

# **INTERNATIONAL STUDENT GUIDEBOOK**



**UNIVERSITI MALAYSIA  
SARAWAK**

[www.unimas.my](http://www.unimas.my)



### ***Mission***

To generate, disseminate and apply knowledge strategically and innovatively to enhance the quality of the nation's culture and prosperity of its people.

### ***Vision***

To become an exemplary university of internationally acknowledged stature and a scholarly institution of choice for both students and academics through the pursuit of excellence in teaching, research and scholarship.



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Research & Innovation



# **FACULTY** and Academic Programme

**Economics and Business**

**Medicine and Health Sciences**

**Cognitive Sciences and Human Development**

**Social Sciences**

**Resource Science and Technology**

**Applied and Creative Arts**

**Computer Science and Information Technology**

**Centre for Language Studies**



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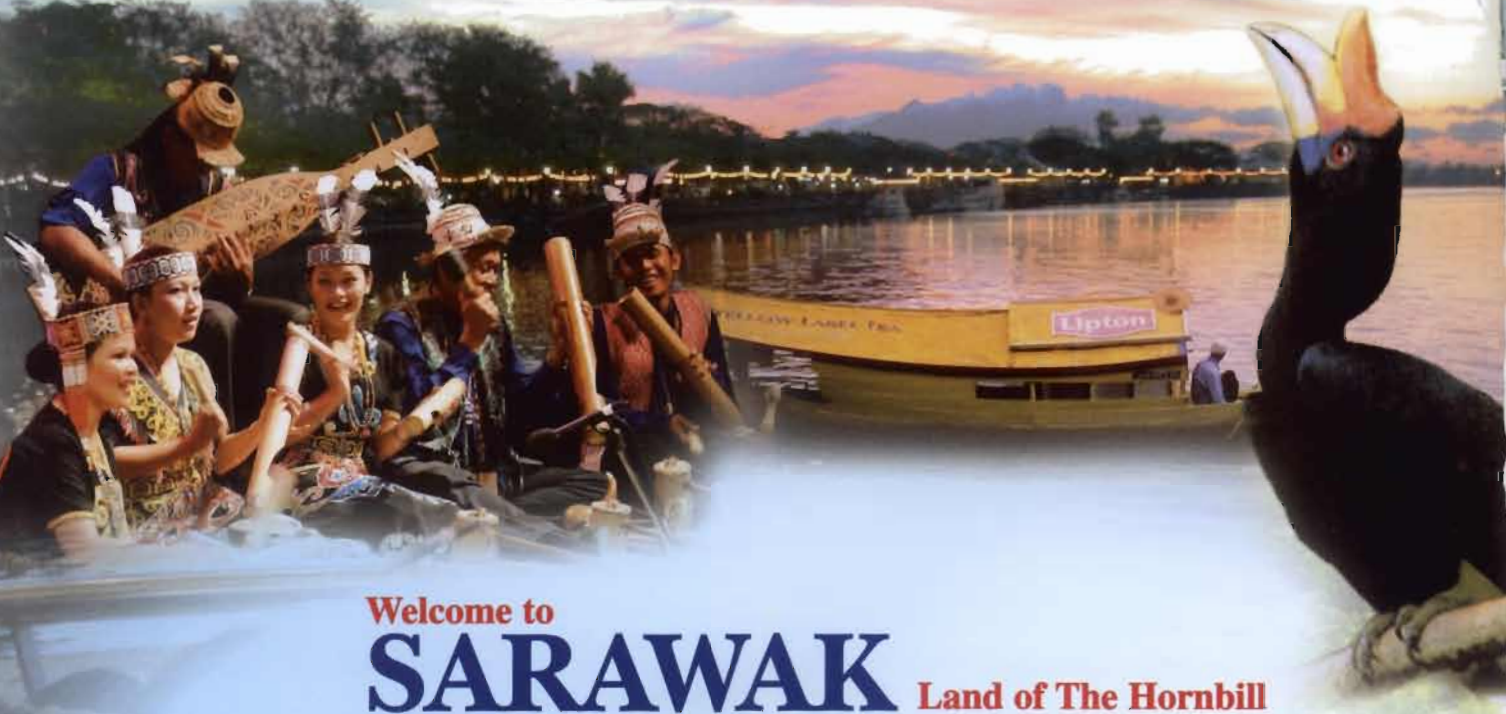
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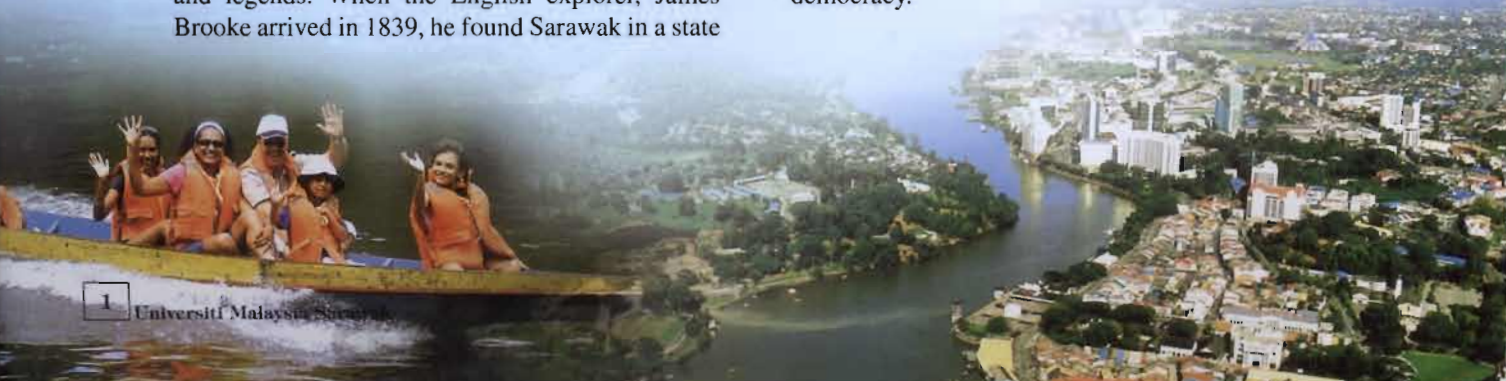
# Welcome to **SARAWAK** Land of The Hornbill

