ABSTRACTS

Conference Theme:
‘21st Century Educational Initiatives’
KEYNOTE SESSIONS

KEYNOTE 1

BREAKING BOUNDARIES: THE INTERPLAY BETWEEN THE GLOBAL AND THE LOCAL IN EDUCATION

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International flows of people – economic migrants and refugees – are on a globally unprecedented scale. International education is expanding rapidly across the world – and nowhere more rapidly than in Malaysia. The OECD has announced its intention to extend the PISA rankings of national systems of education to include a measure of students’ global competence as a key skill for the globalised economy of the future. In these and other ways, the ‘international’ turn in education has never been more significant. In this keynote presentation, Dr Bailey will draw on her expertise in both international schooling and refugee education to reflect on the implications of these shifting expectations for teachers and classrooms. She will examine the curricular innovations and teaching practices that will be consequent upon such change. She will conclude by considering the impact of these global trends on national systems of schooling.

KEYNOTE 2

TRUTH, TRANSFORMATION AND EDUCATIONAL INITIATIVES

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The truth about knowledge entails the process of investigating justified beliefs and not opinions, accompanied by valid and reliable evidences and addresses issues of sources, scope and rational. The truth can guide human kind to fulfil the need to survive and sustain this living. The natural law permits change, happening all the time, because the world is moving and therefore there is the need to extend the boundaries of knowledge and it’s truth. Transformation, sometimes back to its original form, facilitates human to survive and sustain. The change in human behaviour, translated as education, entails the teaching and learning processes. Arguably, the main reason is to guarantee the survival of the next generation, with the older generation feeling good that they had done their job, and that initiative ostensibly contains ethical and aesthetics values. The initiative to identify, create and propose transformation for the benefit of mankind is to be put forward to vote in seeking the truth about the best knowledge for human existence and resolve.
KEYNOTE 3

CURRICULUM DEVELOPMENT IN THE 21ST CENTURY

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Curriculum Development in the 21st century evolved as changes occurred in the education setting. Curriculum is no longer known as a collection of syllabi and study plans organised by discipline. Therefore, we are looking at outcome of process to determine essential skills, indispensable knowledge, values acquired and experience required. In the 21st century education, digital learning, interest driven learning, skill driven learning and emerging of new subject will be the issues. UNESCO emphasize 4 aspect to be address in curriculum development of the 21st century, i. principle to be considered and content to be include, ii. Curricular setting (who and how), iii. Means used (effective and meaningful learning) and iv. Content to be taught (how). Intercultural understanding, personal and social competence, ethical behaviour, information and communication technology competence, numeracy and literacy will be the key skills in the 21st century education. It is important that learning to know, learning to do, learning to be and learning to live together referring on how to educate the citizens of tomorrow. The presentation will discuss the foundations, principles, characteristics, values, trends and challenges to curriculum development of the 21st century.

KEYNOTE 4

TRANSFORMATION STRATEGIES FOR SUSTAINABLE MALAYSIAN UNIVERSITIES

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The higher education model will need various stages of transformation to remain relevant in today’s challenging world. Based on experience throughout the transformation of UNITAR International University, the presenter, former Vice Chancellor of UNITAR will also share her next education transformation projects. The focus of the presentation will be on understanding the process of Malaysian universities transformation and establishing critical success factors for ensuring sustainability in the era of uncertainties to date.
EVALUATION OF HOLISTIC APPROACH IN CORRECTIONAL EDUCATION TRAINING MODULE FOR PRISON’S VOCATIONAL INSTRUCTORS

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Current correctional system under Malaysian Prison Department (Pride) has implemented vocational training as one of their programmes. However, training for inmates requires a holistic approach from the instructors as they need to go beyond employability and skills development. Based on that, a Holistic Approach in Correctional Education (HACE) Training Module for prisons’ vocational instructors has been developed and proposed to Pride as a training and exposure to a holistic teaching. A total of 133 vocational instructors have become the respondents of the study by responding to Pride’s Course Evaluation Form that consists of five research constructs. There are the perceptions on (1) content, (2) method of delivery, (3) the notes given, (4) time allocation, (5) objective achievements and (5) level of understanding. The results show that the average mean of perception on HACE Training Module for Middle Zone implementation is 4.14, North & East Zone is 4.13 and Sabah & Sarawak Zone is 4.41. It indicates that vocational instructors who have attended the training, has a very good perception in term of knowledge and benefit gains towards their professionalism in teaching at Pride. Therefore, this article will present the evaluation of HACE Training Module all over Malaysia.

Keywords: Vocational Education and Training, Holistic Approach, Prison

WOMEN LEADERS BREAKING GLASS CEILING IN THE 21ST CENTURY: A REVIEW

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The purpose of this research study is to review past research studies about women breaking the glass ceiling and barriers during their journey to the top. This literature review found that women have to be stronger when they are facing the barriers to becoming successful leaders. Women have to make a decision in their midlife career whether they want to take up the new opportunity or stay comfortable with their current position. Women leaders that have successfully broken the glass ceiling will be more experienced in handling obstacles in the future. Most of them are getting stronger and independent, even though they have to continuously struggle to be suited in the world of male-dominated occupations. Thus, this research paper was conducted to gather and review the literature of women that shattered the glass ceiling in the 21st century.

Keywords: glass ceiling, barriers, women leadership
HEADTEACHER’S SOURCES OF SOCIALIZED AS A SCHOOL HEAD: A CASE OF MALAYSIAN PRIMARY SCHOOL HEADS

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This paper investigates the sources of anticipatory socialisation to prospective primary headteachers in deciding on a school head post. A case study design was employed and data were collected through semi-structured interviews with seven novice primary headteachers in exploring their sources of socialisation as school heads. The transcripts from the semi-structured interviews formed the basis of the findings. Findings revealed that former headteachers substantially influence prospective heads’ decision in accepting and understanding the decision to become primary headteachers followed by teachers’ colleagues. Similarly, family members and heads’ own willingness and ambition to become a school head also played crucial role in accepting the post as school heads. The results are important since little studies were found investigating and examining the concept of anticipatory socialisation even within context of sources and agents of socialisation in headship within Malaysian educational system.

Keywords: Anticipatory socialisation, primary school heads
This research reported that teaching experience significantly influenced the motivation of 21st century teachers. 21st century learning environment specifically targeted to develop the learning objective among students through teachers implemented student-centered of learning (Kwok, 2004). Therefore, Ministry of Education Malaysia (2015) indicated the teachers on the implementation of 21st century learning should be mastered the skills of educational psychology in particularly their motivation. This study employed mixed method design in data analysis. This explanatory research used to explain one quantitative and one qualitative research questions which were “What and how are the effects of teachers’ motivation on the implementation of 21st century learning based on teaching experience?” 360 set of research instruments distributed for the quantitative approach in six 21st century schools. Meanwhile, 60 respondents of them interviewed for qualitative data collection. All of the respondents serviced in the field for 15 to 30 years. There were 180 respondents from 21st century learning primary school and another 180 respondents from secondary school. Quantitatively, ANOVA test discovered that the implementation of 21st century learning influence the motivation of veteran teachers. Most importantly, interviewed results showed that majority of respondents stay unmotivated towards 21st century learning environment due to demanded task, values gained from the social utility, and career fallback. In short, 21st century teachers would not steadily hold their motivation as they became veteran teachers (Ladd and Sorensen, 2012). This research contributed the efforts to future research in exploring the teachers’ motivation on the implementation of 21st century learning.

Keywords: teaching experience, teachers motivation, 21st century learning, veteran teachers, mixed method research
THE DEVELOPMENT OF MOBILE PROBLEM BASED LEARNING (PBL) SCIENCE DICTIONARY AND ITS EFFECTIVENESS TOWARDS STUDENTS MASTERY OF SCIENTIFIC TERM

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The use of mobile technologies such as smartphones and tablets has become a part of student life today. There are a lot of mobile apps available in Google PlayStore and Apps Store prepared for iOS and Android users. These existing applications are mostly developed to attract users, especially teenagers and most of them are students. However, if these applications are developed with the certain instruction design, they will give a lot of benefits to users especially students. Hence, this paper discusses the effectiveness of the Mobile Problem Based Science Dictionary, namely as DicScience PBL. The apps were developed based on R2D2 (Reclusive, Reflective, Design & Development) design model and integrating Problem Based Learning (PBL) environment. The data collected to evaluate the apps was analyzed descriptively using mean while to see the effects of the apps, T-test (paired sample T Test) was used. The instrument consists a set of questionnaire and 1 set of achievement test. A total of 49 students were involved as samples to evaluate the application developed while 32 people were involved as a sample to see the effectiveness of the application towards students’ scientific term mastery. The findings from the questionnaire showed that the overall mean for the learning content is 4.25, learning strategies is 4.28, interface design 4.33 and for the usability 4.37. The results showed that there were a significant differences (p=0.000, t(32)=15.721, α<0.05) in pre-test (mean = 18.78, SD =1.544) and the post-test score (M = 66.94, SD = 3.22). Students agree that DicScience PBL could help them in mastering scientific terms better.

Keywords: Mobile Learning, Problem Based Learning, Mobile Application, Scientific Term.
PEDAGOGICAL APPROACHES REQUIRED FOR FOSTERING MECHANICAL ENGINEERING STUDENTS’ INTERPERSONAL SKILLS

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Interpersonal skills is one of the generic employability skills clusters that employers in the 21st century are paying much attention to when choosing the best applicant from a large pool of job seekers. It is those human behaviors and ways of thinking that every individual should have in order to be able to interact with other people either at home, school, and workplace or in the society in general. Absence or lack interpersonal skills could result in hostile relationship among employees which could affect productivity and economic benefit for both employer and employees. Literature has shown that recent graduates are lacking those skills. This study was specifically designed to determine the perceptions of lecturers on the teaching methods required in fostering the development of Interpersonal skills of mechanical engineering technology students in Nigerian Polytechnics. A descriptive survey research design was used in conducting the study. Two hundred and thirty-four (234) mechanical engineering technology lecturers from Nigerian polytechnics served as the respondents. A structured questionnaire that was validated by four technical and vocational education specialist was used for data collection. The instrument was pilot tested using a small sample of 45 polytechnic lecturers. Cronbach alpha was used to compute the reliability index of the instrument. The instrument had reliability coefficient of r=0.87. The data was analyzed using stepwise linear regression analysis. The findings identified four (4) teaching methods that could be used in fostering the development of Interpersonal skills (Project Based Learning; Cooperative learning; Service Learning; and Group Discussion. It was recommended that Polytechnic lecturers should use the teaching methods identified in these study to promote the development of Interpersonal skills among mechanical engineering technology students.

