



# MAJLIS AMANAT TAHUN BAHARU 2016

*oleh*

**YBHG. DATUK NAIB CANSELOR**  
**Universiti Malaysia Perlis**

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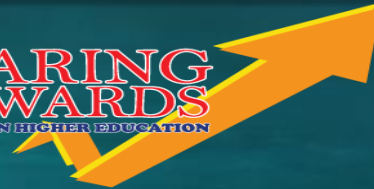
**“SAYA BERUBAH,  
KITA MENGUBAH”**

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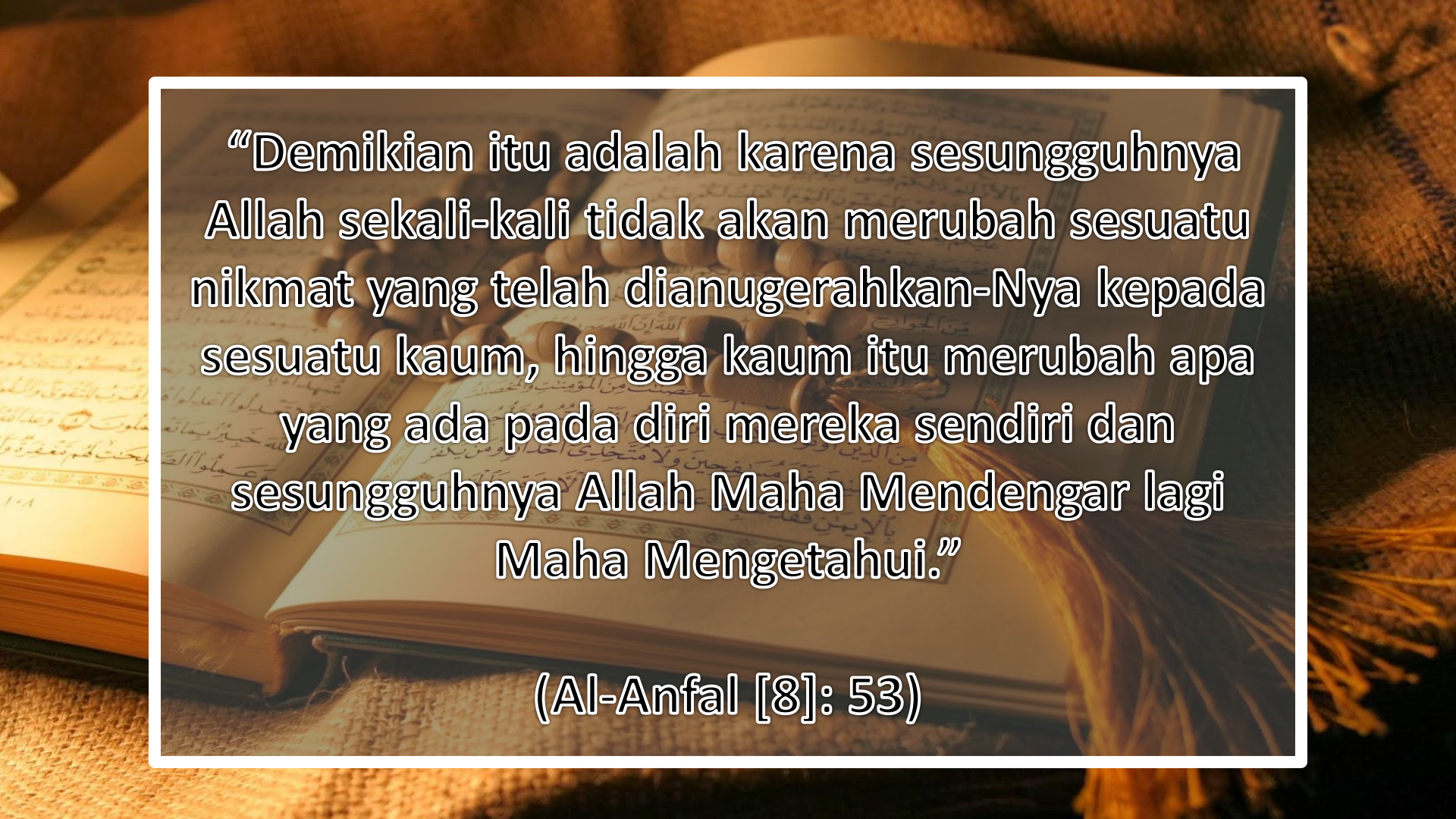


**UniMAP**

**SOARING  
UPWARDS**  
MALAYSIAN HIGHER EDUCATION



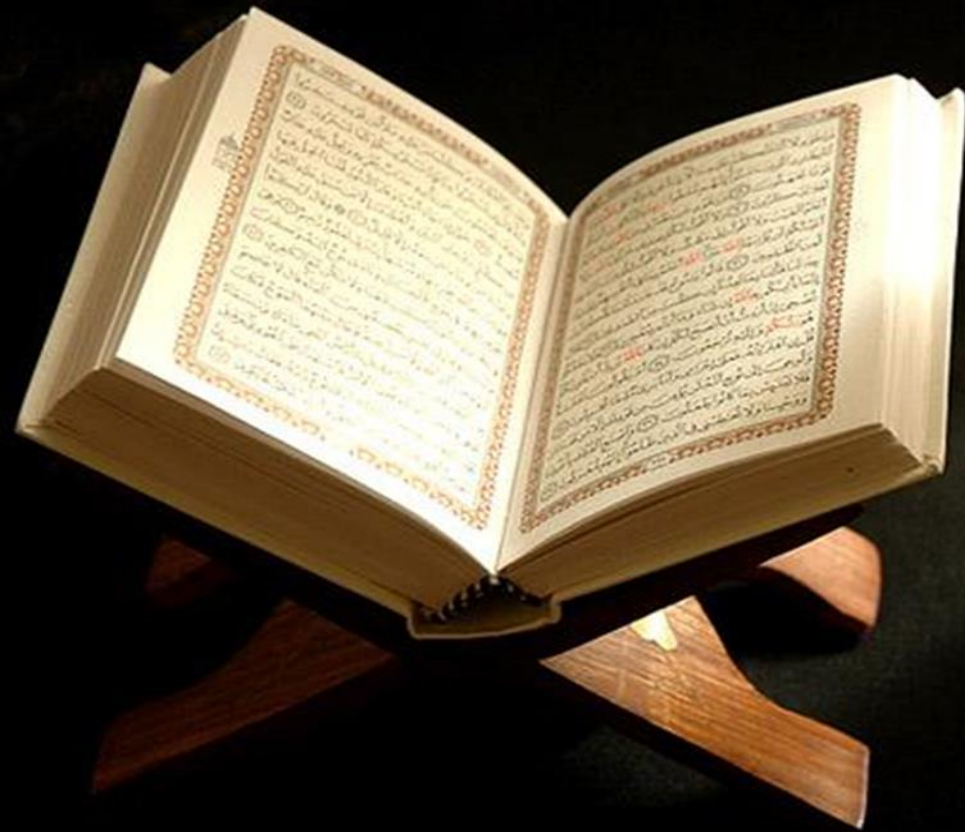
**1 JANUARI 2016 | DEWAN KECEMERLANGAN**

The background of the image shows an open book with Arabic calligraphy, likely a Quran, resting on a textured surface. A string of prayer beads (tasbeeh) is draped across the pages of the book. The lighting is warm and focused on the text area.

“Demikian itu adalah karena sesungguhnya Allah sekali-kali tidak akan merubah sesuatu nikmat yang telah dianugerahkan-Nya kepada sesuatu kaum, hingga kaum itu merubah apa yang ada pada diri mereka sendiri dan sesungguhnya Allah Maha Mendengar lagi Maha Mengetahui.”

