



UNIVERSITI PUTRA MALAYSIA

***PERCEPTIONS OF AFFILIATED YOUTH ORGANIZATIONS
TOWARD EFFECTIVENESS OF MALAYSIAN YOUTH COUNCIL***

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By

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Abstract of the thesis presented to the Senate of the Universiti Putra Malaysia in fulfillment of the requirement for the Degree of Master of Science

PERCEPTIONS OF AFFILIATED YOUTH ORGANIZATIONS TOWARD EFFECTIVENESS OF MALAYSIAN YOUTH COUNCIL

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February 2016

Chairman : Haslinda Abdullah, PhD
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Youth Organizations are established organizations with facilities and clubs that provide services and activities for youth. It includes schools, residential facilities, youth groups, faith centers, and recreational or sport clubs; all organizations with the mission of helping young people develop into healthy adults. In Malaysia, the Malaysian Youth Council (MYC) is a national umbrella body for youth organizations. It has more than three million members from 39 affiliates. In the year 2015, there were about 10,307 registered youth organizations in the country. Sadly, it was reported that only about 30% of the organizations were considered active. The main problems in the youth organizations according to some researchers are the political parties, leaders and individuals often use youth organization for their personal gain. In Malaysia, youth organizations have been used as stepping stones to obtain titles that carry status or social value, gain government projects, contracts and funding that offer economic value and access to various position and appointments that have political value; and many other opportunities. Based on observations of the organizations, there are some weaknesses occurred among members. Activities were carry out ad-hoc and not based on the needs of its members, it does not put social agenda as a priority and only a small number of organizations have specific programmes to shape future leaders. The objectives of the study are (1) to identify the level of factors (teamwork, youth development, goals, leadership and international networking) associated with the effectiveness of Malaysian Youth Council (MYC); (2) to identify differences in the factors associated to the effectiveness of MYC (teamwork, youth development, goals, leadership and international networking) based on demographic profile; (3) to identify the relationship between the factors (teamwork, youth development, goals, leadership and international networking) associated to the effectiveness of MYC; and (4) to identify the most dominant factor contribute to the effectiveness of MYC. This study basically used survey method, self-administered questionnaires. The questionnaires were distributed to 1200 respondents who were members of Malaysian Youth Council

(MYC). The data collection was done in Peninsular Malaysia and East Malaysia (Sabah). The analysis results showed that all level of the factors associated with the effectiveness of Malaysian Youth Council (MYC) are high. From the results of the study, the researcher found that in terms of the relationship between demographics and the study constructs, race and religion were found to be significant with the study constructs. To achieve the third objective which is to determine the relationship between independent variables and dependent variable, the Pearson correlation analysis was done. All 15 correlations coefficient values were significant at the 0.01 level. Leadership was found to have the strongest and highest positive correlation with one variable, i.e., goals. In this study, a multiple linear regression analysis was used to find the most dominant predictor contribute to the effectiveness of MYC. Based on the dependent variable, 'effectiveness of MYC', the researcher found that there is a significant relationship between the dependent variable and the independent variables ($F= 214.742$; $p= .000$ and Adjusted R Square= 0.673). Four of the independent variables were found to be significant. They are "Youth Development", "Goals", "Leadership" and "International Networking". "International Networking" was the most dominant predictor variable influencing the dependent variable (standardized regression coefficient= 0.601). In order to increase the effectiveness of MYC, the factors need to be used and practice to make sure MYC will be the best youth organization in the future. Based on the results, it can be concluded that MYC has a good relationship with their affiliates. They practice a good teamwork with their affiliates. In this study, there were three limitation which are factors which associated to the effectiveness of MYC, the location which the researcher selected (most of the location were in urban areas) and the races who involved in this study; Malay respondents. This study incorporated selected variables that affect the effectiveness of MYC. Future research might look at other variables or factors such as contribution from the members.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk Ijazah Master Sains

