



PROF. MADYA DR. ABDUL RAHIM BIN ZUMRAH

PENSYARAH UNIVERSITI DS14

CONTACT

Phone: 06-7988744

E-mail: rahim@usim.edu.my

Faculty: Fakulti Kepimpinan
Dan Pengurusan

SUPERVISION

PhD - Completed: 38, Ongoing: 15

Master - Completed: 1, Ongoing: 1

AREAS OF EXPERTISE

Employee Development

Training Management

Training

Human Resource Management

ACADEMIC QUALIFICATION

PhD in Human Resource Management (2012)

Master in Pembangunan Sumber Manusia (2006)

Bachelor in Pembangunan Sumber Manusia (2004)

RESEARCH

1. MODEL PEMBANGUNAN KESEJAHTERAAN PENJAWAT AWAM DI MALAYSIA

2024 GERAN PENYELIDIKAN AGENSI KERAJAAN ON GOING MAIN
RESEARCHER

2. MEMBANGUNKAN INSTRUMEN PENILAIAN BAGI PROGRAM- PROGRAM LATIHAN ANJURAN INSTITUT LATIHAN ISLAM MALAYSIA (ILIM)

2023 GERAN SEPADAN KOMUNITI COMPLETED MAIN RESEARCHER

3. DEVELOPING A TEACHERS' DEVELOPMENT MODEL BASED ON ISLAMIC MANAGEMENT PERSPECTIVE

2019 GERAN SEPADAN ANTARABANGSA COMPLETED MAIN
RESEARCHER

4. MENGENALPASTI FAKTOR-FAKTOR YANG MEMPENGARUHI KEBERHUTANGAN DAN KESANNYA KE ATAS BELIA B40 DI KUALA LUMPUR

2017 GERAN PENYELIDIKAN KOLABORASI RCRP USIM-UKM (TIDAK AKTIF)
COMPLETED MAIN RESEARCHER

5. DEVELOPING A FUNDAMENTAL MODEL OF ISLAMIC HUMAN CAPITAL DEVELOPMENT (IHCD) FOR PUBLIC SECTOR ORGANIZATION IN MALAYSIA

2014 GERAN KPT COMPLETED MAIN RESEARCHER

RESEARCH

6. THE NEEDS ASSESSMENT OF HUMAN CAPITAL DEVELOPMENT AT MALAYSIAN TOURISM COMPANIES: CUSTOMER'S PERSPECTIVE

2014

GERAN PENYELIDIKAN JANGKA PENDEK

COMPLETED

MAIN RESEARCHER

7. MEMBANGUNKAN MODEL LATIHAN UNTUK MENINGKATKAN KUALITI CALON IJAZAH PHD DI KALANGAN KAKITANGAN AKADEMIK INSTITUT PENGAJIAN TINGGI AWAM (IPTA), MALAYSIA

2013

GERAN KPT

COMPLETED

MAIN RESEARCHER

8. THE DEVELOPMENT OF ISLAMIC TRAINING TRANSFER MODEL

2013

GERAN PENYELIDIKAN USIM

COMPLETED

MAIN RESEARCHER

PUBLICATION

1. DEVELOPING A MODEL OF BALANCING GOOD WORKS ACROSS RELIGIONS WITH SPECIAL REFERENCE TO IMAM AL-GHAZALI AND SAINT AUGUSTINE

SEMINAR PENGAJIAN AKIDAH, AGAMA 4DAN SAINS SOSIAL 2024

2024 PROCEEDING NON-INDEX MAIN AUTHOR

2. THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON MOTIVATION TO TRANSFER: EVIDENCE FROM THE MALAYSIAN PUBLIC SECTOR

INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY

2022 JOURNAL SCOPUS MAIN AUTHOR

3. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

GLOBAL BUSINESS AND MANAGEMENT RESEARCH: AN INTERNATIONAL JOURNAL

2022 JOURNAL ERA MAIN AUTHOR

4. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

GLOBAL BUSINESS AND MANAGEMENT RESEARCH: AN INTERNATIONAL JOURNAL

2022 JOURNAL ERA MAIN AUTHOR

5. DETERMINING THE FACTORS INFLUENCING JOB SATISFACTION OF MANAGEMENT AND PROFESSIONAL EMPLOYEES IN PUBLIC SECTOR MALAYSIA

CURRENT ASPECTS IN BUSINESS, ECONOMICS AND FINANCE VOL. 2

2022 CHAPTER IN BOOK MAIN AUTHOR

6. PERCEIVED ORGANIZATIONAL SUPPORT AS A MODERATOR IN THE ASSOCIATION BETWEEN WORK-LIFE BALANCE AND EMPLOYEE RETENTION

4TH SINTOK INTERNATIONAL CONFERENCE ON SOCIAL SCIENCE AND MANAGEMENT (SICONSEM) 2021

2021 PROCEEDING NON-INDEX MAIN AUTHOR

7. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

THE 14TH ASIAN ACADEMY OF MANAGEMENT VIRTUAL INTERNATIONAL CONFERENCE 2021

2021 PROCEEDING NON-INDEX MAIN AUTHOR

8. THE EFFECT OF RELIGIOSITY ON TRAINEES' REACTION AND MOTIVATION TO TRANSFER: EVIDENCE FROM MALAYSIA

JOURNAL OF ISLAMIC ACCOUNTING AND BUSINESS RESEARCH

2020 JOURNAL SCOPUS AND ERA MAIN AUTHOR

9. IMPACT OF TRANSFORMATIONAL LEADERSHIP AND PSYCHOLOGICAL EMPOWERMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIORS: A PLS-SEM APPROACH

