal of Educational Research (SCOPUS), International Journal of Academic Research in Business and Social Sciences (ERA), Journal of Cognitive Sciences and Human Development, UNIMAS ( My Cite), PERKAMA Journal, PERKAMA Book Chapter and UNIMAS Book Chapter.

This convention acts as a platform to gather experts in the field through the presentation and publication of research, especially in the field of counseling. They consist of counselor educators, counseling practitioners and trainee counselors from all over the world. Hopefully, with this continuous effort, we can contribute to the development of scientific disciplines and empower the well-being and mental health of the community.

Finally, the highest appreciation and millions of thanks go to all parties involved in this convention, especially the organizing committee as well as the presenters who have participated in contributing research results to be published through ICC 2022. Thank you and see you again. Long lasting greetings.

Associate Professor Dr. Ku Suhaila Ku Johari  
Head of Scientific Reviewer & Publications  
International Counselling Convention 2022

# CONTENTS

<b>ID NO</b>	<b>ABSTRACT TITLE</b>	<b>PAGE</b>
ID 01	RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE, MATH ANXIETY AND MATH PERFORMANCE	1
ID 04	E-COUNSELLORS IN MALAYSIA : A PROFILE	2
ID 05	ENJOYABLE WORKPLACE AND ORGANIZATIONAL EXCELLENCE. REALITY AND THE WAY FORWARD	3
ID 06	CHALLENGES OF COUNSELLING OLDER PEOPLE: A CASE STUDY IN MALAYSIA	4
ID 07	THE EXPERIENCE OF SPIRITUAL SELF-CARE AMONG MALAYSIAN COUNSELORS IN CRISIS WORK	5
ID 08	PSYCHOLINGUISTIC ANALYSIS IN DETECTING SIGNS OF DEPRESSION IN ONLINE COMMUNITIES	6
ID 09	THE USE OF CHILD-CENTERED PLAY THERAPY FOR CHILDREN WHO HAVE EXPERIENCED SEXUAL ABUSE	7
ID 010	THE RELATIONSHIPS BETWEEN COGNITIVE DISTORTIONS AND IRRATIONAL BELIEFS TOWARD SYMPTOMS OF DEPRESSION AND THE NEEDS AND READINESS IN SEEKING COUNSELLING SERVICE AMONG COLLEGE STUDENTS.	8
ID 011	THE EFFECTIVENESS OF COGNITIVE BEHAVIOURAL THERAPY (CBT) ON STRESS AND RESILIENCE AMONG UNIVERSITY FINAL YEAR STUDENTS	9
ID 012	EXAMINING HISTORY OF TRAUMA EXPOSURE AND POST-TRAUMATIC STRESS DISORDER (PTSD). A CROSS SECTIONAL STUDY AMONG STUDENTS OF HIGHER EDUCATIONAL INSTITUTIONS IN SARAWAK	10
ID 014	RELATIONSHIPS OF RESILIENCE AND EMOTIONAL INTELLIGENCE ON STUDENTS' MOTIVATION	11
ID 015	VALIDATION OF RESILIENCE ASSESSMENT TOOL 25 (RAT-25)	12
ID 017	RELATIONSHIP BETWEEN SPIRITUALITY AND HAPPINESS AT WORK	13
ID 018	RELATIONSHIP BETWEEN LEISURE AND HAPPINESS AT WORK	14

