

# Psychology at Work in Asia



Psychology at Work in Asia:  
Proceeds of the 3rd and 4th Asian Psychological  
Association Conferences and the 4th International  
Conference on Organizational Psychology

Edited by

Sherri McCarthy, Jas Jaafar,  
Anila Kamal and Aisha Zubair

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**P U B L I S H I N G**

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and the 4th International Conference on Organizational Psychology,  
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This book is dedicated to our colleagues and friends in the Asian Psychological Association and at the National Institute of Psychology Centre of Excellence at Quaid-i-Azam University in Islamabad, Pakistan for helping us to establish psychology as a vital and important academic discipline and a respected profession throughout Asia. We anticipate the world will continue to become a more productive, connected and safe place to live thanks to the international influence of psychology.



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## PREFACE

This book provides an overview of the current status of research in psychology in Asia, with a specific focus on Organizational Psychology. Also referred to as Industrial Psychology, Work Psychology and Occupational Psychology in some parts of the world, this particular branch of psychology appears to be one of the most rapidly-growing focus areas of the discipline in Asia. It is the area of psychology from which a large number of the over 300 research presentations featured at the last two conventions of the Asian Psychological Association originated. It is the topic of several new journals being launched in the region and the focus of many conferences, such as the recent 4<sup>th</sup> International Conference of Organizational Psychology in Islamabad, Pakistan, from which we have also selected papers to present here. As the economy becomes increasingly globally-based and more businesses relocate to or open major branches in Asia, the growth of organizational psychology there is likely to continue for the next several years.

As cross-cultural psychologists with backgrounds in human development, we find this especially interesting. Examining strategies that do or do not transfer from culture to culture to improve work-place environments is a fascinating laboratory in which to examine what underlying “universal” aspects of behavior, personality and psychological well-being apply for all human beings, and which are culturally-bound and determined by socialization. The information contained in this volume is not only likely to be interesting and useful for students and researchers interested in cross-cultural psychology, however. It also contains valuable information for those in business and public policy, public health, marketing and education. There is a treasure-load of valuable information here regarding psychology and its influences on our broader society.

Selecting the best examples of work from each of the conferences to form a cohesive volume was a difficult task, and we apologize to all of those whose work was presented at one of the three conferences from which we have gathered material for these proceeds if we were not able to include it in this volume. It is by no means a reflection on the quality of the research. We used several criteria for making our final selections. First, in choosing material from the Asian conferences, we sought to represent research from as many countries as possible. Since the Asian Psychological

Association was originally founded in Indonesia in 2006 and the most recent conference of the organization was held in that country, we had many excellent papers from Indonesian authors. We were able to publish only a few of these. Because of space limitations, it was impossible for us to include all of the papers from all of the conferences, so we instead made our selection based on, first, offering samples of current work from as many participating countries as possible. We were able to include work from more than 10 Asian countries, as well as work conducted in Asia or on topics relevant to Asian societies by scholars from the UK, USA, Australia, Sweden and Germany.

We also looked for quality, and we acknowledge that, since this volume is published for a worldwide audience in English, the language in which the conferences were conducted, many papers reflective of high quality research may have failed to be considered simply because of the humility of authors who felt they did not have sufficient mastery of written English to send us their papers. Of those we did receive, language mastery was not among the criteria we used for selection. As long as the paper was understandable, the editors changed the language to acceptable written English while preserving meaning. For this volume, we converted to the American (U.S.) standard of that common language which separates us all, since that is the version that was used by the majority of the presenters who submitted papers to us.

Topic of research was also a major determinant of inclusion. As our theme was organizational psychology, if we had two papers of equal quality from which to select, we chose the paper which was most directly connected to psychology in the work place. Obviously, many aspects of our lives influence the quality of our work, just as our work influences many aspects of our lives. School, home, family, health and quality of life are all related to success in the workplace, just as stress at work influences family life, health and quality of life. As such, not all of the papers here are strictly tied to organizational research. They did, however, all seem related to that dimension.

We included abstracts for all of the chapters reporting specific research that was presented at the conference. Chapters which provide background information or an overview of the countries and organizations involved in the conferences do not include abstracts. We acknowledge that there are somewhat different conventions for academic writing regarding placement of subheadings, references in text and reference lists, and so forth in the countries represented in this volume, so you may find slight variation in minor conventions such as capitalization, citations, typestyle and heading placement in some instances. The majority of chapters here do conform to

the current style utilized by the American Psychological Association (APA) except as modified for clarity at the discretion of our editors and publishers at C-S-P.