JOURNAL OF CRITICAL REVIEWS

2020 JOURNAL SCOPUS MAIN AUTHOR

10. WHAT ARE THE WORK ENVIRONMENT FACTORS THAT INFLUENCE EMPLOYEES? COMMITMENT? EMPIRICAL EVIDENCE FROM PUBLIC SECTOR IN MALAYSIA

INTERNATIONAL CONFERENCE ON SOCIAL AND BEHAVIOURAL SCIENCES (ICSBS-2017)

2017 PROCEEDING NON-INDEX MAIN AUTHOR

11. ANTECEDENTS AND OUTCOME OF TURNOVER INTENTION: EVIDENCE FROM PUBLIC SECTOR IN MALAYSIA

2ND INTERNATIONAL RESEARCH CONFERENCE ON MANAGEMENT AND BUSINESS

2017 PROCEEDING NON-INDEX MAIN AUTHOR

12. INTERNATIONAL CONFERENCE ON DA'WAH AND ISLAMIC MANAGEMENT: A MEANS FOR WASATIYYAH LEADERSHIP

2017 BOOK MAIN AUTHOR

13. EXAMINE THE FACTOR THAT INFLUENCE TRAINING REACTION, AND ITS CONSEQUENCES ON EMPLOYEE

THE EUROPEAN PROCEEDINGS OF SOCIAL & BEHAVIOURAL SCIENCES

2016 JOURNAL WOS MAIN AUTHOR

PUBLICATION

14. EXAMINE THE FACTOR THAT INFLUENCE TRAINING REACTION, AND ITS CONSEQUENCES ON EMPLOYEE

7TH INTERNATIONAL CONFERENCE ON EDUCATION & EDUCATIONAL PSYCHOLOGY 2016

2016 PROCEEDING NON-INDEX MAIN AUTHOR

15. HRM PRACTICES, MOTIVATION TO LEARN AND MOTIVATION TO TRANSFER IN MALAYSIA

2ND INTERNATIONAL CONFERENCE ON ADVANCED RESEARCH IN BUSINESS AND SOCIAL SCIENCES 2016

2016 PROCEEDING NON-INDEX MAIN AUTHOR

16. DOES RELIGIOSITY GENERATE EMPLOYEE MOTIVATION? THE CASE OF PUBLIC SECTOR IN MALAYSIA

THE 8TH INTERNATIONAL MANAGEMENT AND ACCOUNTING CONFERENCE 2016

2016 PROCEEDING NON-INDEX MAIN AUTHOR

17. HOW TO TRANSFER THE TRAINING OUTCOMES IN THE WORKPLACE

2016 BOOK MAIN AUTHOR

18. TRAINING, JOB SATISFACTION, POS AND SERVICE QUALITY: THE CASE OF MALAYSIA

WORLD JOURNAL OF MANAGEMENT

2015 JOURNAL ERA MAIN AUTHOR

19. THE EFFECTS OF PERCEIVED ORGANIZATIONAL SUPPORT AND JOB SATISFACTION ON TRANSFER OF TRAINING

JOURNAL OF PERSONNEL REVIEW

2015 JOURNAL WOS MAIN AUTHOR

20. HOW TO ENHANCE THE IMPACT OF TRAINING ON SERVICE QUALITY? EVIDENCE FROM MALAYSIAN PUBLIC SECTOR CONTEXT

JOURNAL OF WORKPLACE LEARNING

2015 JOURNAL WOS MAIN AUTHOR

21. EXAMINING THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT, TRANSFER OF TRAINING AND SERVICE QUALITY IN THE MALAYSIAN PUBLIC SECTOR

EUROPEAN JOURNAL OF TRAINING AND DEVELOPMENT

2015 JOURNAL SCOPUS MAIN AUTHOR

22. THE ROLE OF JOB SATISFACTION AND PERCEIVED ORGANIZATIONAL SUPPORT IN THE RELATIONSHIP BETWEEN TRAINING AND SERVICE QUALITY: EVIDENCE FROM MALAYSIAN PUBLIC SECTOR