## Brief History

Sarawak is strategically located within the rapidly developing East Asian region. It is the largest state in Malaysia, with a land area of over 124,000 sq km occupying approximately 700 km along the west coast of Borneo. Sarawak is situated between Kalimantan (Indonesia) to the south, and Sabah and Brunei to the north.

The history of Sarawak is one of fascinating epics and legends. When the English explorer, James Brooke arrived in 1839, he found Sarawak in a state

of revolt against the Brunei Sultanate. As a reward for containing the revolt, the Pengiran Mahkota Brunei conferred on James Brooke the title Rajah of Sarawak. The descendants of Brooke, who ruled the state for more than a century, also played the role in forming the state's ruling and administrative structure. In 1963, Sarawak achieved independence and became part of Malaysia after the relentless efforts of independence fighters led to self rule and democracy.





Sarawak has a tropical climate with year-long sunshine and an average temperature of 25.6 °C. For four months of the year there is a wet season when heavy rain falls daily on the northeastern and southeastern coasts. Sarawak, Land of the Hornbill, is rich in culture. Its population of 1.6 million comprises over 26 ethnic groups, each with its own customs and traditions.

The biodiversity of flora and fauna in the various forest type hills, peat swamp, coastal, mangrove and riverine, presents unlimited opportunities for research. Result from this research contribute not only to knowledge of ecology but also to

developments in the field of medicine, health care and pharmaceutical.

The state's development rests on solid foundations of political stability and development-oriented general policies. Its economy is driven by a wealth of natural resources such as timber, pepper, natural liquid gas and oil. Sarawak together with Sabah, produce 200,000 barrels of oil a day, almost half the national production. Timber however, remains the most important source of income in the agricultural export sector and ranks fourth among the total export income earners. Plantations of cocoa and oil palm also contribute to the economy.





# KUCHING

*The Cat City*

UNIMAS campus is located 15 km to the southeast of Kuching, the capital city of Sarawak, and could be reached within 20 minutes on the newly built Kuching-Samarahan highway.

Kuching is one of the most beautiful cities in Malaysia. The Sarawak river, which runs through the city, provides an ambience of peace and serenity in the city and among its citizens. Students and other visitors to Kuching will enjoy the city, its friendly people, varied architecture, green spaces and diverse culture.

The varied architectural styles of the city are evident of different influences, which shape its culture and way of live. The state Mosque, with Moorish architecture, stand on the riverbank to the west of Kuching. Facing it across the river is the Astana, the official residence of the Head of State. Next to it, is Fort Magherita, a relic of the colonial era, which has since been converted to the Police Museum. Square Tower, on the southern bank of the river, was built in 1879 as a prison camp. It was used as a hall for social functions during the Brooke Administration.

