

1. INSTRUCTIONS FOR ABSTRACT PREPARATION

- ❖ Abstracts must be written in *MS Word Document* format.
- ❖ Abstracts must not be more than 250 words.
- ❖ Abstracts must be written in Bahasa Melayu or English.
- ❖ Include 3 to 5 keywords.
- ❖ Font size is 11, Arial and single-spacing.
- ❖ Margins: 2.54 cm, should be set for top, bottom, right and left.
- ❖ Abstract template is attached in appendix 1A

*The author must submit the abstract with related information before or on **25 June 2016**
at : <http://conferences.cseap.edu.my/icedupsy16/>

Appendix 1A

ABSTRACT TITLE USING ARIAL, Font Size 11 :

Authors Name/s per 1st Affiliation (Author)

line 1 (of Affiliation): dept. name of organization
line 2: name of organization, acronyms acceptable
line 3: City, Country
line 4: e-mail: name@xyz.com

Authors Name/s per 2nd Affiliation (Author)

line 1 (of Affiliation): dept. name of organization
line 2: name of organization, acronyms acceptable
line 3: City, Country
line 4: e-mail: name@xyz.com

Abstract

Please note that the paper that you have submitted will automatically be produced in the Proceedings. Hence, please follow this guide and instruction carefully. Abstracts must be written in Bahasa Melayu or English and not exceeding 250 words. Include 3 to 5 keywords. Font size is 11 (Arial) and type in single-spaced. Margins: 2.54 cm should be set for top, bottom, right and left. The author must upload the file in MS word doc format. **DO NOT USE SPECIAL CHARACTERS, SYMBOLS, OR MATHEMATICAL SYMBOLS IN YOUR TITLE OR ABSTRACT**

Keywords: 3 to 5 words

2. INSTRUCTIONS FOR FULL-LENGTH PAPER PREPARATION

- ❖ Paper must be prepared in *MS Word Document* format
- ❖ Paper must be written in Bahasa Melayu or English.
- ❖ Font size 11(Arial), single-spaced.
- ❖ The length of paper should not exceeding 10 pages
- ❖ Margins: 2.54 cm, should be set for top, bottom, right and left
- ❖ Should not included page number, header, footer and footnote.
- ❖ The paper has not been previously published, nor is it currently submitted for publication
- ❖ Paper should be written in APA style (6th Edition),
- ❖ Paper template attach in appendix 1B

*The author must submit the abstract with related information before or on **9 July 2016** (Sunday) through the website system : <http://conferences.cseap.edu.my/icedupsy16/>

Appendix 1B

ABSTRACT TITLE USING ARIAL, Font Size 11:

Authors Name/s per 1st Affiliation (Author)

line 1 (of Affiliation): dept. name of organization
line 2: name of organization, acronyms acceptable
line 3: City, Country
line 4: e-mail: name@xyz.com

Authors Name/s per 2nd Affiliation (Author)

line 1 (of Affiliation): dept. name of organization
line 2: name of organization, acronyms acceptable
line 3: City, Country
line 4: e-mail: name@xyz.com

Abstract

Please note that the Proceedings would directly produce your paper that you submitted. Hence, please follow this style guild and instruction carefully. Abstract must be written in Bahasa Melayu or English and not exceeding 250 words. Include 3 to 5 Keywords. Font size is 11 (Arial) and type in single-spaced. Margins: 2.54 cm should be set for top, bottom, right and left. The author must upload the file in MS word doc format. **DO NOT USE SPECIAL CHARACTERS, SYMBOLS, OR MATH IN YOUR TITLE OR ABSTRACT**

Keywords: 3 to 5 words

INTRODUCTION

The topic of mentoring has grabbed the attention of academicians and management practitioners worldwide. Mentoring is regarded as the most popular form of developmental relationships, which stimulates the career advancement of employees (Bozionelos & Wang, 2006). Mentoring relationship exists between mentor, a senior experienced person and protégé, a junior experienced person in which psychosocial support of the mentor (friendship, unconditional acceptance and confirmation, counseling, role-modeling) is essential in promoting the protégé's competence, self-efficacy and overall development (Kram, 1985; Shollen, Bland, Center, Finstad, & Taylor, 2014). Also, such type of mentoring has been demonstrated to be effective in enhancing persistence of the employees during the adverse times (Carson & Bedeian, 1994; Day & Allen, 2004; London, 1983). This extent to remain motivated despite the challenges and fluctuations in a given line of work/career is known as career resilience (Carson & Bedeian, 1994).

