

**THE RELATIONSHIP BETWEEN
MOTIVATIONAL READINESS FOR CHANGE
AND WORK READINESS AMONG CLIENTS IN A
REHABILITATION CENTRE IN MELAKA**

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UNIVERSITI SAINS ISLAM MALAYSIA

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FOR CHANGE AND WORK READINESS AMONG CLIENTS IN
A REHABILITATION CENTRE IN MELAKA**

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APPROVAL

I certify that I have supervised and reviewed this study, and in my opinion, it meets the acceptable standards of scholarly presentation. It is fully adequate in scope and quality as a thesis for the Master of Counseling (Substance Abuse).

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AUTHOR DECLARATION

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

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ABSTRAK

Kajian ini mengkaji hubungan antara kesediaan motivasi untuk berubah dan kesediaan bekerja di kalangan klien yang menjalani pemulihan di Agensi Antidadah Kebangsaan (AADK) di Melaka, Malaysia. Sebanyak 192 peserta terlibat dalam kajian ini, dan kesediaan motivasi mereka dinilai menggunakan Skala Tahap Perubahan (SoCS), manakala kesediaan bekerja mereka diukur menggunakan Penilaian Tahap Kesediaan Pekerjaan LAM (LASER). Hasil kajian menunjukkan terdapat korelasi positif sederhana antara kesediaan motivasi untuk berubah dan kesediaan bekerja ($r = .490$, $p = .001$), yang menunjukkan bahawa individu yang mempunyai motivasi lebih tinggi untuk mengubah tingkah laku ketagihan mereka juga lebih bersedia untuk bekerja. Majoriti peserta berada di tahap kontemplasi untuk kedua-dua kesediaan motivasi dan kesediaan bekerja, menunjukkan bahawa mereka mengakui keperluan untuk berubah tetapi belum sepenuhnya komited untuk membuat perubahan. Kajian ini juga mendapati terdapat hubungan yang signifikan antara kesediaan motivasi dan tempoh pemulihan, yang menunjukkan bahawa tempoh yang lebih lama dalam program pemulihan boleh meningkatkan motivasi. Kajian ini mempunyai implikasi untuk pusat pemulihan dan amalan kaunseling ketagihan, menekankan kepentingan menangani kedua-dua motivasi dan kesediaan kerja dalam program rawatan untuk memudahkan proses intergrasi semula ke alam pekerjaan.

Kata kunci: Kesediaan bekerja, kesediaan motivasi, pemulihan, pekerjaan, AADK

ABSTRACT

This study examines the relationship between motivational readiness for change and work readiness among clients undergoing rehabilitation at the National Anti-Drug Agency (NADA) in Melaka, Malaysia. A total of 192 participants were included in the research, and their motivational readiness was evaluated using the Stages of Change Scale (SoCS), while their work readiness was measured using the LAM Assessment of Stages of Employment Readiness (LASER). The findings revealed a moderate positive correlation between motivational readiness for change and work readiness ($r = .490$, $p = .001$), suggesting that individuals with higher motivation to change their addictive behaviours are also more prepared for employment. The majority of participants were in the contemplation stage for both motivational readiness and work readiness, indicating that they acknowledge the need for change but have not yet fully committed to action. The study also found a significant association between motivational readiness and the duration of rehabilitation, suggesting that longer stays in rehabilitation programs may enhance motivation. These findings have implications for rehabilitation centres and addiction counselling practices, emphasizing the importance of addressing both motivation and work readiness in treatment programs to facilitate successful reintegration into the workforce.

Keywords: Work readiness, motivational readiness, rehabilitation, employment, AADK

المخلص

تبحث هذه الدراسة في العلاقة بين الاستعداد التحفيزي للتغيير واستعداد العمل بين العملاء الذين يخضعون لإعادة التأهيل في الوكالة الوطنية لمكافحة المخدرات في ملقا، ماليزيا. شمل البحث ما مجموعه 192 مشاركاً، وتم تقييم (NADA) بينما تم قياس (SoCS) استعدادهم التحفيزي باستخدام مقياس مراحل التغيير كشفت النتائج (LASER) استعدادهم للعمل باستخدام تقييم مراحل الاستعداد للعمل عن وجود علاقة إيجابية متوسطة بين الاستعداد التحفيزي للتغيير واستعداد العمل مما يشير إلى أن الأفراد الذين لديهم دافع أعلى لتغيير، ($r = .490, p = .001$) سلوكياتهم الإدمانية يكونون أيضاً أكثر استعداداً للعمل. كان غالبية المشاركين في مرحلة التفكير لكل من الاستعداد التحفيزي واستعداد العمل، مما يشير إلى أنهم يدركون الحاجة إلى التغيير لكنهم لم يلتزموا بعد تماماً بالعمل. كما وجدت الدراسة ارتباطاً كبيراً بين الاستعداد التحفيزي ومدة إعادة التأهيل، مما يشير إلى أن البقاء لفترات أطول في برامج إعادة التأهيل قد يعزز الدافع. هذه النتائج لها تداعيات على مراكز إعادة التأهيل وممارسات استشارات الإدمان، مما يؤكد على أهمية معالجة كل من الدافع واستعداد العمل في برامج العلاج لتسهيل إعادة الاندماج الناجحة في القوى العاملة.

الكلمات المفتاحية: الاستعداد للعمل، الاستعداد التحفيزي، إعادة التأهيل، التوظيف
AADK

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ABBREVIATION

AADK	Agensi Anti Dadah Kebangsaan
LASER	LAM Assessment of Stages of Employment Readiness
MI	Motivational Interviewing
MTK	Model Terapi Kerjaya
NADA	National Anti-Drug Agency
NIDA	National Institute on Drug Abuse
PUSPEN	Pusat Pemulihan Penagihan Narkotik
RTC	Readiness to Change
SAMHSA	Substance Abuse and Mental Health Services Administration
SOCRATES	Stages of Change, Readiness, and Treatment Eagerness Scale
SoCS	Stages of Change Scale
SPSS	Statistical Package for Social Sciences
SUD	Substance Use Disorder
TTM	Transtheoretical Model