E–BULLETIN

UNIVERSITY COLLEGE OF AVIATION MALAYSIA

IS YOUR CORPORATE CULTURE READY TO EMBRACE BIG DATA?

BEYOND BIG DATA

Volume, Velocity, and Variety are three crucial ideas that can aid folks who are having trouble comprehending huge data.

Experiential learning for innovation mindset is UniCAM's forte

EDITORIAL BOARD

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PREFACE

From The Editorial Team

First and foremost, we would like to praise to Allah the Almighty, the most Gracious and most Merciful for His blessing because at the end we had completed another edition of E-Bulletin for 2022.

We would also like to express our deepest gratitude to beloved Chairman, Captain Ab Manan bin Mansor, Advisor, Madam Salina binti Ahmad, Chief Executive Officer, Sir Faiz Aizat bin Ab Manan, Provost, Sir Muhammad Nurulfaqih bin Mohd Sajali, Dean of Faculty of Science and Technology, Sir Muhammad Zulhiqmi bin Mohd Jamil and Dean of Faculty of Hospitality and Management, Madam Norulbaiti binti Mohd Nor for the endless support and encouragement to make this publication a success. E-bulletin is the platform for UniCAM staff to share their piece of mind on issues related to aviation, health, leisue, aerospace and many more. This edition is only possible due to hard work and contribution of all UniCAM staff. Therefore, we would like to thank all UniCAM staff for their cooperation.

We really hope that you take the time to read what this E-bulletin has to offer and feel free to provide feedback and comments for us to improve in the future.

Thank you for all the love and support!

What's Inside This Issue:

- Industry
- Leisure
- Aviation
- Aerospace
- Health

Yours sincerely,
Editorial Team

Mohamad Alif Azmiezal bin Mohd Azmi
Vikneshwaran A/L Keluan Singh

SUSTAINABLE DEVELOPMENT GOALS

WRITTEN BY SITI NUR ADIRA BINTI MOHD HANAFIAH

The Sustainable Development Goals, are also better known as the Global Goals. They are set of 17 interconnected global goals which aims to provide "blueprint for a better and more sustainable future for all". The United Nations General Assembly established the SDGs in 2015, with the goal of achieving them by 2030.

All of the linked SDGs will have an impact on the outcomes of others. Sustainable development must strike a balance between social, economic, and environmental factors. Countries involved have mutually agreed to prioritize progress for those who are far behind in the vow to Leave No One Behind. As a result, the SDGs are ambitious in achieving a number of life-changing "zeros," such as zero poverty, hunger, AIDS, and discrimination against women and girls.

The SDGs provide global advice for tackling the international community's global concerns. It's about preserving people's opportunities to live in dignity and prosperity across generations by better conserving the natural underpinnings of life and our planet everywhere and for everyone.

Malaysia has been placed 65th out of 163 United Nations member states, with a score of 70.88. Finland, Sweden, Denmark, Germany, and Belgium are the top five countries. Above mentioned countries received a score of more than 80.00. Meanwhile, Malaysia represented fourth place among East and South Asian countries, after Thailand, Vietnam, and China.

Rank	Country	Score	Performance by SDG
1	✚ Finland	85.90	
2	🇸🇪 Sweden	85.61	
3	🇩🇰 Denmark	84.86	
4	🇩🇪 Germany	82.48	
5	🇧🇪 Belgium	82.19	
65	🇲🇾 Malaysia	70.88	

Figure 1: Top 5 and Malaysia SDG rankings in the world for year 2021

	Search country 🔍		Filter by region East and South Asia

Rank	Country	Score	Performance by SDG
43	🇹🇭 Thailand	74.19	
51	🇻🇳 Vietnam	72.85	
57	🇨🇳 China	72.06	
65	🇲🇾 Malaysia	70.88	
75	🇧🇹 Bhutan	69.98	

Figure 2: Top 5 East and South Asia SDG rankings for year 2021

Based on the Sustainable Development Goals Report 2021, Malaysia portrayed that SDG achieved on the poverty level, affordable and clean energy, decent work and economic growth and industry, innovation and insfractrure. These goals are on track or maintaining SDG achievement. Meanwhile, good health and wellbeing, gender equality, clean water and sanitation, sustainable cities and communities and peace, justice and strong institutions have moderately improving. Other goals such as zero hunger, quality education, climate action, life below water and partnerships for the goals are stagnating. On the other hand, life on land has shown a decreasing trend on year 2021. Last but not least, there are no information on the reduced inequalities and responsible consumption and production.

Figure 3: SDG Dashboards and Trends in Malaysia For Year 2021
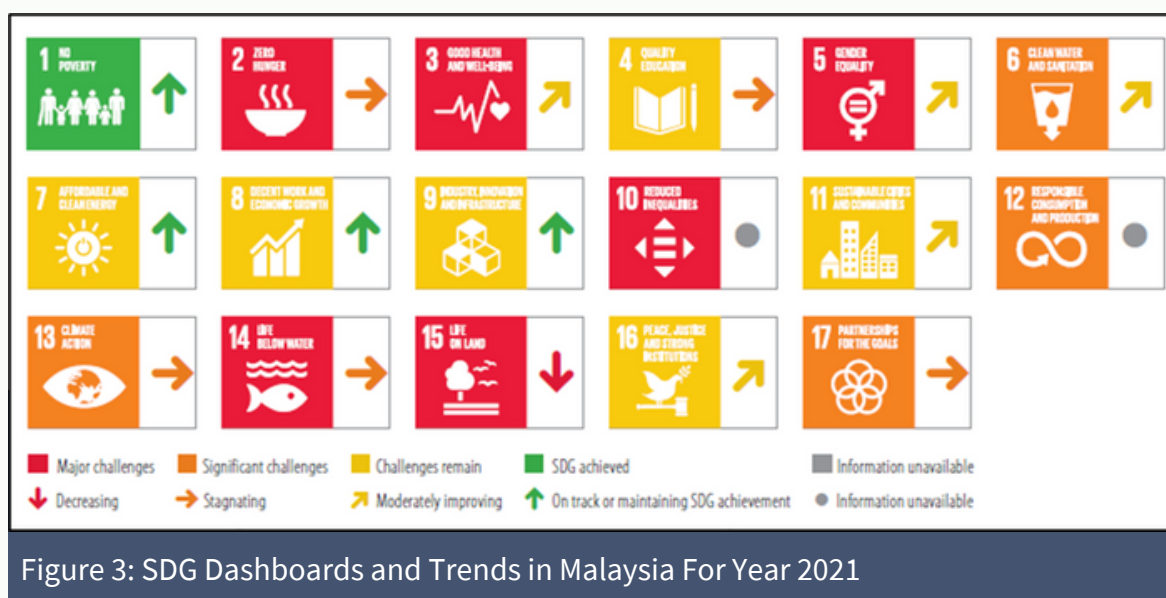
The Sustainable Development Solutions Network (SDSN) of the United Nations has effectively tracked official declarations and the strategic use of public practises in support of the SDGs. The SDSN survey on national coordination and implementation mechanisms at the central/federal level of government has been collecting this data since 2018. The survey for the year 2021 was performed in February.

As a result, the government performed a voluntary nationwide review (VNR) in 2017 and 2020. The Malaysian government has also published an official declaration supporting the SDGs' implementation. The SDGs have been included in the 2020 federal budget document and being integrated into sectoral action plans or an overarching strategy. The MySDG Trust Fund is a collaboration between the Government and the United Nations in Malaysia that provides a platform to gather various contributions to support the achievement of the Sustainable Development Goals (SDGs) in an integrated, systematic and sustainable manner. For a start, the Fund receives start-up funding from the Government of Malaysia worth RM20 million.