We thank all of the participants at all three of the conferences who submitted their work for consideration. We encourage all of them, as well as all of our readers, to continue adding to the development of psychology as a discipline in Asia. We hope the Asian Psychological Association will continue to serve as an avenue for tuning psychology as a discipline to indigenous needs of the various countries and groups of people within Asia as it also continues as a conduit for bringing all of us closer together as a human race in a productive and peaceful world.

As always, our heartfelt thanks go to all of the people who made this work possible through their roles in furthering this work. This includes not only all of those who have attended one of our conferences or read one of our volumes over the years, but also the people who have offered guidance and support from international psychology organizations to our group over the years such as Mike Knowles at IAAP, Ray Fowler at APA, Michael Stevens of APA Div. 52, Uwe Geilen of ICP, Steve Newstead of BPS, Saths Cooper of IUPsyS and all of the many others too numerous to name who have helped us. We thank the various universities in Malaysia, Australia and Indonesia that have supported gatherings of the Asian Psychological Association, and the National Institute of Psychology in Islamabad, Pakistan for their role in bringing important conferences and workshops to Asia. We also acknowledge the importance of international exchange programs sponsored by governments, NGOs and universities around the world that further progress in internationalizing psychology, such as the Fulbright Scholars Program.

We sincerely thank the professionals at Cambridge Scholars Publishing who have helped us share this important work over the years, especially Carol Koulikourd for her patience with deadlines, Amanda Millar, our wonderful editor, for her ability to work with formats and word processors with minds of their own from around the globe to see that our books are properly typeset, and Soucin Yip-Sou for her excellent artwork.

As usual, I apologize in advance for any confusion in wording or content from my changes and for any errors I failed to catch. Please overlook those as you delve into this fascinating and worthwhile collection that will familiarize you with psychology in Asia, particularly as it relates to the workplace. Psychology IS hard at work in Asia, bringing us all closer together and making the world a more peaceful, productive environment in which to raise our children and our grand-children.

Sherri McCarthy—September, 2012



## **SECTION ONE**

# **SELECTED PROCEEDINGS FROM THE 4TH INTERNATIONAL INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY CONFERENCE HELD IN ISLAMABAD, PAKISTAN**

# CHAPTER ONE

## THE ROLE OF PSYCHOLOGY IN INTERNATIONAL DEVELOPMENT, SUSTAINABILITY AND PEACE

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The world is rapidly changing, and psychology is changing with it. When I first began my career in the field in the U.S. nearly four decades ago, what I studied, then practiced and later taught was based almost exclusively on the western world view, rooted in the scientific methodology of Greece, Rome and the European Renaissance. Research and theory from the 19<sup>th</sup> century conducted in European countries, primarily Germany, France, Austria and England, formed the historical roots of psychology. These roots had been planted in the U.S. and nurtured by the behaviorism common there at that time. The new seeds which sprouted were then sent back, through the testing and publishing industry, to the rest of the world.

In my lifetime, I have witnessed the growth and adaptive mutation of those seeds as psychology transforms into a broadly applicable discipline--a useful plant with a variety of indigenous species being used to improve quality of life in many ways. In health practices, the medical model, with its focus on “fixing” pathology—a pathology defined by the last five versions of the American Psychiatric Association’s Diagnostic and Statistical Manual (DSM-I-V) in ways that are strongly tied to U.S. mainstream cultural norms and certainly not applicable in all cultural contexts---is being supplanted by “positive psychology.” Identifying strengths and building resilience is becoming more important than “treating illness.” This change in focus is due, in large part, to influences from Asia. These influences are a result of both current changes in the region and traditions. Confucian scholars such as Yi Toegye and Yi Yulgok conducted widespread debates during the 16<sup>th</sup> century regarding

the nature of mind (Choi & Han, 2009) and these, as well as other underlying tenets of Confucianism, have influenced the development of psychology in much of Asia. Islamic teachings and ancient cultural traditions have also had a strong influence (Jaafar & McCarthy, 2009). The western empirical science imported to Japanese psychologists in the late 19<sup>th</sup> and early 20<sup>th</sup> centuries (McCarthy, 2007) blended with Buddhist teachings and traditions before being disseminated back into much of Asia, also giving a unique flavor to the discipline, more in line with positive psychology.

