TRANSFORMATION OF UNIVERSITY COLLEGE TO UNIVERSITY

SARA ASMAWATI BINTI SHARIFFUDDIN

Doctor of Philosophy

UNIVERSITI MALAYSIA PAHANG
SUPERVISOR’S DECLARATION

I hereby declare that I have checked this thesis and in my opinion, this thesis is adequate in terms of scope and quality for the award of the degree of Doctor of Philosophy.

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Position : 
Date : 


STUDENT’S DECLARATION

I hereby declare that the work in this thesis is based on my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously or concurrently submitted for any other degree at Universiti Malaysia Pahang or any other institutions.

_______________________________
(Student’s Signature)

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TRANSFORMATION OF UNIVERSITY COLLEGE TO UNIVERSITY

SARA ASMAWATI BINTI SHARIFFUDDIN

Thesis submitted in fulfillment of the requirements for the award of the degree of Doctor of Philosophy

Centre for Modern Languages and Human Sciences

UNIVERSITI MALAYSIA PAHANG

NOVEMBER 2018
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Thank you.
ABSTRAK

Transformasi kolej universiti ke universiti penuh merupakan salah satu usaha untuk mencapai visi dan misi ke arah menjadi sebuah negara maju. Proses transformasi ini melibatkan pelbagai prosedur dan banyak pihak terutamanya kakitangan akademik. Tekanan kerja untuk memenuhi syarat-syarat menjadi sebuah universiti dan mencapai objektif transformasi tersebut telah meninggalkan kesan besar ke pada mereka. Oleh yang demikian, kajian ini dijalankan untuk meneroka kefahaman, cabaran yang dihadapi oleh mereka dalam proses tersebut serta bentuk sokongan yang telah diberikan. Pendekatan campuran (mixed-methods) telah digunakan dengan kajian kes tunggal (single case study) sebagai pendekatan kualitatif yang utama diikuti dengan kajian selidik untuk mendapatkan data daripada sampel kajian di sebuah kolej universiti di Malaysia. Bagi pendekatan kualitatif, dua belas kakitangan akademik telah ditemubual dan pelbagai dokumen dari lima jabatan telah dikumpul. Manakala, bagi pendekatan kuantitatif satu set soalan kajiselidik telah dihantar melalui e-mail kepada kakitangan akademik dalam proses pengutipan data. Analisa berdasarkan tema dan statistik deskriptif juga digunakan untuk menganalisa data yang diperolehi. Analisis mendapati bahawa kakitangan akademik memahami proses dan cabaran yang dihadapi dalam proses transformasi ini. Di samping itu, hasil dapanan menunjukkan bahawa terdapat dua belas jenis cabaran yang mereka hadapi iaitu pengajaran dan pembelajaran, penyeliaan, kajian, penerbitan dan pengkomersialan, konsultasi, program masyarakat, budaya kerja dan persekitaran, pengurusan, dana bantuan, institusi, identiti akademik dan jaminan pekerjaan. Malah, kajian ini juga mendapati kakitangan akademik terbabit memerlukan sokongan daripada pihak pengurusan kolej universiti bagi merealisasikan proses transformasi ini. Selain itu, kajian ini juga mengemukakan satu model/kerangka sebagai panduan merealisasikan transformasi ini. Yang terakhirnya, hasil dapanan turut menyumbang bagi implikasi secara teori, metod dan praktikal yang bukan sahaja sesuai untuk kajian transformasi kolej universiti ke universiti tetapi juga bagi membentuk polisi yang berkaitan dengan transformasi institusi pengajian tinggi di Malaysia secara amnya.
ABSTRACT

The transformation of university colleges to universities is one of the efforts to achieve the national vision and mission towards becoming a developed country. The transformation process involves various procedures and many parties in particular the academics. The work pressure to fulfill the requirements and to achieve the transformation objectives leaves huge impacts on them. Therefore, the study was conducted to explore the academics’ understanding, the challenges they experience in the transformation process and types of supports provided by the management to manage the challenges. Mixed-methods approach was employed with a single case study as the primary qualitative approach followed by a survey to obtain data from a sample of a university college in Malaysia. Whilst, for qualitative method, twelve academics were interviewed and various documents were collected from five departments; for quantitative method, a set of questionnaire was distributed via e-mail to the academics in data collection process. Thematic analysis and descriptive statistics were used to analyse data obtained for the study. The findings indicate that the academics understood the transformation process and the challenges experienced in the process. Apart from that, the findings also reveal that twelve types of challenges were experienced by the academics in the transformation process including teaching and learning, supervision, research, publication and commercialization, consultation, community program, working culture and environment, management, funding, institution, academic identity and job security. Furthermore, the research discovers that the academics required supports from the management of the university college to realize the transformation process. In addition, the research proposes a model or framework as a guideline for transforming university colleges to universities. Finally, the findings provide theoretical, methodological and practical implications that contribute not only to the study of transformation of university college to university but also in promulgating relevant policies pertaining to the transformation of higher education institutions in Malaysia in general.
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<td>APEX</td>
<td>Accelerated Programme for Excellent</td>
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<tr>
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<td>Associate Professor</td>
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<td>Prof.</td>
<td>Professor</td>
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<td>BM</td>
<td>Bahasa Melayu</td>
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<td>Dr.</td>
<td>Doctor</td>
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<td>HEIs</td>
<td>Higher Education Institutions</td>
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<td>ICT</td>
<td>Information and Communications Technology</td>
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<td>KPI</td>
<td>Key Performance Indicator</td>
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<td>Kolej Universiti Teknologi Tun Hussein Onn</td>
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<td>KUTKM</td>
<td>Kolej Universiti Teknikal Kebangsaan Malaysia</td>
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<tr>
<td>MOE</td>
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<td>MOHE</td>
<td>Ministry of Higher Education</td>
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<td>MQA</td>
<td>Malaysian Qualifications Agency</td>
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<td>PPERU</td>
<td>Program for Promoting the Enhancement of Research Universities</td>
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<td>T&amp;L</td>
<td>Teaching and learning</td>
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