**PERSEPSI AHLI GABUNGAN ORGANISASI BELIA TERHADAP
KEBERKESANAN MAJLIS BELIA MALAYSIA**

Oleh

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Organisasi Belia merupakan organisasi yang diwujudkan dengan kemudahan dan kelab-kelab yang menyediakan perkhidmatan dan aktiviti untuk belia. Ia termasuklah sekolah, kemudahan kediaman, kumpulan belia, pusat ibadah, dan kelab-kelab rekreasi atau kelab sukan; semua organisasi mempunyai misi untuk membantu orang muda meningkatkan diri menjadi dewasa yang mempunyai ciri yang sihat. Di Malaysia, Majlis Belia Malaysia (MBM) adalah badan induk bagi pertubuhan belia kebangsaan. Ia mempunyai lebih daripada tiga juta ahli daripada 39 ahli gabungan. Pada tahun 2015, terdapat kira-kira 10,307 pertubuhan belia yang berdaftar di Negara ini. Malangnya, laporan menunjukkan bahawa hanya kira-kira 30% daripada organisasi belia yang dianggap aktif. Masalah utama dalam pertubuhan-pertubuhan belia menurut beberapa penyelidik ialah parti-parti politik, pemimpin dan individu perseorangan sering menggunakan organisasi belia untuk kepentingan peribadi mereka. Di Malaysia, pertubuhan-pertubuhan belia telah digunakan sebagai batu loncatan untuk mendapatkan hak milik yang membawa status atau nilai sosial, mendapatkan projek-projek kerajaan, kontrak dan pembiayaan yang menawarkan nilai ekonomi dan akses kepada pelbagai jawatan dan pelantikan yang mempunyai nilai politik; dan banyak peluang lain. Berdasarkan pemerhatian terhadap organisasi-organisasi yang ada, terdapat beberapa kelemahan berlaku di kalangan ahli-ahlinya. Aktiviti yang dijalankan adalah ad-hoc dan tidak berdasarkan kepada keperluan ahli-ahlinya, ia tidak meletakkan agenda sosial sebagai keutamaan dan hanya sebilangan kecil organisasi mempunyai program khusus untuk membentuk pemimpin masa depan. Objektif kajian ini adalah (1) Mengenalpasti tahap faktor (kerja berpasukan, pembangunan belia, matlamat, kepimpinan dan jaringan antarabangsa) yang dikaitkan dengan keberkesanan Majlis Belia Malaysia (MBM); (2) Mengenalpasti perbezaan di antara faktor-faktor yang berkaitan dengan keberkesanan Majlis Belia Malaysia (MBM) (kerja berpasukan, pembangunan belia, matlamat, kepimpinan dan jaringan antarabangsa) berdasarkan profil demografi; (3)

Mengenalpasti hubungan antara faktor- faktor (kerja berpasukan, pembangunan belia, matlamat, kepimpinan dan jaringan antarabangsa) yang berkaitan dengan keberkesanan Majlis Belia Malaysia (MBM); dan (4) Mengenalpasti faktor yang paling dominan yang menyumbang kepada keberkesanan Majlis Belia Malaysia (MBM). Kajian ini pada asasnya menggunakan kaedah tinjauan, soal selidik yang ditadbir sendiri. Soal selidik ini telah diedarkan kepada 1200 responden yang merupakan ahli gabungan Majlis Belia Malaysia (MBM). Pengumpulan data dijalankan di Semenanjung Malaysia dan Malaysia timur (Sabah). Hasil analisis menunjukkan bahawa semua tahap faktor-faktor yang berkaitan dengan keberkesanan Majlis Belia Malaysia (MBM) adalah tinggi. Dari hasil kajian, penyelidik mendapati bahawa mengikut hubungan antara demografi dan konstruk kajian, bangsa dan agama telah didapati mempunyai perbezaan yang signifikan dengan konstruk kajian. Untuk mencapai objektif ketiga iaitu untuk menentukan hubungan antara pembolehubah bebas dan pembolehubah bersandar, analisis korelasi Pearson telah dilakukan. Semua 15 korelasi nilai pekali adalah signifikan pada aras 0.01. Kepimpinan didapati mempunyai korelasi yang paling kuat dan paling tinggi positif dengan satu pembolehubah, iaitu gol. Dalam kajian ini, analisis regresi linear berganda digunakan untuk mencari peramal yang paling dominan menyumbang kepada keberkesanan MBM. Berdasarkan pembolehubah bersandar, 'keberkesanan MBM, pengkaji mendapati bahawa terdapat hubungan yang signifikan di antara pembolehubah bersandar dan pembolehubah bebas ($F = 214,742$; $p = .000$ dan $R \text{ Square} = 0,673$). Empat daripada pembolehubah bebas didapati tidak ketara. Mereka adalah "Pembangunan Belia", "Matlamat", "Kepimpinan" dan "Rangkaian Antarabangsa". "Rangkaian Antarabangsa" adalah pemboleh ubah peramal yang paling dominan mempengaruhi pembolehubah bersandar (pekali regresi seragam = 0.601). dalam usaha untuk meningkatkan keberkesanan MBM, praktis perlu diamalkan bagi memastikan MBM menjadi organisasi belia yang terbaik pada masa akan datang. Berdasarkan keputusan yang diperolehi, ia boleh disimpulkan bahawa MBM mempunyai hubungan yang baik dengan ahli gabungan di bawah mereka. Mereka mengamalkan kerja berpasukan yang baik dengan ahli gabungan. Dalam kajian ini, terdapat tiga had iaitu faktor yang dikaitkan dengan keberkesanan MBM, lokasi yang dipilih di mana kebanyakannya ia dijalankan di kawasan bandar dan kaum yang terlibat dalam kajian ini; responden Melayu. Kajian ini mengetengahkan faktor yang mempengaruhi keberkesanan MBM. Kajian akan datang mungkin melihat kepada pembolehubah atau faktor-faktor lain seperti sumbangan ahli gabungan.

