



DR SHAH ROLLAH ABDUL WAHAB

Programme of Human Resource Development, School of Human Resource Development and Psychology, Faculty of Social Sciences and Humanities, Universiti Teknologi Malaysia, 81310 Skudai, Johor Darul Takzim, MALAYSIA

PERSONAL DETAILS

Name : Shah Rollah Bin Abdul Wahab

Gender : Male

Nationality : Malaysian (801120-01-5371)

Date of Birth : November 20th, 1980

Contact : 6075610110 (Office)

e-mail : shahrollah@utm.my / shahrollahabdulwahab@gmail.com

Area of Expertise : Safety Management, Transformational leadership, Employee Training, Human Resource Management and Human Resource Development

WORKING EXPERIENCE

1. Employer : Universiti Teknologi Malaysia, Malaysia
Name of Position : Senior Lecturer (DS52)
Date started : April 2011 till current
2. Employer : Seoul National University of Science and Technology (SeoulTech), Seoul, Korea Selatan
Name of Position : Visiting Assistant Professor
Date started : 1 September 2016 – 26 June 2017

3. Employer : Universiti Teknologi Malaysia, Malaysia
 Name of Position : Lecturer
 Date started : January 2005 – April 2011
4. Employer : Universiti Teknologi Malaysia, Malaysia
 Name of Position : Tutor
 Date started : October 2002 – January 2005
5. Employer : Permodalan Nasional Berhad (PNMB)
 Name of Position : Industrial Internship
 Date started : Mei 2002 – August 2002

PROFESSIONAL MEMBERSHIP

Malaysian Institute of Human Resource Management (MIHRM) – Life Member

ADMINISTRATIVE POSITION

- a. Name of Position : Head of Programme (Master of Science – Human Resource Development), Faculty of Management, Universiti Teknologi Malaysia
 Year started : 2011-2012
- b. Name of Position : Academic Coordinator (Research) for Faculty of Management, Universiti Teknologi Malaysia
 Year started : 2012 - 2015
- c. Name of Position : Head of Panel (Individual and Organization Development) for Faculty of Management, Universiti Teknologi Malaysia
 Year started : 2015 till 2016
- d. Name of Position : Programme Coordinator (Part Time Programme for Bachelor of Science Human Resource Development) for Faculty of Management, Universiti Teknologi Malaysia
 Year started : 2016 till August 2018
- e. Name of Position : Head of Panel (Human Resource) for Faculty of Management, Universiti Teknologi Malaysia
 Year started : January 2018 till August 2018
- f. Name of Position : Programme Coordinator (Transnational Education) for Faculty of Social Sciences and Humanities, Universiti Teknologi Malaysia
 Year started : September 2018 till January 2019

- g. Name of Position : Programme Coordinator (SHAR UTMSPACE) for School of Human Resource Development and Psychology, Faculty of Social Sciences and Humanities, Universiti Teknologi Malaysia
Year started : January 2019 until now

ACADEMIC QUALIFICATION

a. DOCTOR OF PHILOSOPHY (MANAGEMENT)

Thesis Title: The Impact of Moderated Mediation to the Relationship of Transformational Leadership on Safety Performance in Malaysia Heavy Industry Companies

University: Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, Johor Bahru Campus, 81300 Skudai, Johor Darul Takzim, MALAYSIA

Main Supervisor: Prof Dr. Durrishah Idrus, Universiti Teknologi Malaysia Kuala Lumpur (UTMKL), Jalan Sultan Yahya Petra (Jalan Semarak), 54100 Kuala Lumpur, MALAYSIA

Co-Supervisor 1: Assoc Prof Dr. Ishak Mad Shah, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, Johor Bahru Campus, 81300 Skudai, Johor Darul Takzim, MALAYSIA

External Supervisor: Assoc Prof Dr. Christopher J Rees, Institute for Development Policy and Management, School of Environment, Education and Development, The University of Manchester, Oxford Road, Manchester, M13 9PL, UNITED KINGDOM

Result: Pass (February 2011) and the Recipient of the Faculty's Best Student Award

b. MASTER IN SCIENCE HUMAN RESOURCE MANAGEMENT

Dissertation Title: The Correlation Between Soft Issues of TQM and Motivation To Work: A Case Study among Librarian in Sultanah Zanariah Library, Universiti Teknologi Malaysia (UTM), Johor Darul Takzim, Malaysia

University: Department of Management & Organisation, University of Stirling, Stirling, FK9 4LA, UNITED KINGDOM

Result: Pass (January 2005)

c. BACHELOR OF SCIENCE (HUMAN RESOURCE DEVELOPMENT)

Undergraduate Project Title: Orientation Training Programme: A Descriptive Study in Mitsubishi Electronics Malaysia Pt. Ltd., Senai, Johor Darul Takzim, Malaysia

University: Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, Johor Bahru Campus, 81300 Skudai, MALAYSIA

Result : 1st Class with Honor (June 2002) and the Recipient of Universiti Teknologi Malaysia Deputy Vice Chancellor Award

TEACHING & LEARNING

I have thought several subjects related to General Studies and Human Resource Management/ Human Resource Development:

- a. Ethics and Civilisation (UHMS 1182) – Undergraduate Subject
- b. Asia and Islamic Civilization II (UHS 1142) – Undergraduate Subject
- c. Ethnic Relations (UHS 1152) – Undergraduate Subject
- d. Malaysian Dynamics (UHS 1172) – Undergraduate Subject
- e. Effective Communication (UHS 2052) – Undergraduate Subject
- f. Instructional Design (SHAR 2023) – Undergraduate Subject
- g. Training Need Analysis (SHP2353) – Undergraduate Subject
- h. Programme Evaluation (SHP 2333) – Undergraduate Subject
- i. Training Management (SHP 3633) – Undergraduate Subject
- j. Safety and Health at Work (SHP3433) – Undergraduate Subject
- k. Organizational Development (SHAR 3073) – Undergraduate Subject
- l. Graduate Success Attributes (UHAK 1012) – Undergraduate Subject
- m. Human Resource Management – Undergraduate Subject in Seoul National University of Science and Technology (as Visiting Assistant Professor)
- n. Human Communication - Undergraduate Subject in Seoul National University of Science and Technology (as Visiting Assistant Professor)
- o. Global Leadership - Undergraduate Subject in Seoul National University of Science and Technology (as Visiting Assistant Professor)
- p. Organizational Development (MHAR 1033) – Postgraduate Subject

- q. Research Methodology (UHR 0010) – Postgraduate Subject
- r. Human Resource Research Method (MHAR 1023) – Postgraduate Subject
- s. Special Issues/Topics in Personnel - Postgraduate Subject in Seoul National University of Science and Technology (as Visiting Assistant Professor)

SUPERVISION

1.1 Doctor of Philosophy (Ph.D.) Thesis

- a. *Student:* Ali Pakdel (Pakistan).*Title:* The Effect of Employee Motivation, Self Esteem and Creativity on Suggestion System Practices in Iran. *Status:* Completed (2015).
- b. *Student:* Imran Sharif (Pakistan).*Title:* The Psychological Contract Breach and Intention to Quit: Moderating Role of Psychological Capital. *Status:* Completed (2018).
- c. *Student:* Chua Jing Lun (Malaysia).*Title:* The Effect of Safety Training Practices, Safety Leadership and Safety Climate to Safety Performance in Malaysian Manufacturing Companies. *Status:* Completed (2018).
- d. *Student:* Yeong Shook Shuen (Malaysia).*Title:* The Effect of Safety Communication, Safety Culture and Safety Leadership on Human Factor Accident in Malaysian Manufacturing Industries. *Status:* Completed (2018).
- e. *Student:* Shakirah Noor Azlan (Malaysia).*Title:* The Effect of Employee Involvement to Moderate the relationship between Psychological Empowerment and Safety Climate on Safety Performance. *Status:* Completed (2020)
- f. *Student:* Muhammad Sarfaz (Pakistan).*Title:* Impact of Training Need Analysis, Organizational Culture and Training Effectiveness in Faisalbad Pakistan Corporate Sector *Status:* Completed (2020)
- g. *Student:* Yutong Zhou (China).*Title:* Impact of Transformational Leadership on Job Performance: Psychological Capital as Mediator and Organizational Citizenship Behavior as Moderator *Status:* In Progress
- h. *Student:* Nora Maisarah Abdul Aziz (Malaysia).*Title:* Perceived Organizational Support and Career Success *Status:* In Progress
- i. *Student:* Mohammad Radhi Amonodin (Malaysia).*Title:* Safety Culture and Safety Performance in Malaysia *Status:* In Progress
- j. *Student:* Fatin Azira Mohd Rashid (Malaysia).*Title:* Transformational Leadership and Employee Performance *Status:* In Progress