The rows of shophouses along the streets of Kuching bring to mind the migration of the Hokkien and Teochew people in search of employment in the last century. The oldest building in Kuching is Bishop House, built in 1849. A visit to the Sarawak Museum allows visitors to re-live the city's historical splendour and acquaint themselves

with the cultural heritage of many of the different ethnic group of the state.

Kuching is a shopping paradise, with its shopping complexes, traditional shophouses and stalls displaying all kinds of merchandise. The popular shopping complexes include Wisma Tun Jugah, Sarawak Plaza, Riverside (Parkson) Plaza, Wisma Satok, Wisma Hopoh, Wisma Saberkas, Sarawak Plaza, Crown Square Plaza, Hock Lee Centre and Kuching Plaza. The main Bazaar offers a wide range of local handicrafts, souvenirs and antiques. Sarawak is famous for its ceramic industry, which has been passed from generations to generations. Kuching's ceramic ware is increasingly popular among the locals as well as tourists; also are its rattan mats and salted terubuk fish.

The Sarawak administrative centre in Petra Jaya is approximately 10 minutes drive from the city centre. Wisma Bapa Malaysia houses several ministries and government departments. Next to it is the Minangkabau-inspired Dewan Undangan Negeri, the High Court Complex and Kuching North City Hall. Petra Jaya also has several sports stadiums, golf courses and facilities for other sports.



## CULTURE

Kuching is a showcase of many different and interesting arts, cuisine, fashions, traditions and lifestyles, as a result of multi-racial nature of the population. Its rich and unique cultural heritage is displayed throughout the city; and full splendour visible during the celebrations and festivals of the respective ethnic groups throughout the year. The age-old traditional heritage of the main ethnic groups in cultural presentations is preserved and exhibited at the Sarawak Cultural Village at Damai, 30 minutes drive from Kuching.



## FOOD



Kuching is well known for its Laksa Sarawak and Kolok mee, a local noodle specialty, available in various eating outlets in the city. Popular evening cuisines include all types of seafood as well western and local specialties are served in the various restaurants, food stall and hotels. As in other towns in Malaysia, there is a plethora of delicious food in

Kuching as exemplified in the fast food restaurants, hawker stalls, coffee shops and restaurants all serving mouth watering delicacies at reasonable prices.



## ENTERTAINMENT

A wide range of recreational activities awaits those who wish to unwind after a hard day's work. Kuching Waterfront is a great favourite place for Kuching resident and tourists to stroll in the evening and weekends. Situated along the Sarawak river, the waterfront is beautifully landscaped, and has food and souvenir stalls as well as musical fountains Kuching also has museums, art galleries, bowling alleys and cinemas where one can relax.



Outside the city there are several places of interest to explore. To the north is the Damai peninsula with hotels, scenic beaches, golf course, majestic Santubong mountain, and seafood restaurants in the vicinity of quaint fishing villages. About 37 km to the west is the Bako National Park where one could go for jungle trekking and enjoy beautiful beaches while admiring the rich fauna and flora.

The wildlife Conservation Centre at Semenggok, 20 km south of Kuching, is a rehabilitation centre to prepare orang utans for their natural life in the forest. Other wildlife conservation and recreation areas are also available in Matang Wildlife and its vicinity to the north west of the city.

Exploring the region to the south and east of Kuching brings visitors to the towns of Serian, Bau, Lundu and beyond. The attractions include the green scenery at Mayang and the cool refreshing waterfalls and pools at Ranchan. The latest craze is shopping for Indonesian goods and handicrafts in the border towns of Tebedu and Serikin.



## Why Choose **UNIMAS** ?



UNIMAS is a university committed to being contemporary in character and forward looking in outlook in developing its education system. The university employs innovative approaches to the teaching-learning, and offers academic programmes which cater to the demands of the market. UNIMAS students are trained to be proficient in their respective disciplines through the offering of core courses. A curriculum based on the concept of total development of individual moulds students to be all-rounded individuals. Our graduates are able to cope not only in the existing workplace of today, but also in the newly emerging work situations in the future.

Quality is the basis of all products and processes at UNIMAS. Quality-assurance procedures ensure efficient course delivery and student learning. UNIMAS was awarded ISO 9001:2000 quality certificate by SIRIM as a recognition of the high quality management of academic activities from the intake of the new students to the award of degree to graduates.