The theme for the fourth conference of the Asian Psychological Society (APsyA) in Jakarta July 1-5, 2012 was **Mindfulness, Well-being and Positive Psychology**. Several of the chapters in this book are based on the research presented at that conference. Other chapters summarize research presented at the third conference of APsyA, held in Darwin, Australia from July 4 – 7, 2010. The theme for that conference was **Understanding Asian People** and the majority of presentations were related to improving work and family. Using positive psychology to improve quality of life through improving family dynamics, education and the workplace seems to be the trend in Asia at present. In line with this trend, the focus of our last collection was on family psychology. In this volume, we are focusing on organizational psychology. In addition to the chapters based on research presented at the last two APsyA conferences, we have also included chapters based on presentations at the 4<sup>th</sup> International Conference on Industrial and Organizational Psychology.

The National Institute of Psychology at Quaid-i-Azam University in Islamabad, Pakistan, described more fully in Chapter Two, organized the 4<sup>th</sup> International Conference on Industrial and Organizational Psychology. The theme of this conference, held on April 19, 2012 was **Trends, Challenges, and Applications in Organizational Psychology**. As my colleagues, conference organizers Dr. Anila Kamal and Aisha Zubair wrote in the conference materials and summary, “The fundamental aim of the conference was to provide a platform to exchange logical and critical analysis of the human-organization interface. The conference was also intended to provide a forum to industrial and organizational psychologists and researchers in Asia to pursue a wide range of workplace issues based on their interests and experiences. The event focused on promoting critical reasoning, ability to apply and effectively share scientific knowledge in diverse situations, formal scientific methods and thinking, and advanced statistical analysis in the domain of Industrial and Organizational Psychology. As a culminating event, the conference achieved its mission to facilitate organization-academic interaction by: (a) helping organizations

to effectively manage their human resources; (b) showcasing scientific investigation of human behavior and cognition at work, and (c) helping individuals realize their work goals, including assistance to maximize job satisfaction and minimize work stress.

Flexible and adaptive leadership is especially important when there is substantial change in organizational situations, as is currently the case throughout Asia. Deliberations of the conference were intended to smooth the progress of training future leaders, change agents, scholars, and educators to use psychological and organizational theory and research to promote organizational effectiveness and improve the work life of all individuals. Since every employee is unique, organizations were encouraged to tailor their job designs and job specifications to fit the individual interests and career goals of their employees. The conference program included both academics and practitioners, with an international flavor and a focus on the theme of human connection to a world of dynamic change.

The conference commenced with a formal inaugural ceremony. The hallmark of the event was the plenary speech providing insight about I/O Psychology in the backdrop of international trends and approaches as well as changing economic and political scenarios. Speaker for the keynote address was Prof. Dr. Sherri Nevada McCarthy, Human Relations Program, Educational Psychology Department, Northern Arizona University, Yuma, USA. The title of her plenary speech was: **Integrating Education and Practice in the Training of I/O Psychologists: Examples from Universities in Several Countries**. Dr. McCarthy, who has been involved with national accreditation of graduate organizational psychology programs in both Europe and South America, highlighted significant features of Industrial and Organizational Psychology programs in several countries responding to the challenge of integrating education and practice into modern organizations. In her keynote address, she drew attention to specific examples from programs in several regions of the world and illustrated how partnerships with businesses and industry are becoming essential for the effective training of I/O Psychologists. In addition to summarizing similarities and differences in the university training models used in several countries, she also emphasized key considerations for developing culturally appropriate educational models within Pakistan that would help to train future I/O psychologists who can work effectively in both local and global business environments.

Further proceedings of the event comprised four parallel scientific sessions offering a wide array of 35 empirical and pragmatic research papers covering major dimensions of Industrial and Organizational

Psychology. Major themes of the scientific sessions were: Organizational Commitment; Management; Leadership Styles; Organizational Behavior; Personality Attributes; Work Place Stress; Work-Family Interaction, and Promotion, & Marketing. Posters further added to the conference with graphical presentation of research findings for the audience. There were 50 poster presentations displayed in the hallway of the main auditorium. Panel discussion as a post-lunch activity presented a vibrant and enriched platform for experts of related disciplines to share their opinions regarding the need to integrate academic output with industrial requisites.