ID 019	THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND ORGANIZATIONAL COMMITMENT : MEDIATING ROLE HAPPINESS AT WORK	15
ID 021	THE RELATIONSHIP BETWEEN EMPLOYEE EXPECTATION AND WORK ENGAGEMENT IN BANKING INDUSTRY: JOB SATISFACTION AS A MODERATOR	16
ID 022	CULTURAL SHOCK AND ADJUSTMENT OF INTERNATIONAL STUDENTS AT INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA	17
ID 023	COVID-19 AND CHALLENGES OF CAREER DEVELOPMENT AMONG YOUNG PEOPLE	18
ID 024	ON THE MARGINS AND LOOKING IN: EXPERIENCES OF RELIGIOUS CONVERSION AND IMPLICATIONS FOR SPIRITUAL COUNSELLING	19
ID 028	WORK PRESSURE AND EMOTIONAL INTELLIGENCE POST COVID-19 PANDEMIC AMONG UNIVERSITY LECTURERS	20
ID 031	THE NEED ANALYSIS OF MARRIAGE COUNSELLING INTERVENTION MODULE	21
ID 032	TRANSLATION, VALIDITY AND RELIABILITY ROMANTIC PARTNER CONFLICT SCALE (RPCS)	22
ID 034	EFFECTIVENESS OF EXPRESSIVE ART THERAPY MODULE IN GROUP COUNSELING FOR DEPRESSION AND ANXIETY ADOLESCENTS	23
ID 035	UNDERSTANDING AND SUPPORTING INDIVIDUALS WITH MULTIPLE SUICIDE ATTEMPTS	24
ID 037	PSYCHOLOGICAL WELL BEING, RESILIENCE, AND MENTAL HEALTH AMONG PUBLIC SECTOR EMPLOYEES: A SOCIOECONOMIC STATUS BASED EXAMINATION.	25
ID 038	RELATIONSHIPS BETWEEN RESILIENCE AND SELF-CONCEPT AMONG COUNSELLING STUDENTS	26
ID 039	RELATIONSHIPS BETWEEN RESILIENCE AND SELF-CONCEPT AMONG COUNSELLING STUDENTS	27
ID 040	EUDEMONIA AND CONTENTMENT DURING COVID-19: BUILDING RESILIENCE AMONGST STAFF IN UNIMAS	28
ID 041	TEACHERS' PERSPECTIVE ON PERCEIVED BARRIERS TO PSYCHOLOGICAL WELL-BEING: A QUALITATIVE STUDY IN SARAWAK	29

ID 042	MEMPERKASA KHIDMAT KAUNSELING KERJAYA MENERUSI PENGUASAAN KEMAHIRAN KHUSUS ALAF KE- 21 SERTA PENINGKATAN KEFAHAMAN TERHADAP KOD ETIKA	30
ID 044	MANAGING PSYCHOLOGICAL WELL-BEING AMONG COUNSELORS IN TRAINING AND VOCATIONAL EDUCATIONAL INSTITUTIONS (TVET)	31
ID 046	PERCEIVED SOCIAL SUPPORT AND SUBJECTIVE HAPPINESS AMONG UNIVERSITY STUDENTS IN MALAYSIA: DOES SELF-ESTEEM MATTER?	32
ID 047	IN-SERVICE TRAINING MODEL DEVELOPMENT WITH EXPERIENTIAL-BLENDED LEARNING TO IMPROVE COUNSELOR MULTICULTURAL COMPETENCE.	33
ID 048	LIVED EXPERIENCE OF PRE-VACCINATED COVID-19 SURVIVORS IN MALAYSIA	34
ID 049	CAREER COUNSELLING FOR THE 21ST CENTURY: ASIAN PERSPECTIVE	35
ID 050	THE NEEDS TECHNOLOGY FOR IMPLEMENTATION OF GROUP COUNSELING IN INDONESIA	36
ID 051	KESAN MODUL BIMBINGAN KELOMPOK DAN PENCEGAHAN MEROKOK TERHADAP ASPEK TINGKAHLAKU, KONSEP KENDIRI, AFEKTIF DAN SPRITUAL PELAJAR SEKOLAH RENDAH	37
ID 052	TAKS VALUE OF MUHAMMADIYAH JUNIOR HIGH SCHOOL STUDENTS KALIWUNGU KENDAL DURING PANDEMIC COVID 19	38
ID 053	DYNAMICS OF SELF-INJURY IN WOMEN (CASE STUDY ON PERPETRATOR AFTER RECEIVING INTERVENTION	39
ID 054	ISLAMIC TEACHING-BASED GROUP COUNSELING TO IMPROVE SELF-ESTEEM STUDENTS OF SENIOR HIGH SCHOOL IN NEW NORMAL ERA	40
ID 056	GUIDED LEARNING APPROACH IN IMPROVING SELF- DIRECTED LEARNING AMONG FIRST YEAR STUDENTS IN A PUBLIC UNIVERSITY	41
ID 057	SELF CONFIDENCE PROFILE STUDENTS SURVEY ANALYSIS; SMA 1 BAE KUDUS	42
ID 058	THE VALUE OF RELIGIULITY IN SERAT WEDHATAMA : A HEREMEUTIC STUDY	43