## LOCATION

UNIMAS is located at Kota Samarahan, the administrative centre of the Samarahan Division. It is linked to Kuching via a modern highway. The 15 km car ride from Kuching city centre to UNIMAS takes between 20 to 30 minutes.

Kota Samarahan is enjoying rapid infrastructural development to cater for increasing population as a result of the emergence of several educational institutions in this City of Knowledge. Universiti Teknologi MARA (UiTM) transferred here and Tun Abdul Razak Teachers' Training College as well as several secondary and primary schools have been established. Housing estates, government offices and rows of shop houses have been constructed and basic facilities such as electricity water and telecommunication have been enhanced.



## STUDENT FACILITIES

### Student Colleges

The university policy is to provide accommodation in the student colleges to a vast majority of eligible students. UNIMAS student colleges are designed based on the concept of apartment. Each college comprises of apartments, and each apartment houses 8 students. The students will be responsible for their own apartment. Each room is sufficiently furnished and each apartment is equipped with communal facilities such as a common living hall, pantry, computer room, gymnasium, public telephones, washing machine, electric kettle, iron and a privatised laundry service. To cater for international students, two residential college blocks have been converted into an 'International College'. This college is in the centre of the campus and provides a range of sports facilities including tennis, volleyball and basketball courts. In addition to the standard facilities, each apartment unit is equipped with hot water system, refrigerator, microwave and washing machine. The cost of a room in the International College is RM 15.00 per day and all bills are included.





College fees are reasonable, depending on the number of occupants. Food could be purchased at affordable prices from the restaurants, cafeteria and food stalls within campus and in some of the colleges.

The colleges have perimeter fencing and security - guard service as well as cafeteria, indoor games, common lounges, TV rooms and privatised laundry service. Transportation to Kuching is by bus, vans or taxis.

### **Sports And Recreational Facilities**

The University is constantly upgrading its sporting and recreational facilities to cater for leisure activities of the campus community. A football field, three tennis courts, multipurpose hall, archery, volleyball, basketball, sepak takraw, two squash courts, futsal court, and street soccer court are among the facilities available.



### **Health Care Facilities**

UNIMAS aims to create a physically and mentally healthy and productive community of university students through its comprehensive and high quality health care services. The centre for Student Affair, with the co-operation of the Faculty of Medicine

and Health Sciences, is operating an out patient clinic in the campus. Some medical cases are referred to the Kuching Polyclinic, Kota Samarahan Polyclinic and Sarawak General Hospital, especially after office hours.

### **Banking And Postal Services**

Postal services at the UNIMAS mini Post Office. An express postal delivery and water & electrical bill payment service is also available on campus. Banking facilities and a 24-hour ATM service of Bank Islam is available for the convenience of the campus community.

### **Internet**

UNIMAS enjoys Internet facilities through its campus-wide computer network. Students are provided with email services and can surf the web either at their respective faculty computer rooms or at the Centre for Academic Information Services (CAIS).



## Support Service for International students

The International Relations Unit at UNIMAS provides international students with important support services such as advise on admission, orientation and welfare of the students. Specialist staff assists students with support services such as immigration, insurance requirements, finding accommodation and orientation programme. The orientation programme is conducted a week prior to the commencement of the academic session and all new international students are required to attend. The programme offers social opportunities for new students to meet with other students and helps them adjust to a new environment and make adjustment to living in Sarawak. The unit also facilitates the relationship between international students and the University's staff and services.

## Student Exchange Programme

UNIMAS has links with over 20 international universities and welcome students from partner universities to study as exchange students. Students could come and study for one or two semesters in relevant courses approved by UNIMAS and the partner institutions. Students under the exchange programme generally do not have to pay for tuition fees. This opportunity will give the student invaluable experience to enrich and broaden their educational learning experiences in a different culture and country.