(Al-Anfal [8]: 53)





**“Sesungguhnya Allah tidak mengubah keadaan sesuatu kaum sehingga mereka mengubah keadaan yang ada pada diri mereka sendiri. Dan apabila Allah menghendaki keburukan terhadap sesuatu kaum, maka tak ada yang dapat menolaknya; dan sekali-kali tak ada pelindung bagi mereka selain Dia.”**

**(Ar-Ra’d [13]: 11)**



WHEN YOU'RE FINISHED  
**CHANGING**  
YOU'RE **FINISHED**

*Benjamin Franklin*



**If we don't change,  
we don't grow.  
If we don't grow,  
we aren't really  
living.**

**— *Gail Sheehy***



Change is the law of life  
And those who look  
only to the past  
or present are certain  
to miss the future

John F. Kennedy

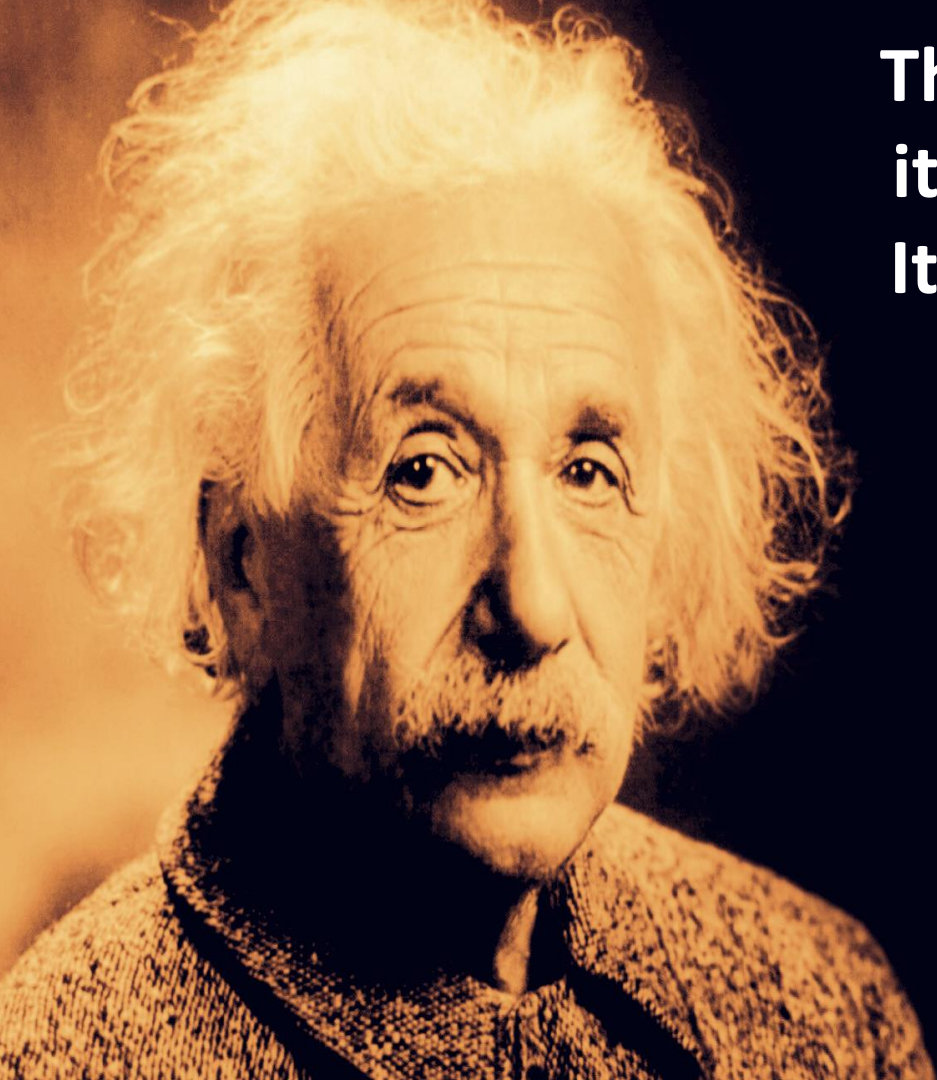


**TO IMPROVE  
IS TO CHANGE** ”  
**TO BE PERFECT  
IS TO CHANGE OFTEN**

*-Winston Churchill*

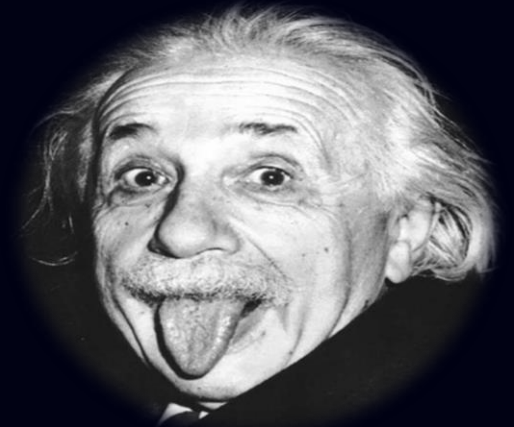






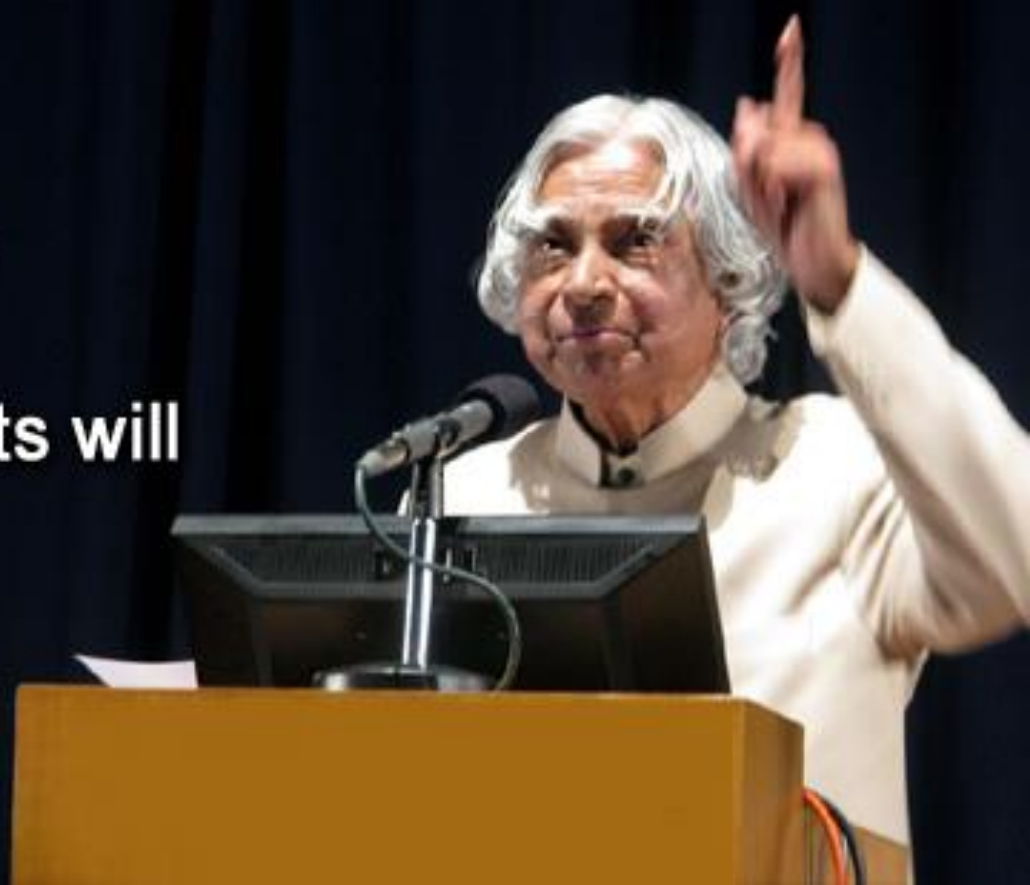
The world as we have created  
it is a process of our thinking.  
It cannot be changed without  
changing our thinking.

— *Albert Einstein*



You cannot  
change your future,  
but, you can change  
your habits,  
and surely your habits will  
change your future

*-A P J Abdul Kalam*





Change means that what was before  
wasn't perfect. People want things  
to be better.

