

**THE ROLE AND FUNCTION OF A HIGHER DEGREE PROGRAM FOR  
EDUCATORS: CASE STUDY UUM / IAB PROGRAM**

**A thesis submitted to the Graduate School in partial  
fulfillment of the requirements for the degree  
of Master of Science (Management)**

**BY**

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May, 1996**

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## ABSTRAK

Latihan **dan** pembangunan manusia adalah satu faktor **penting** di dalam semua organisasi. Setiap organisasi **memerlukan** kakitangan yang **mahir** dan terlatih serta **sentiasa** bersedia melaksanakan sebarang **tugas** yang diamanahkan. Oleh itu peranan latihan **dan** pembangunan adalah penting **bagi** melahirkan kakitangan yang cekap dan mahir.

Kajian **ini** dilaksanakan **adalah** untuk menyelidik **dan** meneroka minat serta pengalaman yang **dilalui** oleh **para** pendidik **ketika** menjalani latihan. Di dalam kajian **ini** fokus **diberikan** kepada **para** pendidik yang **mengikuti** program berkembar UUM/IAB. Sampel **bagi** kajian **ini** terdiri dari 99 orang pelajar dari Cohort Sam dan Dua.

Objektif utama kajian **ini** adalah untuk mengetahui faedah yang diperolehi oleh **para** pendidik ketika menjalani program berkembar **ini** serta menyiasat **samada** terdapat perkaitan di antara kursus-kursus yang ditawarkan dengan objektif kerjaya mereka. Di **samping** itu **juga**, objektif utama kajian **ini** adalah untuk menyiasat **samada** program berkembar **ini** dapat membantu **para** pendidik di dalam mengembangkan kerjaya mereka atau sebaliknya.

**Bagi** mencapai objektif yang **tersebut** di **atas**, kajian **ini** telah dibahagikan kepada tujuh bidang kajian:

- a) Perasaan **para** pelajar untuk **kembali semula belajar**.
- b) Objektif kerjaya **para** pelajar.
- c) Pekerjaan dan penempatan **tugas**.
- d) Tanggapan **para** pelajar terhadap pengurusan **bagi** program berkembar UUM/IAB .
- e) Tahap relevansi dan **minat** terhadap setiap kursus yang ditawarkan.
- f) Tanggapan **para** pelajar mengenai **belajar** secara **berkumpulan**.
- g) Penyediaan tesis.

## **ABSTRACT**

Training and development has become one of the important factors in all organizations. Every organization needs workers who have appropriate skills and are always prepared to accept whatever task given. That is why, the role of training and development has become very important in producing skilled and talented workers.

The purpose of this study is to explore and investigate the interest and experience among educators in undergoing training. In this study, the focus was on educators who followed the **UUM/IAB** Twinning program. The sample comprised of 99 participants from Cohorts One and Two.

The main objective of this study is to investigate the benefits derived by students from this **twinning** program and the relevancy between the management courses offered and the career objectives among students. Besides that, the main objective of this study is to investigate whether the **UUM/IAB** twinning program can help students in their professional development or the other way round.

In order to achieve the objectives of the study, the areas of study are divided into seven areas:

- a) Students' feeling about going back to studies.
- b) Students' career objectives.
- c) Employment and job placement
- d) Students' perception toward the management of the **UUM/IAB** twinning program.
- e) Level of relevancy and interest toward each of the courses offered.
- f) Students' perception toward study groups.
- g) Preparation of research.

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To my wife ▪ **Sutinah** bt. Yahaya and to my **family** members ▪ Ayah, **Emak**, **Kak Zahidah**, **Min**, Syakiroh and Jannah ▪ I would like to express my heartfelt thanks for their continuous love, support and encouragement. To my dear friends ▪ Othman, Wan Shakizan and Saari ▪ I would like to say a special thank you for all they have done for me.

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***Dedicated to my***

***Beloved wife, Sutinah binti Yahaya***

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## **LIST OF ABBREVIATIONS**

<b>ACFHE</b>	Association of Colleges of Further and Higher Education
<b>APT</b>	Association of Principals of Technical Institution
<b>DSS</b>	Decision Support System
<b>HEM</b>	Headmaster
<b>IAB</b>	Institut <b>Aminuddin</b> Baki
<b>M. Sc</b>	Master in Science
<b>SPSS</b>	Statistical Package for Social Science
<b>P C</b>	Personal Computer
<b>PPD</b>	Pejabat <b>Pendidikan Daerah</b> (Regional Education Department)
<b>USM</b>	Universiti Sains Malaysia
<b>UTM</b>	Universiti Teknologi Malaysia
<b>UUM</b>	Universiti Utara Malaysia

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## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background of the UUM/IAB Twinning Program**

##### **1.1.1 Introduction**

**Institut Aminuddin Baki (IAB)** is in an era of setting a development program for principals, teachers and education administrators. One of the development programs is to accommodate a Master Degree Program. In this context, **Universiti Utara Malaysia (UUM)** acts as a facilitator in assisting IAB to train principals, and teachers in order to obtain a master degree. This twinning program between UUM and IAB seeks to produce and increase the number of highly educated teachers in the country.

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