## What can you do during the Semester Break?

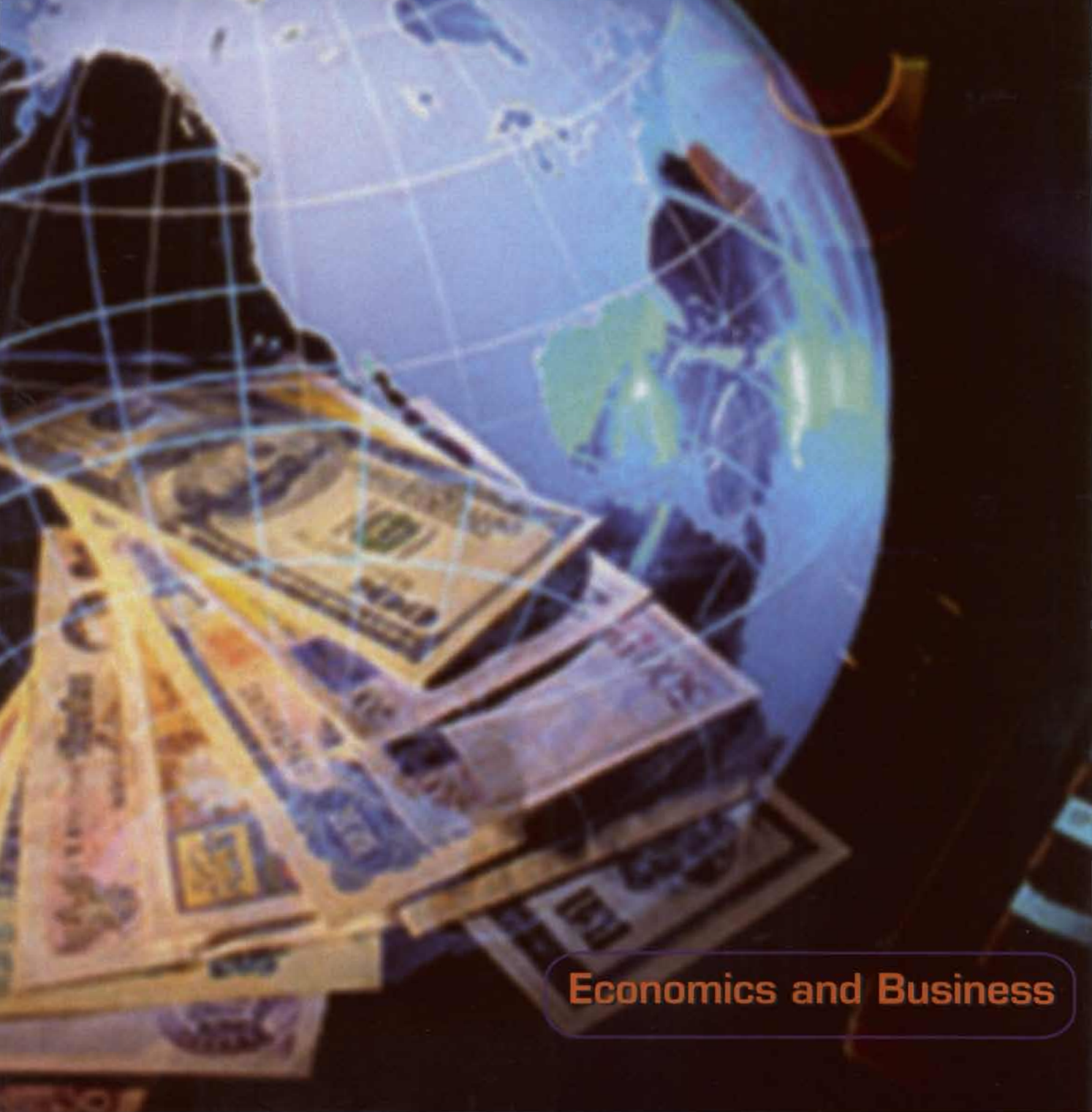
Sarawak is endowed with the richest and most diverse ecosystem. Sarawak's ancient rainforest is home to countless species of flora and fauna. Head into Sarawak's interiors and be fascinated with the dances of the multi-ethnic tribes living harmoniously with each other. Student can choose to explore the various national parks,



cascading waterfall, pristine beaches or enjoy the multitude of festivals throughout the year.

- **Visit Bako national park** –37 km from the city of Kuching. Home to the rare proboscis monkeys, long-tailed macaques, mangrove creatures and over 150 species of birds. An excellent introduction to the rain forests.
- **Visit Mulu National Park** – 30 min flight from the city of Miri, in Northern Sarawak. This is a UNESCO World Heritage Site and has the world's largest cave chamber.
- **Visit Semenggoh Wildlife Centre** - 20 km from Kuching city. An orang utan sanctuary, this is the perfect place to catch a glimpse of these fascinating primates
- Visit and stay in an Iban traditional longhouse, the largest indigenous group in Sarawak.
- Spend a week-end at Damai Peninsula, which is just 40 min drive from Kuching. Enjoy the beautiful pristine beaches or simply indulge in the cultural extravaganza at the world renowned Sarawak Cultural Village.
- **Rainforest World Music Festival** Held in early July at the Sarawak Cultural Village, enjoy the fusion of nature and the sweet sound of ethnic music from talented musicians from around the world.
- **Gawai Dayak** This celebration marks the end of the harvest festival and ushers in another year of bountiful goodness. It is celebrated on the 1 & 2 June and is a feast of colorful rituals, traditional music, feasting and cock-fighting. Enjoy the locally brewed alcoholic drink called tuak.
- **Balleh Kapit safari** An exciting river safari which is celebrated every second weekend of April. Witness rafters steer their man-made natural rafts down rapid tributaries of Malaysia longest river- Rejang





