

Contextualizing Rewards, Knowledge Sharing and Training and Development towards Innovative Work Behaviour: Evidence from Government's Staff in Putrajaya

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Abstract

This study aimed to analyse the spiritual relationship, resilience, and coping strategies on readiness to seek Guidance and Counselling services for substance abuse among secondary students. The 136 respondents who participated in this study consisted of Form 1, 2, and 4 students who were involved in substance abuse. The Pearson correlation analysis was used to determine the relationship between spiritual, resilience, and coping strategies in seeking Guidance and Counselling services. Results of the study showed the relationship between spirituality and resilience with seeking Guidance and Counselling services had a very weak positive correlation. The relationship between coping strategies and seeking Guidance and Counselling services found that engagement coping strategies have a moderately strong positive correlation and withdrawal coping strategies have very weak positive correlations. These findings are very important for counsellors to improve in establishing more effective services or methods of intervention against substance abuse students in the future.

Keywords: Resilience, Coping Strategies, Spirituality, Readiness, Counselling Services

Introduction

According to Willie and Bakar (2019), the guidance and counselling service was revived in the 1980s among the youth when substance abuse problems were increasing which led the Ministry of Education to announce the need of guidance and counselling teachers in schools.

This has caused high schools to restructure their priorities to include guidance and counselling activities through administration of guidance and counselling teachers.

Laurino et al (2018) stated that drug abuse among teenagers has escalated the urgency to launch this guidance program seriously. Faced with the loss of manpower that is significant for building the future and the increasing number of crimes, the government has declared that substance abuse is a threat to the country. The responsibility to overcome this problem relies on the guidance and counselling teachers in school as it was ordered in the Ikhtisas Professional Circular No. 7/1975 (Malaysia Ministry of Education, 1975). Furthermore, another two official letters Ikhtisas Professional Circular No. 1/1983 and No. 8/1986 (Malaysia Ministry of Education, 1983; 1986) added smoking and misuse of inhaler (such as hydrocarbon solvents from glue) in the list of prohibited activities. Since 1996, an order has been sent to all school counsellors describing guidance and counselling services through Ikhtisas Circular Letter Bill. 3/1996 (Malaysia Ministry of Education, 1996). Counsellors are given 24 tasks: to run programs regarding Drug Prevention Education, and to run programs related to HIV/AIDS prevention.

According to National Anti-Drugs Agency (2019), statistics revealed by Malaysia National Anti-Drugs Agency (NADA) indicated the involvement of teenagers in the age range of 13 to 18 from year 2017 showed there were 694 addicts, followed by 550 people in 2018 and 437 people in 2019. It then recorded 1251 people as of June 2020. As claimed by researchers, the number of teenagers involved in substance abuse is sharply increasing and it has become a big responsibility for guidance and counselling teachers to continue running education and prevention programs at school level.

In Ismail (2020), Datuk Zulkifli Abdullah, the Director General of National Anti-Drugs Agency (NADA), stated that as many as 1,275 out of 42,409 high school students were tested positive from various types of drugs in 2019. Coupled with the existence of synthetic drugs that are becoming more prevalent. This situation has caused teenagers and school students to always be at risk of being exposed with the activity of substance abuse.

Berry et al (2020) stated that finding help is classified as an acting agent, involving an active process of seeking help and becoming spontaneously ready and active in facing their problems. Participants in this study had confirmed psychological therapy to be potentially effective in enhancing overall wellness and overcoming certain problems. Other than that, a participant has classified psychological therapy as valuable due to the resounding results and changes, and distinguished it with temporary "improvement" or superficial related to medicines.

Ishak et al (2020) professed that student are an asset to the country's top leadership development and a pioneer of the future. Students, who have become the centre of the future, need the country to prepare a group of human resources that can intensify various sources of their expertise like thinking, spirituality and technology. Due to that, integrated counselling is needed in order to ensure early prevention processes could be started at a moderate level before students' depression spreads to a higher level. Furthermore, according to Yusni et al (2020), involvement in group counselling also will help students reducing stress, increasing positive self-esteem, and improving study skills through sharing session on other members' coping strategies, problem-focused coping and emotion-focused coping.

Problem Statement

Not all parties feel that guidance and counselling services is a good alternative in solving problems although many findings have proven that the services are indeed helpful. Willie and Bakar (2019) clarified that although this service has long existed in the country, it is still dimmed in the spotlight, especially in rural areas.