The title of the panel discussion was: **Bridging Academe and Industry: The Zeitgeist of Organizational Sciences**. Panelists highlighted the need for optimizing need-based research projects and plans. According to the experts, there is a dire need to strive to match our competencies and capabilities in accordance to the international trends and inclinations so as to bridge global advances and national development at a rapid pace. It was also stressed that both researchers and practitioners must share their ideas and experiences to help in generating effective and efficient organizations. Moreover, people from the fields of entrepreneurship and management should have collaborative experiences with psychologists from all across the globe, and extend that knowledge through applications in their respective fields and countries in order to maximize organizational performance and productivity.

The panel discussion was followed by a concluding session. Contributions and participation of everyone at the conference was duly acknowledged and appreciated in a ceremonial closing session to formally conclude the event. The closing session commenced with the recitation of Holy Quran. Tokens of thanks were presented by Prof. Dr. Anila Kamal, Director, National Institute of Psychology, Quaid-i-Azam University, Islamabad. Shields and certificates were awarded to panelists, resource persons of preconference workshops, members of the scientific committee, organizing committees, paper presenters, poster presenters and sponsors. The day came to an end with a gala dinner and musical show to bid a memorable farewell to the participants. (Kamal, & Zubair, 2012, iv)."

There were extensive contributions from about 550 participants for students, faculty members, and professionals from Punjab University, Government College University, Beaconhouse National University, Lahore College for Women University, Lahore University of Management Sciences, Institute of Business Management (Karachi), International Islamic University (Islamabad), Bahaud-din-Zakaria University (Multan), Karachi University, Islamia University (Bahawalpur), Hazara University's Mansehra Campus, Isfahan University of Iran, Hamdard Institute of

Management Sciences, Bahria University, National University of Sciences and Technology, School of Administrative Sciences at Quaid-i-Azam University, University Institute of Management Sciences of PMAS, Arid Agriculture University, University of Gujrat, University of Sargodha, Peshawar University and the postgraduate colleges of Islamabad and Rawalpindi.

Section One of this volume provides a sample of the high quality of research and practice in organizational psychology currently influencing businesses and the practice of psychology in Asia as represented at the conference in Islamabad. This chapter is intended to provide background on the important role of Asian psychology in international development. The second chapter provides an overview of psychology education and practice in Pakistan. These are followed with chapters featuring papers that were presented as part of the wide range of information disseminated at the conference to improve the teaching and practice of organizational psychology and to improve business environments in Asia. The remaining two sections of the book include papers presented at the last two conferences of the Asian Psychological Association (APsyA), in particular those with a connection to psychology in the workplace.

## **Psychology's Role in International Development, Sustainability and Peace**

"It's amazing how the bottom line can bring people together." Ann O'Roark, president of the International Council of Psychologists and a long-time organizational psychologist who has worked for companies around the globe, recently sent me this message in an email replying to a note indicating I was speaking at the organizational psychology conference in Pakistan just described (O'Roark, 2012, personal communication). Although I briefly practiced as an organizational psychologist many years ago, as a professor at a large U.S. university (and other universities around the world in Europe, Asia and South America), my research interests over the past decades have primarily centered on issues related to preparing psychologists and teaching psychology. More recently, through my work with the Group Investigating Perceptions of Government Aggression and Peace and a Boston-based organization, Engaging Peace (see [engagingpeace.org](http://engagingpeace.org) for more information), they have focused on the role of psychology in improving quality of life through peace and sustainability. Social sciences are becoming indispensable, by and large, in research and exploration of social, communal, and societal issues at both individual and collective levels.

My generation once still retained the vague illusion that the U.S. had entered World War I simply because it was the “war to end all wars.” World War II was portrayed as a defensive maneuver since war had not ended after all, and the U.S. was perceived to be at risk. Of course, the U.S. involvement in Vietnam during my adolescence rapidly showed that belief was unfounded, and the more than 230 armed conflicts since (Harbom, & Wallensteen, 2005), more than half of which occurred after the end of the Cold War including the on-going invasions in the Middle East, solidified our permanent disbelief of that statement. Cynically, it now appears that war has a bottom line of its own and is waged primarily for economic advantage of governments and economic gain of arms manufacturers and other “pet” industries of various governments. As such, O’Roark’s statement has a special relevance here, as does my faith in organizational psychology’s development in Asia. Let me explain this further.

