

# **Resilience and Solution-Focused Coping Style Influences on Adaptive Performance among Public Services Officers in the Government Transformation Programme: A Preliminary Study**

Riziandy Nawawi<sup>1</sup> & Amalia Madihie<sup>2</sup>

Department of Chief Minister's Office, Sarawak<sup>1</sup>  
Universiti Malaysia Sarawak<sup>2</sup>

[riziandy.nawawi@treasury.gov.my](mailto:riziandy.nawawi@treasury.gov.my)<sup>1</sup>  
[mamalia@fcs.unimas.my](mailto:mamalia@fcs.unimas.my)<sup>2</sup>

## **Abstract**

This paper introduces a preliminary study and aims to identify the resilience level and solution-focused coping style influences on adaptive performance at workplace in a ministry among the public services officers. There were two psychological components chosen as independent variables may affect the adaptive performance. Hypothetically, it is a challenging era during the transition and transformation for employees in government sectors. Psychological readiness among the officers is necessarily measured in the Government Transformation Programme. Three questionnaires were administered: The Resilience Scale (Cronbach  $\alpha = .90$ ), Solution-Focused Coping Style Scale (Cronbach  $\alpha = .90$ ), and Adaptive Performance Scale (Cronbach  $\alpha = .81$ ). The questionnaires were translated into Malay language and the validation values were high in this study. There were 57 respondents responded to the questionnaires. Two statistical analyses were used: *t*-Test and Analysis of Variance (ANOVA) to investigate the relationships between the variables. Findings showed that the relationship resilience and adaptive performance are significant, whilst the coping among the officers and adaptive performance are not significant. Implications to counsellors and psychology officers are discussed as well recommendations for the future research are suggested.

**Keywords:** Resilience, Solution-Focused Coping Style, Adaptive Performance, Government Transformation Programme (GTP), Psychological Readiness, Counsellor and Psychology Officers

Correspondence Author: Riziandy Nawawi at [riziandy@gmail.com](mailto:riziandy@gmail.com) .