ID 059	KEMURUNGAN DAN IDEA BUNUH DIRI: TREND YANG MEMBIMBANGKAN	44
ID 060	DIALECTICAL BEHAVIOUR THERAPY WITH CHATBOT FOR BORDERLINE PERSONALITY DISORDER	45
ID 061	CAREER CONSTRUCTION COUNSELING IN HIGHER EDUCATION: AN ANALYSIS OF CAREER CONSTRUCTION COUNSELING EFFECTIVENESS TO INCREASE ACADEMIC ENGAGEMENT	46
ID 062	EXPERIENCES OF FAILURE MARRIAGE: HOW TO STRENGTHEN A NEW RELATIONSHIP	47
ID 064	MEMAHAMI PSIKOLOGI REMAJA YANG TERLIBAT DALAM SALAH LAKU SEKSUAL	48
ID 065	A DEEP LEARNING-BASED FRAMEWORK IN MONITORING THE COUNSELLING THERAPY PROGRESS	49
ID 066	DETERMINATION OF THE MACHINE VISION TECHNOLOGY'S PRELIMINARY PROCESS FOR GRAPHOLOGY ANALYSIS	50
ID 067	THE IMPACT OF PARENTING PRESSURE ON MOTHERS OF CHILDREN WITH DEVELOPMENT DISORDERS	51
ID 068	VALIDATION OF THE COMPASSION FATIGUE SHORT SCALE AMONG SCHOOL COUNSELOR IN INDONESIA: CONFIRMATORY FACTOR ANALYSIS	52
ID 070	RELATIONSHIP BETWEEN CAREER SELF-EFFICACY AND PARENT CAREER BEHAVIOR IN THE CAREER CHOICE OF COMMUNITY COLLEGE STUDENTS	53
ID 071	BIOLOGICAL FACTOR OF SEX IN THE EMOTIONAL EXPERIENCE OF SOCIAL AROUSAL: IMPLICATION IN COUNSELLING PRACTICES	54
ID 072	EXAMINATION OF INFLUENCE OF ETHNIC IDENTITY DEVELOPMENT ON THE COUNSELLING TRAINEES' MULTICULTURAL COUNSELLING COMPETENCIES	55
ID 073	EXPLORING THE PREVALENCE OF MENTAL HEALTH PROBLEMS AND PSYCHOLOGICAL WELL-BEING AMONG MALAYSIAN ADOLESCENTS	56
ID 074	CHALLENGES AND OPPORTUNITIES IN GETTING TREATMENT FOR MENTAL HEALTH RELATED ISSUES IN SARAWAK	57