Keywords: Teaching Methods, Interpersonal Skills, Mechanical Engineering Technology, Students, Polytechnics
ENHANCING EMPLOYABILITY IN TECHNICAL AND VOCATIONAL EDUCATION THROUGH NON-TECHNICAL SKILLS DEVELOPMENT

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The challenge of unemployment, and skills mismatch among graduates has become attention-grabbing issue globally, particularly in the developing countries. Unemployment is indeed a pathetic situation that calls for urgent attention. Technical and Vocational Education (TVE) appeared as one of the major fields of study that will transform the economy by creating skilled workforce that could function optimally in the labour market. Presently, the demand in the workplace are consistently passing through phases of transformation and modification particularly in the area of skills needed for graduates to be selected for employment. Today’s workplace required well-trained employees with great non-technical skills (NTS) and knowledge despite their professional skills acquisition. TVE system is increasingly acknowledged by governments all over the world as an essential tool towards economic growth. Unfortunately, TVE has not attained the level of employment creation that is needed by graduates in many countries. The reason for this may be connected with the fact that the graduates lack NTS for gaining suitable jobs as required by employers. Therefore, this paper discussed the role NTS development plays toward combating unemployment syndrome among the teeming youth in Nigeria. In conclusion, the paper suggested that, NTS should be integrated into the curriculum of TVE institutions; retraining of teachers or instructors NTS should be made priority in order to make them well grounded in the relevant NTS knowledge they are expected to teach among others.

Keywords: Employability, Technical and Vocational Education, Non-Technical Skills
ID 9
THE PERSPECTIVES OF SERVICE LEARNING FROM UNDERGRADUATE AND POSTGRADUATE LEVELS

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The purpose of this case study was to explore the views and impacts between undergraduate and postgraduate students who successfully completed their service learning projects in UTM. The qualitative approach was using and two main themes are emerged from the students interview, such as a development of knowledge's and personal privileges they learned from the program. Therefore, the objective of this paper is to identified their views and experienced in undergraduate and postgraduate level to explore in different perspectives. The findings showed that service learning has a great implication and beneficial for undergraduates students compared to postgraduate students in order to develop soft skills for their career benefits.

Keywords: Service Learning, Undergraduate and Postgraduate Levels, Teaching and Learning, Education.

ID 10
COMPARING MULTI MODAL REPRESENTATIONS OF LATENT HEAT CONCEPTS USE BY TEACHERS IN TWO DIFFERENT PHYSICS CLASSROOM

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From the social semiotic perspectives, learning is view as a dynamic process of sign making. In this perspective, learning concepts entails understanding and conceptually linking between different modes of representations. Therefore, in the science classroom, the use of various mode of representations is important to engage students with learning. In this research, two physics teachers were observed to compare their use of multi modal representations while teaching. The findings found that demonstrate the different mode to facilitate students conceptual understanding.
EMOTIONAL INTELLIGENCE OF ENGINEERING UNDERGRADUATES IN SERVICE LEARNING PROGRAMME

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Current research on the importance and relevance of the relationship between emotional intelligence and work outcomes has been continuously gaining momentum, since the publication of Daniel Goleman’s Best Seller Emotional Intelligence: Why It Can Matter More Than IQ (Goleman, 1995). Professional expertise is no longer the only standard which is used to evaluate graduates. On the contrary, “soft skills”, such as emotional intelligence, are viewed as the effective ways to distinguish between potentially high-performance workers and those who will be “no more than” a worker. This paper attempts to associate emotional intelligence with the engineering tasks in SL, which are carried out by engineering students. In enriching the data for this study, researchers perform qualitative observation during the process of data collection. In this study, EI is used in all stages of problem solving. However, the usage of it varies, according to the difficulty level of each work phase and the abilities of students. Most of the students have low self-awareness towards their daily social lives.

Keywords: Emotional Intelligence

EXAMINING GENERALIZABILITY ASPECT OF VALIDITY USING DIFFERENTIAL ITEM FUNCTIONING

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Generalizability is seen as important aspect as it examines the extent to which scores and interpretations are consistent and can be generalized to population. This paper examined items in Research Methodology Test using Rasch approach of differential item functioning (DIF) to support generalizability aspect of validity. The analysis was done on Research Methodology Test (RMT) responded by two groups of postgraduate students. Based on results obtained, 6 out of 30 items in RMT have DIF size more than .43 logit but have DIF significant lower than 1.96 logit. Further judgment of subject matter experts is required to ensure that these items are really unfair to one group over another. Simultaneously, more extensive analysis required to examine generalizability aspect of validity.

Keywords: RASCH Measurement Model, Validity, Differential Item Functioning
This research study is an examining the level of international postgraduate students in academic research writing competencies at Five Malaysian research universities. The aim of the study was to gain an insight into students’ experience with the demands of academic research writing competencies in Malaysian context that shaped their experiences. Recent research studies have taken a few perspectives of academic research writing competencies by theorizing and considering academic research writing as a social practice. In contrary, this research study adopts four theories to support the claim of using four competencies along with conceptual framework for examining international postgraduate students’ level, and problems to enhance their writing performance for publishing academic works in ISI or Scopus journals. The study used quantitative method for data collection and analysis. The main purpose of the quantitative data was collected through a written survey questionnaire with 370 participants at five Malaysian research universities. The results suggested that international postgraduate students are influenced by several items of academic research writing competencies and problems, which improved their writing performance. These items are: the appropriate use of punctuations, demonstrating the clarity of meaning, writing in an academic style, and organizing the ideas in the written text to produce a well-reasoned argument. Each of these items demonstrate the level of students’ writing and the multitude of elements that shape students’ writing in the college. The structural equation modelling (SEM) analysis results showed that that there was a significant relationship between academic research writing competencies, problems and writing performance among international postgraduate students. The direct model was developed based on the interaction among complex competencies of academic research writing that influence students’ writing performance.
Academic advising is a valuable academic service and an essential component of higher education. This service is very important for student's satisfaction, retention, recruitment and success. In an effort to improve the quality service, the academic advising programs are required to get the feedback from assessment based evaluation criteria. However, there is lack of studies related to evaluation criteria of academic advising and the national standard of academic advising program has not yet established in Malaysian public universities. In order to fill this gap, this study investigates academic advisor's expectation about evaluation criteria of academic advising. Eighty academic advisors in two universities, namely UTM and UTHM were selected for the survey. A research instrument was developed from the previous qualitative research. The purpose of this study was to predict the factors that contribute to the impact of the evaluation criteria of academic advising program in the Malaysian public universities. To analyze survey data, the researcher used the Partial Least Squares (PLS) approach to Structural Equation Modeling (SEM), which is a method for estimating the factors that influence evaluation criteria of academic advising. The research found that, in academic advising, mission and leadership factors had the maximum impact on the program and staff development. These are the main factors which influence the student learning and development outcomes of academic advising, while facility and technology are considered as mediation factors. The above factors can be used to develop the tools for assessment of academic advising in the future.

Keywords: Academic Advising, Evaluation Criteria, Assessment
This study aims to answer the problem of 10 (ten) hypothesis, include: (1) The direct effect of Organizational Culture to Work Motivation of kindergarten principal, (2) The direct effect of Team work against Work Motivation of kindergarten principal, (3) The direct effect of personal Ability against Work Motivation of kindergarten principal, (4) The direct effect of organizational culture on the performance of kindergarten principal, (5) The direct effect of Team work on the performance of kindergarten principal, (6) The direct effect of Personal ability on the performance of kindergarten principal, (7) The direct effect of Work Motivation on performance head of kindergarten principal, (8) The indirect effect of Organizational Culture on performance through Work Motivation of kindergarten principal, (9) The indirect effect of Team Work on performance through Work Motivation of kindergarten principal, (10) The indirect effect of Personal ability on performance through Work Motivation of kindergarten principal, The population of this study was all the principals of Kindergarten in Medan city, the total was 357 people, with a total of sample was 188 people, taken by using proportional random sampling technique. The research instrument was a questionnaire with Lickert scale. The research data were processed and analyzed by Path Analysis. The result of analysis showed there were (1) The direct effect of the Organizational Culture against Work Motivation of kindergarten principal with path coefficient of 0.242; (2) The direct effect of Work Motivation against Team work of kindergarten principal with path coefficient of 0.220; (3) The direct effect of the Personal Capability against Motivation Work of Kindergarten Principal with path coefficient of 0.167; (4) The direct effect of the Organizational Culture against the Performance of kindergarten principal with path coefficient of 0.202; (5) the direct influence of Team work against the Performance of kindergarten principal with path coefficient of 0.215; (6) The direct effect of the Personal ability against the Performance of kindergarten principal with path coefficient of 0.218; (7) The direct effect of Work Motivation against the performance of kindergarten principal with path coefficient of 0.155; (8) The indirect effect of Organizational Culture against the Performance through Work Motivation of kindergarten principal with path coefficient of 0.047; (9) The indirect effect of Team Work Motivation against the performance of kindergarten principal with path coefficient of 0.044; (10) The indirect effect of Personal ability against the performance through Work Motivation of kindergarten principal with path coefficient of 0.052. Based on these findings we can conclude that the better the organizational culture, so the better also the Work Motivation of kindergarten principal in Medan city, the better Team work so the better also the Work Motivation of kindergarten principal in Medan city, the better the personal ability, so the better also the Work Motivation of kindergarten principal in Medan city, the better the organizational culture so the better also the performance of kindergarten principal in Medan city, the better Team work, so the better also the performance of kindergarten principal Medan city, the better the personal ability, so the better also the performance of kindergarten principal in Medan city, the better Work Motivation, so the better also the performance of kindergarten principal in Medan city.