**Economics and Business**

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Parallel to the Faculty's vision in achieving economics, business and entrepreneurship excellence across the region, Faculty Economics and Business (FEB) strive to contribute to the nation building in a bid to achieve the nation's goal to become an industrialized economy. Along with the vision, our mission is to provide the centre of study in the area of economics, business and entrepreneurship as the main choice of students and academic through strategic teaching, learning, research and successful organization skills.

The aim is to adopt innovative approach such that a broad-based discipline is achieved, combining the studies of economics and business with information technologies. Global competitiveness is thus the focus. Strong theoretical foundations assure ethical professionalism is practical.

FEB has the advantage of preparing graduates with entrepreneurial skills that satisfy the managerial and professional category in the job market. The broad-based curriculum enables graduates to specialize in a wider range of fields. The faculty is divided into two programmes, which are Economics and Business. Within Economic Programme there are two specialized areas, which are International Economics and Industrial Economics. While under Business programme, the one specialized area is Marketing.

The programmes offered are market-driven with two common foundations. Quantitative method serves as one foundation while theory of economics and business principles serves as the other. Wrapped around these two foundations is information technology input. Faculty and industry linkages will be enhanced through industrial training.



**BUSINESS DEPARTMENT**

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**Programme Focus:**

Marketing

## ECONOMICS DEPARTMENT

The purpose of economics programme is to produce knowledgeable graduate with competitive advantage in domestic and international level. Undergraduate will be exposed to economics theories, international trade, business management, finance, accounting and ICT knowledge. The undergraduate will be equipped with better understanding in international institution operation, international agreement, business behaviour and Multi National Companies (MNCs).

### **Programme Focus:**

International Economics, Industrial Economics

## International Economics

The aim of specialization in International Economics is to produce professionals with international competitive mind in economics and business. Emphasis will be given on the evaluation of the effects and contributions of international economics and business / trade to the contemporary Malaysian economics and business environment and vice versa. Undergraduates will be exposed to knowledge and equipped with skills in international economics and business, management techniques and the application of technology. Courses will provide students with better understanding regarding business and trade theories and practices emphasis is on relevant topics such as pricing, regulations, competition, financial and investment mechanism, business behavior and corporation including multinational and transnational.

Graduates will have the opportunity to work in the national or international organization, Government Agencies or Private Sector. Graduates of this programme will also possess professional and management skills in the international business and economics area that allow them to be more competitive in the globalization era.

## Industrial Economics

The aim of specialization in Industrial Economics is to produce knowledgeable and skilled professionals in industrial economics. Emphasis on several aspects including activities of organizations, development, economics, management and policies dealing with various industries. Undergraduates will be equipped with skills and analytical ability to enable them to identify the economics environment conducive for entrepreneurial operations. Courses offered will expose students to policies of industrialization, role of government, market structure, behaviour of firms in responding to domestic and international changes, labour market analysis, investment and technology flows.

Graduates will have the opportunity to work as professionals in the multi-national industries and corporations. This specialization is also categorized as a management and entrepreneurship programme with focus on bringing the domestic industry to the East Asian region.



## Marketing

The specialization in Marketing gives the students a comprehensive understanding of the basic concept of marketing and its role in the operational handling of an organization. Basic comprehensive marketing skills gained will be tested and applied in a series of case studies and other interactive assignments to evaluate the level of understanding of the students. The use of techniques and information technology in the qualitative and quantitative fields is encouraged to help graduates in making marketing decisions. The preparation of skills courses in the marketing field such as promotion, channel of distribution, selling, sales management, etc, will be the main focus.

Graduates will have an opportunity to work as a marketing professional for the multinational corporations that operates at the national and international levels. This specialization will satisfy the needs of corporations to have a dynamic marketer whose role is to market the products to all market segments domestically and internationally.

