

CHAPTER IV : RESULTS

4.1 Introduction

This chapter presents the empirical findings that address the previously proposed study topics and hypotheses. The quantitative data was collected using a standardized questionnaire with three sections to study participants. The three sections are as follows:

Section 1: Sociodemographic, socioeconomic, and AADK rehabilitation program information.

Section 2: Validated Malay Version of the Stages of Change Scale (SoCS)

Section 3: Validated Malay Version of the LAM Assessment of Stages of Employment Readiness (LASER)

This chapter dwells into the analysis and interpretation of data collected during the study at PUSPEN Tiang Dua in Melaka. The main objective of this research is to investigate the relationship between clients' motivational ready for change and their overall job readiness. The results are provided in an organized manner, beginning with a descriptive examination of the data and progressing to the findings of the inferential statistical tests. The findings will be provided based on the three research questions raised in Chapter 1. Firstly, the demographic profile of the participants and the rehabilitation data obtained from Section 1 of the study is presented in detail. This section provides an overview of the participants' characteristics, including age, gender, education level, and employment status. Additionally, the data is analysed to provide context on the participants' rehabilitation journey, such as the duration of their stay at

the rehabilitation centre. Following the demographic analysis, the descriptive statistics from SoCS is presented to answer the first question, the level of motivational readiness to change among the participants. The next focus is on assessing the participants' work readiness to answer the second research question. Subsequently, the results of the Pearson correlation will be presented to address the third research question.

4.2 Descriptive Analysis of Participants' Profile

The study participants were recruited from PUSPEN Tiang Dua following a convenient sampling method. The duration of the data collection was from April to May 2024. The total number of participants recruited for this study was 192 (N=192). The same number of questionnaires were distributed and collected. There was no missing data. Table 1 shows a detailed overview of the descriptive analysis of the sociodemographic findings of all the participants.

Based on the data collected in the study, all the participants were male. The largest age group (37.0%) was between 40 and 49. Following this were the 30-39 year-olds (16.7%) and the 20-29 year-olds (16.7%). The smallest age group (7.8%) was between 50 and 59.

The study was dominated by Malays, who comprised 95.8% of the participants (184). Indians were the next largest group at 3.2% (6 participants), followed by a single Chinese participant and a single Iban participant.

As for the educational background of the participants in the study, the majority, 46.9%, had a SPM qualification. Close to half (41.1%) had a secondary school education. A smaller proportion (9.4%) only had a primary school education, and a very small number (2.6%) had no formal education. None of the participants had an undergraduate or postgraduate diploma or degree.

Table 3

Sociodemographic Characteristics of the Participants

Sample Characteristics	<i>n</i>	%
Gender		
Man	192	100.0
Woman	0	0
Age Groups		
20 – 29	32	16.7
30 – 39	74	38.5
40 – 49	71	37.0
50 – 59	15	7.8
Race		
Malay	184	95.8
Chinese	1	0.5
Indian	6	3.2
Others	1	0.5
Educational Level		

No Education	5	2.6
Primary School	18	9.4
Secondary School	79	41.1
SPM	90	46.9
Undergraduate/ Postgraduate	0	0

Note, N=192

The data reveals that work is the primary source of income for this group, with nearly 80% earning through wages, salaries, and commissions. Family and friends provide financial support to a smaller but significant portion (8.3%). Government assistance plays a minimal role, with only 1% relying solely on welfare. A substantial number (11%) have combined income sources, with the most common being work supplemented by family or friends' help.

Table 4

Socioeconomic Characteristics of the Participants

Sample Characteristics	<i>n</i>	%
Source of Income		
Self	153	79.7
Family & Friends	16	8.3
Welfare	2	1.0
Self + Family & Friends	18	9.5
Self + Welfare	1	0.5
Self + Family & Friends + Welfare	2	1.0

Note, N=192

All the participants in this study are residents of PUSPEN Tiang Dua, Melaka and currently undergoing a full-time rehabilitation program. While the program is full-time, the duration of stay ranges from 1 month for the newest participant to 14 months for the longest resident. The average duration in rehabilitation was 7.3 months, with a standard deviation of 3.8.

Table 5

Duration in Rehabilitation of the Participants

	<i>Mean</i>	<i>Standard Deviation</i>
Duration of Rehabilitation	7.3 months	3.8

Note, N=192

4.3 Results of RQ 1: The Level of Motivational Readiness

According to data collected through the Stages of Change Scale, the majority of the population (64%) is currently in the "Contemplation" stage. The "Action" stage follows with 21.4%. A smaller group (14.6%) is in "Pre-contemplation". There are currently none in the "Maintenance" stage.