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The thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as fulfillment of the requirement for the degree of Master of Science. The members of the Supervisory Committee were as follows:

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LIST OF ABBREVIATIONS

MYC	Malaysian Youth Council
ABIM	Muslim Youth Movement of Malaysia (Angkatan Belia Islam Malaysia) (ABIM)
GPMS	The Coalition of Peninsular Malaysia Students (Gabungan Pelajar-Pelajar Melayu Semenanjung) (GPMS)
PKPIM	National Association of Malaysian Muslim Students (Persatuan Kebangsaan Pelajar Islam Malaysia)
YMCA	Youth Malaysian Christian Association (Persatuan Pemuda Kristian Malaysia)
NATO	North Atlantic Treaty Organization

CHAPTER 1

INTRODUCTION

The aim of this chapter is to introduce, justify and position the research effort. It commences by introducing the background of the study. This is followed by the outlines of the purpose and the rationale of the study. The research problems, research questions and objectives of the study will be discussed. The scope of the study and the potential contributions the research will make to the existing body of knowledge will then be examined. Finally, the organization of the whole report will be presented.

1.1 Background of the Study

The youth age is the period of most important events in human life (Roza and Layson, 2014). It is the period of their social and professional guidelines establishment, the formation of worldview, value-motivational and normative sphere. One of the most important public institutions to upbringing for the young generation to avoid mental and spiritual devastation is the youth organization that cannot be substituted by schools, higher education institutions or the family (Roza and Layson, 2014).

Youth organizations are establishments, organizations, facilities and clubs that provide services and activities for youth and include schools, residential facilities, youth groups, faith centers, and recreational or sport clubs; all organizations with the mission of helping young people develop into healthy adults (Wurtele, 2012). As noted by Trocme and Schumaker (1999), "participation in these activities provide youth with important protective factors against abuse including increased self-esteem and skills development, relationships with adults outside the home who may act as role models and confidants and relationships with peers" (p.631).

In Malaysia, the Malaysian Youth Council (MYC) is a national umbrella body for youth organizations would has more than three million members from 39 affiliates (Youth Organizations in Malaysia, 2002). See Table 1.1. MYC is a Non-Governmental Organization that coordinates youth and student organization in this country. MYC is also recognized by the government as the main body of youth organizations at the national level as specified under Section 49 (1) 668 Act which was established with the aim of encouraging youth development in all areas of economic, social, mental, physical, moral and politic.

In the early years, MYC cannot moved actively because the position of the scattered committee, financial problems, administration problems and the absence of the permanent staff. At this early stage, MYC was more likely associated with the parent body and seems to be determined by the WAY. In the early years of MYC, MYC trying to convince youth organizations to join him as his affiliates.

Meanwhile, the Malaysian Youth Council (MYC) has underlined the role of youth organizations in many aspects such as cultivating a sense of responsibility, patriotism and volunteerism among youth, encourage and induce youth to play a positive and

effective role to the society and the nation, and working in close collaboration with the bodies responsible for youth affairs in the interest of the youth movement (Haslinda et al, 2012).

Excellent and sustainable youth organizations, as partners in national development, have the task of bringing about developmental change in the country (Siti Raba'ah and Turiman, 2009). The Ministry of Youth and Sports, Malaysia, plays a major role in the planning, implementation and evaluation of youth development programmes. The ministry has been closely monitoring the programmes and activities conducted by various youth organizations. The success of youth organizations greatly depends on the competencies of youth leaders to ensure that the organizations survive in an ever-challenging environment (Siti Raba'ah and Turiman, 2009).

Hoegl and Gemuenden (2001) conceptualize and empirically validate **teamwork** quality as a higher order construct in order to achieve the effectiveness of an organization with six facets, i.e., communication, coordination, balance of member contributions, mutual support, effort, and cohesion. The underlying proposition of this latent construct is that highly collaborative teams display behaviours related to all six teamwork quality facets. In teams with high teamwork quality, team members openly communicate relevant information (Katz and Allen, 1988 and Hauptman and Hirji, 1996), coordinate their activities (Adler, 1995 and Faraj and Sproull, 2000), ensure that all team members can contribute their knowledge to their full potential (Seers, 1989), mutually support each other in team discussion and individual task work (Tjosvold, 1984 and Cooke and Szumal, 1994), establish and maintain work norms of high effort (Hackman, 1987 and Weingart, 1992), and foster an adequate level of team cohesion where team members maintain the group (Mullen and Copper, 1994 and Gully et al., 1995).

Youth development is more than helping one young person at a time; it entails the creation of a range of contexts or settings, including people and activities that promote youth development (Hamilton et al., 2004). Ideally, it constitute the system in the sense that it inclusive, enduring, connected to each other, and connected to the larger macro system surrounds them. According to Nissen (2011), youth development must strive to enhance individual and community capacities. One is not possible without the other. Youth development is predicted on youth exercising meaningful decision-making over the youth programs. Youth development can lead to the effectiveness of an organization.

