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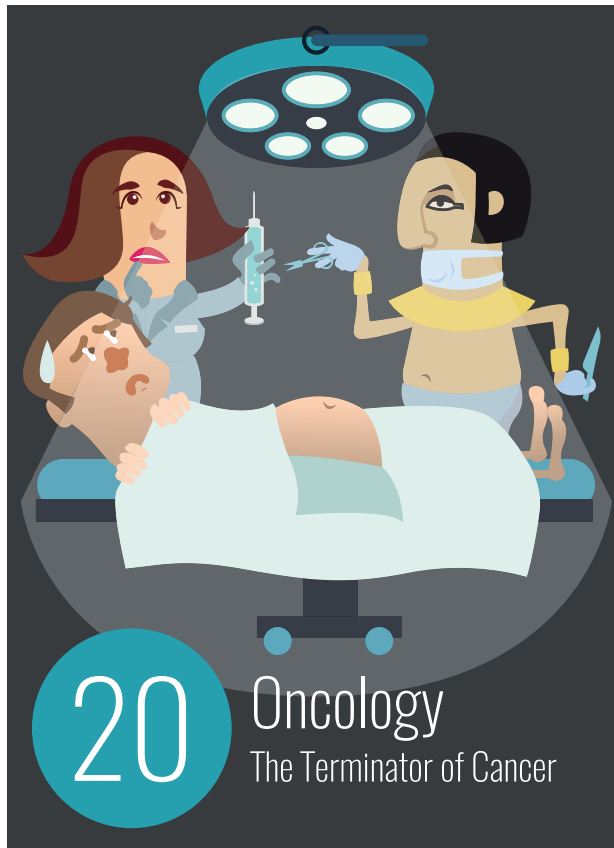
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## SPRINGTIME IS HERE!



As I write this note, I'm listening to the loud beats of the Chinese drums and the crash of cymbals – two important elements that set the rhythm for the lion dance and its movements. As the saying goes, it takes two to tango! In that same contemplation, we're featuring two ladies, twins actually, working together to unite women through their positive body acceptance campaign. It's a particularly striking message as it puts the pulse on our insecurities and our skewed perception of beauty – turn to page 46 for the juicy bits!

Recently, the government announced the suspension of scholarships and reports of hungry varsity students splashed in major newspapers. It's sad but remember that the best remedy and revenge for tough times is to do great work. And on that score, EasyUni and its partners has just launched its Internship Programme (page 38) for students who wish to earn extra whilst pursuing higher studies. In hindsight, this crisis is a stark reminder why we're here and how we can best serve our readers.

Furthermore, we set up an interview with Prof. Dato' Dr Mahmood Nazar Mohamed, a psychology professor and true enough, there are things in human and organisational behaviour that needs to be understood and addressed, and this makes a wonderful opportunity for students who wish to embark on this exciting career path. Lastly, it's the Year of the Monkey. I read my horoscope and wondered, what will be in store for me? What does it say in yours? Drop us an email at [hello@easyuni.com](mailto:hello@easyuni.com).

*Lyn Cacha*

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### UPCOMING EVENTS

JOM MASUK IPT 2016	5th & 6th March 2016	One Borneo Mall, Kota Kinabalu, Sabah
The Star Education Fair 2016	5th & 6th March 2016	Spice Arena (PISA) Penang
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# Unexploded

## Ordnance Technician

Layout by Kelsey Lor Yuen Khei

Have you always had an affinity with **danger?**

Then you might like this job, which entails you to handle hazardous devices. No, we're not asking you to throw a hand grenade. But we're inviting you into the adventurous world of an **Unexploded Ordnance (UXO) Technician aka Bomb Tech.**

Would you like to **blow stuff up** for a living?





## What's a UXO Technician?

This professional is highly trained to recognise and respond to ordnance – bombs that are built in factories. This person is qualified by the government and state departments to identify all types of military munitions and to decide whether they are safe or unsafe for storage or transfer.