Furthermore, 128 indicators have been identified to track the SDGs' implementation. For the coordination and implementation of the SDGs across ministries, there is a lead government unit. However, the government has not established a citizens' assembly to discuss the SDGs or the Paris Climate Agreement. Finally, in order to include SDGs in the national COVID-19 recovery plan, the government has only released a COVID-19 recovery plan, but the SDGs are not mentioned.

Figure 4: Malaysian 2020 Federal Budget on SDGs

Written By Nurlatifah Diana Pajilani

MUSIC

Music is a natural medium of entertainment that consists of synchronised sound or sounds, vibration, vocal and instrumental sounds mixed together. It will produce musical notes that comprise sheet music more harmony. It does not always have to be enjoyable or agreeable. It is unique because there are no restrictions or any judgmental from people on how you can express yourself.

It can be used to express a wide range of feelings, situations, and settings based on the songs we listen. A familiar piece of music's emotional impact might be so strong that it will be easily re-stimulated even years afterwards. People can listen to the same song over and over and still love it.

LISTENING TO MUSIC

Producing music entails arranging sounds and tones in a specific order, often combining them to form a cohesive melody.

A melody is a series of harmonised pitches that comprise the primary line of a piece, and it is a term that everyone should be familiar with. The melody stands out when you hear music. But other sounds or voices can help support it and make the song more interesting. Multiple lines of musical elements that are subordinate and compliment the melody are referred to as harmony. A succession of chords, or three or more notes performed at the same time, is frequently used to create harmony. A succession of chords, or three or more notes performed at the same time, is frequently used to create harmony. Tempo is responsible for keeping everything on time and running smoothly. The rhythm determines where musical notations are placed in time as well as how long they are held. Similar to a heartbeat, this is a regular and repeated rhythm.

Having
the same taste in music
as someone else
is like a soul connection

| TheMindsJournal

Since music can be an emotional connection, it may be quite addictive to some people when they hear it. It is a technique for comprehending and relating to one's own and others' happiness, sadness, fury, and fear. Whatever emotion we need to feel, music can help us relax and just feel what is going on. Hearing a pleasant song on a nice day is the ultimate comparison of this. Simply sit back and observe your feelings, allowing them to unfold naturally, which is frequently accompanied by a grin. When listening to sad music on a terrible day, the opposite is true. It is simpler to cope when a person understands how they feel through music. Sometimes people feel so shy to share their feeling or to express in public, somehow music can be used to release the burden on their shoulder slowly.

Other than that, music can be one of the tools that help to engage the entire brain cells. Listening to music activates the auditory parts of the brain as well as large-scale neural networks. Music can actually activate the brain's emotional, motor, and creative centres by listening to the melody and feels the emotion deeper. Music can help you relax and also lowering your blood pressure. It also can help to alleviate discomfort and improve the quality of sleep especially for people who suffering insomnia. In a sense, training all areas of the brain by listening the music can keep the brain young. When various songs are associated with specific experiences, all the memories will be improving as well.

CONNECTION OF MUSIC

IMPACTS
OF LISTENING TO MUSIC

Lastly, you are not alone if you enjoy music. People throughout the world enjoy and use music on a daily basis, whether to advertise, remember things, exercise, or fall asleep. Music also plays an important role in many people's culture and identity. There are so many different genres and songs available to suit any mood show that music has the power to evoke a wide range of emotions. People never get bored of listening to music, since they can listen to it for days without hearing the same song twice. There is so many music out there and each person on earth has their own unique style to express their feeling and enjoy the moment.

Next, music can help you tolerate with challenging and stressful working life. When you are stuck in traffic, jam out to high-energy tunes while housecleaning, or listen to soothing music when you are feels anxious, you might turn up the radio. Finding out that music stimulates dopamine release is fascinating, but it makes perfect sense. When dopamine is released, the brain often becomes addicted to whatever generates the release which is why humans are so addicted to sex and drugs. The same is true of music. Despite the fact that most people would not admit it, the majority of people including myself, are addicted to music.

PHOTOGRAPHY 101: RULE OF THIRDS

WRITTEN BY ZAYYANI BINTI ZAKARIA

Rule of thirds is the most essential and fundamental rule of photography. It is very simple to follow yet many amateur photographers tend to ignore this rule. However, some people might have instinctually followed this rule without realizing it.
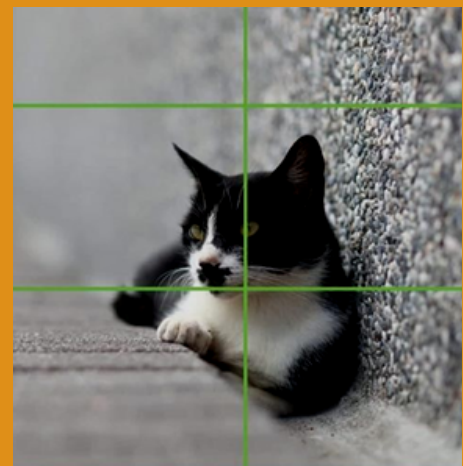
To explain it simply, the rule of thirds, as the name suggests, starts by looking at an image and proportionately dividing it into 3 by 3 squares or rectangles. Most digital cameras nowadays viable with the optionof having the 2 horizontal lines and 2 vertical lines visible in the camera view to assist the photographer especially in terms of following the rule of third.
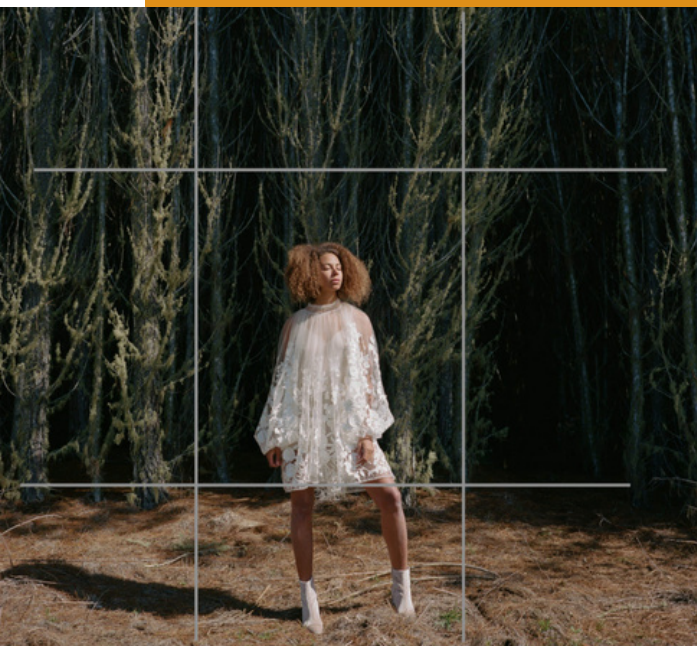
Now, how do we follow the rule of thirds? To explain simply, we have to focus on the 4 intersecting points where the horizontal and vertical lines meet. These four points should be the focal point or points of your picture. In short, instead of having the subject of the photo positioned at the center of the photo, the subject shouldbe positioned in either one of the four focal points. Sounds quite simple, right?

In future if you pick up your camera and found that it does not have the composition lines, try to imagine the composition linesyourself and place the subjectof the image you are taking either in the middle of the four focal points or alongside the lines connecting all the four points. Anothertrick that you can use is that you can edit your photo once you have captured them by cropping your photo to follow the rule of thirds.