1.2 Master Dissertation

- a. *Student:* Nur Ashikin Jais *Title:* Employee Readiness for Organizational Change. *Status:* In Progress. *Type:* Mix Mode
- b. *Student:* Alzahrani, Moheammed Abdullah B. *Title:* Transformational and Transactional Leadership on Employee Performance. *Status:* In Progress. *Type:* Mix Mode
- c. *Student:* Nora Maisarah Abdul Azizi. *Title:* The Effect of Psychological Empowerment on the Relationship between Perceived Organizational Support and Career Satisfaction at V.S Industry. *Status:* Completed on 2020. *Type:* Mix Mode
- d. *Student:* Catherine Tan JiaQin. *Title:* Self Esteem, Emotional Intelligence and Job Performance among Operators in One Manufacturing Company *Status:* Completed on 2020. *Type:* Mix Mode
- e. *Student:* Azmah. *Title:* The Role of Safety Climate in Moderating the Relationship between Transformational Leadership and Safety Performance in Sabah's Plantation Company. *Status:* Completed on 2017. *Type:* Mix Mode
- f. *Student:* Grace Lulo Anak Sylvester Welding. *Title:* The Moderating Effect of Transfer Climate on the Relationship between Trainee's Characteristic and Motivation to Transfer. *Status:* Completed on 2018. *Type:* Research
- g. *Student:* Noor Hidayah Johar. *Title:* The Relationship between Transactional and Transformational Leadership on Turnover Intention. *Status:* Completed on 2016. *Type:* Mix-Mode Course
- h. *Student:* Idayati Harun @ Abd Rahman. *Title:* Psychological Empowerment as Mediator to the Relationship of Transformational Leadership and Organizational Commitment. *Status:* Completed on 2016. *Type:* Mix-Mode Course
- i. *Student:* Peng Jieru (China). *Title:* The Effect of Transformational and Transactional Leadership on Motivation in One of China's Manufacturing Company. *Status:* Completed on 2014. *Type:* Mix-Mode Course
- j. *Student:* Mohd Hakimi Md Baharudin. *Title:* The Effect of Self-Esteem to Moderate the Relationship between Safety Awareness and Safety Climate. *Status:* Completed on 2014. *Type:* Mix-Mode Course
- k. *Student:* Shakirah Noor Azlan. *Title:* The Effect of Safety Climate to Moderate the Relationship of Safety Training Practices and Organizational Commitment. *Status:* Completed on 2014. *Type:* Mix-Mode Course
- l. *Student:* Saeed Ali Al-Ali (Saudi Arabia). *Title:* Safety Management and Its Influence on Job Satisfaction through Safety Training Practices. *Status:* Completed on 2013. *Type:* Mix-Mode Course

- m. *Student:* Siti Fatimah Noor Hasnuddin. *Title:* The Impact of Safety Awareness to Moderate the Relationship of Employee Participation on Safety Performance at PERODUA. *Status:* Completed on 2013. *Type:* Mix-Mode Course
- n. *Student:* Aisyamona Ghani. *Title:* The Effect of Safety Training to Moderate the Relationship between Employee Attitudes and Safety Culture. *Status:* Completed on 2012. *Type:* Mix-Mode Course
- o. *Student:* Norazalita Semail. *Title:* The Effect of Personality Moderates the Relationship between Emotional Intelligence and Safety Culture at Syarikat Air Terengganu (SAT). *Status:* Status: Completed on 2012. *Type:* Mix-Mode Course
- p. *Student:* Norwahida Musa. *Title:* Transformational Leadership and Total Quality Management: A Case Study in Malaysia Civil Department. *Status:* Completed on 2007. *Type:* Taught Course
- q. *Student:* Khairunesa Isa. *Title:* Organizational Factors and its Influence to Knowledge Sharing: A Case Study among Lecturer at Institut Kemahiran MARA. *Status:* Completed on 2006. *Type:* Taught Course
- r. *Title:* Motivasi Untuk Bekerja dan Perkongsian Pengetahuan: Kajian di Universiti Teknologi Malaysia. *Status:* Completed on 2006. *Type:* Taught Course

1.3 Undergraduate Project

- a. *Students:* Nur Sarah Lyana Abdul Rahman. *Title:* The Relationship between Five Traits Personality and Job Performance in Land Public Transport Commision (SPAD), Malaysia . *Status:* Completed on 2017
- b. *Students:* Siti Nur Farahin Mohd Jais. *Title:* The Relationship between Safety Climate and Safety Performance in Johor's Manufacturing Company. *Status:* Completed on 2017
- c. *Students:* The Huey Hong. *Title:* The Relationship between Coping Skills and Competetive Anxiety among Athletes in Universiti Teknologi Malaysia. *Status:* Completed on 2017
- d. *Students:* Siti Najwa Aziz Jaafar . *Title:* The Relationship between Emotional Intelligence and The Styles of Conflict Management. *Status:* Completed on 2017
- e. *Students:* Teo Cheng Hui. *Title:* The Relationship between Employee Motivation and Organizational Commitment. *Status:* Completed on 2016
- f. *Students:* Eunice Grabriel Maya. *Title:* The Relationship between Psychological Contract and Organization Citizenship Behaviour. *Status:* Completed on 2016
- g. *Students:* Nor Fatihah Mohd Zaidin. *Title:* The Relationship between Transformational Leadership and Employee Engagement in Pahang's Public Health Clinic. *Status:* Completed on 2016

- h. *Students:* Noorsyazwani Sahari. *Title:* The Relationship between Transformational Leadership and Motivation among Support Staff in Batu Pahat City Council. *Status:* Completed on 2015
- i. *Students:* Siti Farhah Md Ghazali. *Title:* The Relationship between Safety Culture and Safety Performance in Royal Malaysian Police in Kelantan. *Status:* Completed on 2015
- j. *Students:* Nurul Syafiq Jisma Huzaid. *Title:* The Relationship between Reaction Level in Training Evaluation with Organizational Commitment in Royal Malaysian Police. *Status:* Completed on 2015
- k. *Students:* Mustafa Rashid Ahmed. *Title:* The Relationship between Safety Culture and Employee Motivation in APM Automotive Holding Berhad, Selangor. *Status:* Completed on 2015
- l. *Students:* Siti Haniza Aghma'in. *Title:* The Relationship between Personality and Organizational Commitment among Staff in Seremban High Court. *Status:* Completed on 2014
- m. *Students:* Fathiah Abd Nasir. *Title:* A Study on Safety Climate among Security Guards in Universiti Teknologi Malaysia. *Status:* Completed on 2014
- n. *Students:* Rasidah Aziz. *Title:* Safety Management Practices among Support Staff in Universiti Teknologi Malaysia. *Status:* Completed on 2014
- o. *Students:* Mohideen Kutty Omar. *Title:* Motivation Level among Teachers in Sekolah Menengah Sri Rahmat, Johor Bahru. *Status:* Completed on 2014
- p. *Students:* Yue Pei Yong. *Title:* The Relationship between Safety Training Practices and Safety Performance in A Manufacturing Company in Kluang. *Status:* Completed on 2013
- q. *Students:* Te Yu Xiang. *Title:* The Relationship between Worklife Balance and Job Satisfaction among Nurses in Hospital Sultanah Aminah. *Status:* Completed on 2013
- r. *Students:* Wan Mei Yee. *Title:* The Relationship between Safety Leadership and Safety Climate in one of the Manufacturing Company in Kluang. *Status:* Completed on 2013
- s. *Students:* Nur Fatin Atiqah Abdul Rahman. *Title:* The Relationship between Training Practices and Employees Motivation in Johor City Council. *Status:* Completed on 2013
- t. *Students:* Hu Wai Peng. *Title:* The Relationship between Safety Climate and Safety Behaviour in a Manufacturing Company Johor. *Status:* Completed on 2013
- u. *Students:* Sharina Zubir. *Title:* The Relationship between Motivation and Job Satisfaction in one of the Bank in Kuala Lumpur. *Status:* Completed on 2013
- v. *Students:* Norhalita Jamal. *Title:* The Relationship between Organizational Culture and Job Satisfaction in one of Malaysia Government Agency. *Status:* Completed on 2013