ID 075	FAKTOR- FAKTOR YANG MEMPENGARUHI PRESTASI PEKERJA MENGIKUT PERSPEKTIF PENILAI DALAM KAKITANGAN PENJAWAT AWAM SALAH SEBUAH KEMENTERIAN DI MALAYSIA	58
ID 076	ACCEPTANCE AND COMMITMENT THERAPY (ACT) FOR STRESS AND ANXIOUS MALAYSIAN ADOLESCENTS: DEVELOPMENT AND FEASIBILITY STUDY OF AN ACT-BASED PROTOCOL AND PREVENTION PROGRAM	59
ID 077	THE DEVELOPMENT AND EFFECTIVENESS OF SELF-ESTEEM MODULE BASED ON NEO-CBT ON TEENAGE PREMARITAL PREGNANCY	60
ID 078	CAREER PLAN ABILITY INSTRUMENT (CPA-I) ON INDIVIDUALS WITH SUBSTANCE USE DISORDERS	61
ID 079	THE INFLUENCE OF ROLE CONFLICT AND ROLE AMBIGUITY ON TRAINEE NON-DISCLOSURE (TRAINEE DISCLOSURE AND TRAINEE ANXIETY) AMONG TRAINEE COUNSELLORS IN MALAYSIA	62
ID 080	THE INFLUENCE OF SPIRITUAL COUNSELING GUIDANCE WITH DEVOTIONAL METHODS OF BIBLE STUDY, RELIGIOUS CHARACTER AND EMOTIONAL INTELLIGENCE ON THE FORGIVENESS IN THE WORKPLACE	63
ID 081	MEASURING INFLUENCE OF SELF-EFFICACY, SELF-ESTEEM AND RESILIENCE ON ATTITUDES TOWARD SEEKING PROFESSIONAL PSYCHOLOGICAL HELP AMONG THE ORANG ASLI SECONDARY SCHOOL STUDENTS IN MALAYSIA	64
ID 082	SPIRITUAL COUNSELING BY TASAWUF APPROACH TO DEVELOP STUDENTS' PSYCHOLOGICAL WELL-BEING	65
ID 083	RESOLVING ETHICAL ISSUES: FACTORS INFLUENCING COUNSELING ETHICS COMPETENCY AMONG MALAYSIAN REGISTERED COUNSELORS	66
ID 087	EXPLORING SUPERVISION EXPERIENCES IN PRIMARY SCHOOL GUIDANCE AND COUNSELLING SERVICE	67
ID 088	EFFECT METACOGNITIVE BELIEFS ON PERCEIVED STRESS AND RESILIENCE: SELF-EFFICACY AS A MODERATOR AMONG SCHOOL COUNSELLORS	68
ID 089	SELF-CARE AMONG FEMALE COUNSELLORS	69

ID 090	THE DEVELOPMENT AND EFFECTIVENESS OF THE MAQASID SYARIAH INTERVENTION MODULE IN DECISION MAKING PROCESS DURING COUNSELLING SESSION	70
ID 091	KONSEP TAWAKAL DALAM KAUNSELING	71
ID 092	VALIDITY AND RELIABILITY THE QUESTIONNAIRES OF TEACHERS` SELF-EFFICACY AND TEACHING COMPETENCY IN SCHOOL DRUG EDUCATION	72
ID 093	EXPLORING THE BIOPSYCHOSOCIAL HISTORY AND DELINQUENCY INVOLVEMENTS OF FORMER MALE JUVENILE DELINQUENTS	73
ID 094	PEER SUPPORT FOR ADOLESCENTS AT BOARDING SCHOOL: A SYSTEMATIC REVIEW OF LITERATURE	74
ID 095	SELF-ESTEEM IN TERMS OF SELF-COMPASSION AND HUMILITY OF HIGH SCHOOL STUDENTS: A CORRELATIONAL STUDY	75
ID 096	COUNSELING SERVICES IN THE DEVELOPMENT OF CHILDREN WITH SPECIAL NEEDS	76
ID 098	APPROACH OF SELF-CONTROL THERAPY BASED ON THE ARABIC TERMS OF 'MAQASID SYARIAH' TOWARDS THE VIEWS OF INDIVIDUALS FALLING IN LOVE AND HAVING SUICIDAL THOUGHTS	77
ID 099	MODEL INTEGRASI IMPLISIT PENDEKATAN SPIRITUAL DAN AGAMA DALAM KAUNSELING	78
ID 101	KESAN MODUL PENDEKATAN RASIONAL EMOTIF TINGKAH LAKU INTEGRASI SPIRITUAL KE ATAS KEBIMBANGAN PELAJAR MAKTAB RENDAH SAINS MARA	79
ID 102	D.A.M.E.S APPROACH IN SUPERVISING FINAL YEAR PROJECT AND ENSURING DEGREECOMPLETION AMONG EXTENDED UNDERGRADUATE STUDENTS	80
ID 103	THE FUZZY DELPHI METHOD: CONTENT VALIDITY OF TEACHERS' PSYCHOLOGICAL WELL-BEING INSTRUMENTS IN SCHOOL ORGANIZATIONS	81
ID 104	NOVICE LEARNERS' HARDINESS	82
ID 106	THE RELATIONSHIP BETWEEN RESILIENCE AND SELF CONTROL AMONG REHABILITATED ADDICTS	83

