

37488

Universiti Teknologi MARA

**FTMSK lecturers' Competency Model
focusing on the Bsc (Hons) Information
System Engineering Programme**

Izwati Binti Mahmad Sani

Thesis submitted in fulfillment of the requirements for
**Bachelor of Science (Hons) Information System
Engineering**
**Faculty of Information Technology And
Quantitative Science**

November 2005

DECLARATION

I certify that this thesis and the research to which it refers are the product of my own work and that any ideas or quotation from the work of other people, published or otherwise are fully acknowledged in accordance with the standard referring practices of the discipline.

NOVEMBER 21, 2005

IZWATI BINTI MAHMAD SANI

2002328660

ACKNOWLEDGEMENT

IN THE NAME OF ALLAH, (AL MIGHTY) THE GRACIOUS, THE MOST MERCIFUL

I would like to take this golden opportunity to express my deeply gratitude to my supervisor, Pn Marina Yusoff, for her supervision, encouragement, advice, guidance and moral supports throughout the completion of this research project. My sincere thanks also to my thesis coordinator Pn Ariza Nordin and Pn Wan Nor Amalina Wan Hariri and En Saharbudin Naim as a Programme Head of ISE for their encouragement and advice during the preparation of this research project.

Secondly, my deep appreciation is dedicated to all FTMSK lecturers especially Dr NorLaila Md Noor and Dr. Yap May Lin for their cooperation and kindness in providing me with the information needed. Also thanks to my beloved sisters, Azzirah binti Mahmad Sani for her helpful suggestions and generous assistance in the completion of this research project.

Lastly, I would like to thanks to all my family members, especially to my beloved husband Mohd Shahizam bin Samdin, my lovely sons, Amirun Solihin and Muhammad Hafiz Ansari, my mother Mereyam Idris and my father Mahmad Sani bin Mohd Sadly for their faith, support, patience and encouragement.

Thank you.

ABSTRACT

Competency has been discussed in previous research work by other researchers. It was used in the organizations to improve the organizational goals through the assessments of each employee. The assessment was used through the competency modeling. Competency Model is a method used in recruitment, selection and assessment. However, there is no current study on the competency for the FTMSK lecturers. Therefore, this research was carried out to achieve two of its significance objectives which are to identify competency level of ISE lecturer and to develop FTMSK lecturers' competency model focusing on the Bsc. (Hons) Information System Engineering programme. In order to study and to identify the competencies required for ISE lecturers, several methods have been used including literature review, interview and surveys. The research findings indicated that the competency model was developed based on the combination concept on the competencies requirements and the process model of the course assignment. The competencies requirements proposed for ISE lecturers consists of meta-competencies (general competencies), theoretical competencies, technical competencies and instructional competencies. As a result of the interview, the research had drawn a model that serves as a course assignment method. This method mainly concentrates on researching and teaching competencies. It may be used as a selection tool in the current course assignment process in FTMSK. This is a significant study since no thesis was done to study lecturer competency before and it will benefit FTMSK greatly as a whole if this model can be develop further to ensure that only the most qualified and competent lecturer will be teaching ISE courses.

TABLE CONTENTS

<i>CONTENT</i>	<i>PAGE</i>
DECLARATION	i
APPROVAL	ii
ACKNOWLEDGEMENT	iii
ABSTRACT	iv
CONTENT	v
LIST OF TABLES	viii
LIST OF ABBREVIATION	ix
LIST OF FIGURES	x

CHAPTER 1: INTRODUCTION

1.1	Project Background	1
1.2	Problem Description	2
1.3	Project Scope	3
1.4	Project Objective	3
1.5	Project Significance	3
1.6	Summary	4

CHAPTER 2: LITERATURE REVIEW

2.1	Introduction	5
2.2	What is competency	6
2.3	Competency Characteristic	7
2.3.1	Knowledge	8
2.3.2	Skills	9
2.3.3	Relationships between knowledge and skills	9