- w. *Students:* Zaidah Megat Wazir. *Title:* The Relationship between Transformational Leadership and Job Satisfaction in one of Telecommunication Company in Selangor. *Status:* Completed on 2013
- x. *Students:* 'Aqilah Kamaruddin. *Title:* The Relationship of Self-Consciousness and Self-Esteem among Employees of Universiti Teknologi Malaysia. *Status:* Completed on April 2012.
- y. *Students:* Nur Indah Sukir. *Title:* The Effect of Physical Work Environment on Job Satisfaction in Citibank. *Status:* Completed on April 2012.
- z. *Students:* Chin Jeun Jye. *Title:* Stressors and Job Satisfaction among Nurses of Hospital Sultanah Aminah (HAS). *Status:* Completed on April 2012.
- aa. *Students:* Nethia D/O Muniyasamy. *Title:* Correlation between Emotional Intelligence and Job Satisfaction among Primary School Teachers at Kuala Selangor. *Status:* Completed on April 2012.
- bb. *Students:* Nalinee D/O Palani *Title:* Stressor among Employees at C.Elangovan and Associates, Johor Bahru. *Status:* Completed on April 2011.
- cc. *Students:* Haliah Ithnin. *Title:* The Relationship between Safety Training and Motivation at Kejuruteraan Kapal Masai Sdn Bhd, Johor. *Status:* Completed on April 2011.
- dd. *Students:* Zakiah Karim. *Title:* The Relationship between Communication Effectiveness and Organization Commitment: A Case Study among Exempt (227) Employees at Flextronics Technology Senai. *Status:* Completed on 2007.
- ee. *Students:* Ibrahim Ramli *Title:* Stress at Work: A Case Study among Muamalat Financing Center (MFC) Officer in Bank Muamalat Malaysia Berhad, Kuala Lumpur *Status:* Completed on 2007.
- ff. *Students:* Chan Lee Ching. *Title:* Motivation Factors among Support Staff in Palm Resort Berhad, Johor Darul Takzim, Malaysia. *Status:* Completed on 2007.
- gg. *Students:* Norizan Mohammad. *Title:* Training Need Analysis: A Descriptive Study in Pasir Gudang City Council. *Status:* Completed on 2006.
- hh. *Students:* Mohd Nasri Kamaludin. *Title:* The Relationship between Sexual Harassment and Stress at Work: A Case Study in Sekolah Menengah Kebangsaan Jerai, Baling, Kedah. *Status:* Completed on 2005.
- ii. *Students:* Kwong Yoke Yee. *Title:* Training Effectiveness and Work Quality: A Case Study in TMKargo Group, Senai, Johor. *Status:* Completed on 2005.

1.4 Practicum

- a. *Title:* Bengkel Pengurusan Stress KEJORA. *Venue:* Hotel Selesa, Pasir Gudang. *Date:* Mac, 2012

- b. *Title:* Bengkel Pengurusan Stress IPD Nusajaya. *Venue:* Sek Men Keb Selesa Jaya. *Date:* Mac, 2012
- c. *Title:* Bengkel Study SMART. *Venue:* SAL College, Senai. *Date:* 19 October, 2006
- d. *Title:* Bengkel Perkhidmatan Pelanggan yang Berkesan. *Venue:* Syarikat Arkitek Ekhwan, Kuala Lumpur. *Date:* 6 April 2007
- e. *Title:* Pengurusan Stress di Tempat Kerja. *Venue:* Center of Information Communication Technology (CICT), Universiti Teknologi Malaysia. *Date:* 6 September 2007

T HESIS EXAMINER

- a. *Students:* Mansour Alhsrif Alhmmali. *Title:* Determining the Impact of Forced Downsizing Strategy on Survivors' Job Satisfaction in Libyan Education Sector: The Mediating Role of Organization Commitment. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2018 (Full Viva – as Internal Examiner)
- b. *Students:* Nor Hidayah Abd Radzaz. *Title:* The Effect of Group-Level Safety Climate on Task Performance through Safety Performance in Malaysia Automotive Industry. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2018 (Full Viva – as Internal Examiner)
- c. *Students:* Amirah Alisha Ridhwan Tan. *Title:* Safety Behaviour as the Moderator to The Relationship between Safety Climate and Safety Outcome. *Programme:* Master of Science Human Resource Development. *Type:* Research. *Year:* 2017 (Final Viva – as Internal Examiner)
- d. Nurul Hidayu Mat Jusoh. *Title:* The Role of Personality in Moderating the Relationship between Safety Climate and Safety Performance in Malaysia's Manufacturing Companies. *Programme:* Ph.D in Management. *Type:* Research. *Year:* 2017 (Full Viva - Internal examiner)
- e. *Students:* Mohamed RA K Badrani. *Title:* Impact of Shared Leadership in Human Resource Management, Organizational Behavior and Job Performance at Almadar Aljadeed Company, Libya. *Programme:* Ph.D (Human Resource Management) in Universiti Sains Islam Malaysia. *Type:* Research. *Year:* 2016 (Full Viva - as external examiner)
- f. *Students:* Lee Shi Jee. *Title:* The Effect of Total Reward As Mediator In The Relationship Between Personality of Leaders and Job Satisfaction. *Programme:* Ph.D in Management. *Type:* Research. *Year:* 2016
- g. *Students:* Nor Hidayah Abd Radzaz. *Title:* The Effect of Group-Level Safety Climate on Task Performance through Safety Performance in Malaysia Automotive Industry. *Programme:* Ph.D. in Management (Second Reviva). *Type:* Research. *Year:* 2016
- h. *Students:* Amirah Alisha Ridhwan Tan. *Title:* Safety Behaviour as the Moderator to The Relationship between Safety Climate and Safety Outcome. *Programme:* Master of Science Human Resource Development. *Type:* Research. *Year:* 2016

- i. *Students:* Nurul Hidayu Mat Jusoh. *Title:* The Role of Personality in Moderating the Relationship between Safety Climate and Safety Performance in Malaysia's Manufacturing Companies. *Programme:* Ph.D in Management. *Type:* Research. *Year:* 2016
- j. *Students:* Intan Marfarina Omar. *Title:* The Effect of Self Leadership on Innovative Behaviour and The Moderating Effect at Transformational and Transactional Leadership. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2016 (Full Viva – Internal examiner)
- k. *Students:* Loo Mei Kay. *Title:* Factors Contributing to Workplace Accidents among Workers in Manufacturing Industry. *Programme:* Master of Management (Technology). *Type:* Research. *Year:* 2015
- l. *Students:* Nor Hidayah Abd Radzaz. *Title:* The Effect of Group-Level Safety Climate on Task Performance through Safety Performance in Malaysia Automotive Industry. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2015
- m. *Students:* Musdawati. *Title:* Transformational Leadership and Its Influence on Communication Style and Decision Making Style in Sulawesi, Indonesia. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2015
- n. *Students:* Thahira Bibi T.K. Muthukoya. *Title:* Assertive Training among Single Mother in Johor. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2015
- o. *Students:* Osman Hussein. *Title:* The Mediation Effect of Perceived Organizational Support on Transformational Leadership and Outcomes. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2015
- p. *Students:* Salim Musabah Bakhti Al Zefeti. *Title:* The Impact of Transformational Leadership Behaviours on Omani Public Employees Work Performance: The Mediating Effect on Organizational Commitment. *Programme:* Ph.D. in Management. *Type:* Research. *Year:* 2015
- q. *Students:* Lee Shi Jie. *Title:* The Relationship between Personality of Leadership and Job Satisfaction with the Mediator of Total Rewards. *Programme:* PhD in Management. *Type:* Research. *Year:* 2015
- r. *Students:* Junaidah Yusof. *Title:* Effect on Leader-Member Exchange, Psychological Empowerment, Workplace Spirituality towards Transformational Leadership and Organizational Citizenship Behaviour. *Programme:* PhD in Management. *Type:* Research. *Year:* 2016
- s. *Students:* Farahnurhidayah Mohamed Fadil. *Title:* HRD Practices in Multinational Operating in Malaysia. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2015
- t. *Students:* Irmawati Norazman. *Title:* Learning Transfer Factors in Malaysia. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014