ID 107	USE OF TEEN ISLAMIC PERSONALITY QUESTIONNAIRE IN COUNSELOR ASSESSMENT DURING GROUP COUNSELING SESSIONS	84
ID 108	RELATIONSHIP BETWEEN PERSONALITY TRAITS AND SUICIDAL IDEATION AMONG MALAYSIAN ADOLESCENTS	85
ID 109	A CONCEPTUAL REVIEW ON ASSOCIATED FACTORS WITH EMPLOYEE EMOTIONAL HEALTH EFFECTS DURING WORK FROM HOME	86
ID 110	OBSTACLES TO STUDENTS' EDUCATIONAL AND OCCUPATIONAL ASPIRATIONS	87
ID 111	EFFECTIVENESS OF COGNITIVE AND HUMANISTIC COUNSELLING APPROACHES AMONG ADOLESCENTS WITH PROBLEMATIC SOCIAL MEDIA USE	88
ID 112	THE CHALLENGES AND LIVES OF INDIVIDUALS DIAGNOSED WITH DEPRESSIVE DISORDER CASE STUDIES	89
ID 113	THE EFFECT OF EMOTIONAL INTELLIGENCE (EI) INTERVENTION TOWARDS EMOTIONAL INTELLIGENCE, JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AMONG MILITARY OFFICERS IN MALAYSIA	90
ID 114	A TALK ON THE MENTAL HEALTH SITUATION IN MYANMAR	91
ID 115	STRUCTURAL EQUATION MODEL COUNSELING SELF-EFFICACY COUNSELORS	92
ID 116	RELATIONSHIP BETWEEN LEISURE AND HAPPINESS AT WORK AMONG TVET INSTRUCTORS	93
ID 117	THE IMPORTANCE OF RELIGION IN PREDICTING MARITAL SATISFACTION AMONG MALAY MUSLIM COUPLES IN MALAYSIA	94
ID 118	KEBERKESANAN PROGRAM INTERVENSI KECERDASAN EMOSI (PIKE) DALAM MENGURANGKAN TAHAP AGRESIF BANDUAN	95
ID 119	GROUP GUIDANCE USING REALITY COUNSELING APPROACH TO IMPROVE SOCIAL COHESION IN PREVENTING STUDENT BRAWLS	96
ID 120	SANDTRAY THERAPY ADLER FOR CHILDREN ABUSE AND NEGLECT AMONG YOUNG GIRLS: A CASE STUDY	97