Table 6

Level of Motivational Readiness for Change Among the Participants at PUSPEN Tiang Dua

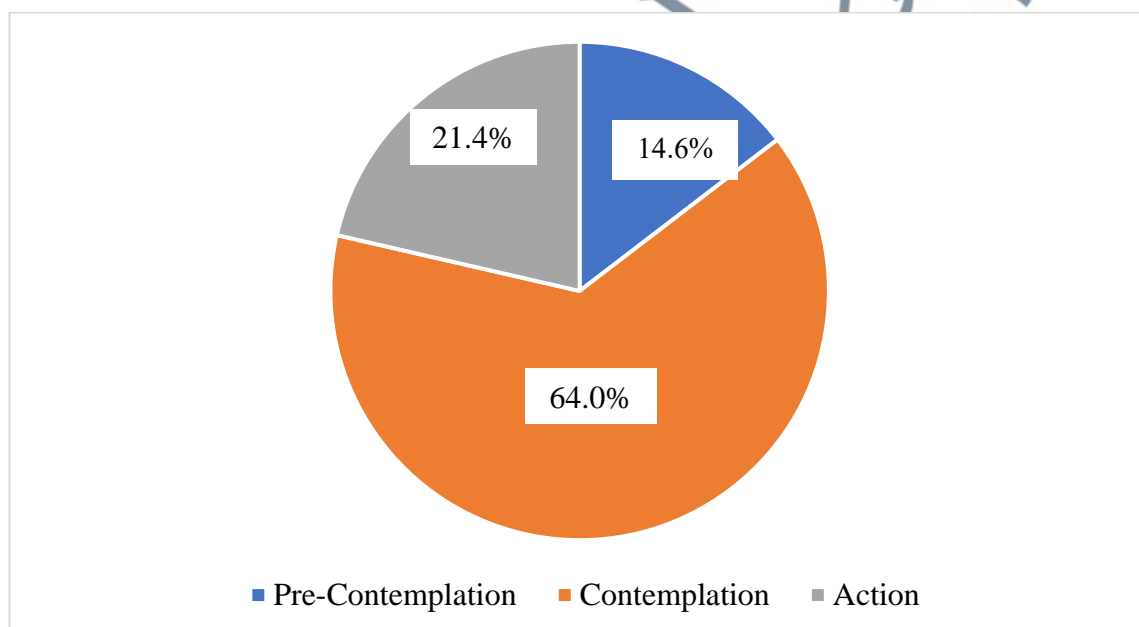
Level of Motivational Readiness	<i>n</i>	<i>%</i>
Pre-Contemplation	28	14.6

Contemplation	123	64.0
Action	41	21.4
Maintenance	0	0.0

Note, N=192

Figure 2

Level of Motivation Readiness to Change Among the Participants at PUSPEN Tiang Dua



Note, N=192

The results of the Pearson chi-square test ($\chi^2 = 10.359$, $df = 4$, $p = .035$) revealed a statistically significant association between Motivational Readiness to Change and Duration of Rehabilitation, suggesting that individuals' motivation level is related to the time they spend in rehabilitation programs. The cross-sectional tabulation of the data is shown in Table 5.

Table 7

Relationship between Motivational Readiness to Change and Duration of Rehabilitation

Level of Motivational Readiness (%)	Duration in Rehabilitation (months)		
	1 – 6	7 – 12	13- 18
Pre-Contemplation	22.8	11.2	0
Contemplation	57.0	65.2	83.3
Action	20.2	23.6	16.7
Maintenance	0	0	0
Total	100	100	100

Note, N=192, Pearson chi-square test ($\chi^2 = 10.359$, $df = 4$, $p = .035$)

4.4 Results of RQ 2: The Level of Work Readiness

According to the data collected using LASER questionnaire, the majority of the participants (60.4%) were in the "Contemplation" stage. The "Action" stage follows with 45 participants (23.4%) and a smaller group (16.1%) is in the "Pre-contemplation" level.