Last but not least, it is also important to note that there will always be exceptions to rules and the same applies to the rule of thirds. However, that would require another article and perhaps we can look into that in the future.

FIRE AT ABOVE 35,000ft

Written by Roslinda Awin

Fire accidents happening inside an aircraft is a serious problem and can quickly progress into a very dangerous situation. The best preventive method for this problem is continuous cabin inspection and alertness for fire hazards.

It is vital that the Pilot In-Charge be informed as soon as possible of any fire, smoke and fumes. Never underestimate the severity of smoke, fumes or fire, when reporting to the Flight Crew. DO NOT indicate fire, unless flames are actually visible. Cabin Crew should expect to handle an in- flight fire without assistance from the Flight Crew, as they will have other duties to perform should a diversion and/or an emergency landing becomes essential. Cabin Crew shall ensure that every effort is made to eliminate potential fire hazards and situations.

FIRE BEGINS WHEN THREE (03) ELEMENTS COMBINE
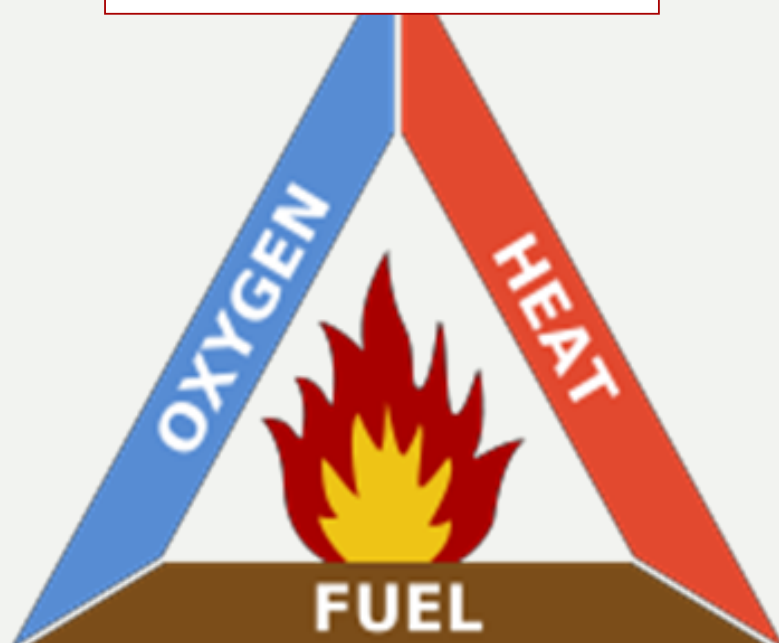
FUEL	Any elements, compact, liquid or gas that will burn
HEAT	Mechanically, chemically or electrically produced
OXYGEN	Present in the atmosphere

Removal of any of the above elements will cause the fire to cease:

- Removal of fuel is identified as starving the fire.
- Removal of heat is identified as cooling the fire.
- Removal of oxygen is identified as smothering the fire

FIRE FIGHTING EQUIPMENTS

BCF EXTINGUISHER

AIR TOTAL (BCF)

Halon or BCF (Bromochlorodifluoromethane) rids off fire by chemically interrupting a fire's burning chain. A small concentration of BCF will stop a fire from continuing to burn.

PROTECTIVE BREATHING EQUIPMENT

AVOX (PBE)

The prime purpose of the PBE is to supply oxygen to the user by protecting the wearer's eyes and respiratory system while fighting fire, in case of smoke or harmful gas emissions. It enables the crew to move about easily in the cabin and extinguish a fire.

CRASH AXE(X)

The crash axe has a pointed and large end. The axe handle is insulated and resistant to high voltages. The sharp "point" end of the axe should be used to pry light structures and panel away from the fuselage so that the nozzle of a fire extinguisher may be inserted and discharged to fight a concealed fire.
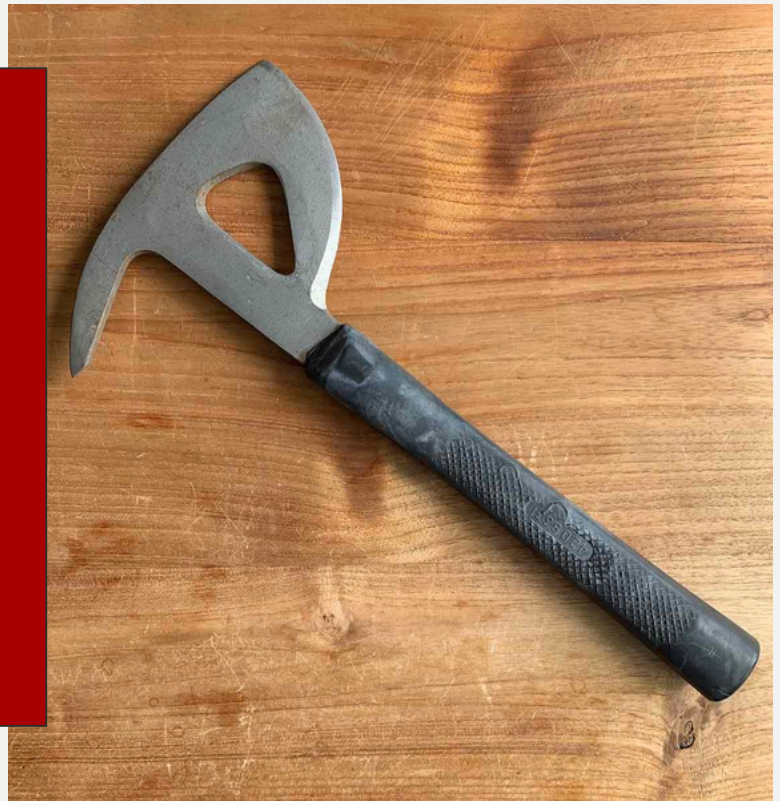
PROTECTIVE GLOVES (G)

Protective gloves are made of materials that are resistant to heat. It is used to enable the user to grasp hot or burning parts. It may also be used in case of chemical spillage on board to help protect the user's hand.

LIST OF STEPS THAT CABIN CREW NEED TO TAKE TO PUT OUT AN OVEN FIRE.

1. Switch off oven power and keep the oven door closed.
2. Pull associated circuit breaker.
3. Grab nearest BCF.
4. Call for back up.
5. Open oven door slightly just to fit nozzle of BCF and use it as a shield.
6. Discharge BCF intooven.
7. Close oven door.
8. Monitor for re-ignition.

Opening the oven door will introduce oxygen from outside that may cause a flash fire. By keeping the oven door closed the fire will usually extinguish itself. Prior to switching the oven on, ensure that no foreign objects such as dry ice packages are present.

Apart from the oven fire, the areas that are commonly involved with fire are the lavatory, overhead compartment, electrical, cabin seat cushion and also lithium battery from portable electronic devices (PED) such as laptops and mobile phones.

HOW TO HAVE
A BALANCE LIFE

Written by Nur Maizatul Akmal Binti Mahmud

Life balance seems to be the topic on everyone's mind lately. Maintaining a healthy life balance is not only essential for happiness and well-being. It may also help you be more productive and achieve job or business success. A well-balanced person is significantly more capable of focusing their attention and energy on achieving their goals, taking productive actions, and moving forward in a meaningful way. There are four tips that can lead us having a balance life.

First and foremost, maintain a routine. Scheduling your time is one method to guarantee a balanced life. It's difficult to maintain balance in all areas of your life if you spend all of your time at work or the majority of your free time doing one thing. A timetable can assist you in balancing your time between the numerous aspects of your life that are essential to you. Maintaining a schedule can assist you in achieving your objectives and achieving a sense of balance in how you spend your time.

