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(Major: Psychology)

* **Graduation Date :** 13th June 2015
* **Research Experiences :** Final-year research, lasted for 1 year
* **Supervisor :** Dr. Nicole Chen Lee Ping, PhD in Counselling
* **Academic Awards :** IMU Merit Award (Semester 1 to 9), IMU Dean’s List, Maxis Undergraduate Scholarship for Excellence
* **Future Plans :** To venture into consulting field, specializing in organizational development (e.g., talent management, change management)

**Q&A**

**How did you get involved in research?**

I got involved in research as a requirement for my honors undergraduate degree in Psychology. Prior to that, I have been conducting small-scale research as assignments for different core modules such as Abnormal Psychology, Motivation and Emotions, and Leadership.

**What led me to this topic?**

I knew very well that I was going to pursue a career in the field of IO Psychology from taking elective modules such as Leadership and Talent Management. From there, I found my interest to be in dealing with people issues at workplace. I would like to work towards impacting people on a large scale, and there is no better place to do so than in an organization, where most people would place high importance on their personal growth and the development of their careers. Further, employee engagement is a pressing issue that needs to be addressed, particularly in the Malaysian corporate sector, where turnover rates have been increasing in recent years. This has led me to pursue this topic as the findings from this research could be utilized by Human Resources departments to strategize on their direction towards building a committed pool of talents in Malaysian organizations.

**What has the process of working on this research paper been like for you?**

The process of working on this research has been very eye-opening as I was extensively exposed to new IO Psychology terminologies and the current workplace issues happening across the world through seeking advice from HR practitioners and synthesizing past literatures. The completion of this research did not come without any challenge. When conducting my research, I found the challenge to be in gathering responses from participants, analyzing data, and explaining for the findings of my study. Fortunately, with guidance from my supervisor and lecturers, I managed to complete my research to my best ability. The entire process may be daunting at times, but I felt an overwhelming sense of achievement when the outcomes of my study paved way for insights into the HR practices in Malaysia.

**What advice would you offer to other undergraduates interested in conducting research and publishing their work?**

My advice would be to persevere through the process of completing the research despite any obstacle. Undergraduates should always perform their research earnestly and report their data in the most concise manner. They should always write their research papers professionally but in a way such that different subject matter experts and laymen could comprehend the contents.