METHODOLOGY

The data for the study were collected from 233 managers having full time employment in private sector (45.1%) and public sector (54.9%) organizations in North India. Of these 233 participants, about 85.4% were males and 14.6% were females with about 39.1% aged within 26–30 years. Participants were from all the three hierarchical levels, junior level management (24.5%), middle level management (60.5%) and senior level management (15%). Overall participants had a good educational background with 6% as diploma holders, 43.8% as graduates, 46.4% as post graduates and 3.8% held degrees higher than post-graduation.

RESULTS

The descriptive statistics and inter-correlations among the study variables have been detailed in Table 2. It can be seen that reliabilities have been represented diagonally and all are within the acceptable range of above .70 (Nunnally, 1978). Table 2 shows that emotional stability has positive, but moderate correlation with career resilience ($r = .211, p < .01$); and psychosocial mentoring support also relates positively but has weak correlation with career resilience ($r = .172, p < .01$).

DISCUSSION

This study makes useful contribution to the available literature on mentoring and occupational psychology from the perspective of understanding the role of socio-emotional support as a mediator of the relationship between emotional stability personality factor and career resilience. To the best of our knowledge, the present study appears to be the first research to explore mediating role of psychosocial mentoring between the two variables. In addition, this study also focuses on understanding the interrelationships between emotional stability and career resilience, emotional stability and psychosocial mentoring, psychosocial mentoring and career resilience, as not many studies have investigated the influence of personality and mentoring on career resilience.

In support of Hypothesis H1, emotional stability personality disposition was found to be a positive significant predictor of career resilience. This implies that those protégés, who

exhibit greater self-control, remain calm and composed and regulate their emotions, are higher on career resilience. On the other hand, people with low emotional stability (i.e. high neuroticism) are more vulnerable to emotional distress and exhibit poor coping mechanisms, which further makes them a low scorers on the resilience dimension (Campbell-Sills, Cohan, & Stein, 2006; Costa & McCrae, 1992b; Kling, Ryff, Love, & Essex, 2003).

CONCLUSION

Our findings seem to confirm that a more accurate description can be obtained about the psychological mechanism of attitude formation regarding the welfare state, if we consider these attitudes as results of a motivated social cognition process (see Jost et al., 2003). This framework has been applied to a surprisingly limited extent by political science and sociology so far, the motivational base of individual welfare preferences has been identified mostly in the form of rational economic self-interest. Nevertheless our results indicate that both selflessness and conventionality play a non-negligible role in our attitudes about welfare services, since they provide a convincing individual level psychological explanation to the acceptance or rejection of ideological element that are relevant to our expectations towards the welfare state.

ACKNOWLEDGEMENT

REFERENCES

Insert references here. Use APA Style (6th edition) for references. Examples:

Dellinger, A. B., & Leech, N. L. (2007). Toward a unified validation framework in mixed methods research. *Journal of Mixed Methods Research*, 1, 309-332.

Jackson, A. J., Miller, J. T., & Stevens, G. K. (2012). School anxiety: Teacher-rated stress factors in Bulgarian school children. In M. Brunner (Ed.), *Psychology in schools* (2nd ed., pp. 12-37). London: School Press.

3. INSTRUCTIONS FOR POSTER PREPARATION

2. POSTER FORMAT

- ❖ Size of poster is 59.4 cm wide and 84.1 cm high (horizontal)
- ❖ Should be prepared in one page and in horizontal.
- ❖ Written in Bahasa Malaysia or English.
- ❖ The poster must include the following information:
 - Title
 - Author
 - Affiliation
 - E-mel, contact number and address

- ❖ The content of the poster includes :
 - Introduction /Background of study
 - Methodology
 - Result
 - Implications/ Suggestion
 - Conclusion.
 - References (APA style, 6th Edition).
 - Acknowledgment .

- ❖ Authors are encouraged to include visual in their poster (table, diagram, picture, map).
- ❖ The layout is based on the creativity of the author.
- ❖ Select the size, type and color of paper that is suitable and can be read from a distance of 2 meters.
- ❖ Organize the presentation so it is clear, orderly, and self-explanatory.
- ❖ Posters should be set up between 7:30 A.M. to 5:00 P.M. on the day of your presentation.
- ❖ Soft copy (PDF format) should be emailed to conference secretariat before or on **1 August 2016 (MONDAY)**.
- ❖ Participants must print and bring along posters during the conference.
- ❖ The poster presentation equipment such as poster boards, push pins and tape will be provided by the organizers.

The author must submit the poster (soft copy) with related information before or on **1 August 2016** (Sunday) at <http://conferences.cseap.edu.my/icedupsy16/>