In Chen and Kok (2017), serious problems such as premarital sexual activities, teenage pregnancies, and substance abuse, are usually hidden from counsellors as these behaviours are often assumed to negatively impact one's family and social hope. With an addition of a study performed by Aida et al (2010), 49.1% students believed their problems were not serious, which contributed to the failure of medical treatment services.

There are a few factors that have become the barrier to these types of services according to Berry et al (2020). In studies that were conducted in Malaysia, counselling assistance that involve adult mental health patients or those with an unknown age is limited. However, it has shown a concern in experiencing and seeking help for mental illnesses involving self-stigma, and through stigma and discrimination that they first hand faced, rejection from family members and the society, and social isolation at a greater gap (Low et al., 2017; Shoesmith et al., 2017).

Participants have expressed diverse competitive cultural discourses that exist among Malaysians. It includes an overview of mental illnesses as a disability or a weakness, people's perception differs from their own experience, and cultural pressures on providing emotional support to other people. Some participants suggested that exposing one's mental illness is unacceptable in Malaysian society. Seeking for both formal and informal help is seen to be dependent on the aspects of the problem, as in whether or not the problem has gotten severe enough that a call for an exposure to professional help or other people is needed.

In another experiment by Amit et al (2019) shows that researchers have identified barriers and listed a few circumstances; a) technical problems like financial burdens that mental health services have to bear and lack of access to care providers due to transportation or inadequate resources; b) personal perception as per lack of need of treatments or therapies that are deemed as ineffective, and c) stigma. Moreover, cultural factors could also influence the urge to find help.

A survey by Gallagher (2012) revealed that though there is an improvement in the total number of students with mental illnesses attending lectures, they would often seek and gain benefit from the counselling service provided in the campus. The majority of students with existing psychological problems are already used to the counselling service and way to receive the needed treatment. However, other students with a high possibility to undergo deterioration tend not to receive counselling service at the same rate.

On the report of Divin et al (2018), failure in getting help or delaying the process of looking for assistance could result in having poor health, such as substance abuse, engaging in unsafe sexual activities, low quality of life for adults, and premature mortality. According to Dalky and Gharaibeh (2019), students that do not seek counselling service to overcome

their mental health problems tend to deal with more severe and complex issues that include dropping out from school, increasing the tendency to commit suicide, being involved in marriages and social affairs, showing an ineffective and incompetent working performance, feeling fatigue, and having issues with health care. Therefore, Bishop (2016) claimed that the responsibility to reach out and provide planned interventions to high-risk students falls onto counselling centres, as it might benefit the students from the use of the service.

Seeking help is associated with resilience and subsequently coping strategies, whether there is engagement and withdrawal as well as spirituality. Negative aspects relating to spirituality have become a barricade in getting assistance to solve problems that one is currently experiencing. Findings from Bishop (2016) showed that students with high risk may have a lower resilience rate, may be less responsive towards intervention counselling or when facing a severe problem, or may be less proactive in looking for intervention counselling than their peers. As claimed by Kasim et al (2017), individuals with good and adaptive resilience will be able to face daily pressures or regretful events better.

However, according to Baba et al (2018), the majority that relapsed with the addiction are caused by the lack of coping strategies when encountering a high-risk situation, whether in a form of negative emotion, interpersonal conflict, or even social pressure. Study has found that there are plenty of factors that could influence one's choice of response.

Other than that, in regards to the spiritual aspects, according to Brenner et al (2018), commitment to religion could lead to protective factors for psychological health which contributes to satisfaction in life, a sense of belonging, and the concept of one's independency. At the same time, religious commitment could also worsen the act of seeking help and incite self-stigma towards the action. Interestingly, the researcher has found a small positive relationship between religious commitment and the practice of seeking help, due to previous findings that showed a greater result of positivity, including an extensive feeling of unison.

Thus, it is clear that the relationship between coping strategies and spirituality indeed has an influence in seeking guidance and counselling service. Yet the extent of this aspect in influencing substance abuse teenagers to seek guidance and counselling service at school is still a crucial point to be measured.

Research Objectives

In general, the research objectives are to determine the spiritual relationship, resilience as well as the coping strategies of engagement and withdrawal action with the readiness to seek guidance and counselling service among secondary substance abuse students.

1. To identify spiritual relationships towards seeking guidance and counselling service.
2. To identify resiliency relationships towards seeking guidance and counselling service.
3. To identify coping strategies' relationships of engagement and withdrawal action towards seeking guidance and counselling service.

Research Hypothesis

- H_a1 There is a significant relationship between spirituality and the readiness to seek Guidance and Counselling service.