## Finance

The purpose of this is program to produce professionals with analytical skills, who are able to work in a team and desire to compete at the international level in finance and business management. Focus will be given to the assessment of the contribution of the finance sector to the Malaysian and global economy. Students will be exposed to knowledge and skills in the areas of finance, economics, management, international business, accounting, quantitative techniques and the use of information and communication technology in finance and business. Courses in this programme will provide knowledge to students on the theory and practice of finance and management where attention will be given to topics related to financial systems and instruments, operations of financial systems, structure and corporate control, sources of finance, competition, strategic management, and the mechanism of local and international investments. In addition, students will be equipped with knowledge related to the operations of international financial institutions, international agreements, and business and corporate organizational behaviour including transnational and multinational companies.





Medicine and Health Sciences

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**Nursing**

The nursing programme is designed to:

- ❖ Enable pre-registration nursing students to acquire sound knowledge and skills for beginning professional nursing practice
- ❖ Allow the post-registration students to strengthen and broaden their knowledge of nursing and its related and supporting disciplines.
- ❖ Provide an appropriate educational foundation from which successful students may proceed to post-graduate studies in nursing.

It is a four-year full time programme (8 semesters) for students with Higher Secondary School Certificate or its equivalent. Students with Diploma in Nursing can apply for credit transfer and under normal circumstances, they will be required to do a five-semester (full time) study. Upon successful completion, students will be awarded the Bachelor of Nursing (with Honours) Degree.

In line with UNIMAS aim to provide education for a wholesome individual, the nursing programme values creativity in developing human potential; and encourages its students to be both critical thinkers and independent learners. In order to promote these attributes, students are expected to be active participants in the teaching-learning process: their involvement in all of the programme's educational activities, e.g., lectures, discussions, seminars, clinical sessions, presentations, problem-based learning sessions, as well as independent or self-directed learning are encouraged.

Underpinning the programme is the faculty's commitment to the concept of holistic health care. To integrate this concept to a professional nursing practice, the nursing curriculum is designed with three components: core, generic, and complementary. ICT skills is incorporated in all the components.

The core curriculum consists of five inter-woven strands, namely, basic medical science, nursing science, clinical nursing, humanities, and social science. The contents of the programme also takes into account the current national and global trends in health care, changing disease patterns, and recent advances in medical science and technology. In tune with these on-going developments, the programme encourages and supports the importance of continuing education and life-long learning for its students and academic staff.

The generic courses aim to develop students with positive attitudes, culturally acceptable behaviour and personality traits. The courses also encourage the development of a balance between autonomy and cooperation, assertiveness, the ability to work independently and as member of a team, in achieving common objectives.

The complementary courses are courses that students can select based on their interest. This is to enable students to acquire reasonable knowledge in fields other than nursing.

Students must pass all three (3) components of the curriculum to be awarded the Bachelor of Nursing (with Honours) Degree.



## Pre-registration Students

Upon completion of this programme, student should be able to:

- ❖ Obtain registration examination with the Malaysian Nursing Board.;
- ❖ Commence the practice of nursing at the level of professional competence expected of a beginning registered nurse;
- ❖ Apply critical analysis and problem solving skills to the planning, delivery and evaluation of nursing care;
- ❖ Demonstrate adaptability in meeting the challenges arising from changing health care needs;
- ❖ Make a personal commitment to the need for on-going professional growth and development.

## Post registration Students

Upon completion of this programme, student should be able to:

- ❖ Apply critical analysis and problems solving skills to the planning, delivery and evaluation of nursing care.
- ❖ Assume responsibility for professional leadership within a clinical nursing practice context.
- ❖ Demonstrate adaptability in meeting the challenges arising from changing health care needs.
- ❖ Make a personal commitment to the need for on-going professional development.

## Curriculum in brief

### Year 1

Year 1 courses include basic medical sciences, basic nursing care, social and behavioural science. Practicum in clinical areas also forms part of the courses.

### Year 2

Year 2 courses introduce students to nursing care of adults and children with altered functions of different body systems. Health assessment, health education and theories in nursing also provide students with knowledge and skills to guide their care.

### Year 3

The courses in Year 3 are oncology and acute care nursing, mental health and psychiatric nursing, obstetric and gynaecological nursing and community and family health nursing. Each of these courses is complemented with practicum in the corresponding clinical setting.

### Year 4

The Year 4 courses focus students to nursing care of older adults, nursing management, and advanced clinical practice. The other major component of Year 4 courses is nursing research. Beside theoretical input each student is required to conduct a small research project. Community Project exposes students to services provided by Non-Government Organisations.