Furthermore, you need to think positively. How you interpret each day and situation is influenced by your thoughts. Maintain a cheerful attitude about life and the changes you encounter. Focus on positive aspects of yourself or your surroundings instead of negative self-talk like "I can't accomplish that" or "they would never pick me." Find things that can go well and ways to avoid terrible things from happening if you tend to expect the worst.

On the other hand, spend time with your loved ones. Making time for the people you care about is critical.

Make time to see your friends and family, even if you are busy or worried. Friendships can assist you in reducing stress and improving your general well-being. Even if you're busy, allocate time for your buddies. Once a month, a volleyball or karaoke night can help you meet new people and have a good time. Maintain contact with your loved ones. Make time for the important relationships in your life, whether you have children or live near your extended family. Plan activities like meals or game nights around the holidays.
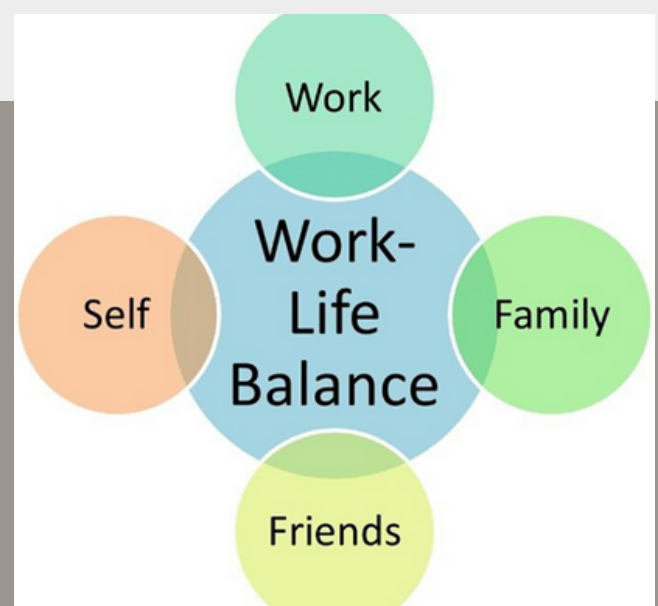
Figure 4: Work Life Balance Chart

Other
32%
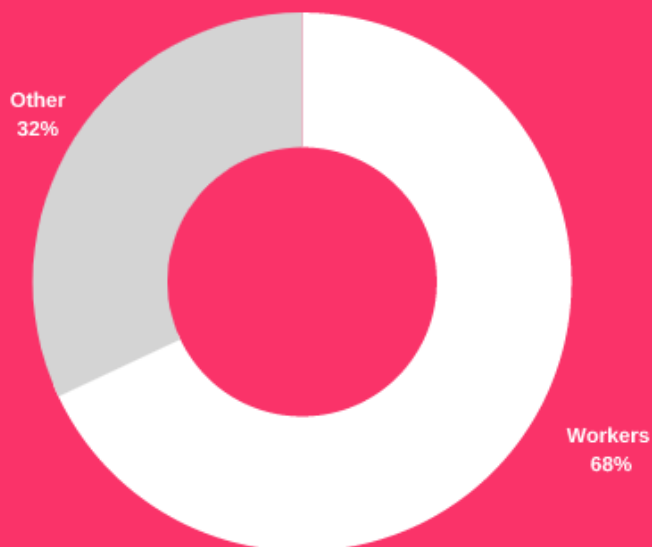
Workers
68%

68% **of workers say poor work-life balance negatively impacts morale and motivation at work.**

Get plenty of rest

Sleep can affect your work productivity, irritation, and attitude, as well as how sharp your intellect feels. If you have difficulty in sleeping, consider adhering to a sleep pattern in which you go to bed and wake up at the same time every day, even on weekends. Create a bedtime routine that allows you to feel calm and comfortable. This can involve things like cutting back on screen time, taking a bath, meditating, or reading. Make your bedroom comfortable and peaceful, and ensure that your mattress and pillows are appropriate for your needs.

Therefore, work-life balance means different things to different people because we all have different responsibilities in our lives. Balance is a highly personal thing in our always-on society, and only you can decide which lifestyle is best for you.

WORK - LIFE BALANCE

WORK   LIFE

No one on his deathbed ever said "I wish I had spent more time at the office".

-Paul Tsongas, Politician

Written By Norsyela Muhammad Noor Mathivanan

DISCOVER 3 V's BEYOND BIG DATA

Volume, Variety, and Velocity

Big data is not a brand-new term that has evolved in the last two decades. People have attempted to use data analysis and analytics approaches to help them make decisions for centuries. The ancient Egyptians execute an attempt to collect all of the "data" in Alexandria's library approximately around 300 BC. Additionally, the Roman Empire assessed military statistics in order to determine the optimal allocation of their armies. Nevertheless, the volume and speed by which data is produced have transformed beyond human comprehension in the previous two decades.

In 2018, 33 zettabytes of data were invented, recorded, duplicated, and consumed worldwide. In 2020, the value increased to 64.2 zettabytes, and by 2025, it is expected to reach a staggering more than 180 zettabytes1. Even with current most powerful technology, evaluating most of this data is challenging. Conventional data analysis evolved into Big Data in the previous decade due to handling more unstructured data volumes. In essence, data that can't be managed or analysed with typical methods or tools is called Big Data.

Currently, Big Data issues are becoming more prevalent in organisations. They can obtain a numerous information, yet they are unsure if it's beneficial to remain or not. A train, for example, is equipped with hundreds of sensors that evaluate the status of the individual parts, operating conditions, and GPS-based data for logistics and shipment tracking. This type of data was saved and analysed following train derailments that resulted in the deaths of many people, so governments established regulations to avert future disasters. Trains also have become more intelligent, with computers installed to receive sensor data from wearable components such as bearings to determine which parts require maintenance before they fail and cause further damage.

Nevertheless, the rail trains and the rails themselves are intelligent; sensors are embedded every few feet. The requirements for data storage today span the complete ecosystem, which includes trains, rails, weather patterns that influence rail movement, railroad crossing sensors, etc. When this is combined with tracking arrival and departure schedules and a rail train's freight load, it becomes evident that a Big Data difficulty exists. Even if all of this data were relative, it would be unstructured and in several formats, making it hard to process in a normal relative system. Trains are just one example, but there are more fields with high velocity, volume, and variety frequently create Big Data challenges. These three characteristics defines Big Data. Enhancing our ability to see and embrace our existing knowledge while acting on them has led to the invention and implementation of a new class of capabilities.

BIG DATA

The data volume being stored is rapidly increasing. There are more than seven terabytes of data generated by Twitter each day, ten by Facebook, and terabytes of data generated by some organisations every hours. It shouldn't be a surprise that we're bombarded with data. We can normally retain anything that can be traced, such as medical data, environmental data, surveillance data, financial data, sensor data, etc. For instance, actions like removing your smartphone from its holster, checking in for a flight, purchasing a song from Spotify, switching the Netflix channel, and utilising an electronic toll route all generate events and data. As indicated by the term "Big Data," organisations are confronted with massive amounts of data, and those that don't know the way to deal with it quickly become overwhelmed. However, with a suitable technological platform, all of the data can be practically analysed, or at least most part of it, by identifying the relevant data to your organizations, consumers, and the marketplace. Regarding this situation, the amount of data an organisation can handle, comprehend, and analyse grows as the amount of data available expands.