- H_{a2} There is a significant relationship between resilience and the readiness to seek Guidance and Counselling service.
- H_{a3}: There is a significant relationship between coping strategies of engagement and withdrawal action and the readiness to seek Guidance and Counselling service.

Significant of The Study

This study may contribute new knowledge in the field of Guidance and Counseling that can be used by counselors to help and attract school students to get the guidance services and counseling sessions especially for substance abuse students. The theoretical aspect is that this study approve that there is the relationship between the Theory of Existence and spiritual humanistic phenomenology, Model Richardson's Endurance and Transactional Action Models and Behavioral Theory behavior Reasons for students to take the initiative in helping themselves. This study may be practically used as a standard source of reference and guidance for school counselors to plan accordingly and focus on specific programs based on student growth and other related factors. The findings may increase the tools needed for school counselors to obtain guidance and counseling services especially for students with substances problems.

Besides, this study may add more knowledge for the government or policy makers. The result study may be able to improve the quality of teaching and learning in line with Philosophy National Education and the goals of the Malaysian Education Development Plan 2013-2025 by the Malaysian Ministry of Education and for the education field in general.

Literature Review

Relationship of Resiliency towards Seeking Guidance and Counselling Service

According to Bishop (2016), a low retention rate can be associated with emotion, psychological problems, and characteristics that students can grasp on while continuing their education. High-risk students may have a lower resilience rate, may be less responsive towards intervention counselling, may face a problem that is more severe, or may be less proactive in seeking intervention counselling than their peers. Nonetheless, a small portion of students do seek supportive assistance when encountering a problem (Salzer, 2012). Students usually reach out for counselling services for social relationships and to learn coping strategies to improve social relations on campus (Gallagher, 2012).

Chen and Kok (2017) on the other hand stated that the theme “fearful-self” showcases that great psychological courage is needed to overcome the fear of getting counselling service in Malaysia’s context. Fear is a prevention element in the decision to seek help: fear of being stigmatised or being outside of their own comfort zone. A number of students answered that they ‘do not want to accept the reality’. This may include the fear of the unknown consequences and the uncertainty of other people’s reaction towards their act of seeking help (Putman, 2004).

Chen and Kok (2017) then listed the barriers of seeking school counselling which consists of 6 themes namely self and general stigmatisation (An Embarrassing Self), self and problem conception (A Responsible Self), lack of courage (A Fearful Self), concern about competency of counsellors (A Concerning Self), lack of time (A Busy Self), and receiving

support from family and friends (A Beneficiary Self). Out of the 6 themes, almost every one of them is related to the resiliency to seek for counselling service.

According to Benfer et al (2018), the tendency for individuals that are using substances to get involved in hazard reduction by seeking help for its addiction can be determined by the combination of social, structural, political and individual factors. The structural barriers, namely the readiness and the quality of treatment service and attitude barriers, including the user's personal trust and social connection towards the uncertainty of the treatment effectiveness are said to be the two biggest blockades from seeking help (Csete et al., 2016; Kazatchkine, 2017).

Relationship of Coping Strategies of Engagement and Withdrawal Action towards Seeking Guidance and Counselling Service

Liang et al (2020) professed that some of the causes for individuals to not seek professional help for psychological problems commonly are due to coping aspects other than stigma, individuality, avoidance, passive, financial difficulty, transportation or discomfort. According to Markova and Nikitskaya (2017), overcoming problems is a significant reaction for a teenager but the method or the chosen reaction towards the stress affects their well-being. Teenagers tend to react to stress according to their own evaluation, persistence or by finding social support. Seiffge-Krenke found that around the age of 15, teenagers usually experience a turning point to expand and use coping strategies at an advanced level (Seiffge-Krenke, 2000). In addition, Skinner and Zimmer-Gembeck (2007) revealed that seeking support such as looking for information, emotional and instrumental support strategy, solution of a problem such as coping strategy and disturbance are the coping strategies that are frequent during teen age.

Furthermore, Zimmer-Gembeck and Skinner (2016) also mentioned that resilience is divided into primary and secondary control where the third primary control operation refers to an attempt to change stressful situations through special-problem focus, active, and approaching ways to overcome, while the secondary control operation signifies the strategy of self-adaptation to the event, without any effort to change it. The secondary control operation includes cognitive re-evaluation, focal positivity, disturbance, and acceptance of desire (Connor-Smith et al., 2000). Hence, seeking for guidance and counselling service can be incorporated into primary or secondary control operation and depends on the individual's insight of the service itself.