- u. *Students:* Luqman Hakim Satiman. *Title:* The Determinants of Return on Investment Approach in Training Program within Malaysian Manufacturing Small and Medium Enterprise. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014
- v. *Students:* Mas Idayu Saidi. *Title:* Human Resource Roles of Nursing Line Managers in Workplace Learning. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014
- w. *Students:* Nurul Hidayu Mat Jusoh. *Title:* The Effect of Personality on the Relationship of Safety Climate and Safety Performance. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014
- x. *Students:* Osman Hussein. *Title:* The Mediation Effect of Perceived Organizational Support on Transformational Leadership and Outcomes. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014
- y. *Students:* Zaid Mohammad Ali AlFayad. *Title:* Transformational Leadership and Job Satisfaction: The Mediating Role of Employee Voice. *Programme:* PhD in Management. *Type:* Research. *Year:* 2014
- z. *Students:* Aniza Rahim. *Title:* Sexual Harassment and Stress at Work among Female Employees in ESCATEC Mechatronics Sdn Bhd. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2014
- aa. *Students:* Nurdalila Abdullah. *Title:* The Relationship between Technostress, Psychological and Physical Health. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2014
- bb. *Students:* Sangeetha D/O Amayappan. *Title:* Competence Acquisition: A Single Case Study in GITN Sdn Bhd Sales Team. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2013
- cc. *Students:* Norhajamiah Mohd Hanafiah. *Title:* The Relationship between Line Managers in Human Resource Initiatives and Continuous Professional Development (CPD) Effectiveness. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2013
- dd. *Students:* Mohamed Salem Mahjoub. *Title:* The Impact of the Employee Safety Training on the Relationship between Safety Climate and Safety Performance. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2013
- ee. *Students:* Sudi Abdullah Abdi. *Title:* The Relationship between Transformational Leadership and Organizational Commitment among Lecturers in Amoud University (Borama). *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2013
- ff. *Students:* Nor Hafizah Abdul Latif Khan. *Title:* The Effects of Safety Behaviour on the Relationship between Teamwork and Safety Performance in Malaysia Marine and Heavy Engineering Sdn Bhd. *Programme:* Master of Management (Technology). *Type:* Mix Mode. *Year:* 2013

- gg. *Students:* Tong Ying. *Title:* The Effect of Individual Emotional Intelligence (EI) on Team Performance among Nurses. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2013
- hh. *Students:* Intan Marfarina Omar. *Title:* Effect of Self-Leadership Strategies on Innovative Behaviours among Malaysia Manufacturing Engineers and Moderating Effect of Transformational and Transactional Leadership. *Programme:* PhD in Management. *Type:* Research. *Year:* 2013
- ii. *Students:* Talal Ratyan Z. Alanazi. *Title:* Relationship between Leadership Styles and Subordinates Job Satisfaction, Job Performance and Turnover. *Programme:* PhD in Management. *Type:* Research. *Year:* 2013
- jj. *Students:* Fayha' Ali Yousef Alkayid. *Title:* Human Resource Management and its Effect on Developing Employees of Public School in Amman, Jordan. *Programme:* PhD in Management. *Type:* Research. *Year:* 2013
- kk. *Students:* Zayneb Shukri Mahood Nadim. *Title:* Factors Affecting Commitment to Organizational Change. *Programme:* PhD in Management. *Type:* Research. *Year:* 2013
- ll. *Students:* Mohammed Ayyub Hassan. *Title:* The Relationship between Line Managers in Human Resource Initiatives and Continuous Professional Development (CPD) Effectiveness. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2012
- mm. *Students:* Ali Jolalee. *Title:* The Relationship between Employee Equity and Employee Retention in the Private Sector in Syria. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2012
- nn. *Students:* Tan Yew Huei. *Title:* Motivation, Organizational Citizenship Behaviour, Employee Performance and Organizational Commitment in Malaysia Higher Learning. *Programme:* PhD in Management. *Type:* Research. *Year:* 2012
- oo. *Students:* Anwar Khan. *Title:* Job Stress, Performance and Resource in Academia: A Study of Higher Education Institution of Pakistan. *Programme:* PhD in Management. *Type:* Research. *Year:* 2012
- pp. *Students:* Geetha Ann D/O Sulamuthu. *Title:* The Relationship between Transformational and Transactional Leadership Style and Learning Organization in Sunway College. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- qq. *Students:* Kamaliana Othman. *Title:* The Effectiveness of Transfer of Training in Syarikat Air Johor (SAJ) Holdings. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- rr. *Students:* Keivan Nasirinia. *Title:* Work Environment and Morale among Malaysian and Iranian Workers. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011

- ss. *Students:* Liyana Jalawati Alias. *Title:* Knowledge on Confined Space Safety and its Relationship to Employee Health in Indah Water Konsortium Sdn Bhd. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- tt. *Students:* Mas Idayu Saidi *Title:* Determinants of Learning and Development Initiatives. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- uu. *Students:* Nurul Ain Abdul Rahim. *Title:* Safety Management and Musculoskeletal Disorder in PERODUA. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- vv. *Students:* Ologbo Andrew Chukwuyem. *Title:* Employee Involvement and its Effects on Organizational Productivity. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011
- ww. *Students:* Wan Fatima @ Harzurisha Zukri. *Title:* The Relationship of Trainee Characteristics, Training Design and Work Environment towards Transfer of Training. *Programme:* Master of Science (Human Resource Development). *Type:* Mix Mode. *Year:* 2011

PROCEEDINGS & CONFERENCES

- a. Presenting a paper at Seminar Kebangsaan Pengajian Umum (SKPU) 2006 in Johor Bahru, Malaysia. *Title:* Keberkesanan Mata Pelajaran Bahasa Inggeris di Kalangan Pelajar di Universiti Teknologi Malaysia. *Level:* National
- b. Presenting a paper at Regional Seminar of Human Resource Development (RESERD) 2008 in Kuala Terengganu, Malaysia. *Title:* Hubungan antara Perkongsian Pengetahuan dan Motivasi Untuk Bekerja di Kalangan Pensyarah Universiti Teknologi Malaysia. *Level:* Regional
- c. Presenting a paper at Academy Unity Across Nations Programme 2009 in Fakultas Ekonomi, Universitas Sumatera Utara, Indonesia. *Title:* How Far is True Safety Performance Vary from Individual Factor?. *Level:* University
- d. Virtual Presenter At International Conference On Human Resource Development (ICHRD), 22-23 June 2011. *Title:* Kesan Latihan 'Layanan Mesra Dan Berkualiti Melalui Perkhidmatan Telefon' Terhadap Prestasi Kerja Di Universiti Teknologi Malaysia (UTM). *Level:* International
- e. Virtual Presenter At International Conference On Human Resource Development (ICHRD), 22-23 June 2011 in Johor, Malaysia. *Title:* Amalan Pembangunan Kerjaya Dan Prestasi Kerja Di Kalangan Staf Pentadbiran: Kajian Di Universiti Teknologi Malaysia (UTM). *Level:* International
- f. Virtual Presenter At International Conference On Human Resource Development (ICHRD), 22-23 June 2011 in Johor, Malaysia. *Title:* Transfer of Training among Administration Staff in Universiti Teknologi Malaysia (UTM). *Level:* International