— *Esther Dyson* —



**"Those who cannot change their minds  
cannot change anything."**

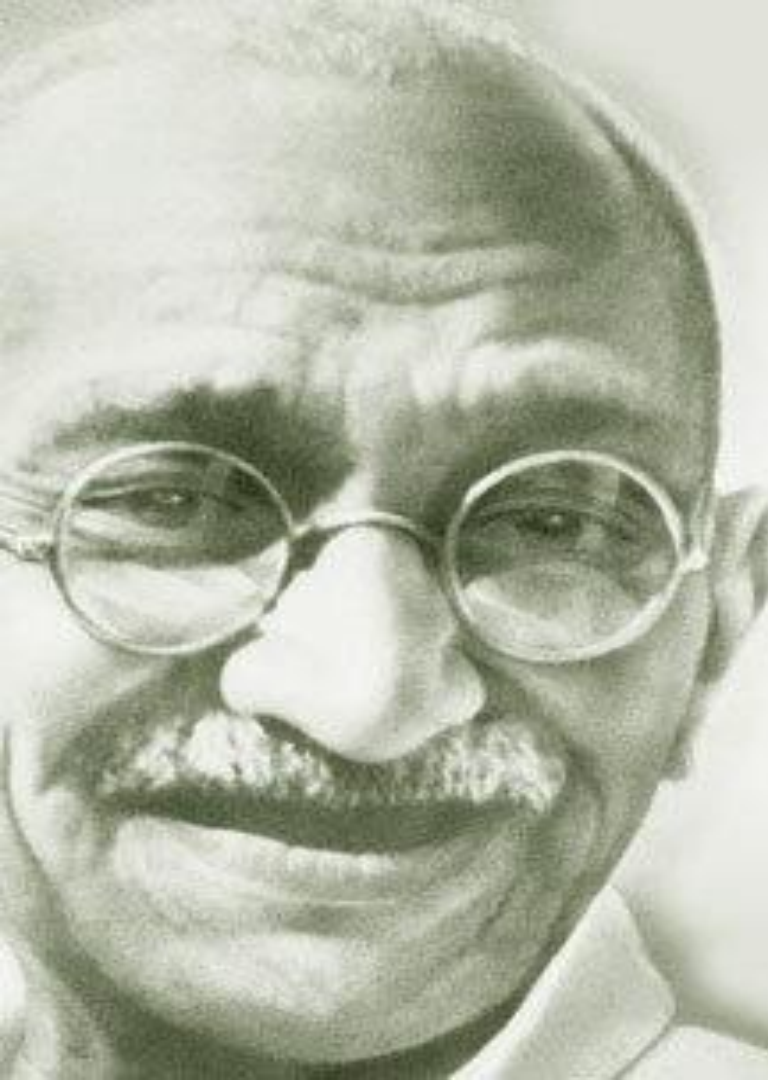
**George Bernard Shaw**





“Change will not come if we wait for some person or some other time. We are the ones we’ve been waiting for. **We are the change** that we seek.”

Barack Obama



Be the change  
you want  
to see  
in the world

-Mahatma Gandhi





# TERAS STRATEGIK UNIVERSITI MALAYSIA PERLIS (UniMAP) 2011-2015



**ASIA**

**TANGGA KE-226**



**TANGGA KE-700-750**



STARS

RATED FOR EXCELLENCE

TM

2014





# RANKED

**QS** WORLD UNIVERSITY RANKINGS<sup>®</sup>

2015

*by subject*

**SAINS  
BAHAN**

**KEJURUTERAAN  
KIMIA**

**ranking ke-200-300**

***“I positively CHANGE”***

**“I”** itu bukan saya

sahaja, tetapi **“I”**

itu ialah diri saudara-saudara semua yang menciptakan kejayaan UniMAP lima tahun kebelakangan ini.





# TERAS STRATEGI UniMAP 2016 - 2020

WORLD-CLASS EXCELLENCE

**WE**  **+ C · H · A · N · G · E**

CONNOSSIVE  
SYSTEM

HIGH RESEARCH  
IMPACT

ACADEMICALLY  
EMINENTLY

WEALTH CREATION  
NOTABLE

GLOBAL  
GOVERNANCE

EXCEPTIONALLY  
TALENTED  
GRADUATES

1 MALAYSIA

RMK-11

MBE

PPPM(PT)

WAWASAN 2020

WORLD CLASS RANKING



**RM229J**

*(Belanja  
Mengurus)*

**RM276J**

*(Perbelanjaan)*

**RM6J**

*(Sumber  
Dalam)*

**RM53J**

*(simpanan & pejanaan  
keuangan dalam)*



**2016**

**Tambahan sebanyak RM80J**

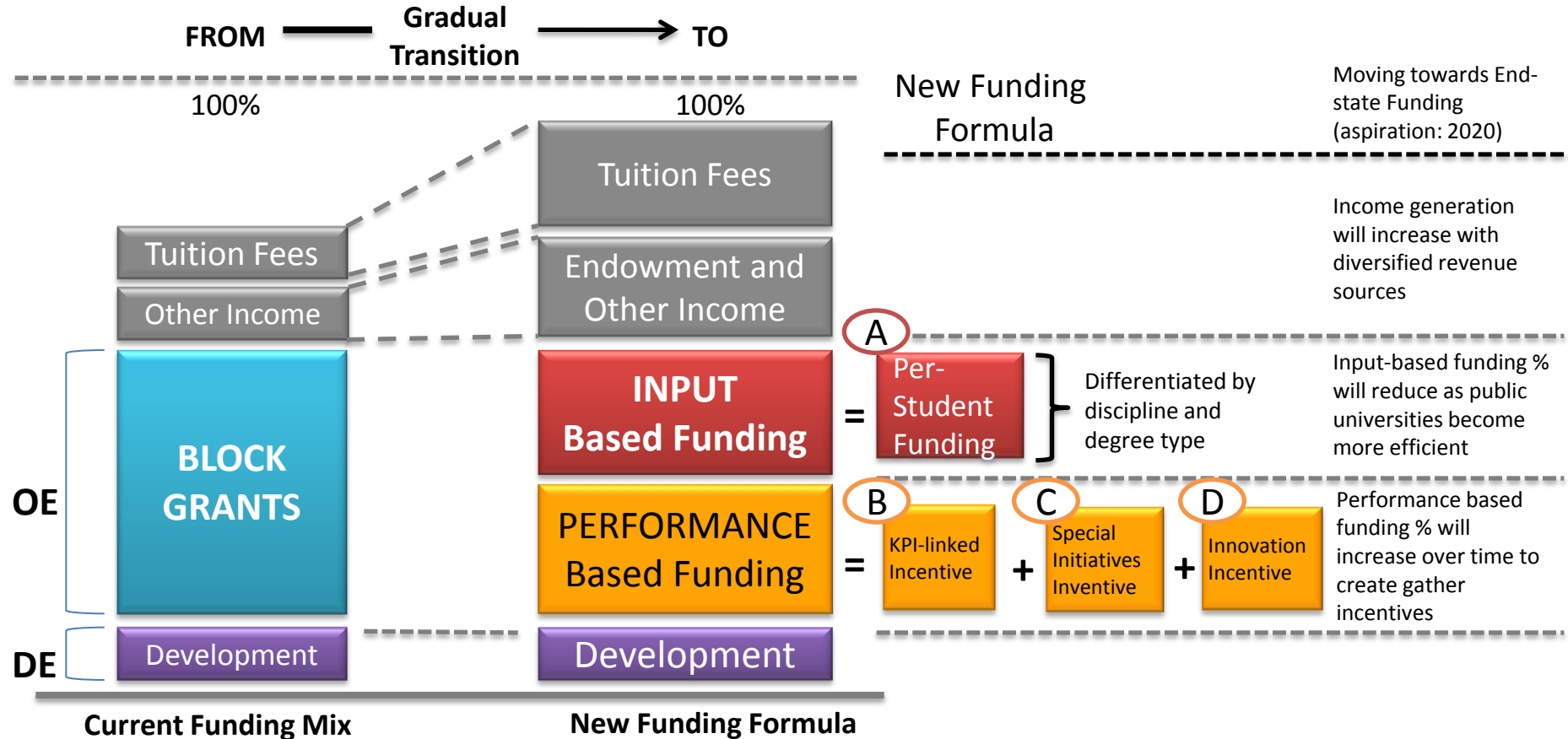
lagi diperlukan untuk menampung operasi  
2016

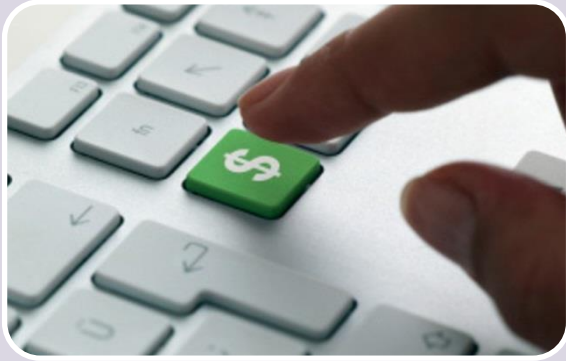


**RM212J** peruntukan yang diberikan  
kurang 7% daripada peruntukan tahun 2015

# FUNDING FORMULA

The new formula to determine public university budget allocation consists of FOUR main components





Apakah kesan dan impaknya jika kita tidak dapat memenuhi tuntutan formula pendanaan baru ini?

Apakah pilihan yang kita ada untuk memastikan UniMAP dapat terus beroperasi dan menawarkan perkhidmatannya kepada anak bangsa dan negara?