Relationships of Spiritual towards Seeking for Guidance and Counselling Service

Benner et al (2018) disclosed that in the United States of America, 88% of adults have faith in God and 53% expressed that religion is a crucial aspect of their lives. To add on, according to Sumari and Baharudin (2016), religion and spirituality have gained attention in the field of counselling and both of these aspects are vital in various cultures. According to the same researchers, the roles of spiritual and religious faith are mentioned in The Council for Accreditation of Counselling & Related Educational Programs (CACREP) and guidelines for addressing spiritual issues in various cultural paradigms are currently expanding. Moreover, it was reported in the same journal that the latest update among Malaysians also showed the importance of integrating religion and spirituality into counsellors' training and practice.

Talib and Abdollahi (2017) revealed psychologists believe that spirituality plays an important part in creating a positive pattern of ways to cope with stressful life events. Ibrahim, Amit, et al (2019) also pointed out that in research conducted by Galanter and colleagues, religious or spiritual drug rehabilitation programs in fact helps in building self-resilience and better personal characteristics of an addict. Religious and spiritual programs were also identified to be aiding in providing strength to addicts to change their behaviour and leave the substances.

Methods

The study conducted is a field study that aims to analyse the spiritual relationship, resilience, and coping strategies on readiness to seek Guidance and Counselling services among substance abuse secondary students. This study uses a quantitative method and the data collection process is done by using a questionnaire technique. The study is conducted in secondary schools by using counselling teachers as the responsible authorities to distribute surveys. In this study, researchers have chosen a correlation design by using a questionnaire method.

According to Chua (2021), a correlation study determines whether there is a relationship between two or more variables. Correlations do not showcase the cause-effect relationship between the study variables. Researchers identified relationships between variables in the study without identifying the direction or the cause-and-effect relationship between the variables.

In this study, a descriptive analysis and correlation analysis is used. Descriptive analysis is the statistic used to analyse data by giving a description or picturing the gathered data just as it is without making any general conclusion. Statistic descriptive data involves nominal scale such as percentage and frequency. This data is used in the respondents' demographic in Section A. Meanwhile, the descriptive data uses other indications such as mean, median and mode to measure centring and interval measures, variance and standard deviation to measure data dispersion. The function of descriptive analysis, among others, classifies a variable data based on its respective groups from a non-organized beginning and is easy to interpret. Additionally, descriptive analysis also functions in creating original information, up until the data created from the study can be utilized by those in need.

In the study, the Pearson correlation was used to measure the correlation linear between three non-independent variables which are interval scale and ratio scale to show the significant direction (positive or negative) between substance abuse students' spiritual, resilience, and coping strategy towards seeking Guidance and Counselling service. The strength of the relevance (Table 1) between variables was developed by Hinkle et al. (2003).

Table 1

Correlation value and relationship strength.

Correlation value	Relationship strength
.90 -1.00	Very Strong
.70- .90	Strong
.50 - .70	Moderately Strong
.30-.50	Weak
.00-.30	Very Weak

Data collection was carried out by distributing questionnaires to all study respondents with the help of Guidance and Counselling teachers. The questionnaire survey covers 5 sections, which are personal information, family background, the prohibited substances taken, resilience measurement, coping strategy measurement, spirituality measurement, and the desire to seek for Guidance and Counselling service measurement. Most of the questions presented in the questionnaire are closed-ended questions. Next, the researchers keyed-in the data collected into an SPSS application to be analysed.

The design of this study is a survey study using questionnaire, namely the Connor Davidson Resilience Scale (CD-RISC) (Connor & Davidson, 2003), Coping-Strategies Inventory Short-Form (CSI-SF), Daily Spiritual Experience Scale (DSES) and Mental Help Seeking Attitudes Scale (MHSAS). The study involved 136 respondents of substance abuse students based on a sample size determination table by Krejcie and Morgan (1970), Cohen et al. (2001) and Dillman (2007) using group sampling. The results can be analysed by using *Statistical Package for the Social Science* (SPSS) version 26 and the subprograms used are descriptive and correlation.

Results

H_{a1} There is a significant relationship between spirituality and seeking Guidance and Counselling service.

Table 2

Correlation between spiritual and seeking Guidance and Counselling service.