Massive volumes of Big Data provide new obstacles for data centres attempting to accommodate its diversity. Developing smart devices, sensors, and social collaboration technologies have made company data increasingly difficult to analyse. It consists of unstructured, semi-structured, and raw data from documents, emails, web pages, call logs, search indexes, social media forums, sensor data, etc. Conventional approaches may struggle to keep and run the necessary analyses to get insight from the contents of these logs since so much data does not lend itself to standard database technologies. Many organizations are just starting to realize the benefits and risks of Big Data, despite the fact that some are already on this path.

Next, data that must undergo a fundamental transformation from typical structured data to raw, semi-structured, and unstructured data is referred to as variety. The ability of an organisation to gain insight from the various sorts of accessible data, including both conventional and non-conventional methods, will determine its success. When viewing a Twitter feed, you will find structure in the JSON format,

but the actual text is unstructured; it is advantageous to recognise this. In a relational database, video and image data may well be hard to store, and certain event information, such as weather trends, can be volatile, making tight schemas ineffective. It is crucial for organizations to analyse all forms of data, including text, sensor, audio, video, and transactional data, to capitalise on Big Data.

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The rate at which data is generated and managed has changed in tandem with the huge volume and variety of data we collect and keep. Traditionally, velocity has been defined as the rate at which data arrives. It is stored and the rate at which it is retrieved. While managing all of this quickly is advantageous, the data volumes we deal with are a reflection of how fast data arrives. I believe that the concept of velocity is considerably more persuasive than these conventional definitions. A new method of thinking about a problem must begin at the data's origin to compensate for velocity. Instead of confining the concept of velocity to the growth rates associated with current data repositories, I believe it's good to use it to show how quickly data is moving. Ultimately, we agree that petabytes instead of terabytes of data are handled by organizations nowadays. The proliferation of RFID sensors as well as other data streams has resulted in a constant flow of data at a rate that old systems can't handle. Getting a leg up on the competition sometimes means spotting a trend, opportunity, or problem for seconds or even microseconds ahead of the competitors.

Word Cloud by www.epictop10.com

Moreover, organizations ought to be able to collect and analyse data in near real-time to gain insights. The volume of data collected nowadays has a short shelf life. For instance, executing queries against relatively constant data, such as "Show me all persons residing in the Shah Alam flood zone," would return a result that may be utilised as a warning list for an impending weather pattern. With today's Big Data, you can leverage stream computing to conduct a process like a continuous query to identify people in the Shah Alam flood zones. Still, the results are constantly updated because GPS data is refreshed on a real-time basis.

Analysing the volume and variety of data in motion rather than after it has sat still will help you deal effectively with Big Data. Consider the subsequent instances: From tracking health to financial markets, traditional

3 Key Big Data Trends You Should Know

1 Top benefits that drive the use of data analytics

- faster innovation cycles — 25%
- improved business efficiencies — 17%
- more effective R&D — 13%
- product / service — 12%

2 Areas where companies plan to increase their big data analysis investment

- social media data — 50%
- documents, texts — 44%
- clickstream media — 41%
- videos, images — 34%
- sensor, RFID, machine data — 29%
- transaction data — 28%
- system logs — 25%

3 How do companies plan to monetize their data?

- 38% provision of digital platform
- 26% provision of analysis results
- 25% provision of data via benchmarking

Source: Allan Jay, 2021
https://financesonline.com/big-data-trends/

innovations are necessary to manage the volume and variety of data. Envision a unified Big Data platform that can mix the best of both worlds and employ streaming real-time knowledge to develop new data-driven research. This platform allows you to store any data in its original business object format and extract value from it using huge parallelism on readily available components. You'll continue to pick and choose sources for your interactive navigational needs, cleanse the data, and store it in warehouses.

Nevertheless, analysing more data to provide a more robust picture of the problem at hand will provide more value. Although Big Data can be classified by volume, velocity, and diversity, its solution is not a replacement for your current data management and analytics. It is critical to recognise that traditional database technology is vital and a foundation for an overall analytics solution. Great competence in handling data traditionally combined with an updated understanding of Big Data will ensure that the obtained data is in good hands and that you will know how to use it effectively. I am sure you will share my enthusiasm for entering the Big Data realm as you think about this.

ENJOY YOUR WORK!

By Nur Anis Kamaruddin

Are you happy with your job? Are you sure you are doing the best at the workplace? Come on! Enjoy your job before it leaves you! But do you know it's so easy to love your job? Let's check it out.

Nowadays, it's not sufficient by having just a job. Most importantly, you need to know how the position fits into your larger purpose. Do you know how does the job means to you ? Why are you in your workplace? Why are you still here? What do you care most about? Why are you here? How does your position relate to your personal mission? If you still didn't find the best answer to all these questions or you still take the time to answer these questions on your own, there is because you didn't know your why. First of all, please know your why. After all, it will be easier for you to ensure for what you're spending for. You will enjoy working on as many projects that interest you as possible, and you might even discover where you want to take your career in the future.

Mostly entire workaholics surely have their job title. From here, most people think that they have to be miserable at their jobs, just because they don't have a fancy job title or huge salary. Guys, please be aware and keep learning. Please be creative and keep thinking out of the box.

Why not challenge yourself to pursue new opportunities and grab it while the opportunity surrounds you. Think about it guys, please don't let your job title limit your hustle?

Do you know that everyone is versatile? Do you realize that? Research by Daniel H. Pink, bestselling author of Drive: The Surprising Truth About What Motivates Us, has shown that mastery is one of our top motivations in the workplace (and in life). You can be really good at specific skills. You can choose, whether it's writing, marketing, coding, design thinking, facilitation, human resources or data analysis. This will help you find more happiness at work, and of course for the rest of your life. Please invest in your skills. It's all about your choice. So, how can you become a master at what you do? Here you should

understand that, the skills are why the people get hired and also why the people get promoted.

Guys, everyone wins when the companies create the structures that promote knowledge sharing, frequent feedback loops, and provide the opportunity to treat the workplace like a classroom. Do you know how we can achieve these structures? The answer is you must seek co-leadership opportunities. This is the importance of creating a collaborative relationship between early talent and more experienced talent. By pairing the younger employees with colleagues that have five to ten (or more) years of experience. The assumption being that we millennials have a lot to learn from Gen-Xers and Boomers, and we can earn something valuable from each other.

Ladies and gentleman, do you realize that working from the same desk every day can get boring? So how can you find happiness in your job while it's getting boring from day to day? Research suggests that you can switch up your routine when you're bored. For an example, be sure to take frequent breaks by going outside, have a favourite meditation and you guys also can perform light exercise at the office. Renewal is a key factor in determining workplace engagement and productivity. Remember guys, please keep your work fresh and focused.

Try Your Best

Don't wait for permission to find meaning in your current job. It is about the love on your job. If there's a project that aligns with your purpose or something that gets you excited, just do it. If there's an initiative you want to be involved in, just go and get involved. Don't wait for an invitation to initiate your job. But make it happen by yourself. Be proactive and please ask your boss. If your boss ignores you, please approach someone else. If you wait for someone else to give you the meaningful work, you'll get so bored at the office and you will start spending six hours a day wasting time on Facebook or Instagram, or worse, you'll start using Tinder at the office.

