



Psychology and Public Policy in Malaysia

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- Psychology was introduced in Malaysia in the 70's
- Education at tertiary level started in 1979 at Universiti Kebangsaan Malaysia – National University (UKM)
- The Malaysian Psychological Association (PSIMA) was established in 1989
- At present psychology is practiced all over the country in various work setting and provided a plethora of career choices to psychology graduates



Recognition

- Recognition by the government is important because it translate to:
 - Initial employment in public service for new psychology graduates
 - Increase allocation for psychology faculties at local universities thus enhancing R&D
 - Accessibility to higher government positions i.e. policy formulation
 - Access to research, training and consultancy funding
 - Having the right to be heard over public policy and issues of national interest

Public Service Department



- Malaysian government, through the Public Service Department place high emphasis on human capital
- HR managers in the public sector must implement proper strategies at all administrative level to enhance human capital and capacity building which focus on:
 - Development of human potential
 - Prevention of wastage via proper screening, selection, placement and training
 - Rehabilitate problematic behaviors and increase human capacity and abilities
- The general emphasis is towards positive psychology (attitude, emotion centered) and psychological contract between employer and employee.



Psychology Service Department (BPPs)

- BPPs is a department within the Public Service Department that is responsible for applying psychology at the work place
- Design and strategize the application of psychology at the workplace by intervention, rehabilitation, research, training and development
- The establishment of BPPs provide better foothold for psychologist in the public service and policy



Circular 18/2005

- This is an important administrative government circular which aimed to implement psychological application in human resource management in the public sector
- Scope of the circular covers:
 - Personnel evaluation – use of test for selection, placement, promotion and retirement
 - Personnel development – to increase ethics and values
 - Research studying performance enhancement variables
 - Intervention, problem solving via counseling, mentoring and peer support



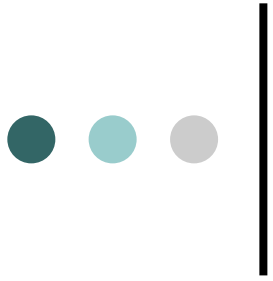
Increase awareness

- Public, private organizations & NGOs are more aware to attend to human issues in their organizations
- Ministries such as Health, Youth and Sports, Defense, Human Resources, Education, Woman & Family Development and many others employed psychologist to fulfill their specific functions



Increased significance

- Provide expert opinion of public significance
- Implication for mental health, self-development, thus increase demand for service
- Contribute to national development
- Formulating national policies relevant to human (PLKN)



Thank you