

The Effectiveness of the Counselling Module in Counseling Interventions for Low Performance Employees

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Abstract : This research aims and discusses about the effectiveness of the Psynnova i-Behaviour Modification Technique (iBMT) module towards the change in behaviour of low-performing employees. The purpose of the study is to examine the effectiveness of the Psynnova Module on changing behaviour through five factors among low-performing employees in the public sector. The five main factors/constructs were cognitive enhancement and rationality, emotional stability, attitude alignment and adjustment, social skills development and psycho-spirituality enhancement. In this research, 5 main constructs will be using to indicate behaviour changing performance of the employees after attending The Psynnova Program that using this Psynnova IBMT Module. The respondents are among those who have low scores in terms of annual performance through annual performance value reports and have gone through various stages before being required to attend Psynnova Program. Besides that, the research plan was also to critically examine and understand the change in behaviour among the low-performing employees through the five dimensions in the Psynnova Module. A total of 50 respondent will purposively sampled to be the respondents of this research. This study will use the Experimental Method to One Group Purposively Pre and Post Test using the Time Series Design. Experimental SPSS software version 22.0 will be used to analyse this data. Hopefully this research can see the changing of their behaviour in five factors as an indicator to the respondent after attending the Psynnova Programme. Findings from this study are also used to propose to assisting psychologist to see the changes that occurred to the respondents with the best framework of behaviour changing for them.

Keywords : five dimension of behaviour changing, among adult, low performance, modul effectiveness

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