Guys, please have some positive vibes. Positivity is pertinent to success. This means that every time you are given a task and view it negatively, this mindset is already making it harder for you to complete your work. Yes, it's true. Right? Doing a work, you love is energizing and creates a positive feedback loop that fuels productivity. Your passion for the work energizes you and vice versa, giving you more fuel to put towards success. The trick is figuring out how to make yourself love your work even on the most tedious of tasks. You feel fully focused, creative, and ideas are flowing freely. Be conscious of the benefits you are creating for yourself and think positively. In turn, work will become more enjoyable and easier to master on the road to success. Use a positive mindset to find your drive and build confidence in yourself. If you feel

confident and secure with the work you are producing, you will be able to complete it to your fullest potential. Without this overall positive mindset, confidence is lacking and can lead to second-guessing yourself and becoming inefficient.

Your passion for the work energizes you and vice versa, giving you more fuel to put towards success. The trick is figuring out how to make yourself love your work even on the most tedious of tasks. Passion not only drives you to enjoy your work, but helps in overcoming obstacles in the workplace as well. Please find passion for everyday tasks. This persistence will lead to quality work that elevates you and brings you that much closer to your next goal. Use that drive and motivation as fuel towards your next checkpoint to success. You can ask yourself, "what can I do to improve this?" Immersing yourself in your work will help cultivate a passion for your duties.
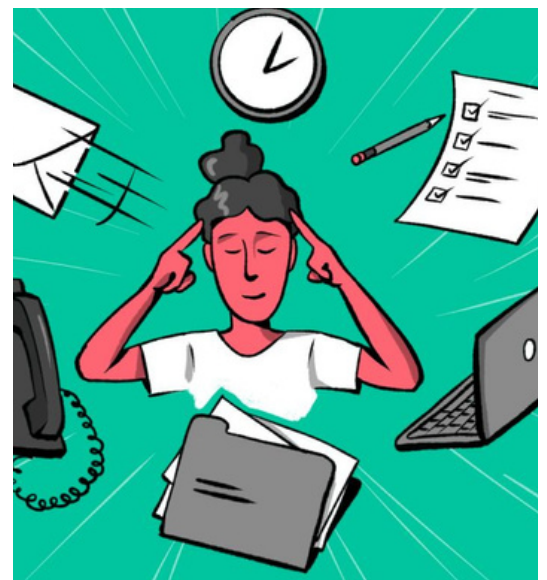
Mindset

The mindset you choose to take on when working is very important. To change the way you think, you must also change the way you work. Find the significance in your efforts, live the vision of your organization, work with your colleagues, and in turn you can encourage positive change and take one step closer to success. Every company has a mission or vision that they work to achieve. By seeing your part in the big picture and realizing your worth, positivity and passion come naturally. You can ask yourself, "How can I improve this?" Immersing yourself in your work will help cultivate a passion for your duties. Add this passion on top of taking personal responsibility for making your company more successful, and your engagement will increase greatly, along with your job satisfaction.

Enjoy your work guys!

PROCRASTINATION

THE NEMESIS OF SUCCESS

**Written By Sharifah Fairuz
Syed Yahya**

Have you experienced at some point in your life, during your study in college or at work thinking about "Ah… it can be done later" or "I have better things to do (which obviously is not "better")? In that case, you have committed one of the most ignorable crimes against yourself and it is definitely antonymous to your objective of becoming successful. It is defined as "procrastinating where you delay taking action of completing a pivotal task. Fortunately, there are ways to combat this "sickness".

The most common and familiar advice that you probably would receive is "Get organized and sort out your priorities", which is an undeniable and irrefutable fact! Make a list of what needs to be done first. Address the most crucial or time sensitive task first and everything else that comes upon will be governable. You are more likely to be left behind if you do not "KEEP TRACK" of all your assignments and their due dates. Being organized, it gives you a measured structure within which to work.
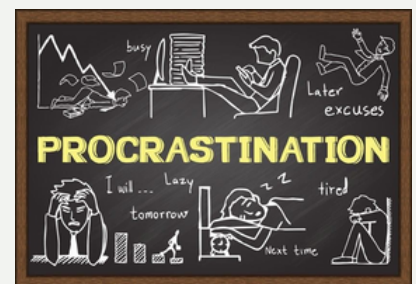
Avoiding Distraction

Another tip that can be practiced is to do away with distractions. Turning off your mobile phone, going to a place where you can find tranquility and listening to any music which serves you serenity are considerable practices to eliminate distractions.

Other than that, setting your goals to be easier to achieve rather than an arduous one will make your goals to be more attainable and seem approachable. Instead of forcing yourself to finish reading a two- hundred - page book in a day (which seems burdensome), try telling yourself "Let's read and finish chapter one for today", this seems more relaxing and achievable.

"I'll do it sooner or later"; we tell this to ourselves when in all honesty we rarely carry it out. It is "PIVOTAL" to "SET A SPECIFIC DATE AND TIME" for completing your tasks. Try to get your assignments completed one or two days in advance, just to ensure that if something unexpected occurs, you still have time to complete your works.

Last but not least, take about ten to twenty- minutes break. Do anything that takes your mind off of your work. A few studies have indicated that taking a short break helps you to retain information better, reduce stress and improve your attentiveness, do not forget to reward yourself after all of those tribulations you have endured. A pat yourself on the back saying "I've done spectacularly" or a treat to a hearty meal once a while is no sin.

Procrastination is indeed the nemesis to your success. Thus, it is wise to annihilate the habit and avoid having too much of physical and mental stress caused by you delaying your work.

SOLAR ENERGY

Written By Mohd Hidzir Mohamed

Figure 5: Installation Solar Panel at UniCAM Roof Connection and Setting Connector

Figure 6: Inspection of Solar Panel

Solar energy is a type of radiation emitted by the Sun that can be used to generate heat, trigger chemical reactions, and generate electricity for your home or business.

The sun is a natural nuclear reactor that emits enough photon energy for our planet to generate enough solar energy to meet global energy demands.

How Does It Work?

A solar panel, also known as a solar module, is made up of a layer of silicon cells, metal frame, glass case unit, and wiring that allows electric current to be transferred from silicon. Silicon is a non-

Figure 7: Solar Panel Boards

metal that has conductive qualities. It allows to absorb and convert sunlight into energy.

The amount of electricity a solar panel can produce is influenced by a few factors, including:
1. The solar panel's size
2. How efficient the solar cells in that panel are
3. How much sunlight strikes the solar panel

IMPORTANCE OF SOLAR ENERGY IN MALAYSIA

Figure 10: Solar Panel View From UniCAM Rooftop

Figure 8: Inspection of Solar Panel

Figure 9: Inverter convert DC to AC

In Malaysia, there are four types of solar technology applied;

1

Solar with energy storage that is connected to the grid in Malaysia, the first form of solar system is called as **hybrid solar**. Despite its escalating costs, this is quickly becoming one of the most popular energy systems

What makes it so popular?

One of the reasons for this is that it includes an energy storage system, which is often in the form of a battery.

2

Solar Power Systems Using Direct Current

This type of solar system is unique in that it does not often power a whole home.

It may power DC appliances, a battery bank, or both at the same time.

Because it is designed to be used only when the sun shines, this is the most basic sort of solar system.

3 Residential Solar Panel System Off-Grid

- In Malaysia, this is a different form of solar system.
- It also looks a lot like the first type of solar system, which is a grid connected solar system with energy storage.
- This type of technology is typically seen in rural locations when energy is scarce.
- As the name implies, this system is not connected to the local electricity grid.
- One of the best aspects of this is that you have complete control over the electricity you use.
- You will not have to pay the utility company and will be protected from any power outages.

Figure 11: Successful installation of Solar Panels

4 Grid-Connected System used at UniCAM

- This is the most widely utilised method.
- It links to your home's electrical system and the local grid.
- Any excess energy can be diverted back to the grid.
- In comparison to other types of systems, it does not require as much equipment. One of the reasons this system is so effective is that it does not necessitate a lot of upkeep.