Keywords: Organizational Culture, Team Work, Personal Ability, Work Motivation and Performance
KEPENTINGAN KEMAHIRAN DAYA TINDAK SERTA HUBUNGANNYA DENGAN SOKONGAN SOSIAL PELAJAR YANG MENGHIDAP DIABETES MELLITUS

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Pendidikan di Malaysia adalah satu usaha yang berterusan bagi meningkatkan pencapaian akademik pelajar. Setiap pelajar perlu mendapat pendidikan yang sempurna bagi melahirkan generasi yang cemerlang, berketerampilan dan berdaya saing pada masa akan datang. Namun, bagi pelajar yang menghidap Diabetes Mellitus, rutin harian mereka telah berubah kerana mereka perlu peka dengan pengambilan ubatan dan mendapatkan rawatan mengikut temujanji yang telah ditetapkan. Hal ini menyebabkan aktiviti harian mereka terganggu, termasuk aktiviti pengajaran dan pembelajaran di sekolah. Pelajar yang menghidap Diabetes Mellitus perluakan kemahiran daya tindak untuk menyesuaikan diri dengan penyakit serta mengetahui strategi untuk mengurangkan tekanan yang dihadapi secara berterusan dan konsisten. Di samping itu, mereka juga memerlukan sokongan sosial daripada keluarga, sekolah dan masyarakat sekeliling kerana ia dapat membantu mereka berhadapan dengan penyakit dalam tempoh masa yang panjang. Justeru, kertas kerja ini bertujuan untuk 1) menerangkan tentang kepentingan kemahiran daya tindak bagi pelajar yang menghidap Diabetes Mellitus berdasarkan literatur kajian yang lepas dan 2) mengenal pasti hubungan daya tindak dengan sokongan daripada keluarga, sekolah dan persekitaran sosial bagi pelajar yang menghidap Diabetes Mellitus. Daripada perbincangan ini dapat disimpulkan bahawa pelajar yang memiliki disiplin dan semangat yang tinggi dapat mengawal dan menghadapi penyakit dengan lebih baik dan tenang. Sokongan sosial daripada keluarga, guru-guru, rakan sebaya dan masyarakat sekeliling juga merupakan aspek penting yang membantu dalam meningkatkan motivasi dan menyokong pelajar agar tidak rasa tersisih sekaligus mengekalkan atau meningkatkan prestasi kesihatan dan pembelajaran di sekolah.

Keywords: Diabetes Mellitus, Kemahiran Daya Tindak, Sokongan Sosial
This study aims to answer the problems surrounding the influence of the organizational culture on the discipline of the head of Madrasah Ibtidaiyah in Deli Serdang Regency. The population of this study is 156 people with a total sample of 113 principals of Madrasah Ibtidaiyah in Deli Serdang regency recruited by adopting the Krejcle-Morgan table. The instrument of this research is a questionnaire with a Likert scale. The research data is processed and analyzed by path analysis. Analysis of this path begins by performing test requirements analysis that includes test normality, linearity and regression significance. The result of the analysis shows that there is a direct influence of the organizational culture on working discipline with a path coefficient equals to 0.062. The implications of the findings of this study indicate that a weak organizational culture and a lack of clarity of rules within the organization may result in the madrasahs' heads acting irrespectively. The action is an indication that the head of the madrasahs has an indiscipline attitude. Conversely, if the madrasah has a good organizational culture, it will also lead to good habits. These good habits will stick with the principals of the madrasahs, affecting their attitudes and behaviors so that they are accustomed to working according to the rules.

Keywords: Organizational Culture, Work Discipline
This study aimed to determine the effect of controlling, organization structure, integration, innovation on competitive advantage lecturers. This research used quantitative approach with survey method and Structural Equation Model (SEM). The data of 5 variables were analysed by path analysis techniques. Research result showed that: (1) there was a direct positive effect of the innovation on the competitive advantage lecturers, (2) there was a direct positive effect of the integration of the competitive advantage lecturers, (3) there was a direct positive effect on the innovation, (4) there was a direct positive effect of the organizational structure on the competitive advantage lecturers, (5) there was a direct positive effect of the organizational structure on the innovation, (6) there was a direct positive effect of the organizational structure on the integration, (7) there was a direct positive effect of the controlling the competitive advantage lecturers, (8) there was a direct positive effect of the integration on the competitive advantage lecturer, (9) there was a direct positive effect of the controlling on the innovation, (9) there was a direct positive effect on the controlling of the integration, (10) there was a direct positive effect of the controlling on the competitive advantage lecturers. The results of these analysis descriptive competitive advantage lecturers were very high, and controlling, organization structure, innovation to make continuously improvement.

Keywords: Controlling, Organizational Structure, Integration Innovation And Competitive Advantage
Kajian ini bertujuan untuk meningkatkan tahap penguasaan tiga konstruk menulis literasi bahasa Melayu (LBM) murid menerusi pendekatan pengajaran kolaboratif seorang mengajar seorang membantu (PPKSM). Bagi murid yang telah menguasai guru memberikan pengayaan, manakala murid yang belum menguasai guru perlu melaksanakan pemulihan mengikut konstruk yang belum dikuasai murid dan selaras dengan Kurikulum Standard Sekolah Rendah (KSSR) bahasa Melayu. Melaksanakan pemulihan dan pengayaan bukan pekara yang mudah. Ini demikian kerana, guru perlu mengenalpasti tahap keupayaan penguasaan murid dan mengabungjalin dengan aktiviti Kurikulum Standard Sekolah Rendah (KSSR) Bahasa Melayu. Pengajaran kolaboratif seorang mengajar seorang membantu (PPKSM) merupakan pendekatan secara kolaboratif antara guru dalam melaksanakan pengajaran dan pemudahcaraan (PdPc) dengan sokongan pentadbir dan pegawai pembimbing. Kaedah pengumpulan data yang digunakan dalam kajian ini menerusi ujian pra dan pos, pemerhatian dan analisis dokumen daripada dua orang murid dan guru yang terlibat. Hasil kajian mendapati 100% peningkatan penguasaan menulis literasi Bahasa Melayu murid menerusi pendekatan PPKSM. Peningkatan minat murid dalam menulis juga berlaku selepas intervensi dijalankan. PPKSMSM turut membantu para guru dalam perlaksanaan pemulihan dan pengayaan serta peningkatan penguasaan menulis literasi Bahasa Melayu dalam program LINUS.

Keywords: Pendekatan Pengajaran Kolaboratif Seorang Mengajar, Seorang Membantu (PPKSM), Penguasaan Konstruk Menulis, Literasi Bahasa Melayu (LBM), Guru LB M (GLBM) dan Guru Pemulihan Khas (GPK)
Currently, violence done by Junior High School students in Kota Padang tends to increase. This research seeks to: (1) describe the implementation of Group Guidance Service in Senior High Schools in Kota Padang to prevent violence acts among students, (2) produce Group Guidance Service Guideline to improve students’ moral logical thinking and prevent violence acts done by Senior High School students in Kota Padang, and (3) reveal the effectiveness of Group Guidance Service Guideline to improve students’ moral logical thinking and prevent violence acts done by Senior High School students in Kota Padang. This research employed Research and Development (R&D) approach and the data analyzed using pre-test and post-test method. The results of the research indicate that: (1) Group Guidance Service is one of Guidance and Counseling activities in Senior High Schools in Kota Padang. It rarely discussed the ways to prevent violence acts among students. Instead, it mostly concerned on learning problems, career planning, and self-adaptation toward social and cultural environment. (2) Group Guidance Service Guideline needed by the students to improve their moral logical thinking and prevent violence acts contains planning, implementation, evaluation and follow up activities, (3) Group Guidance Service Guideline is effective to improve the students’ moral logical thinking and prevent violence acts among Senior High Schools students in Kota Padang.

Keywords: Group Guidance Service Guidelines, Moral Logical Thinking, and Violence Acts
Kebolehpercayaan instrumen menentukan ketekalan skor setiap item. Ini bermakna instrumen yang mempunyai kebolehpercayaan yang tinggi mengandungi item yang apa bila diuji beberapa kali kepada sampel yang sama atau hampir sama pada masa yang berlainan akan menghasilkan dapatan yang hampir sama. Oleh itu, kajian ini bertujuan untuk mengenal pasti kebolehpercayaan konstruk pengetahuan dalam instrumen kompetensi pensyarah IPGM. Instrumen yang mempunyai kebolehpercayaan yang tinggi menjadikan sesuatu instrumen itu mempunyai konsistensi yang tinggi dan boleh diguna untuk tujuan kajian. Dalam kajian ini, pengkaji telah menggunakan pendekatan kuantitatif iaitu dengan mengedarkan set soalan objektif aneka pilihan yang mengandungi konstruk pengetahuan dengan 4 dimensi iaitu pengetahuan subjek, pengetahuan pedagogi, pentaksiran dan penyeliaan. Set ujian ini telah dianalisis dengan menggunakan Model Pengukuran Rasch menerusi perisian Winstep. Instrumen ini dianalisis daripada segi kebolehpercayaan, indeks pengasingan item, kesesuaian item, polariti item,Principal Component analysis, peta item dan Kebezaan kefungsiaan mengikut jantina. Responden kajian terdiri daripada pensyarah Institut Pendidikan Guru Malaysia seluruh Malaysia yang dipilih secara persempel berkelompok berlapis. Hasil kajian menunjukkan bahawa konstruk pengetahuan mempunyai tahap kebolehpercayaan yang tinggi iaitu 0.99% dengan indeks pengasingan item 9.14%. Instrumen ini juga mengandungi PT-Measure Corr yang positif bagi semua item dan dimensionalitinya ialah 41.4%. Ini bermakna item dapat mengukur konstruk dan pembinaanya dapat mencapai matlamatnya.

Keywords: Kebolehpercayaan, Model Pengukuran Rasch, Konstruk Pengetahuan, Kompetensi Pensyarah IPGM
CONDUCTING ASSESSMENT OF SERVICE LEARNING IN HIGHER EDUCATION AT UNIVERSITI TEKNOLOGI MALAYSIA

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Service learning program assessment is often seen as a must for any organization that wants to see the advantages and disadvantages of the activities undertaken. The timing of this specific assessment should be based on in-depth research about the information that may be obtained in order to improve the program. The most effective method of collecting data should be emphasized because the right method will produce relevant data, which can be adopted by the organization. Data collection methods such as interviews, checklists, document analysis and workplace observations often provide useful data in different forms or perspectives. This research was qualitative and conducted in Universiti Teknologi Malaysia. Therefore, this study were focuses on assessment of service learning based on student’s experiences

Keyword: Assessment, Service Learning, In-Depth Research and Guidelines

PLANNING AS A MAIN REQUIREMENT TO IMPLEMENTATION SERVICE LEARNING PROJECT AT UNIVERSITY

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Service learning is a pedagogical practice that incorporates service and academic learning to promote deeper understanding of course content while helping students develop knowledge, skills and cognitive abilities. Planning in service learning is a process of preparing and arranging the projects where sequence of activities are planned to be held in the project. Respondents were selected from those who had conducted the service learning projects at least twice in Universiti Teknologi Malaysia. This research was qualitative research, where the participants of the research being interviewed and then recorded. The content of the interviews were then transcribed and analyzed using thematic analysis. Research findings were represented by explaining the themes from the data and chart. Therefore, this study focuses on planning service learning (SL) based on the experiences of the students conducting the Service Learning Projects before. Finally, guidelines on planning of service learning were produced.

