

**ASSESSING LECTURERS' ADAPTATION OF PROFESSIONAL
IDENTITY: A STUDY AT UNIVERSITI TEKNOLOGI MARA
(UiTM) TERENGGANU**

JULIANA MOHD NOR

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ABSTRACT

For Universiti Teknologi MARA(UiTM), the professional identity as a university lecturers involved the responsibilities of not just being a teacher but also those of a researcher and community service doer. However in most cases involving lecturers in some private institution, such as the former Kolej Yayasan Terengganu (KYT), lecturers only dealt with teaching as there were no such emphasis on the whole growth of a full fledged university lecturer. Thus when lecturers from private institution such as Kolej Yayasan Terengganu (KYT) joined public universities such as UiTM, they have to adapt to the required professional identity of a full fledged university lecturer. Thus, the purpose of this study is to assess how former KYT lecturers who are now working with UiTM felt regarding their decision to join UiTM in 2008 as well as to identify their perceived job satisfaction level, how they have adapted to their professional identity which is centered on the three main thrust stated by the university; teaching, research and community service and to determine if the professional development program by UiTM has helped them with their new professional identity. 49 lecturers were identified as the population of this study carried out in July, 2010 questionnaires were distributed. Out of this distribution, 40 completed and returned the questionnaires. In addition, interviews with 5 selected respondents were conducted in August 2010. The results of this study indicated that 32 respondents (92.5%) believed that the decisions they made to join UiTM in 2008 were correct. As for job satisfaction, 29 (72.5%) out of 40 lecturers claimed their satisfaction level is high. With regard to teaching, the study garnered at least 80% positive response towards each item which asked the respondents about the different aspects of teaching at UiTM such as method used in teaching, portfolio compilation and students feedback. This indicated that the respondents viewed their teaching responsibility to be important. As for research, 35 (87.5%) of the respondents felt that research activity has been useful in helping them to adapt to their professional identity as UiTM lecturers. As for community service activity, 39 (97.5%) felt that the activity has helped them to adapt into their profession. With regard to professional development program the respondents have attended since working for UiTM, 38 (95%) respondents indicated that the exposure in courses and training they have received from UiTM has been helpful and beneficial in developing their professional identity. The results from the interview were quite similar to the finding from the questionnaire. However, it did indicate that the respondents were anxious about research and requested for more training that focuses on enhancing their research skills. In conclusion, the study found that the former KYT lecturers are adapting well to their professional identity as UiTM lecturers. It is recommended that these lecturers be given more professional help to enhance their teaching skill, develop research skill as well as nurture their interest for community service activity.

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