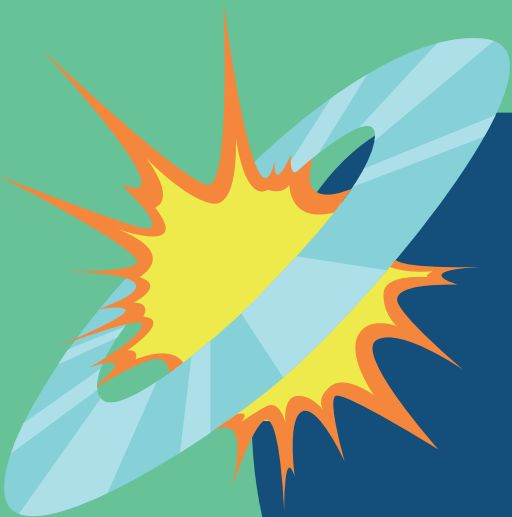
When an explosion has occurred, part of their job is to investigate, identify contaminated soil, and prepare reports as well as give testimony in court. When an ammunition is old and unserviceable, they destroy this through controlled explosion.



## Why is it an awesome job?

The demand for entry-level UXO professionals continues to grow across the globe. For those who do not dream of being locked inside an office cubicle, this can be a dream job since UXO Technicians are usually on the road for up to 10 months in a year.

Typically, UXO Technicians remain on the move completing one contracted job only to head out for another, moving wherever the job may take them. While the work is dangerous, it is no more dangerous than many other specialised professions. As long safety procedures and policies are followed, injuries or fatalities can be prevented.



## How much do UXO Technicians make?

**USD52,199-USD99,504**

For a job that requires specialised training, UXO technicians do not come cheap. The average earning potential of a UXO Tech is USD52,199-USD99,504. In addition, a UXO tech typically enjoys lodging allowance, tax-free per diem and collects 4% to 8% hazard compensation.



# Reel

VS

## Real Life of a BOMB TECH



### Reel 1

All bomb techs need to suit up (bomb jackets, plates and helmet) when tackling a suspicious item at close range.

#### In reality

Some bomb techs approach the task as remotely possible using the latest survey technologies.

### Reel 2

The red wire is always the heart of a bomb trigger.

#### In reality

Not all bombs can be disarmed simply by cutting a red wire with a Swiss army knife or replacing a safety feature.

### Reel 4

People die by being burned when a bomb goes off.

#### In reality

it's not the bomb itself but the sudden wave of high pressure that's dangerous because it can literally crush your body.

### Reel 3

A UXO technician mainly responds to bomb threats.

#### In reality

A bomb tech doesn't wait for threats to happen. They view everything suspicious until ruled out.

### Reel 5

Fireworks specialists, movie stunt technicians, and demolitionists can be considered as bomb tech experts.

#### In reality

Just because someone received some training in explosives doesn't automatically make them a specialist in this field.

## How to get started?

To enter this exciting field, you must have a bachelor's degree preferably in engineering, and a UXO Tech certification, which is offered by certain UXO training institutions. Aside from good academic qualifications, candidates must possess good health and perfect vision (near and far). The benefits of a UXO certification are immediate, commanding a substantial salary and great employment opportunities. Take note however that not all students pass this training because it requires a large amount of study and hands-on proficiency testing.

The course usually takes about four weeks of studying subjects such as safety, explosives, unexploded ordnance from around the world, firing systems, range clearance operations, and more.

## Who hires Bomb Techs?

An unexploded ordnance can pose a significant threat to construction workers and expensive planting machinery. Unexploded ordnance and landmines are found in every country.

Developers that build factories, office buildings, housing, etc. on land (and even in marine environments) that has been used for military purposes (submerged missiles, firing ranges, landmines, disposal of ammunitions, training, and so on) over the years will require the services of UXO technicians.



## Things to consider before making that jump!

1

### Do you mind getting dirty?

Despite the presence of technology, some tasks will require you to use your good vision and hands when sifting through rubble for explosive devices.

2

### Got skin allergies?

Since explosives are made of chemicals, you need to make sure you're not allergic to some certain materials.

3

### Lacking confidence?

This is a job that has no room for self-doubts. You also must trust your colleagues as the job may also require you to work as a team.

4

### Do you easily miss home?

Then maybe this job isn't for you 'cause bomb techs spend a of time away from home.