Table 8

Level of Work Readiness Among Clients at PUSPEN Tiang Dua

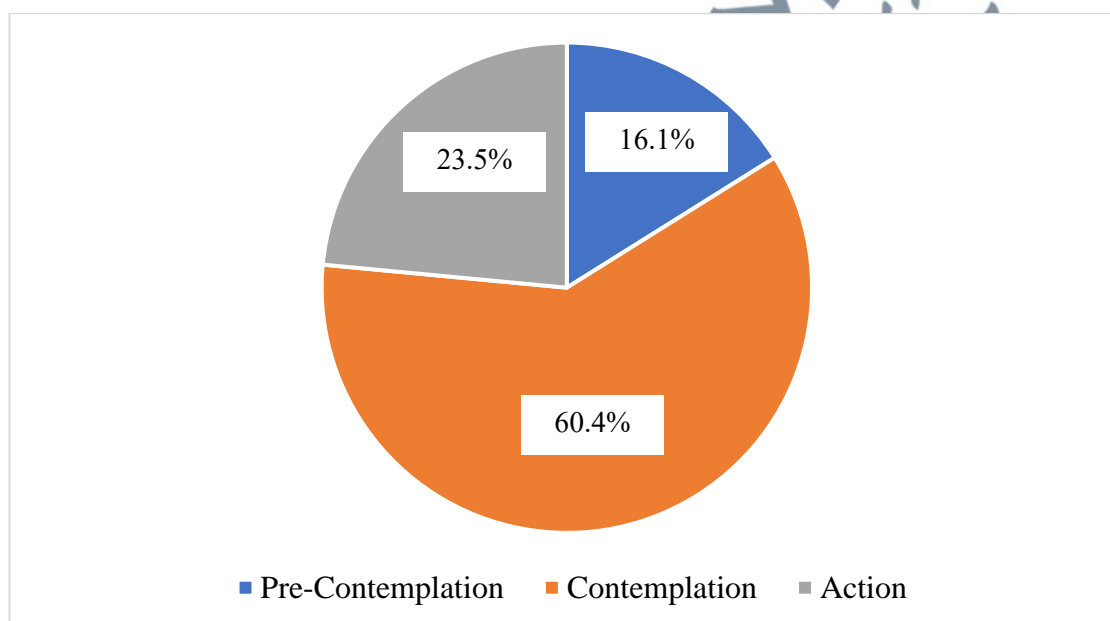
Level of Work readiness	<i>n</i>	%
Pre-Contemplation	31	16.1

Contemplation	116	60.4
Action	45	23.5

Note, N=192

Figure 3

Level of Work Readiness among Clients at PUSPEN Tiang Dua



Note, N=192

The results of the Pearson chi-square test ($\chi^2 = 7.709$, $df = 4$, $p = .103$) did not reveal a statistically significant association between Work Readiness and Duration of Rehabilitation at the 0.05 level. However, the observed p-value suggests a potential weak association that warrants further investigation with a larger sample size. The cross-sectional tabulation of the data is shown in Table 4.

Table 9*Relationship between Work Readiness and Duration of Rehabilitation*

Level of Work Readiness (%)	Duration in Rehabilitation (months)		
	1 – 6	7 – 12	13- 18
Pre-Contemplation	24.1	11.2	8.3
Contemplation	50.6	66.3	70.8
Action	25.3	22.5	20.9
Total	100	100	100

Note, N=192, Pearson chi-square test test ($\chi^2 = 7.709$, $df = 4$, $p = .103$)

4.5 Results of RQ3: Relationship Between Motivational Readiness to Change and Work Readiness

A correlation analysis was employed to answer research question 3. The researcher used Pearson Correlation to test the H₀ A: There is no correlation between motivational readiness for change and work readiness among PUSPEN clients. The Pearson Correlation test was conducted to assess the linear relationship between motivational readiness and work readiness. The result shows a positive correlation between the two variables, $r(192) = .490$, $p = .001$. this indicates the increase in motivational readiness to change correlates with the increase in work readiness, and vice versa. According to Dancy & Reidy (2011), the strength of the correlation coefficients (r) can be classified as weak (less than 0.4), moderate (0.41 to 0.7), and strong (0.71 to 1). Since the correlation coefficient, r falls between 0.4 to 0.5, the strength of of correlation between these two variables is considered moderate. Hence,

the null hypothesis was rejected, and the alternative hypothesis was accepted. Table 6 shows the statistics of the correlation between the level of motivational readiness to change and the level of work readiness among PUSPEN Tiang Dua clients.

Table 10

Correlation between level of Motivational Readiness and level of Work Readiness among clients at PUSPEN Tiang Dua

Pearson Correlation	.490**
Sig. (2-tailed)	.000
N	192

**Correlation is significant at the 0.05 level (2-tailed)

4.6 Conclusion

In a nutshell, the residents of PUSPEN Tiang Dua were all male. The majority of the participants are Malay. Most of the participants were in the 30 – 39 age group. Less than half (46.9%) had completed at least a secondary school education (SPM), with the remaining having a lower educational level. The majority (79.7%) were employed or self-employed. The level of motivational readiness among the majority of participants was in the contemplation stage. A similar situation is also seen in work readiness, where 60.4% of participants were at the contemplation stage. The results of the Pearson chi-square demonstrated a statistically significant association between Motivational Readiness to Change and Duration of Rehabilitation. The statistical analysis using Pearson Correlations shows a moderate positive correlation between the

level of motivational readiness to change and the level of work readiness among clients of PUSPEN Tiang Dua, Melaka.