Keywords: Planning, Main Requirement, Implementation, Service Learning Project, University Students and Guidelines
**ID 27**

**THE INFLUENCE OF ORGANIZATIONAL CULTURE, LEADERSHIP, JOB SATISFACTION, AND ORGANIZATIONAL COMMITMENT TO LECTURER PERFORMANCE IN UNIVERSITIES HIGH RELIGIOUS STATE ISLAM (PTKIN) IN ACEH PROVINCE**

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Keywords: Organizational Culture, Leadership, Job Satisfaction, Organizational Commitment and Lecturer's Performance

**ID 28**

**THE INFLUENCE OF LECTURER COMPETENCE, WORKING CLIMATE, WORK ATTITUDE AND WORK MOTIVATION TO WORK PRODUCTIVITY OF PRIVATE HIGHER EDUCATION LECTURER OF ACEH**

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The purpose of this research is to know the direct influence of lecturer competence, work motivation, work climate to work motivation, and direct influence of lecturer competence, work climate, work attitude and work motivation to work productivity. The population of this study lecturers private universities in Aceh amounted to 1769 people, the number of samples of 313 people taken by proportional sampling. The results of this study indicate that there is direct influence of lecturer competence of 6.3%, work climate 9.9%; Working attitude of 9.9%; On work motivation and direct influence of lecturer competence, equal to 7.8%; Working climate of 7.2%; work attitude of 8.6%; work motivation 8.0% to work productivity. Dual regression test of Lecturer competency, work climate, work attitude and work motivation together to work productivity equal to 56.4%, the rest comes from other factors outside lecturer competence, work climate, work attitude and work motivation. The conclusion of 56.4% double regression test shows that work productivity is influenced by lecturer competence variable, Work climate, work attitude and work motivation. This data shows all research variables determine the productivity of the lecturer.

Keywords: Lecturer Competence, Working Climate, Work Attitude, Work Motivation, and Work Productivity
RETHINKING ISLAMIC EDUCATION TOWARDS A ‘HUMAN CIVILIZATION’ CONSTRUCT

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The frightening news of terrorism by Muslims in Europe and America is a phenomenon that may have its origin in the way Islam is taught at the tertiary level. This suggestion is strengthened by the fact that some of the suicide bombers and gunmen were university students. In Malaysia, the Titas affair at Universiti Teknologi Malaysia, the anti-Christian Seminar at Universiti Institut Teknologi MARA, the anti-Lesbian and Gay seminar at UTM and the latest Khafir Harbi Seminar at Universiti Sains Islam Malaysia are causes for concern that educational institution may be the breeding ground for future terrorists as these kinds of attitudes towards education will produce a Muslim student that alienates his or her self from the global universal concerns as a problem of humanity. It is important for Muslim educators to firstly emphasize the place of Islam in the historical and civilizational context of humanity, to concentrate more on the Prophet Muhammad’s magnanimity and embracing of humankind characteristics in the hadith corpus, to dwell much more on the Qur’anic Verses that calls for a universality of faith, to explain the cultural and political layering of religious practices and institutions as well as their infallibility as they are a product of man and not of God and finally to discuss global issues such as pollution, starvation, corruption, disaster relief, health and many more under the umbrella of Muslims being the ‘vice-gerant’ or ‘khilafah’ or ‘caretaker’ of the welfare of the world and of man. In this way we can say that Islam is part of the human civilizational construct rather than at the present in which it is isolated within it’s siege mindset of ‘we and the other’.

Keywords: Islam, extremism, education, university
Build a relationships with other organizations require a process and standard procedures that can be used as a guide to all the teaching staff in vocational colleges. To that reason, a procedure for collaborating vocational colleges and industry were needed to give a substantial impact in delivering collaboration strategy. An instrument is needed to seek responses from those involved in the formation of collaboration in vocational colleges. The accuracy of an instrument in measuring intended variable is significant to ensure the findings are really meaningful. Therefore, this paper will discuss the development and validation of an instrument measuring the process of formation collaboration between vocational colleges and industry. There are four constructs in the establishment of collaboration between vocational college with industry that is under review; (i) survey/explore, (ii) the selection of partners in industry, (iii) negotiating and (iv) signing of agreement; and are also corresponding sub constructs for selection of partners and negotiation. Experts’ reviews have been carried out to assess the quality of the instrument. The initial version of the instrument consists of 94 items while the last version consists of 82 items. The instrument was tested on 70 vocational college’s staff those involved in the collaboration formation. The psychometric analysis was done using Rasch Measurement Model. The level of agreement was measured by the 82 items using five point Likert scale. There are five diagnoses of Rasch analysis were selected to provide empirical evidences on the reliability and validity of the instrument such as item reliability, item separation, item and person fit and unidimensionality. Results indicate that all the psychometric tests have met the minimum condition and thus the reliability and validity of the instrument was established.

Keywords: Process of Forming Collaboration, Item reliability, Item separation, Item and person fit and Unidimensionality
PHYSICS STUDENTS LEARN IN PRACTICAL WORK

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Practical work learning provides a meaningful experience to students as students have the opportunity to explore the phenomena (physics knowledge) by their own. Through exposure in physics practical work, students are able to solve problems in experiments and apply scientific skills. But how far does practical work help students in understanding physics knowledge and improving the mastery of physics concepts? It is known that students have difficulties in understanding the concepts and mastering physics. Therefore, observations of practical work in physics are conducted to 7 schools to understand what physics knowledge is learned in schools. These observations are taking for 5 months. The results present physics practical work learning activities, scientific skills and level of difficulties. Students are found having 3 stages of activities to accomplish the practical work learning and confront difficulties in Stage 3 (reporting). Therefore, meaningful practical work learning is recommended so that students can enhance the physics knowledge understanding and explore the process of doing science using their scientific skills.

Keywords: Practical work, Physics, Scientific Skills

PERCEPTIONS PRESCHOOL TEACHERS WITH SPECIAL EDUCATION TOWARDS SOCIAL SKILLS CHILDREN ASD: A PREMILINARY STUDY

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Social deficits are one of the core symptom related under a current diagnostic system in children with Autism Spectrum Disorder (ASD). Children with ASD show different degree of social skills deficit depend on their severity of disorders. This social skills deficits disable them to join, learn and play meaningfully in the classroom. Hence, this preliminary study aims to explore the perception of preschool teachers with special education towards social skills children with ASD in Miri, Sarawak. The participants were selected purposely. Through this study, a group interview was carried out with 5 preschool teachers with special education in 2 schools. The researcher used semi-structured interview questions in this study where the questions are pre determined by the researcher. During the interview sessions, the researcher recorded all the interviews and wrote down into a transcript. All transcripts read by teachers before coded and categorised by using the theme. The qualitative data were obtained from the interviews that have been conducted by using the computer software Nvivo11. The findings of this study showed that children ASD have most display 1) avoidance eye contact, 2) less social initiation, 3) poor joint attention, 4) deficit in social communication and, 5) less play compare to their peer. Therefore, the teachers suggested that some early interventions need to be implemented in their early years at school in order to improve their social skills.

Keywords: Social skills, preschool teacher, special education, Autism Spectrum Disorder
PENTAKSIRAN BILIK DARJAH: PENGETAHUAN, AMALAN DAN INTEGRITI?

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Keywords: Pentaksiran Bilik Darjah, Pengetahuan Pentaksiran, Amalan Pentaksiran, Integriti Pentaksiran
THE UNIVERSAL CHARACTER OF STUDENT USING RASCH ANALYSIS: A PILOT STUDY

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Evaluation Instruments the universal character of student (KSp) were built to measure the universal character for student based on the theories of learning, assessment and based on previous studies inside and outside the country. This study is carried out to produce empirical evidence about the validity and reliability of instruments using the Rasch Measurement Model. This pilot Study implemented in secondary schools involving 30 students form 4. The validity and reliability of the instruments is measured using the Rasch Measurement Model using Winstep software version 3.72.3. Unidimensionality test recorded raw variance explained by measures of 38.7\% and unexplained variance in first contrast as 6.1\%. Respondents reliability Index was 0.83 and items reliability index was 0.96 where the value in excess of 0.8 indicates the item has received strong reliability. The item separation index is 2.1 and respondents’ separation index is 6.05; good separation index is above 2.0. Cronbach Alpha’s value is 0.95. Polarity item value PTMEA CORR, each item must have positive values. There are negative value items, and must be in dropped or improved. Item fit test shows that there are a few items in the questionnaire should be dropped because the mean squared value item- MNSQ infit and MNSQ outfit for polytomus data need to be in the range of 0.6 to 1.4. A standardized residual correlation values shows there are detected items overlap with other items. This finding gives validity of questionnaire constructs KSp. Rasch Measurement Model has proven that high levels of validity and reliability for use in measurement of universal character students.

Keyword: Universal character of students; validity and reliability, Rasch Measurement Model

SERVICE-LEARNING; ITS IMPACTS ON STUDENTS IN A MALAYSIAN UNIVERSITY

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Service learning as a core course or supplementary course in institutions of learning gives an avenue for students to get involved with their communities by integrating service projects with what has being taught in the classroom. Service-learning makes education to be pragmatic instead of the conventional method which is mechanistic. This study aims to explore the impact of service-learning on students non-academic developments. Using a qualitative exploratory research method, the data gathered were analyzed to generate themes. Findings showed service-learning enhanced social learning in students as well as moral physiognomies development as students were found to be more responsible towards civic activities, developed good financial management, develop creative and critical thinking skills, and problem-solving skills. Adoption of service learning as an instructional medium can achieve holistic development of students in Malaysia.

