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International Teaching Aid
Competition 2023
Reconnoitering Innovative Ideas in Postnormal Times

iTAC
2023

iTAC 2023
INTERNATIONAL TEACHING AID COMPETITION
E-PROCEEDINGS

PREFACE

iTAC or International Teaching Aid Competition 2023 was a venue for academicians, researchers, industries, junior and young inventors to showcase their innovative ideas not only in the teaching and learning sphere but also in other numerous disciplines of study. This competition was organised by the Special Interest Group, Public Interest Centre of Excellence (SIG PICE) UiTM Kedah Branch, Malaysia. Its main aim was to promote the production of innovative ideas among academicians, students and also the public at large.

In accordance with the theme "Reconnoitering Innovative Ideas in Post-normal Times", the development of novel ideas from the perspectives of interdisciplinary innovations is more compelling today, especially in the post-covid 19 times. Post-pandemic initiatives are the most relevant in the current world to adapt to new ways of doing things and all these surely require networking and collaboration. Rising to the occasion, iTAC 2023 has managed to attract more than 267 participations for all categories. The staggering number of submissions has proven the relevance of this competition to the academic world and beyond in urging the culture of innovating ideas.

iTAC 2023 committee would like to thank all creative participants for showcasing their innovative ideas with us. As expected in any competition, there will be those who win and those who lose. Congratulations to all the award recipients (Diamond, Gold, Silver and Bronze) for their winning entries. Those who did not make the cut this year can always improve and join us again later.

It is hoped that iTAC 2023 has been a worthy platform for all participating innovators who have shown ingenious efforts in their products and ideas. This compilation of extended abstracts published as iTAC 2023 E-Proceedings contains insights into what current researchers, both experienced and novice, find important and relevant in the post-normal times.

Best regards,

iTAC 2023 Committee
Special Interest Group, Public Interest Centre of Excellence (SIG PICE)
UiTM Kedah Branch
Malaysia

MICRO-CREDENTIAL: I'VE ACED THE INTERVIEW…WHAT'S NEXT?

Sarah Sabir Ahmad
Faculty of Business Management, Universiti Teknologi MARA, Kedah
sarah342@uitm.edu.my

Azfahanee Zakaria
Faculty of Business Management, Universiti Teknologi MARA, Kedah
azfa292@uitm.edu.my

ABSTRACT
Starting a new job can be both exciting and challenging for individuals. According to the Society for Human Resource Management (SHRM), 31% of new hires leave their jobs within the first six months. Adapting to a new work environment, building relationships with colleagues, managing expectations and continuous learning are among the challenges faced by individuals when starting a new job. Therefore, this micro-credential (MC) examines the issues that individuals commonly face when embarking on a new job and explores potential strategies to overcome these challenges. It highlights the importance of adapting to a new work environment, building relationships with colleagues, managing expectations, and developing a strong foundation for long-term success. This MC also discusses the significance of effective communication, continuous learning, and maintaining a positive mindset during the transitional period. By addressing these issues proactively, individuals can navigate the initial challenges of a new job and establish a solid foundation for professional growth and career advancement.

Keywords: continuous learning, job interview, learning the ropes, managing expectations.

Introduction
Embarking on a new professional journey is an exhilarating experience filled with a myriad of emotions. The mixture of excitement and anticipation stems from the possibilities that lie ahead—a chance to showcase one's skills, contribute to a new organization, and grow both personally and professionally. However, alongside these positive feelings, it is natural to experience a touch of nervousness. After all, the first day at a new job represents a significant milestone in one's career. This feeling is normal and acceptable to all employees who embarks on a new job journey.

Below are a few common issues faced by employees who are new to the workplace either as fresh graduate who is a new comer to the working world or to experienced employee who

switch jobs to a new workplace.

1. Adjusting to a new environment: It takes time to adapt to a new workplace culture, colleagues, and routines. Be patient with yourself as you settle in. Take the initiative to introduce yourself to your colleagues, ask questions, and observe how things are done.