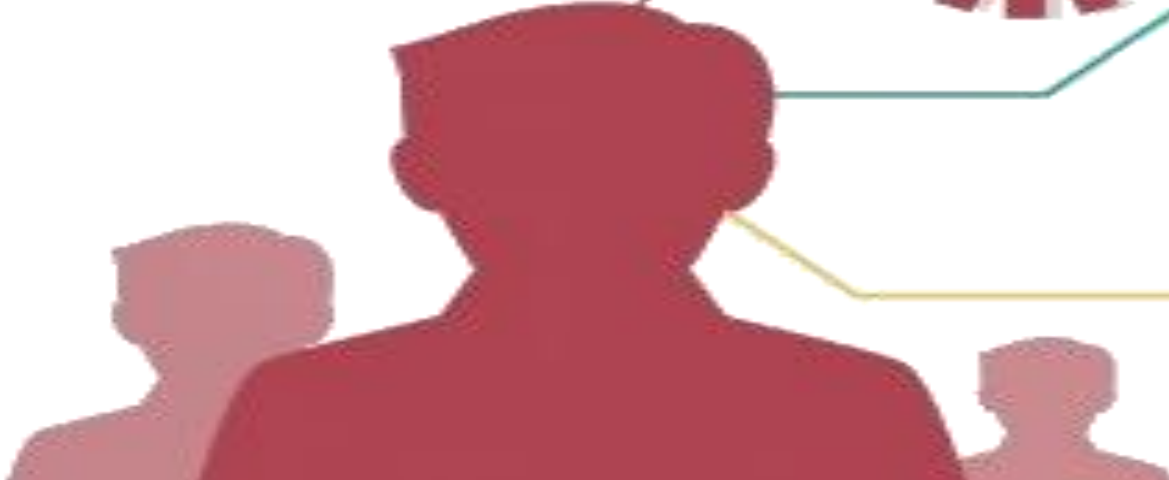
Apakah pilihan yang kita ada untuk memastikan 'SAYA' dan 'KITA' dapat terus bekerja dan membawa pulang pendapatan untuk keluarga?

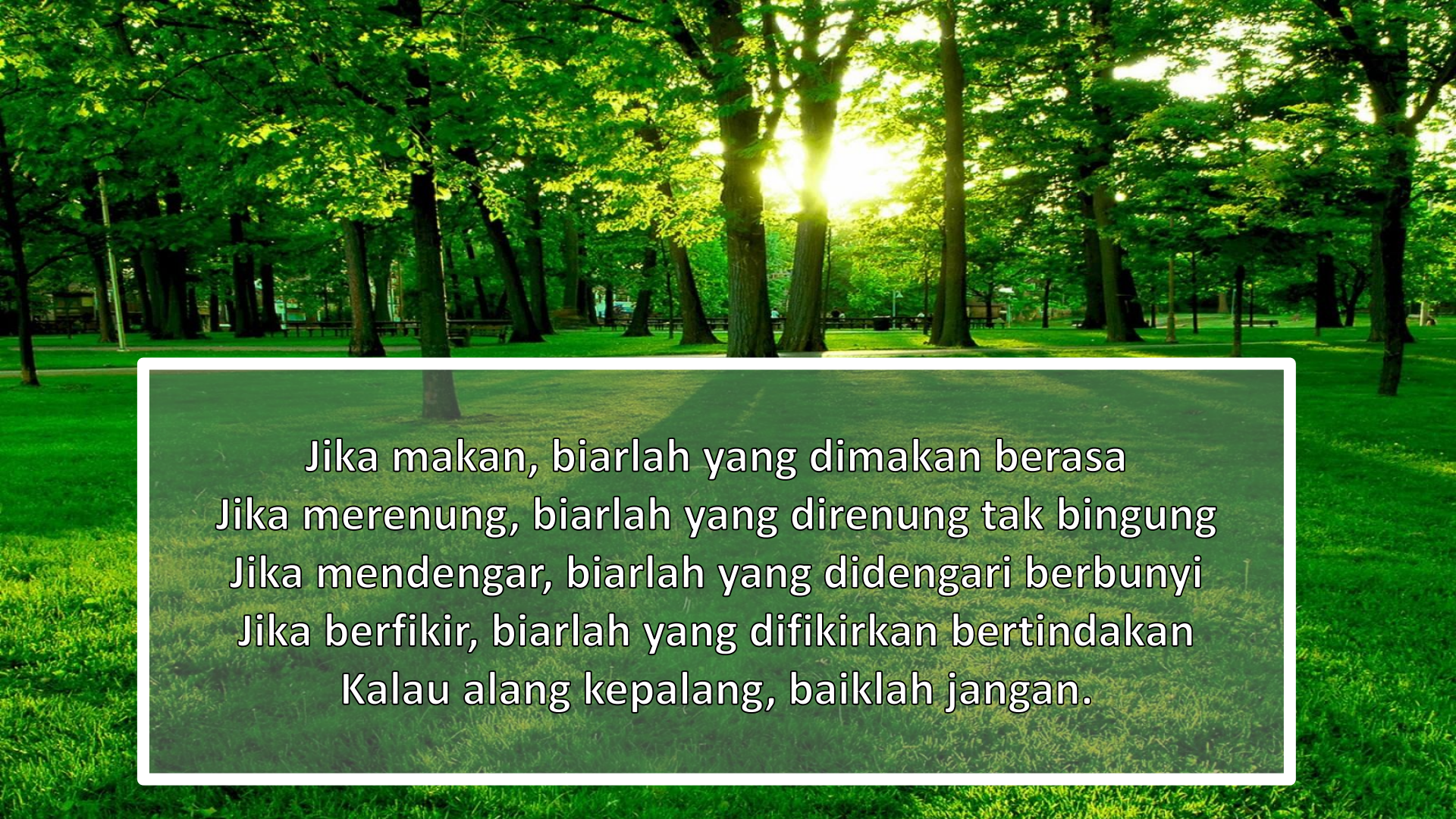


# JAWABANYA....

## BERUBAHLAH...

- daripada zon selesa ke zon bersaing
- daripada bekerja secara silo kepada bekerja secara berkumpulan
- daripada kebiasaan membelanjakan kepada menjana kewangan





Jika makan, biarlah yang dimakan berasa  
Jika merenung, biarlah yang direnung tak bingung  
Jika mendengar, biarlah yang didengari berbunyi  
Jika berfikir, biarlah yang difikirkan bertindakan  
Kalau alang kepalang, baiklah jangan.





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**Headlines**

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# TARGET-SETTING

1

## Graduate Employability

- % of graduates at convocation with the following status (and tracked by demographics (ethnicity, gender, socio-economic background):
  - Employed
  - Entrepreneurs (self-employed)
  - Awaiting placement or furthering studies

ACHIEVEMENT  
2015

67.28%

UNIMAP  
TARGET  
2016

80%





# Tracer Study

Important

# TARGET-SETTING

2

## International Students

- Total number of international students enrolled
- Total number of postgraduate international students enrolled
- Total number of undergraduate international student enrolled

ACHIEVEMENT  
2015

835

285

550

UNIMAP  
TARGET  
2016

950

365

585





# 12th QS-APPLE

TWELVETH QS ASIA PACIFIC PROFESSIONAL  
LEADERS IN EDUCATION CONFERENCE  
AND EXHIBITION

[www.qsapple.org](http://www.qsapple.org)

***Organizing Partner***



***Organized By***





# TARGET-SETTING

## 3 Research Publications and Citations

- Total number of publications per lecturer in indexed journals and proceedings
- Total number of cumulative citations per lecturer

ACHIEVEMENT  
2015

1.42

12.12

UNIMAP  
TARGET  
2016

1.5

13



Memastikan semua COE dapat digembeling dan dipacu laju untuk menghasilkan lebih banyak penerbitan penyelidikan yang tinggi kualiti ilmunya sama ada di dalam jurnal, prosiding atau bab dalam buku yang terindeks sama ada dalam *Scopus*, *Web of Science* atau mana-mana badan seumpamanya yang diiktiraf oleh KPT.



Merancang dengan teliti persidangan penyelidikan supaya dapat dimanfaatkan oleh Scopus dan badan-badan lain.



Merancang dan memantau dengan berkesan kaedah untuk meningkatkan sitasi bagi setiap pensyarah.