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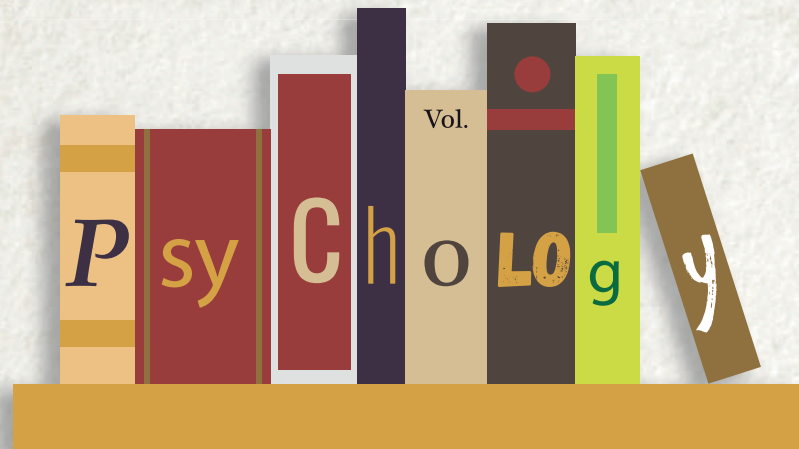
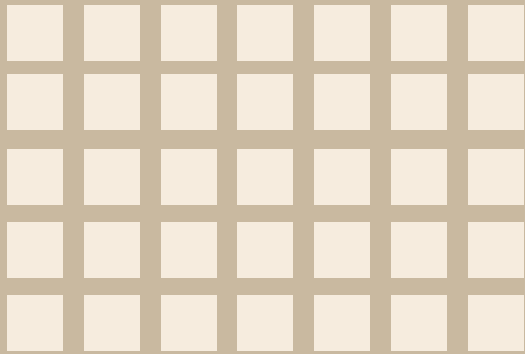
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# INDUSTRIAL ORGANISATIONAL

BY AJI CHOY



## WHAT IS *INDUSTRIAL-ORGANISATIONAL PSYCHOLOGY?*

Industrial-Organizational Psychology, like what the name suggests, is a branch of psychology that focuses on the workplace environment, employees and organization, and shedding light on the relationships. Industrial-Organisational psychology comprises of two separate aspects, the industrial and organizational sides, which are closely related.

The industrial side stresses on the relationship between the individuals and the workplace, which is mostly about how to assign a certain job or position to a particular employee. Specifically, it gives an insight about the job performance measurement, employee training, and their safety. The organizational side emphasises the organization and the workplace as a whole, and how they affect individuals' behaviours psychologically. Factors like management styles and organizational structure are always taken into account when it comes to the arguments about the relationship between workplace and individuals. The output of this kind of relationship is usually measured by the productivity of organization.

## WHAT DOES AN *INDUSTRIAL/ORGANISATIONAL PSYCHOLOGIST DO?*

Industrial-Organisational psychologists apply their practice into real-life work settings. This discipline allows them to be involved in various types of jobs in organisations such as hiring, system planning, training and development, policy planning, as well as marketing strategies development. Moreover, they would also research studies of group interactions, working environment, organizational structures in order to determine organisational functionality. Apart from that, they coach managers in order to make them demonstrate most suitable ways to maximise employee's potential so as to improve the productivity of an organization.



## WHAT SKILLS DO I NEED TO BE A GOOD I/O PSYCHOLOGIST?

To excel in this career, I/O psychologists need to have good communication skills, desire to collaborate, goals-setting skills, ability to focus and motivational skills. Besides, you have to be intuitive, highly organized, detail oriented, good at problem solving, as well as critical thinking.



## HOW DO I BECOME AN I/O PSYCHOLOGIST?

You have to at least get a Master's degree in I/O Psychology in order to work as a qualified I/O psychologist in entry level position. Before you are allowed to proceed to master program, you have to complete a 3-year bachelor's degree program in psychology. This degree program serves as broad foundation, and it provides wide career opportunities for bachelor's degree holders. They are able to work in diverse fields like advertising, marketing, social services and more, but it will be necessary for them to get an advanced degree if they wish to work in those fields for which more professional knowledge about psychology is needed. A master degree in I/O psychology normally takes you 1.5 to 2 years to finish.