- g. Virtual Presenter At International Conference On Human Resource Development (ICHRD), 22-23 June 2011 in Johor, Malaysia. *Title:* Keberkesanan Program Latihan dan Tahap Prestasi Kerja Pekerja di Majlis Bandaraya Johor Bahru (MBJB), Malaysia. *Level:* International
- h. Presenting a paper at International Conference on Knowledge, Culture and Society (ICKCS) 29-30 June 2012 in Jeju Island, South Korea. *Title:* The Role of Transformational Leadership on Safety Performance in Malaysia Automotive Industry. *Level:* International
- i. Presenting a paper at 3rd Scientific Conference on Occupational Safety and Health. 15 October 2014 in National Institute of Occupational Safety and Health (NIOSH), Johor, Malaysia. *Title:* Conceptualization of Safety Leadership in Malaysia's Manufacturing Companies. *Level:* International
- j. Presenting a paper at 3rd Scientific Conference on Occupational Safety and Health. 15 October 2014 in National Institute of Occupational Safety and Health (NIOSH), Johor, Malaysia. *Title:* A Review on Conceptualization and Dimension of Safety Climate. *Level:* International
- k. Virtual Presenter At Seminar Khas Kelestarian Perkhidmatan Awam, 12 September 2017 in National Institute of Public Administration, Southern Regional Campus Johor, Malaysia. *Title:* Keseimbangan Kerjaya dan Keluarga dalam Kalangan Guru. *Level:* National
- l. Virtual Presenter At Seminar Khas Kelestarian Perkhidmatan Awam, 12 September 2017 in National Institute of Public Administration, Southern Regional Campus Johor, Malaysia. *Title:* Tahap Keresahan Terhadap Penggunaan Bahasa Inggeris dalam Kalangan Staf d Jabatan Khidmat Pengurusan. *Level:* National
- m. Virtual Presenter At Seminar Khas Kelestarian Perkhidmatan Awam, 12 September 2017 in National Institute of Public Administration, Southern Regional Campus Johor, Malaysia. *Title:* Keseimbangan terhadap Penggunaan Bahasa Inggeris dalam Kalangan Staf Sokongan. *Level:* National
- n. Virtual Presenter At Seminar Khas Kelestarian Perkhidmatan Awam, 12 September 2017 in National Institute of Public Administration, Southern Regional Campus Johor, Malaysia. *Title:* Tahap Kepuasan Peerja dalam Kalangan Staf Sokongan. *Level:* National
- o. Virtual Presenter At Seminar Khas Kelestarian Perkhidmatan Awam, 12 September 2017 in National Institute of Public Administration, Southern Regional Campus Johor, Malaysia. *Title:* Pengupayaan Psikologi sebagai Perantara Terhadap Hubungan Gaya Kepimpinan Transformasi dan Komitmen Organisasi di Jabatan Pendidikan Negeri Johor. *Level:* National
- p. Presenting A Paper At National Conference On Education, Social Sciences, Engineering And Technology 2017 *Title:* Konseptualisasi Pengupayaan Psikologi Dan Dimensinya. *Level:* International
- q. Presenting A Paper At The International Conference On Social Science And Humanities 2018, Johor, Malaysia. *Title:* The Effect Of Training On Job Performance: A Review Paper. *Level:* International

- r. Virtual Presenter At International Conference On Social Sciences, Management And Accounting (ICSSMA 2019) *Title:* Micropolitics And Its Impact On Employee Organization: A Systematic Review. *Level:* International
- s. Virtual Presenter At International Conference On Social Sciences, Management And Accounting (ICSSMA 2019) *Title:* Organizational Culture And Organizational Performance: A Systematic Review. *Level:* International
- t. Virtual Presenter At International Conference On Social Sciences, Management And Accounting (ICSSMA 2019) *Title:* To Be, Or Not To Be: The Freelance - A Systematic Review. *Level:* International
- u. Virtual Presenter At Seminar On Graduate Research In Human Resource 2020 *Title:* Effect Of Knowledge Sharing: A Systematic Literature Review. *Level:* University
- v. Virtual Presenter At The International Virtual Conference On Human Resource Development (Ichrdr 2021) *Title:* The Mediator Role Of Work Engagement In The Relationship Between Safety Climate And Safety Performance. *Level:* International
- w. Virtual Presenter At Prosiding Kajian Pembangunan Sumber Manusia 2021 *Title:* Does Self-Esteem Influences Work Performance Among Employees?: A Study In One City Council In Northern Part Of Malaysia. *Level:* University

PUBLICATIONS

1.1 Book Chapters

- a. *Title:* Hubungan antara Personaliti dan Tekanan: Kajian Kes di kalangan Ahli Bomba Pasir Gudang, Johor Darul Takzim, Malaysia. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2008
- b. *Title:* Tekanan Berdasarkan Jantina di Sektor Peruncitan: Kajian Kes di Branch 9, ABC Company Sdn Bhd. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2008
- c. *Title:* Motivasi dan Perkongsian Pengetahuan di Kalangan Ahli Akademik Universiti Teknologi Malaysia. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2008.
- d. *Title:* Kajian Terhadap Hubungan Tret Personaliti dan Komitment Pekerja. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2008.
- e. *Title:* Persepsi Pekerja terhadap Kesatuan Sekerja: Kajian di Sebuah Hotel di Johor Bahru. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2009.

- f. *Title:* Faktor Organisasi dan Pengaruhnya terhadap Perkongsian Pengetahuan: Kajian Kes di Institut Kemahiran MARA, Johor Darul Takzim, Malaysia. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2009

1.2 Books/ Teaching Modules

- a. *Title:* Modul Hubungan Etnik di Malaysia. *Publisher:* Penerbit UTM (Universiti Teknologi Malaysia). *Year of Published:* 2009

1.3 Journals

- a. *Title:* How Far is Relevant Transformational Leadership to Safety Performance?. *Journal:* Malaysian Management Review. *Year:* 2009. *Vol:* 3. *Issue:* 1. Page: 74-97.
- b. *Title:* Study on Ethnic Relations among First Year Students Universiti Teknologi Malaysia (UTM) Johor Bahru Campus. *Journal:* Jurnal Teknologi. *Year:* January 2011.
- c. *Title:* Individual Factors and Perceptions of Organization Safety Level: Evidence from a Manufacturing Organization in Malaysia. *Journal:* Journal of Occupational Safety and Health, NIOSH. *Year:* December 2011.
- d. *Title:* Burnout among Employees at Johor Department of Sport and Youth. *Journal:* Journal of Human Capital Development. *Year:* December 2011.
- e. *Title:* A Study on Learning Approaches Used Among Post-Graduate Students in Research University. *Journal:* International Journal of Social Sciences and Humanity Studies. *Year:* 2011. *Vol:* 3. *Num:* 2. Page: 411-420
- f. *Title:* International Undergraduates' Experience towards Service Facilities. *Journal:* International Review of Business and Social Science. *Year:* 2012. *Vol:* 1. *Issue:* 8. Page: 78-83.
- g. *Title:* How Part-Time Students Apply "Deep" as Desirable Approach in Inspiring Creative Minds in Research University. *Journal:* Wulfenia Journal. *Year:* 2012. *Vol:* 11. *Issue:* 9. Page: 103-111
- h. *Title:* Manipulation of Safety Training Practices on Organizational Safety Performance: An Evidence in Malaysia Automotive Industry. *Journal:* International Journal of Trade, Economics and Finance. *Year:* 2014. *Vol:* 1. *Issue:* 5. Page: 110-113.
- i. *Title:* Academic and Social Adjustment of International Undergraduates: A Quantitative Approach. *Journal:* Journal of Economics, Business and Management. *Year:* 2014. *Vol:* 2. *Issue:* 4. Page: 247-250.
- j. *Title:* The Effect of Emotional Intelligence on Safety Culture in one of Water Supply Company in Malaysia. *Journal:* Journal of Human Capital Development. *Year:* 2014. *Vol:* 7. *Issue:* 1. Page: 21-32

