AIC-2018-GDHEC-782: PERFORMANCE APPRAISAL SYSTEM OF PUBLIC TECHNICAL UNIVERSITIES OF MALAYSIA- A STUDY

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Abstract: Appraisal of employee performance is vital for technical universities. The Performance Appraisal System (PAS) is useful for periodical evaluation of job performance. Different factors are attributing to Performance Appraisal System of such universities. Factors like importance of PAS, Appraisal Process, Performance Planning, Documentation, Feedback, Reward and Performance Standards have significant impact on PAS. It is statistically evidence of perceptual variation about Performance Appraisal System among the respondents. More awareness and understanding the importance of appraisal system shall be helpful for employees as well as the technical universities of Malaysia. Firstly, the essentiality of Performance Appraisal System for Technical Universities of has been discussed in introduction. The literature pertaining to appraisal system is being reviewed in second part. Thirdly, methodology followed in this study has been mentioned. Fourthly, results and their analysis are discussed. Finally, concluding aspect of this article has been reflected.

AIC-2018-GDHEC-787: A STUDY OF RELATIONSHIP AMONG TRAITS OF PERSONALITY AND LEARNING STYLES PREFERENCES OF STUDENTS AT HIGHER EDUCATION

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Abstract: The present study was designed to identify the relationship among social cognitive traits of students’ personality and their learning styles’ preferences at Higher Education. All students of Higher Education of government sector Universities in Province Punjab were the population of the study. The random sampling technique was used to select 1000 students from the target population. Two standardized instruments were administered to measure the social cognitive traits of personality and learning styles of the participants. The personality traits were measured by (NEO-BFI) inventory by (Costa & McCrae, 2010) having 44-items and learning styles were measured by (LSI) inventory by (Kolb & Kolb 2005) consisting 10 factors. The data were analyzed by applying Pearson correlation coefficient to find out the relationship between personality traits and styles of learning while the prediction study was conducted through regression analysis. The results of the study showed that converging style of learning is a significant predictor of Neuroticism, whereas the assimilating style of learning is significant predictor of Extraversion and Conscientiousness. The accommodating style of learning is also significant predictor of Neuroticism and Conscientiousness. There was found a significant relationship between agreeableness (personality trait) and learning styles (assimilating, diverging and accommodating). The study holds implications for accommodating students with different personality traits and learning styles in the classroom.

AIC-2018-GDHEC-788: DEVELOPMENT OF BRAINBASED INTERVENTION MODEL FOR LEARNING ACCELERATION

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Abstract: The study aimed to develop a brain based intervention model for the learning acceleration of children at early elementary level. A counter balance experimental design was adopted for the study. Total 180 6th graders were selected from 3 different schools, N=60 from each school, taking all elementary school students of Province Punjab as the population of the study. The schools were randomly selected from three areas; urban, suburban and rural areas. In each school, 60 students were distributed in two equal groups of 30 each. The experimental group in each school was taught using three types of activities (cooperative Learning, Practical Simulation, and Problem solving separately) and the control group of thirty students were taught with conventional method. After three months, all experimental groups were given alternative treatments. Another session of three months was taken with the three type of activities alternatively. Cumulatively each experimental group was taught with each strategy but with different sequence. All sessions were pre and post tested including three control groups. The activities were developed from the 12 chapters of General science book of grade 6. Total period of experiment was 9 months consisting of three phases of 3 months. The study found positive affect of cooperative learning, practical simulation and problem solving on students’ academic achievement. The study has implications for the use of brain based acceleration strategies to enhance early elementary students learning.

AIC-2018-GDHEC-792: LIMITATION FACTORS OF WHISTLEBLOWING PROTECTION ACT 2010 EFFECTIVENESS: IN-DEPTH INTERVIEW STUDY

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Abstract: Like Malaysia, the commitment to eradicate the corruption was established through the enactment of Whistleblowing Protection Act 2010 (WPA). The effectiveness of whistleblowing plays a vital role in detrimnet corruptions issue. The recent Malaysia worst Corruption Perception Index 2017 and increases of Global Corruption Barometer 2017 should encourage the need to explore the answers in relation to whistleblowing practice, particularly among public sector internal auditors in Malaysia. Hence, this study is warranted to explore the antecedents that influence the likelihood of whistleblowing practice among public sector internal auditors. Due to the complexity of whistleblowing practice, this study decided to conduct a semi-structured interview among the internal auditors from