**Mencari sumber-sumber geran baru di dalam dan luar negara bagi mendanai aktiviti penyelidikan di samping meningkat kualiti kertas cadangan penyelidikan untuk mendapatkan geran daripada sumber-sumber konvensional.**



**Mengadakan afiliasi dan kolaborasi 'menang-menang' dengan universiti dan institut penyelidikan serta para penyelidik antarabangsa.**



**Memastikan nama UniMAP didaftarkan di Kementerian Kewangan sebagai institusi penyelidikan supaya syarikat korporat atau industri dapat memberikan sumbangan yang maksimum kepada aktiviti penyelidikan di universiti dan dalam masa yang sama korporat/industri mendapat manfaat percukaian yang sesuai.**



# TARGET-SETTING

ACHIEVEMENT  
2015

UNIMAP  
TARGET  
2016

- Self-generated income as % of total operating expenditure

15.5%

15%

4

Income  
Generation



MAPPING THE FUTURE

# WAY FORWARD SBU PLAN & KPI

# BUSINESS SCOPE

PUSAT PENGAJIAN KEJURUTERAAN KOMPUTER DAN PERHUBUNGAN

PUSAT PENGAJIAN KEJURUTERAAN MEKATRONIK

PUSAT PENGAJIAN KEJURUTERAAN MIKROELEKTRONIK

PUSAT PENGAJIAN KEJURUTERAAN PEMBUATAN

PUSAT PENGAJIAN KEJURUTERAAN ALAM SEKITAR

PUSAT PENGAJIAN KEJURUTERAAN BIOPROSES

PUSAT PENGAJIAN KEJURUTERAAN BAHAN

FAKULTI TEKNOLOGI KEJURUTERAAN

PUSAT PENGAJIAN INOVASI PERNIAGAAN DAN TEKNOUSAHAWAN

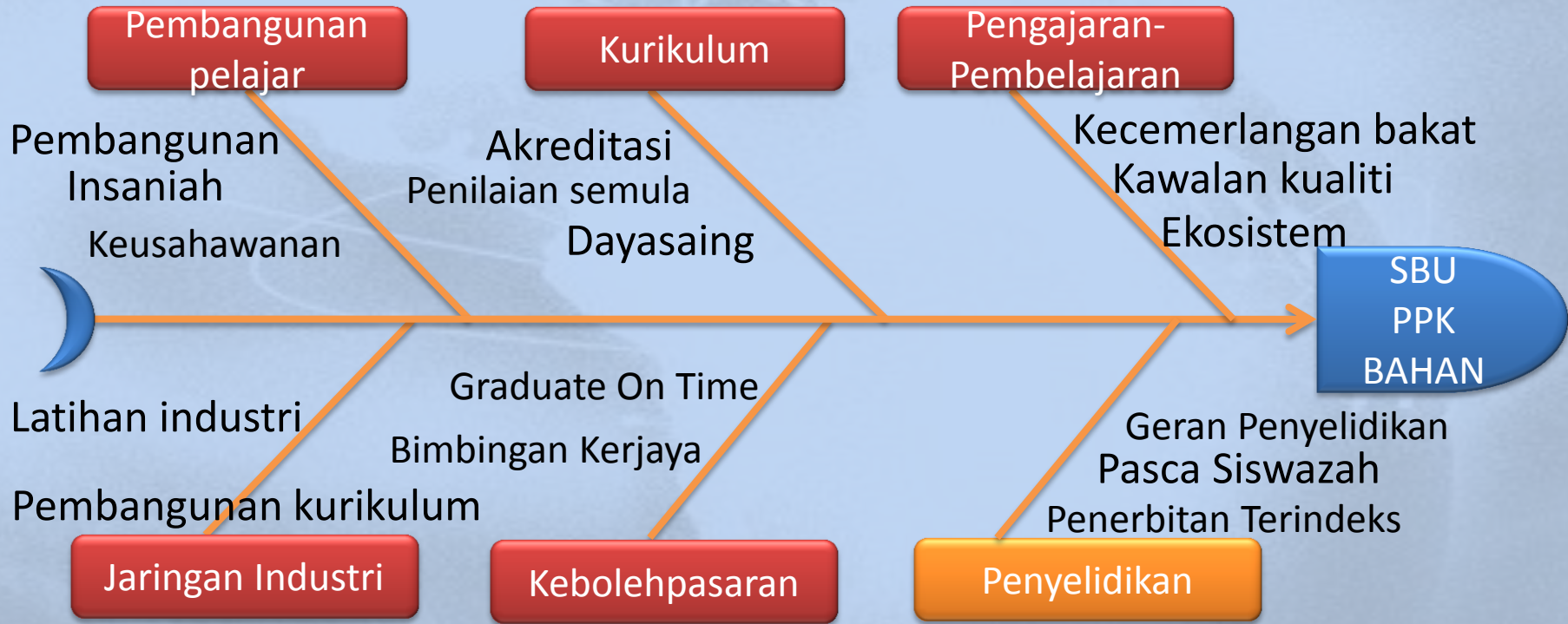
PUSAT PENGAJIAN KOMUNIKASI INSAN DAN MEDIA BARU



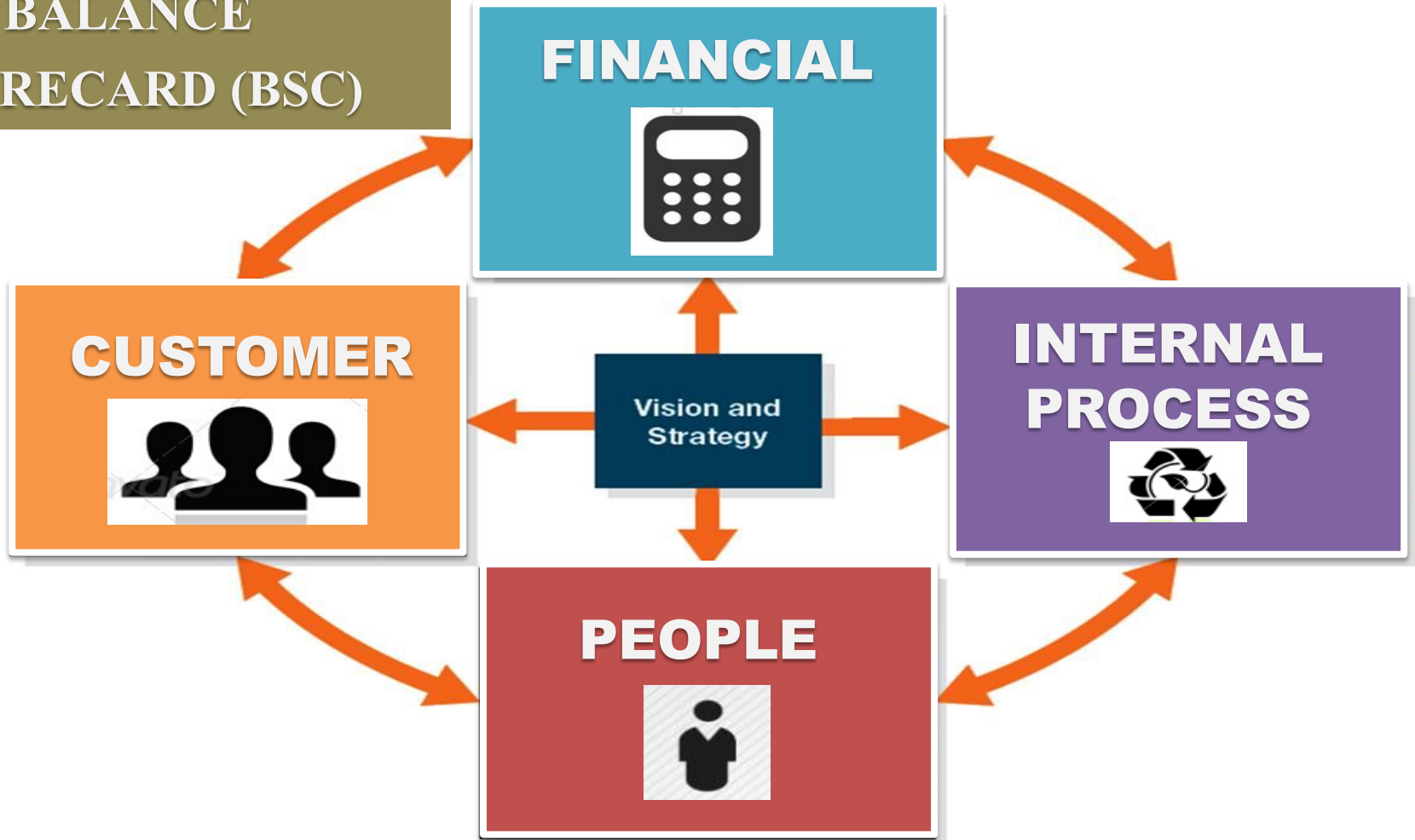
# FISHBONE DIAGRAM

# OVERALL SCOPE

## PUSAT PENGAJIAN KEJURUTERAAN BAHAN



**BALANCE  
SCORECARD (BSC)**



# 2015 BSC/KPI Updates (Example)

| Objectives |  | KPIs                      | Weightage | Target 2015 | Achievements up to Q4 2015 | Remarks   | Weightage Achievements |
|------------|--|---------------------------|-----------|-------------|----------------------------|---|------------------------|
| 6          | Intensification of research and development in S&T and Innovation. | 7. Number of publication. | 7.14%     | 25          | 26                         | <p><u>DONE/ACHIEVED</u></p> <ul style="list-style-type: none"> <li><u>5 Papers :</u> <ol style="list-style-type: none"> <li>Paper Title : “Development of Mission Control Station Software for a Cubesat Mission” - ICONSPACE2015, Langkawi Lagoon Resort, Langkawi on 10-12/3/2015 / <b>PAPER AUTHORS</b> = 1) Dr. Siti Sophiayati Yuhaniz &amp; 2) Tn. Hj. Ir. Norhizam Hamzah; and</li> <li>Paper Title : <b>SatCOM Technology : Are we relevant?</b> - Global Space Technology Conference 2015 at Singapore on 13/2/2015 / <b>PAPER AUTHOR</b> = YBhg. Dato’ Dr. Ahmad Sabirin Arshad;</li> <li>Paper Title : <b>Environment Test Campaign of Triple Junction Photovoltaic on Aluminium Substrate Solar Panel for Lean-satellite</b> - 30<sup>th</sup> International Symposium on Space Technology and Science, Kobe, Japan on 4-10/7/2015 / <b>PAPER AUTHORS</b> = 1) Mohd Izzed Mustaffa 2) Tn. Hj. Ir. Norhizam Hamzah; authors from Kyushu Institute of Technology, Japan;</li> </ol> </li> </ul> | 7.14%                  |

Financial

Operations

Customers

People



# 2016 BSI / KPI SCHOOL OF MATERIALS ENGINEERING (EXAMPLE)

| Objectives             | KPIs                                | Weightage | Target 2015 | Achievements up to Q4 2015 | Remarks                        | Weightage Achievements |
|------------------------|-------------------------------------|-----------|-------------|----------------------------|--------------------------------|------------------------|
| 1 High Impact Research | 0 1. Number of indexed publication. | 5.0%      | 200         | 104                        | Scopus data (31 December 2015) | 2.5%                   |
|                        | 0 2. Number of Citations            | 5.0%      | 100         | 50                         | Scopus data (31 December 2015) | 2.5%                   |
|                        | 0 3. Amount of research funding     | 5.0%      | RM 500,000  | RM 500,000                 | Scopus data (31 December 2015) | 5.0%                   |

