

**UNIVERSITI TEKNOLOGI MARA**

**REASONS FOR AND DETERRENTS TO THE  
PARTICIPATION OF MALAYSIAN REGISTERED  
QUANTITY SURVEYORS IN CONTINUING  
PROFESSIONAL DEVELOPMENT ACTIVITIES**

**MOHD HISHAM ARIFFIN**

**Thesis submitted in fulfilment of the requirements  
for the degree of  
Doctor of Philosophy**

**Faculty of Architecture, Planning and Surveying**

**November 2004**

## Acknowledgements

Alhamdulillah. During the journey of producing this thesis, I gained two sons, several kilograms in weight, grey hairs, new friends and useful skills. Getting the PhD is a once-in-a-lifetime academic endeavour, full of tedious labour, distractions and seemingly insurmountable obstructions. However, the journey was made generally tolerable, intellectually stimulating and even enjoyable with the help of the following people and organizations:

- My devoted spouse Norlida Jaafar, and loving sons Nabil, Khairi and Zhafir
- My parents, brothers, sisters, in-laws, nieces and nephews
- Main supervisor, Prof. Dr. Johan Victor Torrance and secondary supervisor, Assoc. Prof. Dr. Ismail Rahmat
- Sponsor and employer, Universiti Teknologi MARA
- Assoc. Prof. Dr. Rosmimah Mohd Roslin and her colleagues at the Institute of Research, Development and Commercialization, UiTM
- Assoc. Prof. Dr. Yap Bee Wah, UiTM
- Puan (now Dr.) Noriah Othman, UiTM and fellow PhD student
- Prof. Sharan Merriam, Prof. Ronald Cervero and Prof. Thomas Valentine University of Georgia, U.S.A
- Staff at the Kompleks Tahir Majid library, UiTM
- Staff at the libraries of Universiti Kebangsaan Malaysia, Universiti Malaya and Universiti Putra Malaysia
- Colleagues at the Faculty of Architecture, Planning and Surveying, UiTM
- Board of Quantity Surveyors Malaysia
- Institution of Surveyors Malaysia
- The Department of Professional Education and Continuing Education of the Faculty of Educational Studies, Universiti Putra Malaysia
- The Graduate School, Universiti Teknologi MARA

My gratitude to them, my research respondents and many others whose names I left out due to lack of space.

## TABLE OF CONTENTS

Title	i
Acknowledgements	ii
Table of Contents	iii
List of tables	x
List of figures	xi
List of abbreviations	xii
Abstract	xiv

### 1 INTRODUCTION

1.1 Introduction	1
1.2 Challenges facing the Malaysian Quantity Surveyor	2
1.2.1 Increasing competition	3
1.2.2 New work practices.	4
1.2.3 Influence of information and communication technology	6
1.2.4 Trade globalisation	7
1.2.5 Future non traditional work opportunities	7
1.2.6 Increasingly sophisticated clients	8
1.2.7. Malaysian economic direction	8
1.3 Continuing Professional Development	9
1.4 Compulsory Continuing Professional Development	15
1.5 Review of CPD policies across the world	17
1.6 CPD policy of the Board of Quantity Surveyors Malaysia	21
1.7 Rationale for the Study	22
1.8 Overall Purposes of the Study	24
1.9 Definition of Terms	25
1.10 Delimitations of the Study	33
1.11 Significance of the Study	33
1.12 Overview of the rest of the Dissertation	34

### 2 REVIEW OF RELATED LITERATURE

2.1 Introduction	36
2.2 The Professional Occupations	36
2.2.1 Historical development of the professions	36
2.2.2 Defining the profession	39
2.2.3 Deprofessionalization	45
2.3 Malaysian Registered Quantity Surveyors	47
2.3.1 Development of Malaysian Registered Quantity Surveyors	48
2.4 Participation in Continuing Learning	50
2.5 Theories on PAE	53
2.5.1 Miller's Force-Field Analysis model.	53

## LIST OF TABLES

1.1	The three approach nomenclature of various authors on defining the profession.	40
3.1	Statistical methods used in the quantitative phase of the study	127
4.1	Breakdown of respondents' place of work	133
4.2	Distribution of respondents by location of their work offices.	133
4.3	Reasons by Registered Quantity Surveyors for participating in CPD activities.	135
4.4	Deterrents to participation in CPD activities by Registered Quantity Surveyors.	136
4.5	Suggested alternative CPD activities	137
4.6	Respondents' perceived impacts of past CPD participation	139
4.7	Respondents' comments on the mandatory CPD requirement	140
5.1	Frequencies of reason categories among interviewees.	146
6.1	Frequencies of deterrent categories among interviewees	185
7.1	Thematic categories of reasons	224
7.2	Thematic categories of deterrents	227
8.1	Means, Standard Deviations and Mean Ranks of Participation Reasons	247
8.2	Participation Reason Factors' internal consistencies and means	249
8.3	Participation Reason Factor 1 – Professional reasons	250
8.4	Participation Reason Factor 2 –Collegial Interaction and Learning reasons	251

## ABSTRACT

The Board of Quantity Surveyors Malaysia has mandated proof of participation in Continuing Professional Development (CPD) activities as a condition for Malaysian Registered Quantity Surveyors to renew their quantity surveying practice licences. Thus the aim of this study is to identify the reasons for and deterrents to the participation of Malaysian Registered Quantity Surveyors in CPD activities. The study adopted a combined qualitative and quantitative approach. An exploratory questionnaire survey, interviews and a final comprehensive questionnaire survey were consecutively conducted to achieve the aims of the study.

The findings of exploratory survey on the population of Registered Quantity Surveyors suggested that the participation reasons and deterrents of the survey respondents were generally congruent with research literature. The analysis of the follow-up interviews of thirty-one Registered Quantity Surveyors generated several themes regarding participation in CPD activities. These are professional and geographical isolation, professional belonging, “balancing” of life activities, relevance, racial group orientations, social participation and professional association participation.

A final questionnaire survey was conducted on the population of Registered Quantity Surveyors. The questionnaire included modified versions of the established Participation Reasons Scale and Deterrents to Participation Scale. Factor analysis was used to generate CPD participation reason and deterrent factors from these two scales. “Professional” and “Collegial interaction and learning” reason factors were obtained. Seven deterrent factors were obtained, that were “Quality”, “Commitments”, “Family”, “General Disengagement”, “Social Disengagement”, “Comparative Benefits”, and “Cost”. The contextual (i.e. personal, work and social participation) and CPD activity (i.e. amount of CPD participation) variables had generally weak to very weak correlations with the CPD participation reason and deterrent factors. Only race and religion had moderately strong correlations with the CPD participation reason factors.