Malaysia is fortunate to enjoy 4-6 hours of clear sunlight every day, which is ideal for solar panels. The government now uses the Net Energy Metering (NEM) technique to quantify the electricity utilised by people who use solar panels in Malaysia's Peninsular. Customers can sell any extra energy generated by solar panels to Tenaga Nasional Bhd using this arrangement (TNB).

This allows users to save a significant amount of energy. While solar panel systems may appear to be expensive at first, they will save you money in the long run, Malaysia's solar system is well worth the investment!

Finally, solar in Malaysia has a promising future. While the majority of people do not utilise solar power, it is not out of the question that all Malaysian residences would eventually use it Solar panels are also an environmentally friendly solution, so it's a terrific way to help the earth.

THE UNIVERSE

Written By Nor Anis Adila Mohamad

The universe is a vast area of space that comprises everything that has ever existed. All of the stars, planets, and galaxies are found in the universe.

The universe's actual size is uncertain. The universe, according to scientists, is still expanding outward.

THE STAR

Stars are the most recognized astronomical bodies and represent the most basic components of the galaxy. Stars are born within cloud of dust and are scattered in most galaxies. Not all substances are part of the star. The remaining dust can become planets, asteroids, or comets, or remain as dust.
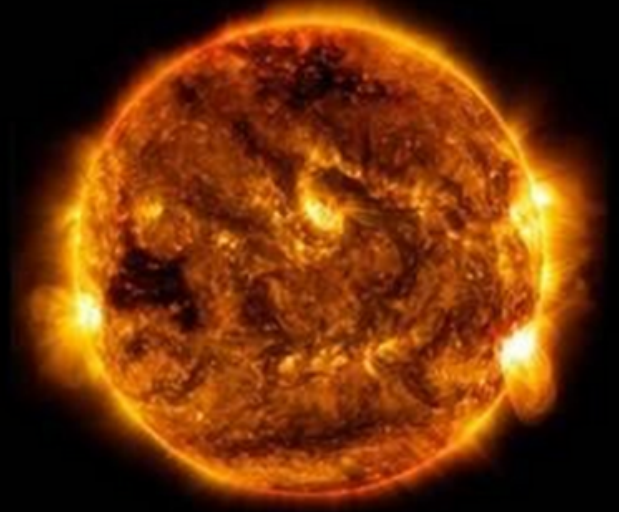

Figure 12: The nearest star to Earth is the Sun

The Sun is about 4.5-billion-year-old star, a hot, shining sphere of hydrogen and helium in the center of our solar system. The Sun is about 150 million kilometers from Earth, and without its energy, life could not exist on our home planet, as per knowledge.

The volume of the Sun approximately equal to the volume of 1.3 million Earths. Its gravitational force holds the solar system together, keeping everything from the largest planet to the smallest debris in orbit around it. The hottest part of the sun is its center, with temperatures above 15 million degrees Celsius. From the powerful flares to the stable flow of charged particles, the activity of the Sun affects the composition of space throughout the solar system.

The smallest stars, referred to as red dwarfs, may also include as low as 10% the mass of the Sun and emit only 0.01% as much energy, glowing feebly at temperatures among 3000 - 4000 degree Celsius. Despite their diminutive nature, red dwarfs are by far the most numerous stars in the Universe and have lifespans of tens of billions of years.

Figure 13: The closest star to the sun, Proxima Centauri, is a red dwarf

Hypergiant

On the other hand, the massive star, known as a hypergiant, has more than 100 times the mass of the Sun and can have a surface temperature of over 30,000 degrees Celsius. Hypergiants emit 100,000 times more energy than the Sun, but have a lifespan of only millions of years. Such extreme stars are believed to have been common in the early universe, but are extremely rare today.

Figure 14: R136a1, the most massive and luminous known star

Figure 15: Milky Way Galaxy

Figure 16: Our Solar System

Solar System

Our solar system is made up of our stars, the Sun, and everything bound to it by gravity - the planets Mercury, Venus, Earth, Mars, Jupiter, Saturn, Uranus, Neptune. Dwarf planets like Pluto; dozens of moons; and millions of asteroids, comets, meteoroids. Our solar system is the only one known to support life. So far, we only know of life on earth.

Milky Way Galaxy

A galaxy is a huge collection of dust, gas, dark matter, and billions of stars and their solar system that are held together by gravity. Our galactic home is called the Milky Way galaxy after its clear milky appearance as it stretches across the night sky.

Just as the Earth orbits the Sun, the Solar System also orbits the center of the Milky Way galaxy. At the centre of the Milky Way is a supermassive black hole known as Sagittarius A*. The Solar System orbits Sagittarius A*, along with billions of stars and their solar system, and takes about 250 million years to complete a single revolution.

Our galaxy, the Milky Way, is just one of billions of galaxies in the universe. Inside it are at least 100 billion stars, and on average, each star has at least one planet orbiting it. This means there are potentially thousands of planetary systems like our own in the galaxy!

Ninety five percent of the Universe is dark energy and dark matter. The remaining five percent on Earth, are all the planets and stars and everything. Our Universe is mostly empty space.

The Milky Way galaxy is in the Local Group, a neighborhood of about 30 galaxies. Our nearest major neighboring galaxy is called Andromeda. We know of thousands of planets - called exoplanets - that orbit other stars in our galaxy. When you look at the night sky, on average every star you see has at least one planet.

There may be a hundred billion galaxies in the Universe. Our Sun is just one of at least a hundred billion stars in our own Milky Way.

EMPLOYEES RETENTION

A Challenge Face By Employers

Written By Rozza Elena Rosli

In the year 2020, it was highlighted that the employers' tremendous concern is to retain their employees. The immense negative impacts towards various aspects of the company advancement and growth have been thoroughly disclosed in the introduction section of this paper.

There are so many contributing factors that may be insinuated the intention or cause for the employees to conclude into the decision to leave their current employers. The following four factors are highlighted to spell out the issues and challenges in retention of employees.

COMPENSATION PACKAGES

Employees seek equitable pay for their work. Fairness in work place is key. 43% of employees in a study involving a sample of 2000 employees say that the reason they are leaving their current employment is due to discriminating corporate culture *(Russel, 2018)*. For example, according to Salary and Wages Survey Report in Malaysia by Department of Statistics Malaysia, median wage of Male employees has increased with 7.2% in comparison to 2015 wage median while the median wage of female employees increased by 5.2% bringing the total of male employees' median wage to RM1721 and women to RM1685 *(Azahar, 2017)*.

The mean monthly salaries also portrayed the same subtle discrimination where men record take home salary of RM2500 while women be it slightly lower at RM 2398 still does not reflect the equal opportunity policy implemented *(Azahar, 2017)*. Women are still subjected with subtlety discriminated against.

Dissecting through the factor of compensation package; it is the main output from a job that is the most basic for employers to provide to attract and retain employees. Although compensation package is not merely consisting of monetary aspect but weigh more on the aspect of job security; it comprises the salaries, insurance, retirement plan and employees annual leave. Survey shows that 92% employees are quitting their current companies due to lack of empathy portrayed by the employers *(Russel, 2018)*.