Table 1.1: Affiliates under Malaysian Youth Council (MYC)

Bil	Affiliates under MYC
1	Muslim Youth Movement of Malaysia (ABIM)
2	The Boy's Brigade (Briged Putera Malaysia)
3	The Girl's Brigade (Briged Puteri Malaysia)
4	The Coalition of Peninsular Malaysia Students (GPMS: Gabungan Pelajar-Pelajar Melayu Semenanjung)
5	4B Youth Movement of Malaysia (Gerakan Belia 4B Malaysia)
6	United Youth Movement of Malaysia (Gerakan Belia Bersatu Malaysia)
7	Malaysian Felda Youth Council (Majlis Belia Felda Malaysia)
8	Malaysian Hindu Youth Council (Majlis Belia Hindu Malaysia)
9	Malaysian Tamil Youth Bell Council (Majlis Kelab-Kelab Bell Belia Tamil Malaysia)
10	Young Malaysian Movement (YMM: Gerakan Pemuda Malaysia)
11	Malaysian Youth Hostel Association (Persatuan Asrama Belia Malaysia)
12	Young Buddhist Association of Malaysia (YBAM: Pertubuhan Belia Buddhist Malaysia)
13	National Association of Malaysian Muslim Students (PKPIM: Persatuan Kebangsaan Pelajar Islam Malaysia)
14	Girl Guides Association of Malaysia (Persatuan Pandu Puteri Malaysia)
15	Methodist Youth Fraternity Malaysia (Persaudaraan Belia Methodist Malaysia)
16	Scouts Association of Malaysia (Persekutuan Pengakap Malaysia)
17	St. John Ambulance Malaysia (St. John Ambulan Malaysia)
18	Youth Malaysian Christian Association (Persatuan Pemuda Kristian)
19	Puteri Islam Malaysia Movement (Pergerakan Puteri Islam Malaysia)
20	Malaysian Association Youth Club (Persatuan Kelab-Kelab Belia Malaysia)
21	Perlis Youth Council (Majlis Belia Negeri Perlis)
22	Kedah Youth Council (Majlis Belia Negeri Kedah)
23	Pulau Pinang Youth Council (Majlis Belia Negeri Pulau Pinang)
24	Perak Youth Council (Majlis Belia Negeri Perak)
25	Selangor Youth Council (Majlis Belia Selangor)
26	Negeri Sembilan Youth Council (Majlis Belia Negeri Sembilan)
27	Malacca Youth Coalition Council (Majlis Gabungan Belia Melaka)
28	Johor Youth Council (Majlis Belia Negeri Johor)
29	Pahang Youth Council (Majlis Belia Negeri Pahang)
30	Terengganu Youth Council (Majlia Belia Negeri Terengganu)
31	Kelantan Youth Council (Majlis Belia Negeri Kelantan)
32	Wilayah Persekutuan Youth Council (Majlis Belia Wilayah Persekutuan)
33	Sarawak United National Youth Organization (SABERKAS: Pertubuhan Belia Kebangsaan Bersatu Sarawak)
34	Sabah Youth Council (Majlis Belia Negeri Sabah)
35	Indian Muslim Youth Movement of Malaysia (GEPIMA: Pergerakan Belia India Muslim Malaysia)
36	Malaysian Indian Youth Council (Majlis Belia India Malaysia)
37	Junior Chamber International Malaysia
38	Malaysian Xiang Lian Youth Association (Persatuan Belia Xiang Lian Malaysia)
39	Sikh Youth Federation of Malaysia

Source: Youth Organizations in Malaysia (2013)

An organization's long-term effectiveness and efficiency reflect its learning **goal** or performance goal orientation (Che Ha, Mavondo and Saad, 2014). Goal orientation concepts originate in psychology of achievement motivation theory. Goal orientations

drive the development and deployment of organizational capabilities, such as innovativeness, to achieve organizational performance outcomes. The rational goal approach focuses on the organization's ability to achieve its goals. An organization's goals are identified by establishing the general goal, discovering means or objectives for its accomplishment, and defining a set of activities for each objectives.

According to Chen and Kanfer (2006), theory and research concerning **leadership** in the organizational context, suggest that leadership is an important factor that may affect work team processes and results. However, how leaders may improve a team's performance and effectiveness is a question that the literature has not able to answer with precision (Zaccaro and Klimoski, 2002). The leaders in youth organizations have the responsibility to guide youth to be better persons. In a study by Gross and Weedon (1974), the participants were asked to rate each organization on the effectiveness of that organization in meeting the needs and concerns of young people in their development. To compare this effectiveness, an organizational effectiveness score was calculated. Each respondent was asked to rate the nine most frequent youth groups according to the way he or she regarded that organization as being effective in their development. The results showed that the leadership can lead to the effectiveness of the organization.