As you will see as you read through the work collected in this volume, positive psychology seems to have been the type of psychology imported from the west that has attracted the most attention and generated the most research and interest in Asian countries. There are many possible explanations for this, but I tend to explain it as being the most compatible with many of the underlying belief structures inherent in many Asian cultures because of particular features of Islamic teachings as well as aspects of Confucianism and Buddhism. Positive psychology has a double meaning. On the one hand, it encourages positivistic scientific reasoning to examine phenomena logically. On the other hand, it stresses the importance of finding ways to build resilience and develop positive coping mechanisms to enhance quality of life, rather than focusing on illness and “abnormality”—however that is defined according to local norms. Thus, if the focus of the discipline is positive psychology, I expect to see many new and promising strategies to improve human well-being. It is unlikely that war and devastation, even for economic gain, will be an offshoot of any of these new strategies. Further, applying strategies developed from sound, meticulous and well-documented research based in positive psychology—as I have observed to characterize the work of my Asian colleagues who appear to be generally socialized to be very conscientious regarding maintaining high quality in their work for the benefit of society as a whole—to improve organizations will likely result in great success. Success for organizations is, as my colleague noted, often measured by the “bottom line” but it is also measured by the productivity and well-being of the people who make up those organizations. Based on what I know of both Asian culture and organizational psychology as it is developing in

Asia currently, I fully expect the organizations in Asia to succeed, and to do so at a level the likes of which the world has not yet witnessed. I also believe, from the perspectives of peace and sustainability, that this will be a very positive change for humanity living in all parts of the world.

In recent research conducted by Malley-Morrison et al, people in most Asian countries appeared to be more opposed to aggression and invasion than those in any other region of the world (see Malley-Morrison, 2009; Malley-Morrison, McCarthy, & Hines, 2012). I suspect these attitudes will translate into business practices as well so I, for one, agree with Roosevelt that “ the Pacific era is bound to be the greatest of all” (Khanna, 2008) and I expect to see psychology play an important part in that era. As you read through the work collected here, I hope you find my optimism justified. Organizational psychology in Asia is poised to exert a positive influence on the future we all share.

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## CHAPTER TWO

### PSYCHOLOGY IN PAKISTAN FROM A PAKISTANI PERSPECTIVE

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Psychology in Pakistan is one of the older and better established academic disciplines compared to others. Psychology has acquired its current status in Pakistan through an evolutionary process of change and transition. Most of the departments and institutes of universities in the country offer degree programs at Master's and Ph.D. levels. A few colleges also offer a 4-year program in psychology at the undergraduate level. Psychologists render their services in teaching, research, psychiatric units, military and police agencies, businesses and social work departments in both public and private sectors. Psychology as a growing discipline is trying to keep pace with globally changing trends and tendencies. However, owing to the lack of awareness about the beneficial services which can be offered to business and industry, community centers, prisons, and schools, there are currently not enough positions for organizational psychologists in these areas compared to other professionals. Conversely, there are many places for clinical psychologists in the psychiatry departments at all teaching hospitals where the medical model of treatment prevails (Rehman, 2004).

Pakistan is a developing country, with more than 50% of the population below 18 years of age (Population Census Organization, Statistics Division, 2001). As a developing country, Pakistan is at a crossroads. This reality places great responsibility on Pakistani psychologists. There is growing awareness in the country of the important contributions that psychologists can make in university teaching, basic and applied research, and professional practice. Psychologists usually work in congenial relationships with the psychiatrists, physicians, social workers,

and other allied health professionals. Psychologists in Pakistan are now diverting their traditional focus in public health agencies to pressing issues brought about by the country's rapid social change. These issues center on the effects of industrialization and the migration of the rural population to cosmopolitan cities; thereby leading to inevitable predicaments of unemployment, suicide, juvenile violence, drug addiction, internal displacement, depression, child labor, runaway children, abuse of women, terrorism and extremist tendencies. These pressing issues also highlight the pivotal role that psychologists can play. Not only can they aid communities to assert themselves in an increasingly chaotic world, but they can also help people to overcome personal conflicts. Well-planned public campaigns also reduce the stigma and discrimination attached to psychiatric disorders and assist those seeking professional help.