Keywords: Service-learning; Qualitative, Malaysia, Holistic Development
APPLICATION OF RASCH MODEL ANALYSIS FOR THE DEVELOPMENT OF PHYSICS SCIENTIFIC
EPISTEMOLOGICAL MEASUREMENT FOR TEACHER (PSET) INSTRUMENT

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This paper discusses the development of a reliable instrument to measure scientific epistemological that reflects teachers’ understanding about what is scientific knowledge and ways of knowing. The Physics Scientific Epistemological Measurement for Teacher (PSET) consists of 60 items and was administered to 70 secondary school physics teachers in the southern region of Malaysia. The PSET measures two major components of scientific epistemology which are formal epistemology (degree of certainty, creativity, diversity of scientific method, the law and scientific theory and observation and inferences) and practical epistemology (application of the concepts of physics in life, mathematics in physics, the process of knowledge production, source of knowledge). The purpose to construct a more reliable scientific epistemology measurement for Malaysia context of education, is firstly on the basis of understanding that educational context is unique, hence adopting instruments from other cultural context might underrepresented the actual phenomenon. Secondly, by considering the limitation from previous instruments (MPEX, CLASS, VASS, GEBEP & SUSSI) adopted for PSET. In this study, Rasch model measurement was introduced to achieve construct validity, item and person reliability, rating scale and dimensionality of the instrument in comparison with the classical test theory (SPSS). The finding obtains from the Rasch analysis allows this study to provide evidences to support validity arguments regarding the development process of PSET.

Keywords: scientific epistemology, rasch analysis, formal epistemology, practical epistemology
ID 39

ADDRESSING LOW ACHIEVEMENT IN PRE-CALCULUS SUBJECT FOR FOUNDATION IN TECHNOLOGY STUDENTS

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The Foundation Studies (FS) at Universiti Teknologi PETRONAS is a pre-university programme, offered to students who have attained their high school certificates. There are 2 main streams for FS, namely the engineering and science stream and also the technology streams. Mathematics is one of the courses offered in these 2 streams in which students are required to take Pre-Calculus for both streams in the first semester and later Calculus and Linear Programming Calculus for engineering and technology streamed students respectively in the second semester. Based on semester November 2016 final exam results, there are significant differences between engineering and technology students in the Pre-Calculus subject. This study aims to identify the causes of the low achievements in the subject from the students’ perspective, provide possible solutions to minimize the number of low achievers and identify the factors that lead to the low results. Some actions have been taken to minimize the number of low achievers. Based on the findings, a separate math course specifically for technology students is suggested in order to overcome the problems.

Keywords: Low achievement in Pre-Calculus, foundation technology

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VYGOTSKY’S SOCIAL CONSTRUCTIVISM IN PROJECT BASED LEARNING

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The social constructivism approach emphasizes that the social and individual processes of building knowledge are interdependent. This article uses two key principles in the framework of Vygotsky’s social constructivism theory: a) Zone Peroximal Development (ZPD), b) scaffolding in project-based learning (PjBL). PBP’s features are as stated by Harmer (2014), namely learning by doing, authentic, interdisciplinary, collaborative, co-operative, teacher role and artifacts practiced in Mathematics Year 5 learning. This article also discusses how the PjBLs are based on theory Social Constructivism by making ZPD and scaffolding as the basis for Mathematics learning. The project-based Mathematics learning was found to help students improve their knowledge through social interaction and communication between peers, parents and teachers.

Keywords: Vygotsky’s Social Constructivisme, project-based learning, zone peroximal development, scaffolding
EVALUATION OF SCHOOL PROGRAM BASED ON SCRIVEN MODEL

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The quality of school is typically evaluated solely on the performance of academic achievement whereas it can be determined accurately by evaluating the student’s experience during at school. The satisfaction of student that receives direct impression from the school program is a better and holistic indication. This study aims to determine the level of student satisfaction towards four school programs which are Management, Curriculum, Student Affairs and Co-curriculum; and the relationship between student satisfaction towards school program and academic achievement. The research design is the survey. There were 463 respondents involved in this research and their population is Form four students from high schools around Johor. Meanwhile, the sampling method is cluster random sampling. The instrument used is the questionnaire on the school program evaluation based on the Scriven Model. The instrument has undergone pilot test with reliability value (alpha cronbach) 0.91. The result shows the highest satisfaction level is towards Curriculum program followed by Management, Co-curriculum and Student Affairs. On the other hand, the analysis shows that there is no significant relationship between student’s satisfaction and academic achievement. The implication from this study is the requirement to evaluate school program based on the student’s satisfaction as an alternative to determine school quality.

Keywords: Scriven Model Evaluation School Program
IMPLIKASI PROGRAM SEKOLAH LESTARI ANUGERAH ALAM SEKITAR (SLAAS) TERHADAP LITERASI ALAM SEKITAR MURID: SATU TINJAUAN

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Keywords: Alam Sekitar; Literasi Alam Sekitar; Sekolah Lestari
The production of natural dyes batik has potential and competitiveness of exports is greater than batik with synthetic dyes. Fashion trend of the world today lead to "back to nature" so that increasing development of natural dyes. One of the current interest is in batik coloring by using natural dyes. The natural color of the substance is local wisdom the nation Indonesia are believed to have been used for centuries prior to color synthetic substances are obtained. The research was carried out in May-July 2017 in Omah Sawah Community located in the hamlet of Ngesrepbalong, Limbangan, Kendal, Central Java, Indonesia. The purpose of this research was to examine the potential of batik natural dyes and know local wisdom in the utilization of natural dyes batik used in Omah sawah. Data collection methods used are observation, in depth interview, primary and secondary data searches. Data that have been obtained are analyzed in descriptive qualitative. The results showed that Omah Sawah Community strives to maintain the sustainability of the plant is potentially as natural dyes batik by way of maintaining the presence of the natural dyes batik cloth plant among others: Indigofera tinctoria, Swietenia mahagoni, Artocarpus heterophyllus, Allium cepa, Hibiscus sabdariffa, Bixa orellana, Terminalia bellirica and Rhizophora apiculata. Conclusion of this research is the local wisdom of Omah Sawah Community in defending the existence plants natural dyes batik is very beneficial in preserving the use of plants that have potential as a natural dyes.

Keywords: Batik, Local Wisdom, Natural Dyes, Omah Sawah Community
THE DEVELOPMENT OF ENGLISH INSTRUCTIONAL PACKAGES THROUGH BLENDED LEARNING MODEL TO ENHANCE ENGLISH LANGUAGE SKILLS AT ELEMENTARY LEVEL FOR HIGH SCHOOL STUDENTS

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The purposes of this research were 1) to develop and determine the efficiency of English instructional packages in English language skills through blended learning for high school students, 2) to compare the students’ learning achievement test after using the instructional packages, and 3) to evaluate the students’ satisfaction with the packages. The samples used in the study were 33 students who studied in the first semester of academic year 2017 at Sihanoukville high school, Sihanoukville province, Cambodia. The research instruments used in the study were 1) the instructional packages on English language skills via blended learning model for high school students, 2) the English learning achievement tests, 3) the questionnaires on students’ satisfaction. The statistics used for analyzing the data were parentage, mean standard deviation, and dependent t-test. The finding revealed that 1) the efficiency of the instructional packages via blended learning was 81.92/80.83 which was higher than the criteria set, 2) the posttest score of the students who went through the instructional packages was 16.17, S.D.:1.11 which indicated a higher score than those in the pretest: 10.40, S.D.:1.61, and the t-test between the pretest and posttest was 17.60 which indicated a significant level at the 0.05, 3) the students’ satisfaction toward the instructional package in English language skills via blended learning received at high satisfaction level as a whole at the average of 4.56.

Keyword: Instructional Packages, English Language Skills, Blended Learning
The purposes of this research were to 1) web-based instruction package through the cooperative learning for English skills in the Computer subject for Watpuengdad Secondary School, 2) compare the students’ pretest and posttest scores in the Computer subject, and 3) identify the students’ satisfaction in learning with the web-based instruction package through the cooperative learning in the Computer subject. The samples used in the study were 30 students studying at Watpuengdad School at Ayuthaya Phranakhon Si Secondary Educational Service Area Office 1 in the academic year 2017. The research instruments included the teaching materials using the web-based instruction package through the cooperative learning in the Computer subject, the pretest and posttest in the Computer subject, and the questionnaires on students’ satisfaction in learning with the web-based instruction package through the cooperative learning in the Computer subject. The statistical devices used in the study were percentage, mean, standard deviation, and t-test for dependence samples. The findings revealed that the efficiency of the web-based instruction package through the cooperative learning in the Computer subject for Watpuengdad School was 81.92/80.83 in average based on the standard. The students’ learning achievement after using the web-based instruction package through the cooperative learning was higher than that of the pretest: 10.40, S.D.: 1.61 while the average of the posttest was 16.17, S.D.: 1.11, and the t-test between the pretest and posttests was 17.60 which had a significant difference at the 0.05 level. The students’ satisfaction in learning with the web-based instruction package through the cooperative learning in the Computer subject gained the average of 4.47 which was at the high level.

Keywords: Web-Based Instruction package, Cooperative learning
This study aimed to 1) analyze hybrid media models through distance learning for graduate students according to Cambodian Qualifications Framework for Higher Education (CQF: HED), 2) develop hybrid media models through distance learning for graduate students according to Cambodian Qualifications Framework for Higher Education, 3) try out the hybrid media model through distance learning for graduate students according to Cambodian Qualifications Framework for Higher Education. The sample groups included 1) a sample for opinion survey consisted of 20 instructors who used to teach in distance learning in higher education, and 2) a sample for the study consisted of 40 students at Mean Chey University. Data was analyzed by exploratory factor analysis, frequency, percentage, average, standard deviation, and t-test dependent samples. The results of the study are as follows: 1. The hybrid media models in distance learning according to CQF for graduate students consists of 4 components: 1) personnel for distance education, 2) hybrid media learning and communication methods 3) distance education media and supporting technology for hybrid media learning and 4) evaluation of distance education. 2. The hybrid media models in distance learning for graduate students according to Cambodian Qualifications Framework for Higher Education consists of 4 components. Output is the characteristics of students according to CQF for Higher Education. Feedback is the comment for further improvement and development, including learning process assessment and learning assessment. 3. The results of using hybrid media in distance education according to CQF showed a higher score (15.16, S.D.:1.10), and the t-test showed a significant at the 0.05 level. The result can be divided into 5 parts as follows. 1) The assessment of the student desired characteristics in virtue. The assessment of student desired characteristics in knowledge area. The comparison between the average achievement scores before and after. 3) The assessment of student desired characteristics in cognitive. 4) The assessment of student desired characteristics in relationship and responsibility. The assessment of student desired characteristics in numerical analysis skills and communication and technology skills.