A study conducted by Place and Bailey (2010), proposed that to achieve an effective youth programme, a framework must be established for an effective programme. Overall, it was highly evident that there needs to be a consistent state-wide training, curriculum, procedures, guidelines and expectation for mentoring the youth programme. This comprehensive approach ensures consistency and a higher level of rigour for mentoring. This study intends to examine the effectiveness of MYC from the perspective of the members of the affiliates under MYC. Therefore it is important for us to understand the problems facing MYC that can lead to the effectiveness of MYC.

1.2 Problem Statement

Youth is the condition or quality of being young, the time of life between childhood and maturity (Farlex Inc, 2005). The youth age is from 15-29 years old (Commonwealth Youth Programme, 2006). Youth are partners in development and they have an important role in sustainable development both now and in the future. They are the leaders of today and tomorrow. Young people can develop skills, knowledge and attitudes that enable them to take an active role in society as agents of change (Fazilah, 2008).

According to Azimi, Turiman and Ezhar (2000), youth organizations are very important in helping youth to achieve excellence in all aspects of life. Youth are able to contribute to the family, community, religion, race and nation. But the existence of numerous youth organizations from all kinds of background such as social background, religious and races could not bring useful impact on youth. Youth problems are getting worse and out of control. Moreover, the country is still stuck with the issues of youth involvement in social problems. Azimi, Turiman and Ezhar (2000) conducted a study on youth involvement in unhealthy activities such as sexual practices, intake on drugs, crime and unproductive activities. The study found that the contemporary Malaysian youth were involved in watching or reading pornography, kissing, fornication, and also

had been involved in homosexual or lesbian activities. Almost half of them had been watched or read pornography; 15.1% were engaged in sex, and one out of four youth were involved in kissing.

Malaysian Youth Council (MYC) is one of the youth organizations which represent voice of youth generation in Malaysia (Haslinda et al., 2012). MYC is aimed to boost and motivate youth organizations to play positive and effective role towards society and country, stimulate and create relationship, cooperation, understanding and brotherhood among youth organizations and youth who are balanced in various fields, and nurture responsibility attitude, patriotism and volunteerism among youth organizations. However, does MYC plays the role to achieve its aimed? Does MYC at this moment have transformed in true sense as Malaysian youth development catalyst holistically?

MYC as a youth organization should be the forefront organizations to combat these problems. Some factors were examined to see whether the problems in youth organizations affect the effectiveness of MYC itself. For example the **teamwork** as the factor which can affect the effectiveness of the youth organization is becoming an important factor in the development of individual sectors (Rupar and Rupar, 2002). Hamid (2011) said that teamwork must now look for new ways to adapt quickly, operate more efficiently and better prepare themselves for future. Not surprisingly, many organization believe redesigning the structure of their organization is the solution, on the other hand, as well designed and planned, organization can have dramatic benefits for the teams to achieve the effectiveness.

Azimi (2005) states that the activities of youth development need to be more reactive to the needs of youth and should be focused more on developing their potential so that the expected development and contribution from this generation can be achieved. Therefore the responsibility of MYC is seen to be rather critical (Haslinda et al., 2012) because of the efforts in youth development need to be taken seriously (Syed Aribi, Mohd Sahari and Nik Ahmad, 2007).

Scenarios happened in youth organization is about **leadership** and management is not changed much from what happened in 70s before (Azimi et al., 2000). Observations of the organizations showed some weaknesses still occurred among members participation in their activities is still not complete, carry out ad-hoc and not based on the needs of its members, not put social agenda as a priority and only a small number of organizations have specific programmes to shape future leaders (Azimi et al., 2000).

Political parties, leaders and individuals often use youth organizations for their personal gain (Hansson & Lundahl, 2004: 162). White (2006: 114) referred to this kind of gain as symbolic capital (represents those shared assumptions about the value of terms such as honour, valour, generosity and goodness in a society). For example, youth organizations have been used as stepping stones to obtain titles that carry status or social value, gain government projects, contracts and funding that offer economic value and access to various positions and appointments that have political value; and many other opportunities (Janice, 2009). The access to these values attracts the youth leaders, tempting them to give generally unsubstantiated statements and actions. It demonstrates the process of political co-option, evidently developed in Malaysian youth organizations and NGOs.

According to Ezhar, Zanariah and Zamree (2005), in response to the evolving and changing needs and problems of youths in Malaysia, the government has implemented and has a policy to continue to put into practice progressive youth policies and programs to ensure that youths participate and contribute effectively in community and national development. In addition to the institutionalized training on youth development, the youth associations provide a platform for the government to pursue the agenda of capacity-building of the youths for community and national development at the grassroots level (Ezhar et al., 2005).

The youth organizations need leaders and community members to make sure the organization going smoothly. But, from the previous researches, the roles as leaders and members are not easy to be played. There are four main reasons which can help to understand this problem which are do not know how to use the constitutional, lack of coordination, lack of members to explain about the planning and the often changes of the community members. A research done by Azimi, et al. (2002) stated that in youth organization, leaders are the main element which leads to the effective youth organization. But, the leaders do not play their roles in the proper way. This is because, they do not get enough training and learning, they do not clear about their roles, they dominate in most of the time, they do not have confident and they cannot suit with their style of leadership in suitable time and place. Implication in the problems make the youth organization does not have the vision or mission and it cause the weak organization.