Variable	Mean seeking counselling service (r)	Relationship interpretation (p)
Spiritual	.183*	Very weak relationship

Notes: *p< 0.1; **p< 0.05; ***p< 0.01 (two-tailed test); significant correlation

Referring to Table 2, the analysis result of the relationship between spirituality and seeking Guidance and Counselling service among substance abuse students in SMK Ungku Aziz showed that a positive correlation was detected, $r = 0.014$, $n = 136$, $p = 0.033$. The significant value of Sig. (2- tailed) between spirituality and seeking Guidance and Counselling

service is $0.033 < 0.05$ indicating that there is a significant correlation between the variables. When referring to Table 2, the correlation value and strength of the spiritual relationship shows that $r = 0.183$ which is at a very weak relationship level (Hinkle et al., 2003). Therefore, Ha1, the significant relationship between spirituality and seeking Guidance and Counselling services of substance abuse students in secondary school is acceptable.

H_{a2} There is a significant relationship between resilience and seeking Guidance and Counselling service

Table 3

Correlation between resilience and seeking Guidance and Counselling service.

Variable	Mean seeking counseling service (r)	Relationship interpretation (p)
Resilience	.384**	Weak relationship

Notes: * $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$ (two-tailed test); significant correlation

Referring to Table 3, the analysis result of the relationship between resilience and seeking Guidance and Counselling service among substance abuse students in SMK Ungku Aziz showed that a positive correlation was detected, $r = 0.384$, $n = 136$, $p = 0.000$. The significant value of Sig. (2- tailed) between resilience and seeking Guidance and Counselling service is $0.000 < 0.05$ shows that there is a significant correlation between the variables. When referring to Table 3, the correlation value and resilience relationship strength shows that $r = 0.384$ which is at a very weak relationship level (Hinkle et al., 2003). Therefore, Ha2, the significant relationship between resilience with seeking Guidance and Counselling services of substance abuse students in secondary school is acceptable.

H_{a3} There is a significant relationship between coping strategies of engagement and withdrawal action and the readiness to seek Guidance and Counselling service.

Table 4

Correlation between engagement and withdrawal action strategy and seeking Guidance and Counselling

Variables	Mean seeking counselling service (r)	Relationship interpretation (p)
Involvement Action Strategy	.531**	Moderately strong relationship
Retreatment Action Strategy	.184**	Very weak relationship

Notes: * $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$ (two-tailed test); significant correlation

Table 4 shows the analysis result of the significant relationship between engagement action strategy and withdrawal action and seeking Guidance and Counselling service among substance abuse students in SMK Ungku Aziz. The significant value of Sig. (2- tailed) between the engagement action strategy and seeking Guidance and Counselling service is $0.000 < 0.05$, which shows there is a significant correlation between the two variables. Meanwhile, withdrawal action strategy for value of Sig. (2- tailed) is $0.032 < 0.05$, indicating that there is a significant correlation. As per engagement action strategy, the value of $r = 0.531$, $n = 136$,

which displays correlation value and the relationship strength is at a moderately strong level (Hinkle et al., 2003). On the other hand, withdrawal action strategy shows a value of $r = -0.184$, $n = 136$, showing that the correlation level and relationship strength is at a very weak level (Hinkle et al., 2003). Therefore, H_{a3} , the significant relationship between engagement and withdrawal action strategy with seeking Guidance and Counselling services of substance abuse students in secondary school is acceptable.

Discussion

The findings show that there is a significant relationship between spirituality with seeking Guidance and Counselling service among substance abuse students of SMK Ungku Aziz. According to Roberto et al (2020), researchers have realised that perspective based on spirituality is related to a better tolerance of psychological and physical stress, a successful finding, and a better ability to overcome serious diseases and isolation.

Therefore, it can be seen from the findings that the respondents have quite a similar level of resilience and spirituality, which are at moderate and low levels respectively. This shows that the influence of spirituality in life has still yet to help respondents in positively building resiliency. As mentioned by Amri et al (2019), the separation of the spiritual dimension affects the world society that has now been deceived and trapped by technological advances in an effort to cure human health problems and other aspects of life. The spiritual aspect is left due to dualism in education that distinguishes physical and spiritual (religious) aspects as well as the impact of globalization (Goodell & Robinson, 2008). Szczeniak et al (2020) also stated that an experiment by Pirutinsky and others revealed that individuals who have explicit characteristics and distinctly lean positively towards God was predicted to have a high satisfaction of life.

The findings also revealed that there is a significant relationship between the resilience of substance abuse students of SMK Ungku Aziz with seeking Guidance and Counselling service, though the relationship is weak. Ibrahim, Amit, et al. (2019), agreed that self-resilience for an addict is the ability to control and manage negative things that happen in their daily lives, especially within the self. Self-resilience is a factor that helps protect an addict from relapsing (Mann et al., 2004).