The emphasis throughout the learning process is on increase critical thinking, cooperative ability, effective leadership; and management, problem solving, and decision making skills. Students will also be introduced to nursing research as a basis for clinical nursing to obtain the competency to handle changes in the nursing profession.



# Cognitive Sciences and Human Development



## Faculty of Cognitive Sciences and Human Development

### FACULTY OF COGNITIVE SCIENCES AND HUMAN DEVELOPMENT

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From cognitive psychology, artificial intelligence and virtual reality to human resource development and clinical counselling, the Faculty of Cognitive Sciences and Human Development takes a university education and focuses it on challenges and opportunities in the real world. Our impact reaches beyond the boundaries of UNIMAS to benefit Sarawak, Malaysia and the world. Learn more about our faculty at <http://www.fcshd.unimas.my>.

We are the first university in South East Asia to recognize the importance of the studies for understanding the mechanisms of the mind, the nature of intelligence and a sophisticated knowledge of human factors in computers and technology to the growth areas of this millennium. We took advantage of this by offering an undergraduate degree in Cognitive Sciences - B.Sc. (Cognitive Science) with honors. At the end of this programme, the student will acquire

- ❖ a sophisticated knowledge of human psychology and its applications in enhancing human performance and productivity;
- ❖ the ability to develop an intelligent system through a systematic development process;

- ❖ enhanced research skills adaptable to a wide range of professional careers and contexts;
- ❖ the ability to apply the concepts of ergonomics and psychology in the designs of consumer products and software; and
- ❖ the ability to think critically, exercise independent judgment and evaluate complex information and ideas.

#### Prospective careers include:

- ❖ software designer/developer
- ❖ systems or web interface designer
- ❖ systems support specialist
- ❖ systems analyst or administrator
- ❖ human factors specialist
- ❖ consumer product designer
- ❖ academician
- ❖ instructional designer
- ❖ human resource trainer
- ❖ researcher
- ❖ consultant



Find out more about this programme from our Programme Coordinator-Mohammad Hossain at [hmohamma@fcs.unimas.my](mailto:hmohamma@fcs.unimas.my).

We have incorporated a cognitive approach to the studies of Human Resource Development in addition to the traditional approaches such as behaviorism, etc. This study at an undergraduate level is offered through the B.Sc. (Human Resource Development) with honors. Through this programme, students will acquire:

- ❖ a working knowledge of the concepts, theories and approaches to human resources development and its applications;
- ❖ the ability to analyze, design, develop, implement and evaluate human resource development interventions;
- ❖ enhanced research skills adaptable to a wide range of professional careers and contexts;
- ❖ the ability to think critically, exercise independent judgment and evaluate complex information and ideas.



Prospective careers include:

- ❖ training officer/executive
- ❖ trainer
- ❖ course developer/instructional designer
- ❖ human resource executive
- ❖ personnel officer
- ❖ learning coordinator
- ❖ management consultant
- ❖ organizational development analyst



You are definitely welcome to request for more details from our Programme Coordinator- Dyg Nailul Munna Abg Abdullah at [aanailul@fcs.unimas.my](mailto:aanailul@fcs.unimas.my).

In addition to our undergraduate programmes, the Faculty of Cognitive Sciences and Human Development is actively involved in research activities. Our niche research areas include;

- ❖ Psychology & cognitive sciences including learning & memory processes, health & clinical applications and philosophy
  - ❖ Intelligent systems including visualization and computer graphics, augmented reality, virtual reality, information retrieval, pattern recognition, natural language processing, artificial neural networks
  - ❖ Human factors such as usability, human computer interaction, cognitive ergonomics and intelligent interface
  - ❖ Learning sciences such as the integration of technology & cognition in teaching and learning, instructional design using technology and knowledge management
  - ❖ Human capital development such as training and development, career development (organizational), change and workforce development, leadership strategy and decision making and quality of work-life
- ❖ Human capital management such as human resource planning, recruitment and selection, performance management, quality and productivity, occupational safety and health, and compensation and benefits
  - ❖ Technology and human resources such as human resource information system, educational technology
  - ❖ Organizational counselling such as family counselling, workplace counselling, career counselling
  - ❖ Technology and counselling such as E-counselling, computer aided assessment, electronic practice management - the computer based client record, and artificial & virtual reality applications
  - ❖ Clinical counselling such as rehabilitation counselling and psychological assessment