The next aspect in the obstacles or problems that prevent the potential of the youth organizations is the relationship between youth organization and other bodies. To make sure a youth organization will maintain active and alive in operation and planning their programs or activities, they need supports and cooperation from related organizations bodies. In other words, the successful of youth organization need the organization create and maintain the relationship with organization development bodies.

From the explanations above, the researcher can conclude that there are several problems that prevent the potential and the effectiveness of the youth organization. The conceptual framework in this research was based on the statement of the problems. The teamwork, youth development, goals, leadership and international networking are five important elements in this research. The elements were chosen to find the effectiveness of Malaysian Youth Council (MYC).

1.3 Research Questions

Based on the background of the study and the problem statements, this study attempts to answer the following research questions:

- i. What is the level of each factors (teamwork, youth development, goals, leadership and international networking) associated with the effectiveness of Malaysian Youth Council (MYC)?
- ii. Are there differences between the factors (teamwork, youth development, goals, leadership and international networking) associated with the effectiveness of MYC based on demographic profiles?

- iii. Do the factors (teamwork, youth development, goals, leadership and international networking) have the relationship with the effectiveness of MYC?
- iv. What is the most dominant factor contributed to the effectiveness of MYC?

1.4 Research Objectives

The main research objective of this study is to investigate the factors which contribute to the effectiveness of MYC. More specifically, the objectives of the study are:

- 1) To identify the level of factors (teamwork, youth development, goals, leadership and international networking) associated with the effectiveness of Malaysian Youth Council (MYC).
- 2) To identify the differences in the factors associated to the effectiveness of MYC (teamwork, youth development, goals, leadership and international networking) based on demographic profile.
- 3) To identify the relationship between the factors (teamwork, youth development, goals, leadership and international networking) associated to the effectiveness of MYC.
- 4) To identify the most dominant factor contribute to the effectiveness of MYC.

1.5 Research Hypotheses

Objective 2: To identify the differences in the factors associated to the effectiveness of MYC (teamwork, youth development, goals, leadership and international networking) based on demographic profile.

Hypothesis 1 – H^0 : There is no significant different in teamwork factor between race groups.

Hypothesis 2 – H^0 : There is no significant different in youth development factor between race groups.

Hypothesis 3 – H^0 : There is no significant different in goals factor between race groups.

Hypothesis 4 – H^0 : There is no significant different in leadership factor between race groups.

Hypothesis 5 – H^0 : There is no significant different in international networking factor between race groups.

Hypothesis 6 – H^0 : There is no significant different in teamwork factor between religious groups.

Hypothesis 7 – H⁰: There is no significant different in youth development factor between religious groups.

Hypothesis 8 – H⁰: There is no significant different in goals factor between religious groups.

Hypothesis 9 – H⁰: There is no significant different in leadership factor between religious groups.

Hypothesis 10 – H⁰: There is no significant different in international networking factor between religious groups.

Objective 3: To identify the relationship between the factors (teamwork, youth development, goals, leadership and international networking) associated to the effectiveness of MYC.

Hypothesis 1 – H⁰: There is no significant relationship between teamwork factor and the effectiveness of MYC.

Hypothesis 2 – H⁰: There is no significant relationship between youth development factor and the effectiveness of MYC.

Hypothesis 3 – H⁰: There is no significant relationship between goals factor and the effectiveness of MYC.

Hypothesis 4 – H⁰: There is no significant relationship between leadership factor and the effectiveness of MYC.

Hypothesis 5 – H⁰: There is no significant relationship between international networking factor and the effectiveness of MYC.

1.6 Significance of the Study

This research is significant and worthwhile because it aims to contribute to the evaluation of important elements of the Malaysian third sector (youth and youth organizations), which have not yet been the subject of intensive study, and seeks to place them in a political-economy context. From the previous research, according to Jenice (2009), there have been very few research studies on youth organizations in Malaysia; these comprise Turiman Suandi (1991) on 'Gerakan 4B', Fadzillah Mohd Jamil (1988) and Mohammad Nor Monutty (1989) on 'ABIM', Esmawi Othman (1986) on 'SEBERKAS' and Azimi Hamzah (1983) on 'FELDA youth'. These studies offered insights and have their own merits but did not investigate youth or youth organizations collectively as a whole or at the national level. They also did not investigate the political functioning of youth organizations in Malaysia.

In Malaysia, young people are the major category of the population, comprising about 42.4 per cent of the total population. Therefore, Malaysia is described as a 'youthful nation' (Esmawi, 1986: 1). According to the Ministry of Youth and Sports, there were 8,859 registered youth organizations at all levels and 2,554 of them were active in 2007

(KBS 2007: 2). The investigation of youth organizations is timely because of the growing government and public concern for youth in Malaysia. In addition, youth organizations have the potential as a training ground for leadership especially in politics, and there is a close relationship between youth organizations and political activity. However, their roles and participation in the political decision-making process have not been given significant attention.