Financial

Operations

Customers

People

# PERFORMANCE MEASURES FRAMEWORK

STRATEGIC BUSINESS UNIT (SBU)

KEY PERFORMANCE INDICATORS

KPI BASED ON  
EFFORTS



KPI BASED ON  
SUCCESS  
(LOA)



KPI BASED ON  
SUCCESS (RM)



STRATEGIC BUSINESS UNIT (SBU)  
KEY PERFORMANCE INDICATORS

# KPI BASED ON EFFORTS

## SCHOOL OF MATERIALS ENGINEERING

| EFFORTS | %         | SCORE (V) |
|---------|-----------|-----------|
| 1-200   | 20        |           |
| 201-300 | 40        |           |
| 301-400 | 60        |           |
| 401-500 | 80        |           |
| 501-600 | 100       |           |
| >601    | 10% bonus |           |

$$\text{KPI} : V/100 \times 20\% = a\%$$

# KPI BASED ON SUCCESS (LOA)

## SCHOOL OF MATERIALS ENGINEERING

| SUCCESS (LOA) | %         | SCORE (W) |
|---------------|-----------|-----------|
| 2             | 20        |           |
| 4             | 40        |           |
| 6             | 60        |           |
| 8             | 80        |           |
| 10            | 100       |           |
| >10           | 10% bonus |           |

$$\text{KPI} : W/100 \times 30\% = b\%$$



# KPI BASED ON SUCCESS (RM)

## SCHOOL OF MATERIALS ENGINEERING

| SUCCESS (RM)         | %         | SCORE (X) |
|----------------------|-----------|-----------|
| <10,000              | 5         |           |
| 10,001-100,000       | 10        |           |
| 100,001-300,000      | 20        |           |
| 300,001-500,000      | 40        |           |
| 500,001-1,000,000    | 60        |           |
| 1,000,001-5,000,000  | 80        |           |
| 5,000,001-10,000,000 | 100       |           |
| >10,000,001          | 10% Bonus |           |

$$\text{KPI} : X/100 \times 30\% = c\%$$

# SBU SCORE (SCH. MATERIALS ENGINEERING)

|                   |             |
|-------------------|-------------|
| Success (Efforts) | 20% (a)     |
| Success (LOA)     | 30% (b)     |
| Success (RM)      | 30% (c)     |
| CEO Weightage     | 20% (d)     |
| SBU SCORE         | <b>100%</b> |

# TARGET-SETTING

5

## Productivity and Cost Efficiency

|  | ACHIEVEMENT<br>2015 | UNIMAP<br>TARGET<br>2016 |
|--|---------------------|--------------------------|
| ▪ Student attrition rate                               | N/A                 | 9%                       |
| – Undergraduate  | N/A                 | 16%                      |
| – Masters  | N/A                 | 10%                      |
| – PhD  | N/A                 | 10%                      |
| <hr/>  |                     |                          |
| ▪ Intake Graduation-on-time (iGoT) (%) (Undergraduate) | 84.41%              | 85%                      |
| ▪ Intake Graduation-on-time (iGoT) (%) (Master)        | 59%                 | 60%                      |
| ▪ Intake Graduation-on-time (iGoT) (%) (PhD)           | 71%                 | 70%                      |



- RM164,000.00

# 2014



- RM156,000.00



- RM126,000.00

# MTUN



- RM77,000



# LANGKAH PENJIMATAN

**mengurangkan pertambahan staf kontrak**

**tidak menyertai kejohanan sukan yang tidak berprestij**

**mengurangkan aktiviti keraian yang tidak wajib dianjurkan**

**mengurangkan sewaan bangunan,**

**melaksana polisi penggunaan peralatan penjimatan tenaga**

**mengganti litar suwa dengan peralatan tanpa wayar, dan sebagainya**

Matikan 15  
minit sebelum  
waktu pejabat  
berakhir



# TARGET-SETTING

ACHIEVEMENT  
2015

UNIMAP  
TARGET  
2016

- % student enrolment in TVET programs

89%

100%

6

TVET  
Enrolment

# UniMAP Korean Week (UniKoW)



lebih banyak pakar TVET  
dapat dihasilkan

dapat mewujudkan spin of  
company berasaskan model  
perniagaan Korea, dan

untuk melebarkan jaringan  
strategik dan meluaskan  
perkongsian strategik  
antara pelbagai pihak yang  
mengambil bahagian.



# TARGET-SETTING

ACHIEVEMENT  
2015

UNIMAP  
TARGET  
2016

- Number of placements within QS global rankings by subject
  - Top 50
  - Top 200