- k. *Title:* The Mediating Effects of Work-Related Attitudes in the Relationship between Psychological Strain and Job Performance. *Journal:* Journal of Economics, Business and Management. *Year:* 2014. *Vol:* 2. *Issue:* 4. Page: 266-272
- l. *Title:* Suggestion System Evaluation and Development Based on CIPP for Improvement and Productivity in an Organization. *Journal:* American Journal of Business, Economics and Management. *Year:* 2014. *Vol:* 2. *Issue:* 1. Page: 22-27.
- m. *Title:* Differences between Traditional Systems and Moderns Suggestion System. *Journal:* American Journal of Business, Economics and Management. *Year:* 2014. *Vol:* 2. *Issue:* 2. Page: 64-69
- n. *Title:* Employees' Perception and Motivation towards Training and Development Programmes in Health Sectors of Pakistan: A Case Study of Khyber Pakhtun Khwa. *Journal:* Middle East Journal of Scientific Research (Scopus). *Year:* 2014. *Vol:* 19. *Issue:* 10. Page: 1361-1367
- o. *Title:* The 'OCTAPAC' Culture as A Core Component of HRD Climate: A Survey. *Journal:* Jurnal Kemanusiaan. *Year:* 2015. *Vol:* 24. *Issue:* 2. Page: 61-77
- p. *Title:* Employee Voice and Freedom of Expression in Islam: A Discussion towards Employee Engagement in Education Sector. *Journal:* The International Journal of Social Science. *Year:* 2015. *Vol:* 30. *Issue:* 1. Page: 105-110
- q. *Title:* Motivational Strategies among Higher Learning Practitioners. *Journal:* European Journal of Business and Social Sciences. *Year:* 2015. *Vol:* 4. *Issue:* 8. Page: 154-162
- r. *Title:* The Mediating Effect of Safety Culture on Safety Communication and Human Factor Accident at Workplace. *Journal:* Asian Social Science. *Year:* 2016. *Vol:* 12. *Issue:* 12. Page: 127-143
- s. *Title:* The Relationship between Safety Communication and Human Factor Accident at Workplace: A Conceptual Framework. *Journal:* Jurnal Kemanusiaan. *Year:* 2016. *Vol:* 125. *Issue:* 3. Page: 1-17
- t. *Title:* Psychological Contract Breach and Feelings of Violation: Moderating Role of Age-Related Difference. *Journal:* International Journal of Asian Social Science. *Year:* 2017. *Vol:* 7. *Issue:* 1. Page: 85-96
- u. *Title:* Factors Affecting Motivation in Language Learning. *Journal:* International Journal of Information and Education Technology. *Year:* 2017. *Vol:* 7. *Issue:* 7. Page: 543 – 547
- v. *Title:* The Effect of Safety Leadership on Safety Performance. *Journal:* Saudi Journal Business Management Studies. *Year:* 2017. *Vol:* 2. *Issue:* 1. Page: 12-18
- w. *Title:* Kesan Amalan Latihan Keselamatan Kepada Komitment Organisasi Di Sebuah Organisasi Perkilangan Di Johor Bahru. *Journal:* Journal Of Human Capital Development. *Year:* 2018. *Vol:* 2. *Issue:* 11. Page: 12-22

- x. *Title:* The Challenges Of Public Academe In University Social Responsibility: The Influences Of Human Resource Development's Intervention. *Journal:* IIOAB JOURNAL. *Year:* 2019. *Vol:* 7. *Issue:* Suppl1. Page: 573-576
- y. *Title:* The Effect Of Self-Efficacy On Employee's Organizational Commitment In A Private Chemical Industry. *Journal:* International Journal Of Recent Technology And Engineering. *Year:* 2019. *Vol:* 8. *Issue:* 3s2. Page: 892-895
- z. *Title:* Quality Of Work Life And Psychological Empowerment Among Employees: Malaysian Government-Linked Company. *Journal:* International Journal Of Recent Technology And Engineering. *Year:* 2019. *Vol:* 8. *Issue:* 3s2. Page: 695-698
- aa. *Title:* The Relationship Between Safety Communication And Human Factor Accident At The Workplace - A Conceptual Framework. *Journal:* Jurnal Kemanusiaan. *Year:* 2020. *Vol:* 17. *Issue:* 1. Page: 1-8
- bb. *Title:* Antecedents To Training Engagement. *Journal:* Advances In Intelligent Systems And Computing. *Year:* 2020. *Vol:* 961. *Issue:* 1. Page: 377-384
- cc. *Title:* Does Psychological Empowerment Contribute To Employee's Engagement In Companies. *Journal:* International Journal Of Humanities And Social Science Invention *Year:* 2020. *Vol:* 9. *Issue:* 5. Page: 6-14
- dd. *Title:* How Organization Performance Differ From Korean And Malaysian Information Technology (It) Companies?. *Journal:* Journal Of Human Capital Development. *Year:* 2020. *Vol:* 13. *Issue:* 1. Page: 131-150
- ee. *Title:* 110 Years Of Training Transfer Research: A Bibliometric Analysis Of Global Research Trends, And Patterns On Training Transfer Using The Scopus Database. *Journal:* Test Engineering & Management. *Year:* 2017. *Vol:* 83. *Issue:* 0. Page: 461-473
- ff. *Title:* Does Psychological Empowerment Contribute To Safety Performance In Companies?. *Journal:* Journal Of Critical Reviews. *Year:* 2020. *Vol:* 7. *Issue:* 10. Page: 1652-1661
- gg. *Title:* Work Environment And Training Transfer Intentions: Does Organizational Justice Moderate Their Relationship?. *Journal:* Sage Open. *Year:* 2021. *Vol:* 11. *Issue:* 4. Page: 1-18
- hh. *Title:* Do You Believe The Transformational Leader's Role In Engaging Employees At The Workplace? An Evidence In Malaysia. *Journal:* International Journal Of Humanities And Social Science Invention. *Year:* 2021. *Vol:* 10. *Issue:* 5. Page: 49-56
- ii. *Title:* Kecerdasan Emosi Dan Kesannya Terhadap Prestasi Kerja: Satu Tinjauan Di Sebuah Universiti Awam Malaysia (Emotional Intelligence And Its Effect On Job Performance: A Survey At One Public University In Malaysia). *Journal:* Journal Of Human Capital Development. *Year:* 2021. *Vol:* 14. *Issue:* 1. Page: 1-6

- jj. *Title:* Hubungan Iklim Etika Dan Niat Pusing Ganti Di Syarikat Berkaitan Kerajaan Di Kuala Lumpur. *Journal:* Journal Of Management And Muamalah. *Year:* 2021. *Vol:* 11. *Issue:* 2. *Page:* 86-100

RESEARCH

- a. *Title:* The Human Touch of Quality Culture towards Motivation to Work in Universiti Teknologi Malaysia (UTM). *Year:* 2007. *Type/Vot:* 75110
- b. *Title:* The Impact of Self-Efficacy towards Learning Approaches among Research University Graduate Students. *Year:* April 2011 – April 2012. *Type:* Research University Grant (RUG). *Vot:* Q.J130000.7141.00J92
- c. *Title:* Impact of Psychosocial Hazard on Psychosocial well-being among University Staff. *Year:* April 2011 – April 2012. *Vot:* Research University Grant (RUG)
- d. *Title:* The Quality of Education from the International Students' Perspective in Universiti Teknologi Malaysia. *Year:* April 2011 – April 2012. *Type:* Research University Grant (RUG). *Vot:* Q.J.130000.7129.02J35
- e. *Title:* The Determining Factors that Cause the Lack of Involvement of the Non-Engineering Academic Staff in Research. *Year:* Feb 2011 – August 2011. *Type:* TPRA
- f. *Title:* A Framework of Ethical Experience during Industrial Training. *Year:* April 2011 – April 2012. *Type:* Research University Grant (RUG).
- g. *Title:* Drinking Water Filter: Public Perception and Profilers. *Year:* August 2011 – August 2013. *Type:* Research University Grant (RUG)
- h. *Title:* The Impact of Technostress and Organizational Commitment of Non-Academic Staff in Universiti Teknologi Malaysia. *Year:* June 2012 – May 2013. *Type:* Research University Grant (RUG) (R.J130000.7729.4P063)
- i. *Title:* The Impact of Programmes Conducted by Institute Integriti Malaysia (IIM) toward the Implementation of National Integrity Plan. *Year:* 2012 – 2013. *Type:* Government Grant (R.J130000.7629.4C034)
- j. *Title:* The Support System towards Commercialization of Academic Research. *Year:* June 2013 – 2014. *Type:* Research University Grant (RUG)
- k. *Title:* Community Impact of Universiti Teknologi Malaysia as a Neighbour. *Year:* 2014 - 2016. *Type:* Research University Grant (RUG)
- l. *Title:* A Comparison Study: The Influence of Learning Transfer Factors on Transfer Intention among Research Universities Staff in Malaysia. *Year:* 2018 - 2019. *Type:* Research University Grant (RUG)