This study will be a significant endeavor in promoting good factors to achieve the effectiveness in youth organizations. This study will also be beneficial to the practitioners and members in youth organizations when they employ effective services in the youth organizations. By understanding the needs of the members of youth organizations and benefits of the quality programs, these practitioners and members be assured of an effective organizations. Moreover, this research will provide recommendations on how to improve the effectiveness of the youth organizations.

According to Hyvari (2006) in the previous study, the effectiveness of an organization needs to meet some factors which include the organizational structures, technical competency, leadership ability and the characteristics of an effective manager. The results indicate that organizational design is associated with project management effectiveness. In the current study, the factors that contribute to the effectiveness of the organizations are teamwork, youth development, goals, leadership and international networking.

Moreover, this study will be helpful to the youth organization industry and practitioners in youth organizations in order to achieve the effectiveness of the organizations. It will also serve as a future reference for researchers on the subject of human resources and youth organizations. And importantly, this research will educate clients in deciding on whether youth organization is really fulfilling its responsibility to the community or is just showing off to promote the organizations.

1.7 Definition of the Terms

For the purpose of this study, the terms below are defined as follows.

- **Teamwork**

Conceptual: In this study, teamwork refers to the perspectives of the collaboration between Malaysian Youth Council (MYC) and their affiliates. Teamwork is defined as a multi-faceted concept – a rich and deceptively complex term. It has been defined as ‘a small group number of people with complementary skills who are committed to a common purpose, performance goals and approach (Busseri and Palmer, 2000).

Operational: To measure the “teamwork” construct, the instrument is basically developed based on the mission and vision of MYC. The instrument was inspired from the objectives of MYC. Besides that, the instruments also derived from the discussion of the expertise in the specific field.

- **Youth Development**

Conceptual: In the current study, youth development refers to the participation of Malaysian Youth Council (MYC) and their affiliates in the youth development programmes and the impacts. Youth development may refer to a set of principles, a natural process that adolescents go through, or a range of practices used in programming. Similar sets of principles and practices are described by the terms “positive youth development” and “community youth development” (Hamilton, Hamilton, and Pittman, 2002).

Operational: To measure the “Youth Development” construct, it’s inspired from the mission and vision of Malaysian Youth Council (MYC) and the objectives of MYC. The results of the discussion among the expertise in this field also contribute to perform the instrument. Some of the instruments were also inspired from the experience of the expertise who always deal with the leaders and members of MYC.

- **Goals**

Conceptual: In this study, goals refer to the aims and goals which can be achieved from the programmes organized by Malaysian Youth Council (MYC). Goals defined as a statement of the program’s intent, purpose, or expected outcomes (Wilde and Albuquerque, 2014). The goals’ characteristics include: stated in broad and general terms, identify the target group to be involved in each goal and to describe the goal as an intended outcome rather than as a process.

Operational: To measure the “Goals” construct, the instrument is basically developed based on the mission and vision of MYC. The instrument was inspired from the objectives of MYC. Besides that, the instruments were derived from the discussion with the expert group.

- **Leadership**

Conceptual: In the current study, leadership refers to the characteristics of the leaders in MYC and the effect to the affiliates under Malaysian Youth Council (MYC). Leadership has been described as "a process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task" (Chemers, 1997).

Operational: The scale contained items adapted from the discussion of the expertise from the field selected.

- **International Networking**

Conceptual: In this study, International networking will be referred to the strategy which performed by Malaysian Youth Council (MYC) to maintain good relationship with international bodies. International Networking is the study of relationships among countries, the roles of international non-governmental organizations (INGO), non-governmental organizations (NGO) and multinational corporations (MNC). International networking is an academic and a public policy field, and so can be positive and normative, because it analyzes and formulates the foreign policy of a given state.

Operational: International Networking construct was assessed by questions that asked the member of MYC about the relationship between MYC and international organization.

- **Effectiveness of Malaysian Youth Council (MYC)**

Conceptual: In this current study, the Effectiveness of Malaysian Youth Council (MYC) refers to the successful of the youth development programmes which organize by MYC and their affiliates. Organizational Effectiveness is the concept of how effective an organization is in achieving the outcomes the organization intends to produce (Etzioni and Amitia, 1964). The idea of organizational effectiveness is especially important for non-profit organizations as most people who donate money to nonprofit organizations and charities are interested in knowing whether the organization is effective in accomplishing its goals.

Operational: To measure the “effectiveness of MYC” construct, the instrument is basically developed based on the mission and vision of MYC. The instrument was inspired from the objectives of MYC. Besides that, the instruments also derived from the discussion of the expertise in the specific field.