N/A

N/A

N/A

1

7

Subject  
Rankings

# PENARAFAN BIDANG



**WORLD  
UNIVERSITY  
RANKINGS**

2013

Faculty & Subjects

2015

# TOP 763

Engineering & Technology

# TOP 401-500

# TOP 473

Chemical Engineering

# TOP 201-300

# TOP 474

Mechanical Engineering

# TOP 301-400

# TOP 515

Electrical and Electronics

# TOP 301-400

# PENARAFAN BIDANG



**WORLD  
UNIVERSITY  
RANKINGS**

2013

Faculty & Subjects

2015

**Not ranked**

**Chemistry**

**# TOP 401-500**

**Not ranked**

**Environmental Sciences**

**# TOP 301-400**

**Not ranked**

**Physics and Astronomy**

**# TOP 401-500**

**Not ranked**

**Material Science**

**# TOP 201-300**

**Not ranked**

**Education**

**# TOP 201-300**



KEMENTERIAN PENDIDIKAN TINGGI

# Memorandum of Arrangement (MoA) for Funding Formula

2016 – 2020

Between

The Ministry of Higher Education

And

UNIVERSITI MALAYSIA PERLIS

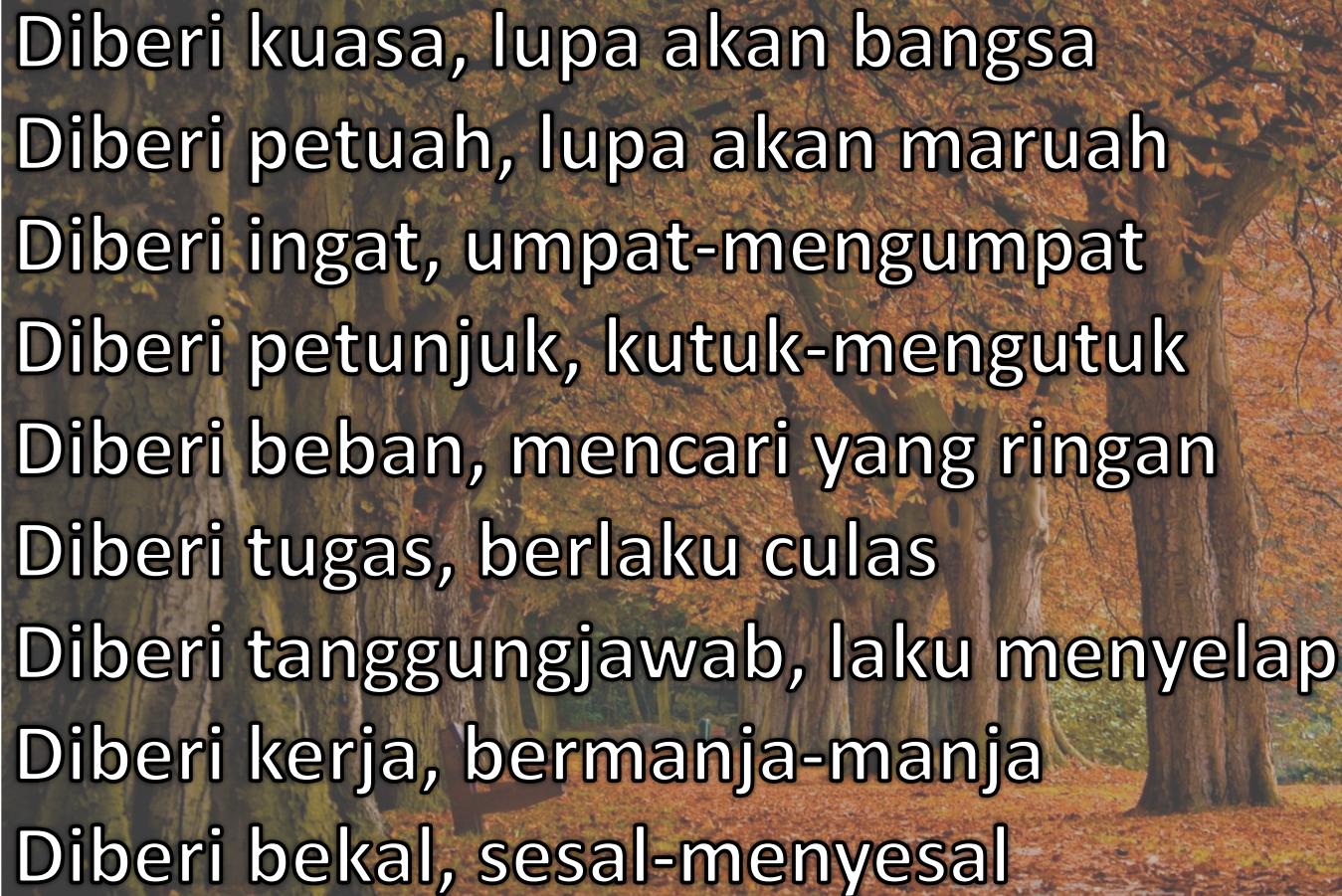




Bekerja malas, memimpin culas  
Bersusah malu, berpahit tak mahu








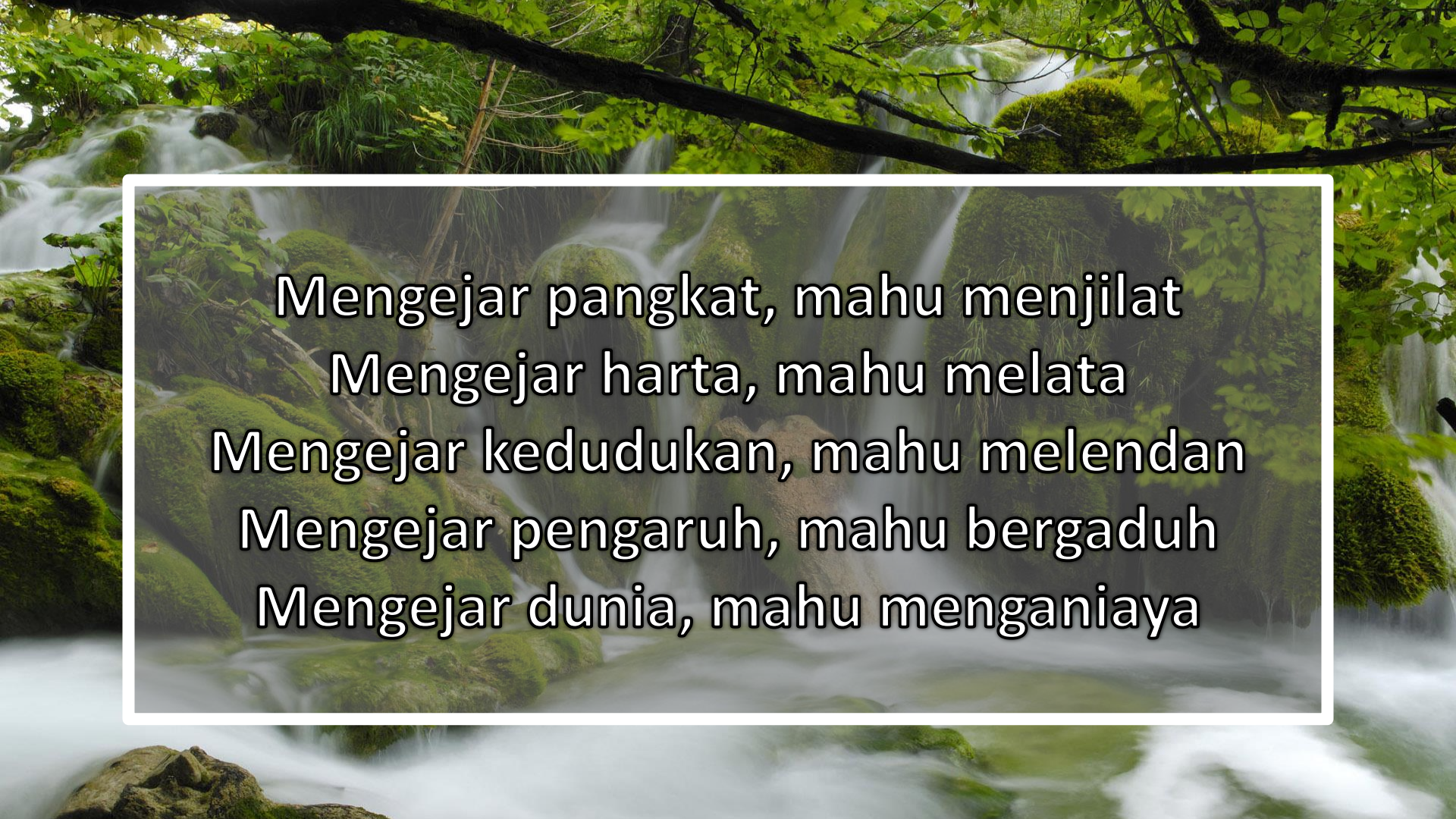
Diberi kuasa, lupa akan bangsa  
Diberi petuah, lupa akan maruah  
Diberi ingat, umpat-mengumpat  
Diberi petunjuk, kutuk-mengutuk  
Diberi beban, mencari yang ringan  
Diberi tugas, berlaku culas  
Diberi tanggungjawab, laku menyelap  
Diberi kerja, bermanja-manja  
Diberi bekal, sesal-menyesal