WORKSHOP/COURSE/TRAINING

- a. **Higher Teaching and Learning Certificate: Foundation for Effective Teaching and Learning.** Organized by Center for Teaching and Learning, 4-8 Julai 2005
- b. **Higher Teaching and Learning Certificate: Assessment in Teaching and Learning.** Organized by Center for Teaching and Learning, 6-8 December 2005
- c. **Higher Teaching and Learning Certificate: Teaching and Learning with Technology.** Organized by Center for Teaching and Learning, 22-23 December 2005
- d. **Higher Teaching and Learning Certificate: Teaching and Learning with E-Learning.** Organized by Center for Teaching and Learning, 11-13 July 2006
- e. **Higher Teaching and Learning Certificate: Student Academic Advice.** Organized by Center for Teaching and Learning, 6-8 December 2005
- f. **Higher Teaching and Learning Certificate: Generic Skills.** Organized by Center for Teaching and Learning, 28 February-1 March 2006
- g. **Higher Teaching and Learning Certificate: Student Service.** Organized by Center for Teaching and Learning, 24-25 January 2006
- h. **Higher Teaching and Learning Certificate: Curriculum Design and Development.** Organized by Center for Teaching and Learning, 7-8 November 2006
- i. **Higher Teaching and Learning Certificate: Adult Learning.** Organized by Center for Teaching and Learning, 29 November 2006
- j. **Higher Teaching and Learning Certificate: Quality Assurance Practices.** Organized by Center for Teaching and Learning, 7-8 November 2006
- k. **Higher Teaching and Learning Certificate: Teaching and Learning Improvement through Reflective Practices.** Organized by Center for Teaching and Learning, 19 December 2006
- l. **Higher Teaching and Learning Certificate: Teaching Portfolio Development.** Organized by Center for Teaching and Learning, 21 December 2006
- m. **Seminar on Islam Hadari, South Zone.** Organized by Ministry of Higher Education, 4 August 2005
- n. **Course on Teaching and Learning with Technology,** Organized by Center for Teaching and Learning, 10-11 January 2005

- o. **Course on Stress Management**, Organized by Department of Human Resource Development, Universiti Teknologi Malaysia, 12-13 April 2005 (Pulai Spring Resorts, Johor)
- p. **Forum E-Learning**, Organized by Center of Teaching and Learning, 30 November 2006
- q. **Workshop on Grammar Revision**, Organized by Center for Teaching and Learning, Universiti Teknologi Malaysia, 5 – 6 December 2006
- r. **Workshop on Student Centered Learning, South Zone**. Organized by Ministry of Higher Education, 13 May 2011
- s. **Workshop on Self-Accreditation Report**. Organized by Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 27 -28 December 2012
- t. **Workshop on Strategic Planning Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia**. Organized by Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 26 – 28 November 2012
- u. **Workshop on Preparation of MQA Documentation**. Organized by Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 19 – 21 June 2012
- v. **Workshop on Modular Programme**. Organized by Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 2 May 2012
- w. **Workshop on ITS (Industrial Training System)**. Organized by Universiti Teknologi Malaysia Center of Teaching and Learning, 18 -19 April 2012
- x. **Course for Universiti Teknologi Malaysia Administrative Staff**. Organized by Universiti Teknologi Malaysia. 14 – 15 March 2013
- y. **Course for Universiti Teknologi Malaysia Administrative Staff**. Organized by Deputy Vice Chancellor Office, Universiti Teknologi Malaysia. 9 March 2013
- z. **Workshop on Thesis/Dissertation Writing. Organized by Faculty of Management, Universiti Teknologi Malaysia**. 6 February 2013
- aa. **Workshop on Preparation for Self-Assessment Report (Postgraduate Program)**. Organized by Faculty of Management, Universiti Teknologi Malaysia. 18 January 2013
- bb. **The Worldview of New Academia**. Organized by Universiti Teknologi Malaysia, 24 – 25 February 2014
- cc. **Workshop on Universiti Teknologi Malaysia Postgraduate Programme**. Organized by Universiti Teknologi Malaysia, 21 – 22 January 2014
- dd. **Course on Awareness of Academic Program Specification**. Organized by Faculty of Management, Universiti Teknologi Malaysia. 11 – 12 August 2015

- ee. **Workshop on Hierarchical Linear Modelling.** Organized by Faculty of Management, Universiti Teknologi Malaysia. 25 April 2016
- ff. **Training for Trainer for 'Malaysian Dynamics' Subject.** Organized by Faculty of Management, Universiti Teknologi Malaysia. 9 August 2016
- gg. **Workshop on Curriculum Constructive Alignment.** Organized by Faculty of Management, Universiti Teknologi Malaysia. 8 August 2017
- hh. **Workshop on Teaching Soft Skills in Higher Education.** Organized by Universiti Teknologi Malaysia. 1 August – 3 August 2017
- ii. **Workshop on Undergraduate Curriculum Review.** Organized by Faculty of Management, Universiti Teknologi Malaysia. 7 August 2017

Other Contributions

- a. Facilitator for Student Motivational Programme 2017. *Venue:* Sekolah Kebangsaan Kangkar Pulau, Johor. *Date:* 17 August 2017
- b. Committee Member for Seminar Kelestarian Perkhidmatan Awam Sempena Malaysia Merdeka 60 Tahun (Institut Tadbiran Awam Negara Wilayah Selatan, Kluang Malaysia). 12 September 2017
- c. Committee Member for International Conference on Information and Social Science (Kyoto, Japan). 27 – 29 June 2017
- d. Internal Curriculum Development Committee Members for Program Bachelor of Science (Human Resource Development). Faculty of Management, Universiti Teknologi Malaysia. February 2018
- e. Reviewer for International Journal of Business Excellence. *Title:* Configuration of Organisational Justice and Social Capital. *ISSN:* 1756-0055
- f. Reviewer for International Journal of Business Excellence. *Title:* Ecological, Green Marketing and Green Supply Chain Problems. *ISSN:* 1756-0055
- g. Reviewer for International Journal of Business Excellence. *Title:* Bank Employees and Brand Delivery. *ISSN:* 1756-0055
- h. Reviewer for Akademika Journal of Southeast Asia Social Science. *Title:* Mampukah Organisasi Memotivasikan Pekerja Menghadiri Latihan? Melihat Daripada Persepsi Ahli Akademik Di Malaysia. *ISSN:* 0126-5008
- i. Editor for Editorial Board (International Journal of Computer Application and Applied Science). *ISSN:* 2409-2029

- j. Committee Member for International Conference on Information and Social Science (Sapporo, Japan). 24- 26 June 2016
- k. Reviewer for International Journal of Business Excellence. *Title: Organisational performance loop through teleological action – leadership, management and other staff. ISSN: 1756-0047*
- l. Reviewer for Jurnal Kemanusiaan. *Title: Delinquency Behaviours among Risky Youth in Malaysia's Rural Secondary School. ISSN: 1675-1930*
- m. Committee Member for Doctorate of Philosophy Program. Faculty of Management, Universiti Teknologi Malaysia. 2015
- n. Internal Curriculum Development Committee Members for Program Bachelor of Psychology with Human Resource Development. Faculty of Management, Universiti Teknologi Malaysia. 9 April 2015
- o. Internal Curriculum Development Committee Members for Program Bachelor of Science (Human Resource Development). Faculty of Management, Universiti Teknologi Malaysia. 30 March 2015
- p. Assistant Chair Person for Viva of Doctorate Degree Program (Management). *Candidate: Inam Ul Haq. (2015)*
- q. Assistant Chair Person for Viva of Doctorate Degree Program (Management). *Candidate: Lee Bee Yoke. (2015)*
- r. Member for Occupational Safety, Health and Environment of Faculty of Management, Universiti Teknologi Malaysia. (2015)
- s. External Reviewer for Book entitled 'Media and Dakwah'. *Publisher: Universiti Sains Islam Malaysia. Year: 2015.*
- t. External Reviewer for Book entitled 'Knowledge Practices Towards Sustainable Development at Malaysian Local Government'. *Publisher: Universiti Tun Hussein Onn Malaysia. Year: 2015*
- u. Committee Member for International Conference on Human Resource Management and Organizational Effectiveness in Asia Pacific (Universiti MARA, Malaysia). 4 – December 2014
- v. International Committee of 2014 International Conference on Information and Social Science (Nagoya, Japan). 8 – 10 September 2014
- w. Technical Committee of GS International Multiconference on Science and Technology 2014 (Dubai, United Arab Emirates). 7 – 9 November 2014
- x. Promotion Committee of International Conference on Human Resource Development 2014 (Johor, Malaysia). 2 - 4 November 2014