1.8 Scope of the Study

The main focus of the research is about the effectiveness of MYC as the apex of youth organizations in Malaysia. In the current study, only five factors which associated with the effectiveness of MYC will be involved which are teamwork, youth development, goals, leadership and international networking. The research focuses on the youth in the city or urban area in varies parts of Malaysia. This is because most of the youth organizations are situated in the urban area. Besides that, the cost problem and the time problem are the factors which made the research cannot be done widely, extensive and comprehensive.

1.9 Organization of the Report

The report is organized into five chapters. Chapter 1 provides an introduction to the study. It includes the background of the study, statement of the problems, research questions, research objectives, research hypotheses, theoretical background, research framework, scope of the study as well as the significances of the study. In Chapter 2, the existing literature will be reviewed, specifically on all the constructs used in this study. It includes the development of the proposed research framework and the relationship between the constructs. Additionally, the propositions of this study are also included in the discussion of Chapter 2.

Chapter 3 will discuss the research methodology of the study, which includes several aspects such as the research design, location selection, measurement of the constructs, questionnaire design, sampling technique, data collection technique and data analyses techniques. Lastly, the hypotheses of the study will also be presented in Chapter 3.

In Chapter 4 the research results will be discussed. It will first discuss the results of the data collection, followed by the data screening and manipulation. Then, the

independent sample T-test and ANOVA will be performed before assessing the assumption for multivariate analysis and, finally, the results of the hypotheses testing are presented.

Finally, in Chapter 5, a brief review of the research is presented. Major findings of the study will be discussed based on the hypotheses testing. Then, the social implications, the contributions of the study in terms of theoretical, methodological and practical contributions are also presented. The chapter concludes with a discussion on the limitations and directions for future research.



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APPENDIX A

SURVEY QUESTIONNAIRE

No. ID:

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FAKULTI EKOLOGI MANUSIA

JABATAN SAINS KEMASYARAKATAN DAN PEMBANGUNAN (JSKP)

BORANG SOAL SELIDIK / QUESTIONNAIRES

**PERCEPTIONS OF AFFILIATED YOUTH ORGANIZATIONS TOWARD
EFFECTIVENESS OF MALYSIAN YOUTH COUNCIL**

*PERSEPSI AHLI GABUNGAN ORGANISASI BELIA TERHADAP KEBERKESANAN
MAJLIS BELIA MALAYSIA*

ORGANIZATION / ORGANISASI :

.....
.....

RESEARCH UNIVERSITY GRANT SCHEME (RUGS) 2010

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**Segala maklumat yang diberikann adalah SULIT dan RAHSIA. Kerjasama yang
diberikan kami dahului dengan ucapan ribuan terima kasih.**

BIODATA OF STUDENT

Siti Maryam Binti Md Nor was born on 18th February 1986 in Stillwater, Oklahoma, in the United States of America. She received her early education at Sekolah Rendah Islam Al-Amin Bangi, Selangor and Sekolah Kebangsaan Taman Universiti, Seri Kembangan, Selangor. She went to Sekolah Menengah Kebangsaan Seri Serdang for secondary education. She continued her studies at Kolej Ugama Sultan Zainal Abidin (KUSZA), Kuala Terengganu in Diploma of Teaching English as a Second Language (TESL) for three years. Then, she furthers her studies at the tertiary level at University Putra Malaysia (UPM) majoring in Bachelor of Science (Human Development), with a minor in Development Psychology.

In 2010, she graduated with the bachelor degree from Faculty of Human Ecology, UPM. After graduation, she started to pursue postgraduate study at the same faculty, Faculty of Human Ecology, UPM in January 2011. She did her Master in Social Psychology. During her studies, she was sponsored by MyMaster under The Ministry of Higher Education. Her interests in research lead her to involve in some researches as research assistant since she finished her first degree. Besides that, she also made presentations in some international conference and came out with journals.

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2. "Food Insecurity Among Public University Students Receiving Financial Assistance" (January 2011- April 2011).
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3. Project "Kerelevanan Majlis Belia Malaysia Sebagai Pemangkin Gerakan Belia di Malaysia". (October 2011- February 2012).
 - Graduate Research Assistant
4. International Conference on Youth Development 2011 (ICYOUTH), 'Nurturing Youth-Adult Relationship for Healthy Youth Development' (1-3 November 2011).
 - Presenter, "Risk-Taking Behaviour among Yong Motorcyclists".
5. International Conference on Youth Development 2013 (ICYOUTH), 'Engaging Youth for Nation Buiding' (29-31 October 2013).
 - Presenter, "The Function of MYC in Youth Development in Malaysia".
6. Seminar Pembentangan Akhir IPSAS
 - Presenter, "The Perception of Youth Leaders against the Program Implemented by the Malaysian Youth Council (MYC)".
7. Siti Maryam, M.N. and Haslinda, A. (2014). The Relationship between Demographic Variables and Risk-taking Behaviour among Young Motorcyclists. *Pertanika Journal of Social Sciences and Humanities (JSSH)* , 22(4), Dec 2014.



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