Keywords: Hybrid Media, Distance Education, Cambodia Qualifications Framework, Higher Education
The purpose of this research were to 1) to develop instructional packages based on the play and learn theory in topic of ethics for nursery school students 2) to compare pretest and posttest on ethical behavior of the students on the instructional packages, 3) to study the satisfaction of the students on the instructional packages based on the concept of play and learn. The population used in the study were 75 primary students from three classrooms studying on the second semester of academic year 2017 at Watpuengdad School at Secondary Educational Service Area Office Under the jurisdiction of Pathumthani Educational Service Area Office, District 1. The samples used for the study were 25 students which followed by the purposive sampling. The research instruments of the research included 1) the instructional packages based on play and learn theory in topic of ethical behavior of the students, 2) the pretest and posttest on ethical behavior of the students, 3) the students’ satisfaction questionnaire on the instructional packages. The statistics used in the research were percentage, mean, standard deviation, and t-test dependent sampling. The results of the research were 1) the efficiency of the instructional packages via play and learn theory for the nursery students was 83.52 / 83.18, which was higher than the criterion set at 80/80, 2) the students’ learning achievement test after using the instructional packages based on the concept of play and learn was higher than that of the pretest: 10.40, S.D.:1.61 while the average of the posttest was 16.17, S.D.:1.11, and the t-test between the pretest and posttest was 17.60 which indicated a significant at the 0.05 level. 3) Students’ satisfaction of the instructional package was significantly higher than the average.

Keyword: Play and Learn, Instructional Package, Ethical Behavior, Nursery Students

Keywords: Kanak-kanak prasekolah, awal literasi, pendekatan fonik
UNDERSTANDING INTERCULTURAL CONVERSATION: NON-NATIVE SPEAKER AND NON-NATIVE SPEAKER (NNS - NNS) INTERACTION THROUGH SELF-INITIATED SAME-TURN SELF-REPAIR IN ENGLISH

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The fact that the use of English language has spread rapidly around the world, this has resulted in a larger number of non-native speakers of the language than native speakers themselves (Crystal, 2003). According to Kaur (2011), “there are likely to be more interactions taking place in English worldwide between non-native speakers of the language than between native speakers or native speakers and non-native speakers” as part of the implication of the situation (p. 2704). It is essential to know that talk-in-interaction is exposed to troubles at any point of speaking (Ekberg, 2012). There are systematic practices to repair troubles in hearing, speaking or understanding in talk-in-interaction (Schegloff, Jefferson and Sacks, 1977). Schegloff et al. (1977) stated that the term ‘repair’ is used rather than ‘correction’ to have more general domain of occurrences. Same-turn self-repair is the process in which the “speakers stop an utterance in progress and then abort, recast or redo that utterance” (Fox et al., 2009, p. 60). There are a number of main resources or strategies for self-initiated same-turn self-repair. Repetitions or recycling of lexical items and replacements are of prominent strategies, and these self-repair strategies are widely discussed by Schegloff et al. (1977), Fox et al. (1996), Rieger (2003) and Fox et al. (2010). This study focused on simple repetitions or also known as recyclings and simple replacements or also known as substituting repair strategies. Previous studies focused more on native-speaker and native-speaker interactions (NS-NS), and native-speaker and non-native speaker interactions (NS-NNS). Hence, this study aims to explore the repair strategies both repetitions and replacements to initiate self-initiated same-turn self-repair in NNS-NNS interactions. Findings of the study showed that the informants of different cultural backgrounds used several self-repair strategies in their interaction.

Keywords: Self-Repair, Non-Native Speaker, Intercultural Conversation, Self-Initiated Same-Turn
LINKING MENTORING AND STEM EDUCATION

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This study discussed the relationship of peer mentoring with students’ perception on science, technology, engineering, and mathematics (STEM) activities. The analyses were done after a series of STEM related activities called Jelajah Sains 1.0 (JS 1.0) program held by university students with secondary school students. The activities were held in seven secondary schools in Johor involving 700 Form One students. A total of 135 volunteers from among the Science undergraduate university students and lecturers were involved with in the activities JS 1.0. A questionnaire was distributed after the program to study the mentoring and students’ perception on STEM. There are eight constructs that measure the variables. Constructs that measured mentoring are facilitation, participation, STEM and scientific knowledge. On the other hand, students’ perception is measured based on their tendency to choose science stream, expectation towards school science, science outside school, science in everyday life and career in STEM. The analysis indicates that the facilitation has a strong relationship with the outcomes from JS 1.0. This finding suggests that the mentoring embedded in JS 1.0 has positives impact to empower STEM education among students. Therefore, JS 1.0 was continued to the next series which is JS 2.0.

Keywords: STEM, Low Carbon Society

THE RANKING OF ADAPTABILITY AND MISSION IN LINE WITH ACADEMIC RESEARCH ETHICS IN IRAN

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This study aims to highlight the existing constraints for developing research ethics among faculty members of an Iranian state university. It is suggested to be taken into consideration that research ethics in an organization like a university, is deeply influenced by its academic culture because a university needs the specific culture and also the research ethics. The researchers applied Denison organizational model as a proper model to view the impact of different aspects of the model on the research ethics among an Iranian state university. The researchers classified the four aspects of the model as involvement, adaptability, consistency and mission; They also applied quantitative approach, Fredman non-parametric measurement using a researcher-made questionnaire and finally the purposeful sampling. They randomly chose 60 faculty members in Human Science as respondents. The conclusion lights up that among the four dimensions of Denison Organizational Model, adaptability and mission own the highest ranks among other traits as to highest attribution to research ethics.

Keywords: Research Ethics, Organizational Culture, Faculty member.
A STUDY ON CULTURAL ADAPTATION BY USING SOCIAL MEDIA AMONG INDONESIAN AND MALAYSIAN STUDENTS

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This paper discusses the emergence of new media in the process of intercultural adaptation and it is based on a study which investigated how Indonesian and Malaysian students used social media in order to gain successful cultural adaptation. According to Gudykunst, cultural adaptation involves the process of promoting understanding through interaction to increase the level of fitness so that the demands of a new cultural environment can be met. The four stages of intercultural adaptation which are important to consider when drawing connections to social media use are honeymoon, crisis, adjustment, and biculturalism (Lysgaard in Chen & Starosta, 2005). Data of the study were gathered through in-depth interview with five Indonesian students who were studying in Malaysia and also five Malaysian Students who were studying in Indonesia. The findings of the this study showed that Malaysian and Indonesian students used social media especially YouTube channel in order to get information about the culture of the countries which they were studying at.

Keywords: Cultural Adaptation, Social Media

THE STAGES OF KNOWLEDGE AND PRACTICES OF TRADITIONAL ‘FALAK’ TOOLS AMONGST STUDENTS, LECTURERS & STAFF OF TECHNICAL MATRICULATION COLLEGE SESSION 2016/2017

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This study was carried out at Johor Matriculation College KPM, Pontian in order to see the level of knowledge and practice of KMTJ residents on the usage of Traditional ‘Falak’ Tools. Research population are 230 people including lecturers, staff and students of session 2016/2017. The research method used is a combination of quantitative and qualitative to collect data from all samples. Qualitative written questions support quantitative early data. While the tools used are: (i) A visual detection test or one of the traditional astral tools, ‘Rubu’ Mujayyab’ using two scale (never / never, know / do not know, yes / no). (ii) Respondents’ demographics about gender, category, academic, experience and field. Data obtained were analyzed using SPSS (Statistical Package for the Social Sciences) version 20.0 to get the average and percentage value. The findings show that: (i) the level of respondents’ knowledge of this tool is in weak level which is 78% (144 of 230) never seen this tool. (ii) the level of practice is at a very weak level of 100% (145 out of 145) never usage this tool. This study will be continued for the purpose of mastering and improving skills on the usage of traditional Cosmography tools that are getting less attention from the community. This study is a turning point in the proposal to set up the observatory and astronomy clubs in KMTJ in the future.

Keywords: Falak, Rubu ‘Mujayyab, Education
LESSON STUDY: AN EFFECTIVE AND INNOVATIVE PROFESSIONAL DEVELOPMENT MODEL FOR TEACHERS

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This qualitative study explored the implementation of Lesson Study, a kind of teacher-directed approach of Japanese model of teacher professional development for teachers. It seeks to answer how does Lesson Study influence teachers’ pedagogical content knowledge and reflective practice? The case study method was employed involving two secondary schools in the state of Kedah. Each school set up a lesson study group as a case. The participants of both cases engaged themselves in the Lesson Study process for a period of 12 months. Each Lesson Study cycle required the participants to collaboratively plan, discuss, teach, observe and reflect on a particular lesson. Multiple data sources were gathered through in-depth interviews, observations, group discussions and reflections as well as participants’ journal writing. Analysis of the qualitative data indicated that the lesson study has provided an encouraging opportunity and venue for the respondent to collaborate, discuss and share their teaching experiences in managing their lesson. Consequently, the participants expressed that their content knowledge and pedagogical content knowledge were enhanced to some extent. Findings from this study deduced that lesson study would require perseverance, understanding and commitment from both the teachers and school administrators to foster the culture of teacher learning that is gravely lacking in the Malaysian education context. However, when provided with sufficient supporting factors, then Lesson Study could be successfully implemented as an effective and innovative mode of teacher professional learning.