JOB SECURITY

Figure 17 : Job Security Value to employees *(Willis Towers Watson, 2017)*
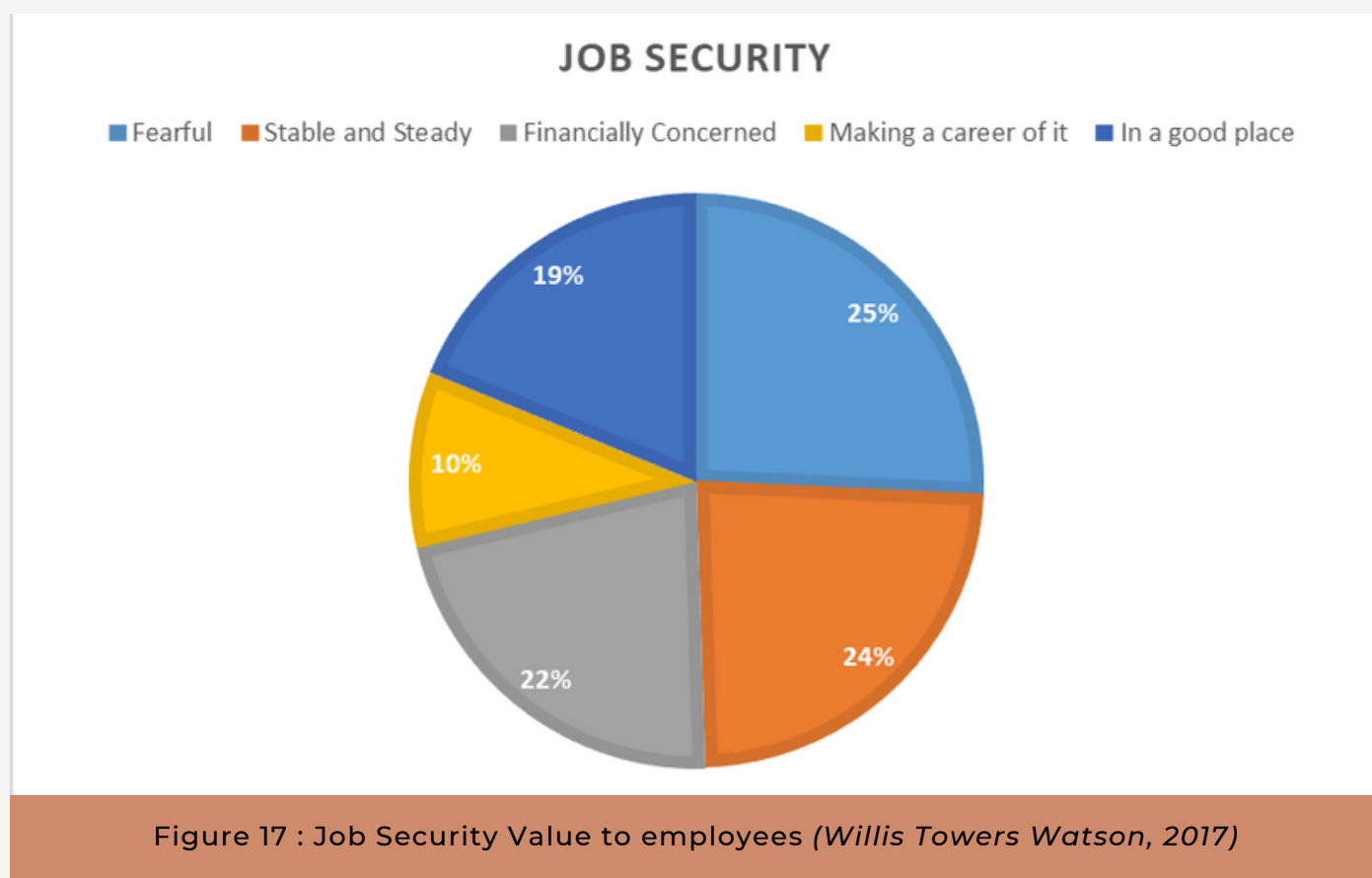
However, it's appreciative for Human Resource Manager to understand that every individual employee has different definition of job security and this does impose challenges to employers. According to Willis Tower Watson (2017), there are five different ways employees value job security:

1. Fearful and financially concerned: 48% of employees stay in a company regardless of how bad it is due to insecurity of losing their income.
2. Stable and Steady: 24% stay in a company because they prefer for their job to remain the same and no new set of skills that they need to acquire throughout their employment.
3. Making a career: A rare 10% of employees are in it for the long haul as the employees feel that they have sufficient support from the management which leads to grow along with the organization.
4. In an ideal place: 19% feel that they are already at the peak of their career and their rice bowls are secured.
5. The above highlighted different perspectives on job security itself shows that employers are face by tremendous conflicting issues in ensuring the employees are satisfied and deciding to stay in the company by their choice.

HYGENE FACTORS

In the basic management concept; there is two definitive states in discussing the matter; the current state and the ideal and desired outcome. Between the two states; there is a gap of which known as "deal gap". This is where the employers and employees' view and understanding clashes:

Rank	Employee View	Employer View
1	Base Pay/ Salary	Career Advancement Opportunities
2	Career Advancement Opportunities	Base Pay/ Salary
3	Physical work environment	Relationship with supervisors/ managers
4	Job security	Ability to manage work related stress
5	Ability to manage work related stress	Opportunities to learn new skills
6	Relationship with supervisors/ managers	Flexible arrangement
7	Trust/ Confidence on senior management leadership	Short term incentives (i.e., annual bonus)

Figure 18 : Employee vs Employer View

The dissociative ranks on the hygiene factors in an employment between employers and employees contributes to the challenges in retaining the talent by employers. This is the underlying cause of never ending battle of talent retention face by the human resource managers in a global scale *(Florentine, 2019).*

Recognition

In Maslow's Hierarchy of needs include self-esteem which is acquired by the employees through recognition that they receive for their effort and outstanding performance. 76% of employees report that they feel that their effort is not being appropriately recognized and rewarded. This paves the way for them to quit the employment *(Lye Chin, 2018).*

Recognition is ultimately the reward seek by employees. However, reward mechanism is not that straight forward. There is a lack of effective performance mechanism. Currently such appraisal is an annual affair and it is not holistic as

it should be to thoroughly evaluate individual performance once a year. The appraisal currently is a one-way communication of which the employees may only receive it as feedback of their performance.

Sometimes such appraisal could be really bias. With such poor evaluation mechanistic in place, 54% of employees reported that they have been passed on promotion opportunities without any clear ground (An, 2016). On top of that, such non-objective evaluation is promoting favoritism of which the people with higher power is determining whom and when deserves a recognition.

At the end, employees just want direction and validation from employers. The discrepancy between employees' value proposition and what employers provide or the 'deal-gap" is the underlining issue that prompted the employees to leave.

Self-Development

Another issue faced by employers in retaining employees is the misfit proposition of self-development initiatives. Employees often decide to leave when they feel that the company is failing to provide the opportunities for growth and self-development. Managerial upward path or monetary incentive are not always what employees seek. An employee sometimes sees an opportunity for to learn as a satisfactory reward.

Some employees seek various learning and training opportunities that are not only useful for them in the current company but also help to broaden the career prospect in the future *(Hameed & Aamer, 2011)*. The educational opportunities must be job-focused which not only benefits the employee but the organization as a whole and may contribute in increase productivity of the business.

On-job rotation is also another opportunity to grow for enthusiastic employees. Giving them chance to spearhead new projects, leading new innovative department or being given the opportunities to pitch ideas is a great motivators and morale booster for highly engaged employees.

However, it is noted that although majority of the employers fail to acknowledge the above need of the employees; for those who do recognize the importance of self-development opportunities, the employers fail to clearly communicate the pathway and the availability of such opportunities.