2. Learning new responsibilities: Every job comes with its own set of responsibilities and tasks. If you feel overwhelmed by the workload or if you're unsure about certain tasks, communicate with your supervisor or colleagues. They can provide guidance, clarify expectations, and offer training resources to help you get up to speed.

3. Building relationships: Building professional relationships with your new colleagues is crucial. It's common to feel a bit isolated or unsure about how to connect with others initially. Take the initiative to participate in team activities, attend social events, or join workplace groups. Strike up conversations, actively listen, and show interest in your colleagues' work. This will help foster connections and make the transition smoother.

4. Understanding the company culture: Each organization has its own unique culture, values, and work dynamics. It's important to familiarize yourself with the company culture and align yourself with it. Observe how things are done, ask for a copy of the company handbook or policies, and seek feedback from your supervisor or teammates if you're unsure about any cultural norms or practices.

5. Managing expectations: It's common to feel pressure to perform well in a new job. Set realistic expectations for yourself and don't be too hard on yourself if you make mistakes along the way. Focus on learning, seeking feedback, and continuously improving. Communicate openly with your supervisor about your progress, challenges, and any support you may need.

6. Establishing a work-life balance: Starting a new job can sometimes disrupt your work-life balance, as you may feel the need to prove yourself or put in extra effort. It's important to establish boundaries and prioritize self-care. Take breaks, engage in activities you enjoy outside of work, and make sure to maintain a healthy work-life balance to prevent burnout.

7. Remember, it's normal to experience some challenges when starting a new job. Give yourself time to adjust and seek support when needed. With time, you'll settle into your new role and become more comfortable and confident.

Understanding the above challenges which new employees might face, employers or managers of the organization need to assist the employees to overcome such situation. Below are some of the suggestions by Davis, (2023) which managers may wish to consider:

1. Meet and greet the new employees on their 1st day at work. Do discuss plans for the first day as well as introduce the department's vision and mission and how your new employee's job supports them. New employee should also be then introduced to his/her "buddy" and also the workplace designated for him/her.

2. An orientation programme to introduce on the culture, work expectation as well as policies, procedures and other related paperwork, need to be prepared for the new employee. this is indeed a very important programme just to ensure that the employees feel settled and part of the organization.

3. A mentor mentee programme would be another platform to assist new employees to get settled with work environment and also have a better understanding on what is expected from the employee.

Having employees who are settled and feel welcome on their 1st day, will definitely give the employee the confident that the organization is **the** organization. And this would lead to a more engaged employee who will work the extra mile for the organization. Employees who are engaged and feel welcome would show a positive work behaviour which would benefits the organization in a long run. It is also mentioned that employees would:

1. Be able to build relationship: A study by LinkedIn found that 46% of professionals believe that building relationships with colleagues is crucial for career success. Establishing connections and developing a network within the organization is a common challenge faced by new employees.

2. Have high job satisfaction: The Society for Human Resource Management (SHRM) reported that 31% of new hires leave their jobs within the first six months. Factors such as job dissatisfaction, unrealistic expectations, or a poor cultural fit can contribute to early turnover.

3. Able to overcome stress and anxiety: Starting a new job can be stressful. The American Institute of Stress states that job-related stress is the leading source of stress for American adults. New responsibilities, performance expectations, and adapting to a new work environment can contribute to feelings of anxiety and stress.

4. Create and experience work-life balance: Achieving a healthy work-life balance is a common concern for many employees. A survey by the American Psychological Association (APA) found that 60% of working adults reported work as a significant source of stress, often affecting their personal lives.

However, it is also important to note that the above provide a general overview and may not reflect the specific circumstances or experiences of every individual. The challenges and issues faced when starting a new job can vary widely depending on various factors and it varies depending on industry, job level, and individual circumstances.

Nevertheless, the above write up should be a guide for both new employee and employer to ensure that employees 1st day at work would be a smooth sail in creating a success in career.

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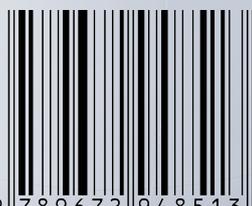
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