Keywords: Lesson Study; Reflective Practices; Qualitative Study; Professional Development
The descriptive study was carried out to survey the competency of senior assistant of curriculum and administration (PKKP) who were appointed from district education office (PPD), or state education office (JPN) or the ministry of education (KPM) in promoting professional learning community among the secondary school teachers in the Hulu Langat district of Selangor. The researcher applied quantitative approach and the datum were collected by questionnaire. The leadership competency of PKKP was focused on promoting professional learning community (PLC) and the impact can be seen from teachers’ commitment towards their respective schools. Pilot research was carried out with some 30 teachers from a secondary school in Shah Alam, Selangor. The results of Alpha Cronbach of PLC and commitment respectively are 0.94 and 0.75. After declining 4 items in commitment dimension, the Alpha value has increased 0.79. Subsequently, the actual research was done by obtaining answers from 186 respondents who worked under the supervision of PKKP at the secondary schools in the morning session. The perceptions of questionnaires were analysed by Statistical Package for Social Sciences (SPSS) (Version 20.0 for Windows) to obtain the mean and percentage values. The result indicates that the competency level of senior assistant of curriculum and administration (PKKP) in promoting professional learning community is at average and has a mean score of 3.66. On the other hand, the commitment of teachers towards their school also stood at average level with mean score of 3.66.

Keywords: School Leadership
THE RELATIONSHIP BETWEEN POST GRADUATE STUDENTS’ CONCEPTIONS OF ASSESSMENT AND SUPERVISORY FEEDBACK PRACTICE

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Post graduate supervision is one of the most complex forms of teaching in Higher Education (HE) and is found with limited empirical research particularly in Malaysia. As a matter of fact, supervisory feedback is critical scaffolding in the development of quality teaching and effective learning in all educational setting. However, the quality of research supervision might be influenced by students’ conceptions of assessment. Hence, this study is conducted to investigate the conceptions of assessment (4 dimensions) among post graduate students and its relationship to their perceptions on feedback (8 dimensions) they experienced from their supervisors. This study is conducted using a cross-sectional survey design which involved a sample of 116 postgraduate students’ selected using simple random sampling. Data were collected via a questionnaire which has three sections; demographic factors, conceptions of assessment (Alpha Cronbach = .89) and supervisory feedback practice (Alpha Cronbach = .95). Findings showed that they agreed that the purpose of assessment is to improve teaching and learning, make the institutions and lecturers accountable as well as students accountable to their learning. In terms of supervisory practice, timely and specific dimensions found to be less agreed. Pearson Product Moment correlation test found that a moderate positive relationship between these two constructs (r = .32) somewhat suggest that the supervisory feedback practice evaluated by the post graduate students being influenced by their conceptions of assessment. Suggestions were addressed to enhance the educationally functional purposes of assessment as an important factor which contribute to the success of supervision process in research program.

Keywords: Conceptions of Assessment, Supervisory Feedback Practice, Assessment
KERANGKA MODEL PENCAPAIAN AKADEMIK BERDASARKAN KEBIMBANGAN UJIAN DAN MOTIVASI

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Peperiksaan Penilaian Menengah Rendah (PMR) telah digantikan dengan Pentaksiran Tingkatan 3 (PT3) sejajar dengan transformasi Sistem Pentaksiran Pendidikan Kebangsaan (SPPK). Keadaan ini mungkin menyebabkan perubahan berlaku kepada murid-murid dari segi kebimbangan terhadap ujian, motivasi dan pencapaian akademik. Kajian ini dilaksanakan bertujuan untuk mengenalpasti tahap kebimbangan ujian dan motivasi murid, seterusnya mengkaji kesan kebimbangan dan motivasi terhadap pencapaian akademik. Akhirnya satu kerangka model dibentuk berdasarkan kesan kebimbangan ujian dan motivasi terhadap pencapaian akademik. Responden kajian terdiri daripada 400 orang murid tingkatan 4 yang dipilih secara rawak di sepuluh buah sekolah menengah merangkumi sepuluh daerah di negeri Johor. Soal selidik yang mengukur kebimbangan ujian dan motivasi murid mempunyai kebolehpercayaan Alpha Cronbach 0.92 telah digunakan. Seterusnya tahap kebimbangan ujian dan tahap motivasi murid ditentukan. Pencapaian akademik murid diukur berdasarkan keputusan PT3 dalam mata pelajaran sains dan matematik. Kesaran langsung dan kesaran tidak langsung ditentukan menggunakan analisis regresi linear mudah (simple linear regression) dan regresi berganda (multiple regression). Dapatan kajian menunjukkan secara umumnya murid-murid mempunyai tahap kebimbangan ujian dan motivasi yang sederhana tinggi. Hasil analisis regresi linear mudah menunjukkan hanya motivasi sahaja mempunyai kesan langsung yang signifikan terhadap pencapaian akademik. Sementara kebimbangan ujian mempunyai kesan langsung yang signifikan kepada motivasi murid. Melalui analisis regresi berganda dapat menunjukkan kebimbangan ujian mempunyai kesan langsung yang tidak signifikan terhadap pencapaian akademik; manakala motivasi mempunyai kesan tidak langsung yang signifikan dan menyumbang sebanyak 79.27% daripada jumlah kesan keseluruhannya terhadap pencapaian akademik dan menjadi ‘mediator’ yang signifikan antara kebimbangan ujian dengan pencapaian akademik. Akhirnya satu kerangka model telah dibina berdasarkan pekali-pekali laluan bagi pembolahan ubah kebimbangan ujian dan motivasi terhadap pencapaian akademik. Hasil kajian ini mempunyai implikasi penting kepada peranan guru sebagai pelaksana bagi meningkatkan motivasi dan membantu murid dalam mengurus kebimbangan dalam menghadapi ujian.

Keywords: Kebimbangan Ujian, Motivasi, Kesaran Langsung, Kesaran Tidak Langsung, Kerangka Model
THE EFFECTIVENESS OF RELATIONSHIPS BETWEEN STUDENTS AND SUPERVISORS IN RESEARCH SUPERVISION

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Effective relationships between students and supervisors that guide students in research supervision is an important indicator in determining students successfully producing research and project reports their academics. As such, in establishing effective relationships, each individual involved needs to understand their respective responsibilities and can carry out the responsibilities properly. Another important and necessary aspect attention is the practice and process of meeting students and supervisors to achieve the objective of being cool. This review has been identifying the steps and roles that both parties should play in producing a meeting effectively. Hence, a model of effective student and supervisor meetings has been formed and can be used as a line guidance by supervisors and students in the research and preparation of student academic projects.

Keywords: Relationships; Students; Supervisor; Lecturer; Supervision; Responsibility.

EMBEDDING THINKING SKILLS INTO FOUNDATION COURSES AT UNIVERSITI TEKNOLOGI PETRONAS

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Thinking effectively is an important human skill to survive and be successful during undergraduate years at any university. This paper attempts to explore the need to embed thinking skills in foundation courses and demonstrate how lecturers can guide students to think for a better learning experience during the foundation years and beyond.

Keywords: Thinking, Foundation Courses, Embed, Learning
AUGMENTED REALITY (AR) MEMBAWA DIMENSI BARU DALAM PEMBELAJARAN DAN PEMUDAHCARAAN (PdPC)

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Augmented Reality (AR) adalah teknologi yang digunakan untuk menggabungkan dunia sebenar dan dunia maya supaya merapatkan sempadan antara dunia nyata dan maya. Dari masa ke masa, Augmented Reality (AR) berkembang dengan pesat sekali gus membolehkan pembangunan aplikasi ini dalam pelbagai sektor seperti pendidikan. Terdapat banyak literatur yang menunjukkan kemungkinan Augmented Reality (AR) dalam sektor pendidikan seperti dalam geometri, pergerakan planet dan struktur molekul kimia. Bayangkan hidup dalam dunia magik “Harry Potter”, di mana persekitaran sekolah dipenuhi dengan lukisan yang hidup dan interaktif. Sekarang bayangkan mewujudkan suasana seperti itu untuk pelajar anda. Augmented Reality (AR) membolehkan pendidik dan pelajar melakukan hal tersebut dan membuat lapisan informasi digital di atas dunia fizikal yang boleh dilihat melalui peranti Android atau iOS.

Keywords: Augmented Reality (AR), Teknologi Pendidikan, Aplikasi, Peranti Android & iOS

COLLABORATIVE TOOL IN 21ST CLASSROOM

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Collaborative learning is an educational approach to teaching and learning that involves groups of students working together. With the help of a few online applications, teachers and students can have easier and better interaction with each other to achieve learning objectives while the lesson is taking place. Students’ works and feedback can also be recorded by using either text or live video.

Keywords: Collaborative
FROM SMARTPHONE TO SMART TEACHING; PEN WITHOUT INK, DISPLAY WITHOUT MESS.

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From chalk and board to overhead projector, from OHP to computer, from computer to laptop, from laptop to smartphone or touchscreen devices, from blackboard to whiteboard, from whiteboard to smartboard, from smartboard to projector screen, the evolution in teaching aid keeps on happening. Technology is not meant to replace the function of a teacher. Instead, the technology helps teacher to promote new learning environment in the class. Development of Mobile definition high link (MHL), leads to the production of casting device namely known as miracast around 2012. The aim of the production was to allow mirroring between smartphone to MHL enabled device so that the children able to avoid prolong usage of smartphone to watch their favourite show available online while parents can monitor their children’s activities on the usage of smartphone. This new devices can now be adapted to the education systems, where the teacher able to use smartphone or laptop with certain spesifications, as teaching tools to aid and to gain students’ attention without limitation of space, time and energy in the class. The information is on the fingertip of the teacher. Teacher can write, rewrite as many times as they want without a single drop of ink or a piece of paper wasted or used.

Keywords: Technology, wireless, paperless, inkless, smartphone, laptop
The implementation of computerized homework in Electronics Analysis and Design 2 subject in Universiti Tenaga Nasional (UNITEN) has tremendously improved the students’ achievement for semesters. The computerized homework assessment is seen effective and suitable to motivate a more continuous learning experience, hence helping to meet the subject’s Course Outcome (CO). The EEEB273 Electronics and Design 2 is offered as a continuation from Circuit Analysis I and II, and Electronics Analysis and Design I. The number of students unable to pass or meet several important COs were alarming. Thus, the students are monitored throughout the semester especially the number of completed problems from the computerized homework before their tests. A sample of 43 students are involved in the study for Section 03. They are asked to do the homework accessed at ‘coeonline’ server by attempting questions with randomised values for required parameters. Subsequently, the students may check or verify their answers via the feedback which is automatically returned for verification. The number of problems completed by each student are displayed at the ‘coeline’ server. The results are obtained from the recent semester’s finding in the correlation of doing the homework and the test grade. The details of the implementation is described with focuses on the students’ learning progress trend and achievements towards the final examination. The students have shown improvement in their learning stages by a t-test score of <0.05. The correlation for both Stage 1 learning and Test 1 and Stage 2 learning and Test 2 are 0.5399 and 0.5901 respectively showing a positive trend in their learning achievement. The result shown in computerized homework implementation to promote continuous learning is highly satisfactory.