Pakistani psychologists' efforts are converging to create indigenous cultural dynamics that increase understanding of factors that influence the cause, course, and outcome of prevailing issues. Psychologists strive to develop corresponding effective interventions. However, there is a strong need for such research to be collaborative and international so as to identify cross-cultural variations in psychological dysfunction and understand how changes related to globalization influence local behavior. Clearly, building Pakistan's research capacity and competence is vital. This is an important priority for the psychologists working in Pakistan.

### **Professional Organizations for Psychologists**

Different national organizations have been set up to represent the discipline and profession of psychology in Pakistan such as the Pakistan Psychological Association, the Pakistan Association of Clinical Psychologists, and the Society for the Advancement of Muslim Psychology. The main objectives of these national organizations are to promote the status of psychology in Pakistan by heightening awareness among the public, providing guidance and training to students, facilitating research and convening conferences, seminars, symposiums, and workshops. Although these organizations work independently, they collectively facilitate one another by working for the further development of psychology in Pakistan (Rehman, 2004). They also seek to raise awareness among government agencies and NGOs of the role of psychologists in assessment and counseling. Moreover, they encourage communities to adopt the concept and practice of prevention with respect to psychiatric disorders.

## **Psychological Publications in Pakistan: Journals and Tests**

At present, numerous journals of psychology are published in Pakistan under the patronage of departments of psychology in different universities and by the various psychological associations. Test publication is also rapidly developing. In the area of test construction, there is great demand for tests of achievement, aptitude, intelligence, personality, and vocational interests. Educational and psychological measurement has long been a fundamental part of education in graduate psychology programs. Furthermore, many federal educational policies have supported vocational counseling programs that incorporate the administration of ability, interest and personality measures.

Diagnostic tests that have been adapted or translated into Urdu are used in counseling and psychotherapy when needed. In addition, psychologists in business and industry work collaboratively with human resource management to deal with issues of personnel selection, evaluation and other work-related behaviors, necessitating development of additional tests.

## **The National Institute of Psychology in Pakistan**

The National Institute of Psychology (NIP) was established in 1976 as an autonomous organization. Later, NIP was given the status of Center of Excellence at Quaid-i-Azam University, Islamabad, Pakistan in 1983. Since its inception, NIP has rendered services as a national organization in the educational sector.

The main focus of NIP has been to conduct advanced research on psychological issues and to organize national seminars and workshops designed to update psychologists on the latest developments in the field of psychology in both Pakistan and abroad. The institute also offers degree programs in psychology including Master of Science, Master of Philosophy and Doctorate. It presently functions with a balance of teaching and research pursuits. The Ministry of Education, through the University Grants Commission, finances the basic organizational structure of the institute. The major research projects of the institute are funded by both government and non-government organizations. The institute has also been receiving assistance from the British Council, International Center for Research and Development, United Nations Development Program, and United Nations Children's Fund for the purpose of conducting specific research projects. NIP is also an associated Center of the Asian Program for Educational Innovation for Development (APEID). Additionally, the

Institute is also a South Asian Association for Regional Cooperation (SAARC) Center for Psychology. In this capacity, the Center confers admissions to students from SAARC countries into its degree programs.

Major courses are offered in the areas of research methods, psychopathology, special education, positive psychology, cross cultural psychology, social psychology, contemporary issues, crime and deviance, social psychological research, test development and psychological testing, guidance and counseling, gender issues, developmental and child psychology, industrial-organizational psychology, educational psychology, and clinical psychology. The courses normally involve formal lectures, assignments, field projects, and written examinations. These are intended to impart advanced knowledge in specialized aspects of the subjects previously studied more at general levels of education. The aim of research methods courses is to provide a thorough understanding of research techniques and their application through original work culminating in the preparation of a thesis which conducts an appropriate study and draws conclusions of the research undertaken in a particular area.

### **Academic Activities and Professional Training Courses**

NIP has been conducting professional training courses in collaboration with other organizations. A few significant training courses are: Post-graduate diploma course in speech therapy, and Advanced training course in psychology for armed forces personnel. Training programs related to children, training courses on test construction and research methodology, and courses in research methods and computing are also provided.