Bishop (2016) then states that a low rate of resilience can be associated with emotion, psychological issues, and characteristics that can be learned by students while continuing their education. However, a small portion of students do seek support and assistance when encountering a problem (Salzer, 2012). The same journal also mentioned that students usually reach out to counselling services for social relationships and to learn coping strategies to improve social relationships on campus (Gallagher, 2012). Yet, students with high-risk may have low resilience, may be less responsive towards intervention counselling or facing a severe problem, or may be less proactive in seeking intervention counselling than their peers.

In addition to Siau, et al (2019), also support that this kind of tendency needs to be observed among youth who show symptoms of depression and anxiety, as only 18-24% of them seek professional help. The journal also touches on an experiment involving primary and secondary school students in Scotland that reported the participants delay and avoid revealing their mental health issues due to their own perception towards the symptoms as

“weird” or “rare”. In addition, they were worried of stigmatisation from peers, teachers and parents.

In Mustapha et al (2020), believed that to ensure that rehab process and parole control were carried out successfully, knowledge of religion among prisoners need to be focused on to prevent them from repeating their convictions. The need for spiritual module empowerment among the prisoners is greatly essential as they could apply religious knowledge in their daily lives (Zakaria, et al., 2021).

The findings also showed there is a significant relationship between the engagement and withdrawal action strategies of substance abuse students of SMK Ungku Aziz with seeking Guidance and Counselling service. Between the two action strategies, engagement action strategy noted a moderately stronger relationship compared to withdrawal action strategy.

Resiliency is correlated with overcoming and bouncing back from a difficult life situation (Ong et al., 2006). Individuals with a high resilience level tend to view life’s challenges from a positive perspective (Garmezy, 1991). Markova and Nikitskaya (2017) also indicated that overcoming complications is a significant reaction for teenagers towards stress and adapting to their experience. This action strategy is beneficial to teenagers as it is not only to gain understanding and support from their peers and adults, but also to manage daily stress within the self. The way teenagers choose to overcome or to react towards stress influences their life wellness.

Amirkhan and Greaves (2003) suggested that the search for social support, problem solving, and avoidance are three basic dimensions to cope and coexist within an individual, yet the strength of every dimension varies between individuals. When the stress level and the search for social support increases, the level of avoidance will decrease. The search for social support correlated positively with problem solving and negatively with avoidance. Besides, Daniels et al (2013) found that the search for social support could help in promoting successful problem solving.

However, withdrawal action strategy is not necessarily causing avoidance in seeking counselling service. In Mahfar et al (2018), it is said that stress is also one of the factors that drives students to get counselling service. When a student experiences overwhelming stress in life, the desire or motivation for them to seek counselling service is high according to Cramer’s Model which associated high levels of self-concealment of individuals, hence this has a correlation with high level stress among individuals (Cramer, 1999).

Kasim et al (2017) stated that individuals that have adaptive and adequate resilience will be able to deal with daily stress and bad events that occur well. Studies have found there are many factors that can influence a person’s selection of action. Spiritual well-being is one of the factors. According to Zohar and Marshall (2007), spiritual well-being exists within the individuals who feel a connection between themselves and mental consciousness, thus allowing them to be strong in terms of cognitive, emotional and inner spirit. Therefore, the spiritual aspect is seen as one of the important cores for an individual to respond to when facing difficulties as it forms a positive resilience strategy indirectly.

Nonetheless, there is also a correlation between spirituality and resilience with age factors and according to a study conducted by Lou et al (2000), aspects of spirituality increase along with age. The study, which combines late adulthood and early adulthood, has found that respondents in early adulthood believed that spirituality is only crucial to their lives during late adulthood. Kasim et al (2017) found that 60% of the respondents from his study exhibited the spiritual aspect as their response through religious beliefs. This clearly indicates that different religions influence the selection of response strategies that is employed by the respondents. In addition, respondents who exhibited spirituality through religion also had a higher level of resistance to stress than respondents who did not have any specific religious belief.

Conclusion

In conclusion, this study examines the spiritual relationship, resilience and coping strategies of substance abuse students with seeking Guidance and Counselling services. Once discussed, it can be seen how much the relationship between the variables affects the attainment of Guidance and Counselling services. Hopefully, these findings will be able to contribute directly and indirectly to all parties.

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