## HOW MUCH DOES AN I/O PSYCHOLOGIST MAKE?

According to payscale.com, Industrial-Organisational psychologists can earn a median salary up to USD\$74,000 per annum. The average starting salary for a master's graduate is about USD\$64,000 whereas it would be around USD\$78,000 for a Ph.D. graduate. The total number of Industrial-Organisational psychologists is expected to grow by 22% from 2012 to 2022. Sooner or later you may eventually find them working in blue collar industries such as power plants and constructions sites.



### FAST TALK

*A Professor and Head of Psychology programme at the Faculty of Allied Health Sciences in Cyberjaya University College of Medical Sciences (CUCMS), Prof. Dato' Dr. Mahmood Nazar Mohamed has worked in various industries before coming to CUCMS. Get to more about him in this interview.*

#### **Do you think there is a demand for industrial and organisational psychology? Why?**

Demand for Industrial-Organisational psychologists in Malaysia is good, in fact, demand for psychology graduates in general is also very encouraging. Students majoring in Industrial-Organisational psychology has knowledge in human behavior, management, psychological testing and assessment. They can do assessment, selection, training and development, and those with counseling skills will be able to give counseling and guidance. This is a big plus to many organisations as an Industrial-Organisational psychologist can be seen as a multiplier that enhances the organisation's workforce capability. They can serve in the human resource department of public or private organizations. Students who graduate with good academic standing and all-round personality will be in high demand.

#### **What are the current programmes offered by CUCMS for students who are interested in getting into this field?**

Our Bachelor of Psychology is designed to cover all sub fields of Psychology and prepare students for the job market or to further their studies. At an entry level, we offer a Diploma in Psychology. For those interested in furthering their studies at a postgraduate level the university offers a Master's Degree in Sciences and Doctorate (PhD by research) in various sub fields of psychology. In addition to that, we are currently in the midst of seeking approval to offer two very interesting programmes, namely the Post Graduate Diploma (PgD) in Addiction Science and Master's Degree in Clinical Psychology. We hope to launch these programmes in the very near future.

#### **What should someone, who wants to work as an industrial and organisational psychologist have?**

A graduate with a good standing Bachelor Degree in Psychology would be suitable for a role as a psychology officer or HR officer and perform some of the tasks of an industrial and organisational psychologist. To be a full-fledged industrial and organisational psychologist, most employers would require at least a Master's Degree in Psychology. As it is not very common to find a university that offers this specialisation at Bachelor's level, candidates opt to do further their qualification with a Master's.

## ————— LET'S COMPARE! —————

### I/O PSYCHOLOGY

I/O psychologists diagnose and solve organisational or behavioral problems of employees and employers in an organization. They also come up with plans to improve an employee's job performance, well-being and safety.

I/O psychologists can work within with public and private sectors and they can work for blue and white collar organizations.

I/O psychologist can make a median salary of USD 74,000 per year.

### CLINICAL PSYCHOLOGY

Clinical psychologists treat people with serious psychological disorders by using some methods like Cognitive Therapy (CT), Behavioural Therapy (BT), or Cognitive-Behavioural Therapy (CBT).

Clinical psychologists normally work in clinics, hospitals or mental health institutions.

Clinical psychologist can make a median salary of USD 72,825 per year.

## 3 COMMON PSYCHOLOGICAL TESTS YOU NEED TO KNOW ABOUT

### MYERS-BRIGGS TYPE INDICATOR (MBTI)

MBTI was first introduced by Katharine C. Myers Briggs and her daughter Isabel Briggs in 1942, based on the typological theory proposed by Carl Jung, a Swiss psychiatrist. It is an assessment that sort personality differences in four opposite pairs and it is widely used for various sectors like education and organizations. In most of the organizations, employers use MBTI to identify the psychological type of its employees so that they could assign suitable jobs based on their personality.



### RORSCHACH INK BLOT TEST

The Rorschach Ink Blot Test is a test that uses 10 cards with a symmetrical patch of black ink that has a unique shape. It was created by Hermann Rorschach in 1921.

Although the test is quite controversial due to its confusing scoring system, and some researchers claim that it is difficult to study the test, it is still widely used for measurement of personality.

### EMOTIONAL INTELLIGENCE TEST

Emotional Intelligence (EI) is concerned with the ability to perceive, control and evaluate emotions. By taking this test, you can evaluate your emotional intelligence so as to improve it and be a better self. This test is used in I/O psychology in order to get a idea of one's emotion management.





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