### **Workshops and Seminars**

Workshops and seminars are regular features of NIP. Workshops are arranged in specific areas to impart training and education to the professional psychologists and teachers in the education sector. These workshops are either a component of research projects entrusted to NIP or planned for catering to specific training needs of professional psychologists. NIP also provides customized training for needs-based requirements of public and private sector organizations. Major domains in which NIP has successfully conducted workshops are pertinent to advanced statistical analysis, improving well-being of the elderly, assisting children with special needs, classroom management, conduct-related issues of adolescents, faculty enhancement programs, developing leadership skills, preventing

domestic violence, reducing gender discrimination, and offering specific training for psycho-diagnostic and individualized therapeutic techniques.

Workshops are also held in collaboration with different organizations of the United Nations, for instance, UNESCO, UNICEF, UNDP, and UNIDO. Seminars in different areas of academic interest and on issues of national importance are held at both local and national levels. Weekly seminars are a regular activity arranged at the Institute in which NIP staff and students along with experts in the field of psychology and other disciplines participate. These seminars are well attended by the psychologists and academicians of other departments of the University, and thus become quite a lively occasion for scholarly discourse and discussion.

### **Research Monographs and Books**

In addition to teaching, research and dissemination of information through workshops and seminars, NIP also provides a number of relevant publications in psychology. Since 1976, NIP has published an extensive number of research reports and scholarly papers. Several books have been published by NIP addressing cultural and indigenous perspectives in psychology in relation to Pakistani society. Numerous monographs based on M.Phil. and Ph.D. dissertations and research reports of funded projects have been published.

### **Pakistan Journal of Psychological Research**

A bi-annual periodical of NIP, *Pakistan Journal of Psychological Research* (PJPR) publishes fully documented research in the areas of psychological measurement, education, development, and social psychology. Since 1986, two issues annually-- summer and winter-- have been regularly published. Preference is given to empirical research articles dealing with the application of psychological knowledge in understanding issues of national and international significance. The journal welcomes contributions from all over the world and from sister disciplines like education, anthropology, sociology, medicine, and management sciences. Participation from developing countries is highly appreciated in view of their under-representation in the field of psychological research. PJPR employs a blind review process and maintains an editorial board of consulting editors from various countries with expertise in diverse areas of psychology. PJPR is recognized as a high category journal by the Higher Education Commission which is a regulatory authority of university

academe in Pakistan. The contents of PJPR are abstracted and indexed in Proquest, PsycInfo, and Ulrich Periodical Directory.

### **NIP Newsletter**

A quarterly newsletter, presenting the research, work and other academic activities of NIP, has been published since 1980. Activities and happenings of other institutions of psychology in the country are also published in the *NIP Newsletter*. Short journalistic-theoretical articles are regular features of the newsletter. *Students' Corner* is a special feature of the newsletter that provides a platform to the students to share their academic and extracurricular aspirations as well as literary writings. Another aspect of the newsletter is the *Alumni Corner* which offers comprehensive updates about the notable graduates of NIP. In each issue of the newsletter, a detailed interview is featured with an accomplished alumnus to review the time that they spent at NIP and summarize the impact of NIP on diverse aspects of their lives.

### **Pakistan Psychological Abstracts**

*Pakistan Psychological Abstracts* (PPAbst) is a serial publication of the National Institute of Psychology, Quaid-i-Azam University, Islamabad. Presently, seven volumes of PPAbst are published and available for reference. It is designed to provide non-evaluative summaries of articles, research monographs (published or unpublished), books and theses related to psychology. Only research work published in Pakistan and unpublished dissertations are included. The major purpose of publishing *Pakistan Psychological Abstracts* is to provide a concise source of preliminary reference material which can present students and researchers with an initial insight about the major trends of psychological research in Pakistan. It also serves as a means to offer an immediate glimpse of exploration of psychological research variables with various social, environmental, economic, and behavioral constructs. In addition, PPAbst offers a foundation to gain knowledge of diverse techniques employed for sample requisites, instruments, methods of data collection and analysis of data used in indigenous Pakistani research projects. Information along with subject and author indexes is also available on the NIP website. All the abstracted texts presented in seven volumes of PPAbst are available at the library of the National Institute of Psychology.