ID 121	LEADERSHIP COMPETENCIES FOR CRISIS MANAGEMENT: INSIGHTS FROM RETAIL LEADERS DURING PANDEMIC COVID-19	98
ID 122	SARAWAK TECHNICAL AND VOCATIONAL EDUCATIONAL TRAINING INSTRUCTORS: THE PURSUIT OF HAPPINESS AND PSYCHOLOGICAL DETACHMENT ACROSS THE SARAWAK REGION	99
ID 123	FACTORS INFLUENCING EARLY RETIREMENT: AM I READY?	100
ID 124	TEACHING AND LEARNING DURING COVID-19 CRISIS: CHALLENGES, OPPORTUNITIES AND THE WAY FORWARD	101
ID 125	ENJOYABLE WORKPLACE AND ORGANISATIONAL EXCELLENT. IS COVID-19 MATTERS?	102
ID 126	PEMBELAJARAN ATAS TALIAN: MOTIVASI AKADEMIK DALAM KALANGAN PELAJAR TAHUN SATU DI UNIVERSITI	103
ID 127	PEMBELAJARAN ATAS TALIAN: KESAN PSIKOLOGI DALAM KALANGAN PELAJAR TAHUN SATU DI UNIVERSITI	104
ID 128	KAUNSELING KRISIS DAN ANCAMAN COVID-19	105
ID 129	QURAN TERAPI JIWA DALAM MENGHADAPI FASA ENDEMIK COVID-19	105
ID 130	MENDEPANI CABARAN KERJAYA MASA KINI	106
ID 131	MENDEPANI FASA ENDEMIK: CABARAN DAN KESIAPSIAGAAN KAUNSELOR	107
ID 132	PENDIDIKAN DAN LATIHAN KAUNSELOR KESAN DARI PANDEMIK COVID-19: PENGALAMAN PROGRAM KAUNSELING, UNIMAS	108
ID 133	APLIKASI KEPERLUAN KAUNSELING KESIHATAN DI MALAYSIA SEMASA KRISIS	109
ID 134	PANDEMIK COVID-19: REALITI KEGUSARAN PEKERJA BERKAITAN JAMINAN DARI PEKERJAAN	110
ID 135	PENILAIAN PRESTASI PEKERJA SEMASA PANDEMIK COVID-19: CABARAN TERHADAP PELAKSANAAN PERBINCANGAN PRESTASI DAN GAGASAN PENYELESAIAN	111

ID 136	PENDEKATAN PENDIDIKAN ATAS TALIAN KETIKA PANDEMIK DALAM PERSPEKTIF HAL EHWAL JARINGAN KEMASYARAKATAN SETEMPAT	112
ID 137	PEDAGOGI PENGAJARAN DAN PEMBELAJARAN TERMA BAHASA ARAB AL-KHAUF DAN AL- RAJA DALAM KONTEKS PENDIDIKAN ISLAM KETIKA PANDEMIK	113
ID 138	SPIRITUAL COUNSELING FOR STUDENTS: A SYSTEMATIC LITERATURE REVIEW	114
ID 139	A RATIONAL EMOTIF BEHAVIOR THERAPY (REBT) APPROACH TO SELF-REGULATION IN STUDENT LEARNING	115
ID 140	IMPLEMENTATION OF CYBERCOUNSELING BASED CAREER COUNSELING WITH THE PROJECT BASED LEARNING MODEL TO IMPROVE STUDENT ENTREPRENEURSHIP AS A SOLUTION IN THE EMERGENCY OF COVID-19	116
ID 141	THE CANADIAN COUNSELLING AND PSYCHOTHERAPY ASSOCIATION'S INAUGURAL COUNSELLING AND PSYCHOTHERAPY MONTH	117

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**ID 005**

**Enjoyable Workplace and Organizational Excellence. Reality and the way Forward**

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**ABSTRACT**

This study explores factors contributes to the enjoyable work place and its relationship with organizational excellence among state civil servants with the role of supervisory support as the mediating variable. The researchers highlighted the enjoyment of work dimensions covers aspects of working culture, workers well-being and work place relation. A pragmatism research philosophy with combination of qualitative and quantitative research strategy was used in this study. Deductive and inductive approach was applying and the data was collected using cross-section time frame. The method used for data collection is multi-methods (on-line, pencil and paper questionnaires, individual and focus group discussion). Simple random and convenience sampling was used to collect the data from respondents and informants of this study. Descriptive, inferential statics and content analysis was used to analyse the data. Based on the research findings, factors which contribute to the enjoyable work place can be categorized into several themes which are working culture, work environment, supporting staff, leadership and reward system. Findings also show that all the work culture, workers well-being and work place relation have a positive effect towards organisational excellence. This study found that supervisory support mediates the relationship between all variables involves. Issues and strategies to strengthen the enjoy working culture also identified. This study contributes significantly to the existing body of knowledge, policy matters and practical aspect on enjoyable work and organizational excellent among the state government servants in Sarawak. This study also discusses related research implication, limitation and recommendation for further research.

**Keywords:** *Enjoyable Work, Organisational Excellent, Supervisory Support*

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