



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

ORGANIZED BY:

Persatuan Kaunseling Antarabangsa Malaysia (PERKAMA International)

and

International Association of Counselling (IAC)

in collaboration with the
Sarawak State Government

and

Universiti Malaysia Sarawak (UNIMAS)

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Publish:

Persatuan Kaunseling Antarabangsa Malaysia
(PERKAMA International)

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(PERKAMA International)

2022

ISBN 978-967-XXXX-XX-X

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 1st to 4th 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

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Penilaian Prestasi Pekerja Semasa Pandemik Covid-19: Cabaran Terhadap Pelaksanaan Perbincangan Prestasi dan Gagasan Penyelesaian

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ABSTRAK

Penilaian prestasi merupakan salah satu proses yang penting dalam pengurusan sumber manusia. Antara tujuan utamanya ialah dari segi pentadbiran, pembangunan dan penghukuman. Pelaksanaan penilaian prestasi melalui perbincangan dan maklum balas prestasi perlu diteruskan walaupun dalam musibah COVID-19. Keseriusan wabak ini yang boleh memberi kesan buruk terhadap kesihatan pekerja telah menyebabkan pelaksanaan tugas dan tanggungjawab pekerja di tempat kerja terjejas teruk. Walau bagaimanapun, pelbagai usaha dan keputusan penting telah dilaksanakan oleh pihak kerajaan bagi mengurus situasi kritikal ini. Kerajaan telah meminta semua pihak pengurusan agensi sama ada kerajaan, swasta, badan bukan kerajaan dan lain-lain agensi untuk melaksanakan aktiviti bekerja dari rumah demi kelangsungan organisasi dan bagi memastikan perkhidmatan dan aktiviti ekonomi terus berjalan. Pengenalan norma baharu dalam amalan bekerja turut memberi kesan besar terhadap proses penilaian prestasi. Pelbagai teknik dan kaedah alternatif diaplikasikan untuk mencapai matlamat perbincangan dan memberi maklum balas prestasi. Walau bagaimanapun, terdapat cabaran yang besar dalam pelaksanaan perkara ini, antaranya ketidaksediaan semua pihak yang terlibat, ancaman kesihatan dan nyawa dan ketiadaan prosedur operasi standard yang mantap untuk diikuti. Aktiviti perbincangan dan penilaian prestasi kerja juga terjejas teruk. Keseluruhannya, rata-rata organisasi terpaksa berdepan dengan pelbagai cabaran dalam melakukan penilaian prestasi dan kebanyakannya tidak melakukan perbincangan prestasi secara formal. Teknik perbincangan menggunakan kaedah tidak formal seperti penggunaan teknologi atas talian (online), merupakan alternatif terbaik dan sangat membantu. Amalan perbincangan prestasi juga boleh dijalankan secara 80 darjah, 160 darjah atau secara 360 darjah. Pada sesetengah organisasi amalan perbincangan prestasi kini telah menjadi lebih teratur dan mendalam dengan melibatkan amalan memberi maklum balas prestasi secara 720 darjah.

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