Keywords: Electronics, Computerized Homework, Outcome Based Education (OBE), Feedback
Motivation of teachers plays a key role in creating successful human capital. Motivation at work is associated with the satisfaction of a teacher in an education sector. Teacher’s enthusiasm has a profound impact on the environment that involves students, colleagues, and their own job satisfaction. Therefore, the purpose of this study is to identify the relationship between motivation and job satisfaction among teachers in secondary schools. This study was conducted on secondary school teachers in Rompin with a population of 894 teachers. This study uses 253 randomly chosen respondents. The instrument of the study was “Work Preference Inventory”, and “The Generic Job Satisfaction Scale” that has been adapted and translated into Bahasa Malaysia. The data were analyzed descriptively based on mean score to identify the level of motivation and job satisfaction. Spearman's rho correlation test is used to identify the relationship between motivation and job satisfaction. The results showed that teachers in Rompin had prominent level of motivation and job satisfaction with overall score of 3.76 and 3.92 respectively. The study also showed that there was a correlation between motivation and job satisfaction (p < 0.05). However, motivation has a weak relationship to job satisfaction (rs = 0.21). Overall it can be stated that there is a positive and significant association between motivation and job satisfaction. This study is important to ensure motivation and job satisfaction are at an optimal level in order to provide a positive and active school environment.

Keywords: Motivation, Job Satisfaction, Teacher
INFLUENCE OF ACADEMIC SUPERVISION AND MOTIVATION TO TEACHER PERFORMANCE

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Education as an effort to improve the quality of human resources, always facing difficult situation. This is due to inadequate facilities and infrastructure, poor quality of teacher performance, and poor school management. To overcome these problems, it is necessary to review and improve the difficulties of education as early as possible in order to improve the quality of education (Law No. 20 th 2003). Teachers as educators should have a high awareness to improve performance by improving professionalism and improve competencies that must master as an educator. Professional teachers are able to analyze and describe their subject curriculum into a learning design and preparation of learning that is ready to be practice into the class. Teachers are managers in learning, who are responsible for planning, implementing and change assessing or improving learning programs. The role of teachers is not only as a person who is transferring science and technology, but also as a potential human developer through the learning process, in accordance with the Teachers and Lecturers Law (Law No. 14 th 2007), the definition of educational supervision generally refers to improvement of teaching situation. The government has made attempted to improve teacher’s skills through education in position or in-service training like give upgrading of subject teachers and teaching methodologies who held in various centers for P3G and LPMP teacher upgrading. Other coaching is to activate the meeting in group work which is realized in the form of subject teacher discussion (MGMP). A qualified teacher is a teacher who can teach in any condition including in terms of limited resources and environment, as professionals, teachers must prepare planning, applying learning. However, before planning the lesson, the teacher must understand the curriculum first. A few teachers seem to be confused in understanding curriculum development, in the end, they are stuck in the old thoughts in making the implementation plan of learning. Learning is a process that involves several components, such as teacher, learning programs, teacher and learning facilities. Each component is not partial, but rather support each other the learning process. It means that one of the determinants to success of the learning process is how the design and management of learning that do by the teacher. In addition, teacher are expected to interact with other teachers, utilize learning resources, and learning to improve the effectiveness of learning. Four teachers competencies must have, such us (1) pedagogic competence is the ability to manage learning of learners that include understanding of learners, design and implementation of learning, evaluation of learning outcomes and the development of learners to actualize their potentials, (2) personality competence is a steady personality skills, stable, mature, wise and authoritative personality, a role model for learners and noble, (3) professional competence is the ability of mastery of learning materials in a broad and in-depth manner that enables to guide learners meet the competency standards set in the National Education Standards, (4) social competence is the ability of teachers as part of the community to communicate and be close effectively with learners, fellow educators, education personnel, parents /guardians of learners and the surrounding community. A teacher certainly has a clear target of the students. The rise of the motivation of learners to achieve an achievement is part of the success of a motivator and is a pride to see student achievement that can be achieved by learners optimally. To be a motivator, a teacher must be able to provide motivation for himself. However good and complete the curriculum, media, methods, sources, facilities and infrastructure, but the success of education base on the performance of teachers (Permendiknas No 74 th 2008). Therefore, the performance of teachers should be nurtured and developed continuously in order to perform its functions professionally. If the function of teachers running well, it will create
a generation that has the skills and expertise in the field, and morality as a whole Indonesian. Therefore, issues related to the performance of teachers, whether viewed from the physical and psychological aspects need to get special attention from the principal and supervisors. The success of school in improving the quality of education is also strongly related to the ability of school principals and supervisors in conducting supervision to the teacher. Supervision can be guidance, targeted, and services that can improve the performance of teachers in carrying out their duties.

Keywords: Supervision, Motivation, Teacher Performance
INTERNATIONALIZATION OF HIGHER EDUCATION: THE PROS AND CONS

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Globalization in the twenty first century has reshaped virtually all facets of human life, higher education inclusive. Higher institutions of learning respond to this new trend through internationalization. Thus, citadels of learning are integrating international dimensions such as internationalized curriculum, exchange programme, international students’ recruitment as well as hiring of prestigious international scholars into the school programme and activities. Higher institutions of learning are undoubtedly becoming global actors and invariably undergoing aggressive modification. The modification does not only involve the curriculum taught in the school but also the aims and objectives of schooling, system of assessment and grading as well as academic governance and leadership are being revised in order to meet up with contemporary global challenges. However different views have emerged in relation to internationalization of higher education of learning. It has been regarded by some as a curse rather than a blessing for institution of learning, neo-colonialism rather than possibility for national development while to some it is an opportunity for global cooperation, cultural integration and economic interdependence. Based on these divergent views, this paper looks at the pros and cons of internationalization of higher education and how it can be effectively handled.

Keywords: Globalization, Internationalization, Higher Education, Internationalized Curriculum

EMPOWER FLIPPED CLASSROOM WITH THINGLINK

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Often times, pictures are shown to deliver messages. They are intended to convey a meaning but it all depends of how the reader interprets it. Monotonous, still and sometimes is even passed until there is someone to describe what that single graphic is all about. Here comes Thinglink. Annotate anything possible from notes to links and videos. Now, that picture is a presentation to treasure. Think about how students can capture a photo and submit a presentation without too much clutter. Or make it a collaborative task by having everyone annotate on a single assessment. And students can do this to a video assignment too.

Keywords: Annotationn, Content, Presentation, Links, Technology
DIGITAL INK DALAM PEMBELAJARAN DAN PEMUDAHCARAAN ABAD 21

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ENHANCED UNDERSTANDING OF BIOLOGY BY USING COLOUR TECHNIQUE AND GRAPHIC

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Biology is considered as a tough subject. Students find it difficult to understand concept and memorizing process in these subject. However, by using colour method and suitable drawing it can enhanced the student understanding and make it easier for the student to master the processes and concept delivered. This is because human naturally remembered pictures and drawings better than words. For example, the concept of concentration gradient essential concept before student can learn about different type of movement of molecules. However, through chalk and talk or by using presentation students still unable to master movement of molecules. But by using colour and graphic it can be shown and its easier to be mastered. More than that, this method involved kinesthetic approach.

Keywords: Biology, Colour method
PENGUASAAN KEMAHIRAN INSANIAH TERHADAP MODAL INSAN DALAM KALANGAN PELAJAR TINGKATAN ENAM DI DAERAH PASIR GUDANG

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Keywords: Kemahiran Insaniah, Modal Insan, Pelajar Tingkatan Enam
HOW TO SOAR TECHNOLOGY CULTURE FOR DEVELOPING ACADEMICS?

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Technology as one of the indices of modernity has been infused in the body of organizations. Recently, university managers and developers are to equip their sections with technology tools. This study is to conceptualize how technology can facilitate faculty members’ participation in research development activities. Methodically, the qualitative approach was used to elicit the concepts through interviewing and observing twenty faculty members in one of the state universities in Iran. The findings show that as to persuade academics to use technology for participating in research development activities, the technology culture should be soared in their departments through changing academics views. Consequently, changing the current culture of departments to technology culture will increase faculty members’ self-directedness and self-concept in line with balancing their duties.

Keywords: Technology, Culture, Academic Staff, Research Development

THE EFFECT OF JOB DESIGN ON THE TEACHERS’ PERFORMANCE: USING ACHIEVE MODEL

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The main purpose of this study is to examine the relation between teachers' job design and their performance. Qualifications and requirements needed for getting into this job are considered as to see their relationships the teachers' function. Data were collected by using job and function design questionnaires. Correlation test and linear regression were used to analyze the data. All the respondents were selected from Hamadan high schools, 120 teachers both male and female. The results show that there are the significant relationships between the teachers’ job description, qualification, and characteristic that are the main job design elements and the teachers' performance.

Keywords: Job Design, Teachers’ Performance, Achieve Model
PILOT STUDY OF INNOVATION PERSPECTIVE ON UNIVERSITI TEKNOLOGI MALAYSIA (UTM) UNDERGRADUATE STUDENTS

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Since the establishment of UTM-CSI in 2010, various efforts have been made to foster innovation and to recognize individuals who have managed to develop innovation and creativity in Malaysia in improving the standard of living and quality of life. The objective of this study is to develop an instrument in measuring three constructs; Human Capital Innovativeness, Culture Innovativeness and Leadership Innovativeness which have good features in terms of reliability. This study is a pilot study with a quantitative approach using survey method by questionnaire. The data have been analyzed by using the Statistical Package for Social Sciences version 19 and Winsteps software version 3.69.1.11. Samples for this study are selected using random sampling with the feature of those who are undergraduate students in Universiti Teknologi Malaysia, Skudai. The results found that Human Capital Innovativeness, Culture Innovativeness and Leadership Innovativeness are highly recommended constructs in measuring students’ innovation level. The item reliability of 132 items is 0.78 (>0.7) with the item separation index of 1.88 showing that items can be categorized into 2 groups of item ability. As a result, 2 items were rephrased and 23 items to be omitted. Thus, 109 items were used for the actual study. Future work will be discussed on further analysis on actual survey.

Keywords: instrument, innovation, reliability, pilot test