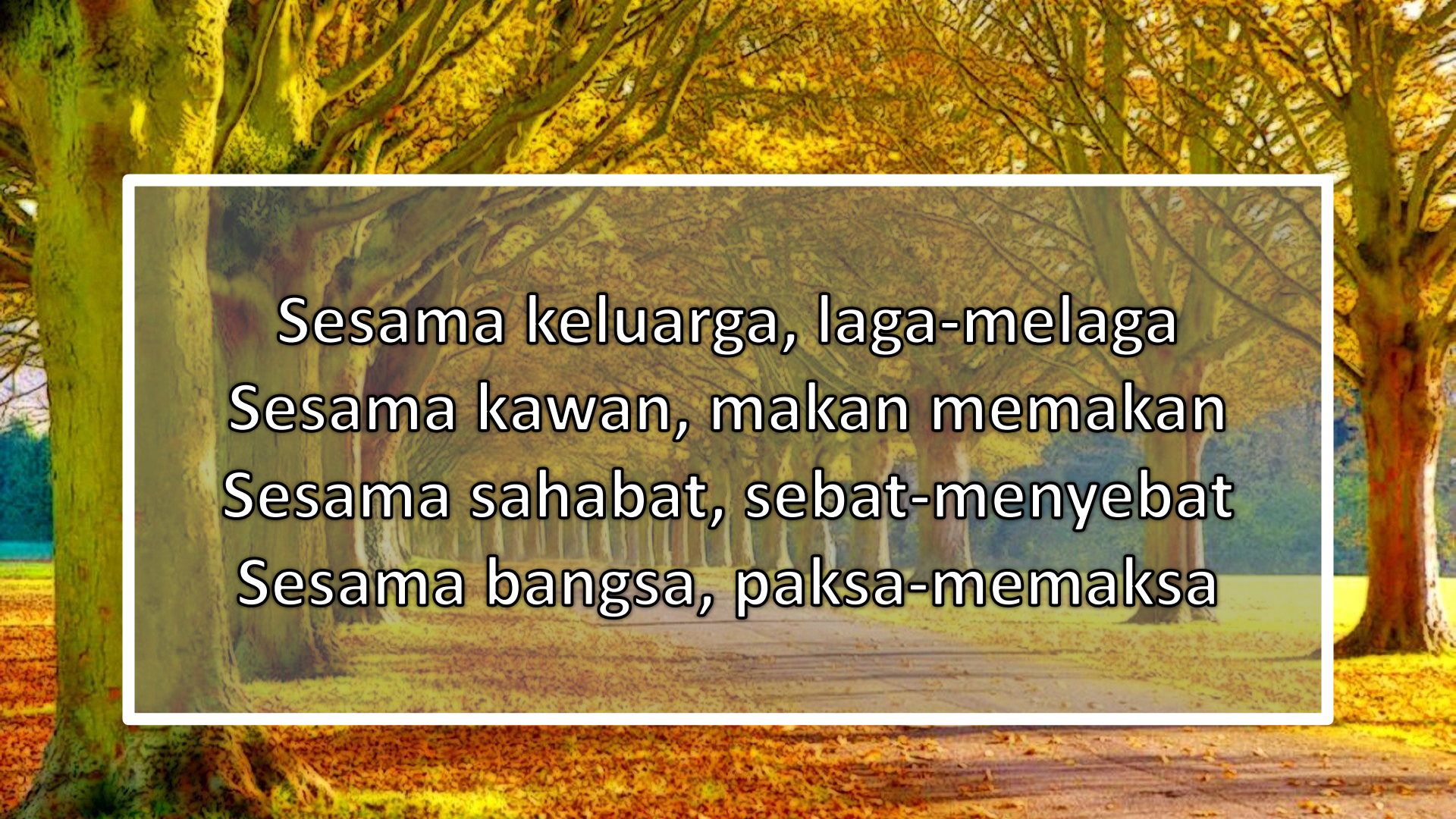
Mendapat laba, bertambah loba  
Mendapat rezeki, tambah mengiri  
Mendapat pangkat, tambah khianat  
Mendapat untung, bertambah sombong



A lush green forest scene with a waterfall cascading over mossy rocks. The water is blurred, creating a sense of motion. The surrounding vegetation is dense and vibrant green. A large, dark tree branch hangs over the waterfall from the top right. The text is overlaid on a semi-transparent white box in the center of the image.

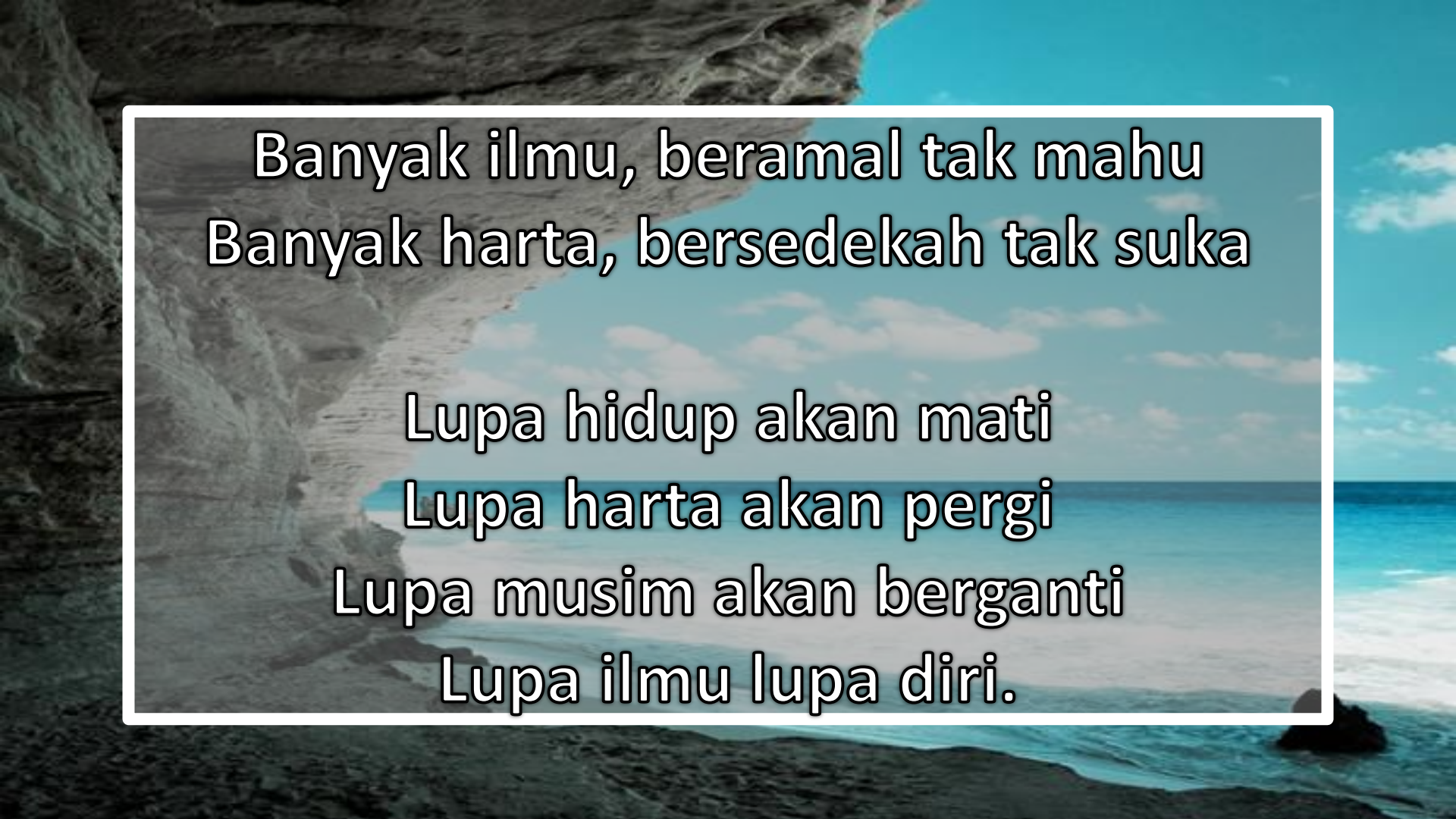
Mengejar pangkat, mahu menjilat  
Mengejar harta, mahu melata  
Mengejar kedudukan, mahu melendan  
Mengejar pengaruh, mahu bergaduh  
Mengejar dunia, mahu menganiaya





Sesama keluarga, laga-melaga  
Sesama kawan, makan memakan  
Sesama sahabat, sebat-menyebat  
Sesama bangsa, paksa-memaksa



A scenic view of a rocky coastline with a blue sky and ocean. The text is overlaid on a white-bordered box.

Banyak ilmu, beramal tak mahu  
Banyak harta, bersedekah tak suka

Lupa hidup akan mati  
Lupa harta akan pergi  
Lupa musim akan berganti  
Lupa ilmu lupa diri.



— Selamat Tahun Baru —

2016

— Happy New Year —

"Melangkah ke Tahun Baru dengan penuh semangat dan iltizam yang tinggi"

**YBhg. Brig. Jen. Datuk Prof. Emeritus Dr. Kamarudin Hussin**  
Naib Canselor | Universiti Malaysia Perlis



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