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

Kajian ini dilaksanakan dalam 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 sampai 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.
ACKNOWLEDGMENTS

Thanks be to ALLAH, who is always there to guide me in whatever I do. With grace of ALLAH this thesis has been completed.

I would like to thank my supervisor, Prof. Madya Dr. Ibrahim bin Abdul Hamid for his advise, guidance and assistance throughout the duration of preparing this thesis. Likewise, I would like to thank my second supervisor, En. Abdurrahman Zuhair b. Sheikh Mohmood for his advise and guidance in writing my thesis.

I would like to take this opportunity to thank all the students of UUM/IAB Twinning Program especially from Cohorts One and Two for their cooperation in carrying out this study.

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.

Aminuddin bin Ibrahim
Graduate School
Universiti Utara Malaysia
Dedicated to my

Beloved wife, Sutinah binti Yahaya
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<td>Association of Colleges of Further and Higher Education</td>
</tr>
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<td>APT</td>
<td>Association of Principals of Technical Institution</td>
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<tr>
<td>DSS</td>
<td>Decision Support System</td>
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<td>HEM</td>
<td>Headmaster</td>
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<td>IAB</td>
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<tr>
<td>M. Sc</td>
<td>Master in Science</td>
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<tr>
<td>SPSS</td>
<td>Statistical Package for Social Science</td>
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<tr>
<td>PC</td>
<td>Personal Computer</td>
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<td>PPD</td>
<td>Pejabat Pendidikan Daerah (Regional Education Department)</td>
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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.
The contents of the thesis is for internal user only
BIBLIOGRAPHY


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