- y. Advisor for International Editorial Board (International Journal of Computer Application and Applied Science). *ISSN*: 2409-2029
- z. Editor for Editorial Board (Jurnal Kemanusiaan). *ISSN*: 1675-1930
- aa. Reviewer for Jurnal Kemanusiaan. *Title*: Heart to Heart Strategy in Research Center for Islamic Management and Development, Universiti Sains Malaysia. *ISSN*: 1675-1930
- bb. Reviewer for International Conference on Human Resource Management and Organizational Effectiveness in Asia Pacific (Sabah, Malaysia). 4 – 5 December 2014
- cc. Reviewer for Jurnal Kemanusiaan. *Title*: A Revisit of Quality Campus Life. *ISSN*: 1675-1930
- dd. Reviewer for Jurnal Teknologi. *Title*: Toward a Leadership Development Model. *ISSN*: 2180 – 3722
- ee. Reviewer for Jurnal Teknologi. *Title*: Transformational Leadership and Organizational Commitment. *ISSN*: 2180 – 3722
- ff. Reviewer for Jurnal Teknologi. *Title*: Job Satisfaction and Organizational Commitment among Employees of a Small Company in Kuala Lumpur. *ISSN*: 2180 – 3722
- gg. Reviewer for Jurnal Teknologi. *Title*: Analysis on Indonesian Labour in Malaysia Manufacturing and Service Sector. *ISSN*: 2180 – 3722
- hh. Reviewer for Jurnal Teknologi. *Title*: The Effectiveness of Transfer of Training in Information Technology: A Case Study in Johor Bahru. *ISSN*: 2180 – 3722
- ii. Reviewer for Jurnal Teknologi. *Title*: Job Satisfaction Level among Academics Staff members in Universiti Teknologi Malaysia (UTM). *ISSN*: 2180 – 3722
- jj. Reviewer for Jurnal Teknologi. *Title*: AN Investigation of Safety Training and Safety Outcome in a Manufacturing Plant. *ISSN*: 2180 – 3722
- kk. Reviewer for Jurnal Teknologi. *Title*: Knowledge Sharing Model and Its Relation to Innovation and Organizational Performance. *ISSN*: 2180 – 3722
- ll. Reviewer for Sains Humanika. *Title*: The Relationship of Traits Personality on Transactional and Transformational Leadership. *ISSN*: 2289-6996
- mm. Reviewer for Sains Humanika. *Title*: The Relationship between Leadership Program and Leader's Performance. *ISSN*: 2289-6996
- nn. Reviewer for International Graduate Conference on Engineering, Science and Humanity (IGCESH) (Johor, Malaysia) 19 – 21 August 2014
- oo. Trainer for Effective Communication Training at Johor Immigration Department of Malaysia. *Venue*: Johor Immigration Department of Malaysia. *Date*: 7- 9 April 2014

- pp. Assistant Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Mehdi Nosratpur. *Title:* The Impact of TQM and SCM practices on Competitive Advantage and Organizational Performance (2013)
- qq. Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Muhammad Naveed. *Title:* Sector Analysis of Capital Structure Determinants among Pakistan Listed Companies (2013)
- rr. Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Reza Safarinejad Fard. *Title:* Impact of Integrated Marketing Communication on Brand Equity (2013)
- ss. Assistant Chair Person for Viva of Doctorate Degree Program (Management). *Candidate:* Hairul Rizad Md Sapry. (2013)
- tt. Interview Panel for Universiti Teknologi Malaysia International Doctoral Fellowship (IDF), 2013
- uu. Interview Panel for Universiti Teknologi Malaysia Zamalah Scholarship, 2013
- vv. Reviewer for Conference on Management, Entrepreneurship and Technology (COMET 13) (Johor, Malaysia). 19 February 2013
- ww. Reviewer for The 4th Universiti Teknologi Malaysia International Graduate Conference on Engineering Science and Humanity (IGCESH 13) (Johor, Malaysia). 16 – 17 April 2013
- xx. Trainer for B at Johor Immigration Department of Malaysia. *Venue:* Johor Immigration Department of Malaysia. *Date:* 19 – 21 August 2013
- yy. Emergency Response Team for Faculty of Management, Universiti Teknologi Malaysia (1 December 2013-1 December 2015)
- zz. Faculty Coordinator for Universiti Teknologi Malaysia Research Methodology Course, 2013
- aaa. Speaker for Universiti Teknologi Malaysia Research Methodology Course, 2013
- bbb. Assistant Chair Person for Viva of Doctorate Degree Program (Management). *Candidate:* Muhammad Shakil Ahmad. (2012)
- ccc. Assistant Chair Person for Viva of Doctorate Degree Program (Management). *Candidate:* Osman Sadiq Paracha. (2012)
- ddd. Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Halimah Mohd Yusof. *Title:* Effect of Emotion Competence Training on Leaders Emotional Intelligence and Self-Motivation in an Organization (2012)

- eee. Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Reza Safarinejad Fard. *Title:* Impact of Integrated Marketing Communication (IMC) In Brand Equity (2012)
- fff. Committee of Promotion Unit for Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia (1 September 2012- 1 May 2014)
- ggg. Assistant Chair Person for First Stage Evaluation of Master of Science – Human Resource Development (Research Mode). *Candidate:* Khairulbariyah Yaakub. *Title:* The Influence of Core Self-Evaluation Traits to Knowledge Sharing Behavior and Overcoming Evaluation Apprehension among Academics Librarians (2012)
- hhh. Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Fadhilah Ismail. *Title:* Knowledge Sharing in Transfer of Training among Malaysia Civil Department Volunteers (2011)
- iii. Assistant Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Muhammad Amir Rashid. *Title:* Aligned Effect of Entrepreneurial Orientation and Market Orientation on Women-Owned Small and Medium Sized Business Performance in Pakistan (2011)
- jjj. Assistant Chair Person for First Stage Evaluation of Doctorate Degree Program (Management). *Candidate:* Osman Sadiq Paracha. *Title:* Mediating and Moderating Effects on High-Performance Work Systems and Organizational Performance Relationship (2011)
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- mmm. Faculty Coordinator for Universiti Teknologi Malaysia Research Methodology Course, 2011
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- ttt. Head of Programme Book Unit for International Conference on Human Resource Development (ICHRD 2011), Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia (Mutiara Hotel, Johor Bahru)
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- vvv. Assistant Secretary for Seminar Kebangsaan Pengajian Umum 2006, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia (Hyatt Regency Hotel, Johor Bahru)
- www. Committee of Special Tasks Unit for Seminar Kebangsaan Pembangunan Sumber Manusia 2005, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia (Hotel Sofitel, Senai)
- xxx. Committee for FPPSM Teaching and Learning, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 1 January 2007-31 December 2009
- yyy. Committee for FPPSM Alumni, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, 16 August 2005 – 15 August 2007
- zzz. Evaluator for a book entitled ‘Bicara Media II’, Fakulti Kepimpinan dan Pengurusan, Universiti Sains Islam Malaysia (KUIM 2.2/111/69(3). November 2006.
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- bbbb. Academic Advisor for Bachelor of Science (Human Resource Development) Students, Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, Session 2005/2006
- cccc. Academic Exercise Coordinator for Bachelor of Science (Human Resource Development), Faculty of Management and Human Resource Development, Universiti Teknologi Malaysia, Session 2006/2007
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