16TH INTERNATIONAL CONFERENCE ON HUMAN RESOURCE DEVELOPMENT RESEARCH AND PRACTICE ACROSS EUROPE

2015 PROCEEDING NON-INDEX MAIN AUTHOR

23. TRAINING NEEDS ASSESSMENT OF PHD CANDIDATE: A CASE STUDY AT THE MALAYSIAN PUBLIC INSTITUTION OF HIGHER EDUCATION

30TH INTERNATIONAL BUSINESS RESEARCH CONFERENCE

2015 PROCEEDING NON-INDEX MAIN AUTHOR

24. TRAINING NEEDS OF A PHD CANDIDATE FROM THE PERSPECTIVE OF CANDIDATE IN THE FIELD OF SCIENCE AND TECHNOLOGY

30TH INTERNATIONAL BUSINESS RESEARCH CONFERENCE

2015 PROCEEDING NON-INDEX MAIN AUTHOR

25. WHAT ARE THE NEEDS OF PHD CANDIDATE: AN EXPLORATORY STUDY

2015 INTERNATIONAL CONFERENCE ON EDUCATION, PSYCHOLOGY, AND LEARNING

2015 PROCEEDING NON-INDEX MAIN AUTHOR

26. SERVICE QUALITY IN MALAYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING

PROCEDIA - SOCIAL AND BEHAVIORAL SCIENCES

2014 JOURNAL WOS MAIN AUTHOR

PUBLICATION

27. TRANSFER OF TRAINING: THE FACTOR THAT INFLUENCE ITS EFFECTIVENESS AND ITS IMPACT ON EMPLOYEE
26TH INTERNATIONAL BUSINESS RESEARCH CONFERENCE

2014 PROCEEDING NON-INDEX MAIN AUTHOR

28. SERVICE QUALITY IN MALAYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING
5TH ASIA-EURO CONFERENCE 2014

2014 PROCEEDING NON-INDEX MAIN AUTHOR

29. IS JOB SATISFACTION ENHANCING LEARNING - TRAINING TRANSFER RELATIONSHIP?
JOURNAL OF WORKPLACE LEARNING

2013 JOURNAL SCOPUS MAIN AUTHOR

30. THE CONSEQUENCES OF TRANSFER OF TRAINING FOR SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN THE MALAYSIAN PUBLIC SECTOR
INTERNATIONAL JOURNAL OF TRAINING AND DEVELOPMENT

2013 JOURNAL SCOPUS MAIN AUTHOR

31. THE MEDIATING ROLE OF JOB SATISFACTION ON PERCEIVED ORGANIZATIONAL SUPPORT - TRANSFER OF TRAINING RELATIONSHIP: A CASE STUDY OF MALAYSIAN PUBLIC SECTOR
BRITISH ACADEMY OF MANAGEMENT CONFERENCE 2013

2013 PROCEEDING NON-INDEX MAIN AUTHOR

32. LEARNING AND TRANSFER OF TRAINING IN PUBLIC SECTOR: THE MODERATING ROLE OF JOB SATISFACTION
THE 1ST CHREST INTERNATIONAL CONFERENCE ON LABOUR MARKET TRANSFORMATION AND HUMAN RESOURCE DEVELOPMENT

2013 PROCEEDING NON-INDEX MAIN AUTHOR

33. THE CONSEQUENCES OF TRANSFER OF TRAINING ON SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN MALAYSIAN PUBLIC SECTOR
INTERNATIONAL CONFERENCE ON HUMAN RESOURCE MANAGEMENT

2012 PROCEEDING NON-INDEX MAIN AUTHOR

34. THE MODERATING EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON THE RELATIONSHIP BETWEEN LEARNING AND TRANSFER OF TRAINING
ASIA-PACIFIC BUSINESS RESEARCH CONFERENCE

2012 PROCEEDING NON-INDEX MAIN AUTHOR

CONSULTATION

1. PROJEK LIBATSAMA MASYARAKAT - PROGRAM TAHSINUR ROHANIAH

FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

2023

NATIONAL

2. PROJEK LIBATSAMA MASYARAKAT - PROGRAM LET'S NOT BREAK THE CHAIN

FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

2023

NATIONAL

3. TRAIN-THE-TRAINER (TTT) CERTIFIED TRAINERS

KEMENTERIAN PENGAJIAN TINGGI

2023

NATIONAL

4. PELANTIKAN SEBAGAI PEMERIKSA LUAR BAGI PROGRAM DIPLOMA PENGURUSAN SUMBER MANUSIA DAN IJAZAH SARJANA MUDA PENTADBIRAN PERNIAGAAN (PENGURUSAN SUMBER MANUSIA)

KOLEJ UNIVERSITI ANTARABANGSA MAIWP

2023

NATIONAL

5. PENILAI LUAR PROGRAM SARJANA PENGURUSAN, FAKULTI PERNIAGAAN, EKONOMI DAN PEMBANGUNAN SOSIAL, UMT

FAKULTI PERNIAGAAN, EKONOMI DAN PEMBANGUNAN SOSIAL, UNIVERSITI MALAYSIA TERENGGANU

2022

NATIONAL

AWARDS/RECOGNITION

1. THE MODEL OF SPIRITUAL CONDITIONS OF GOOD DEEDS IN MULTI-RELIGIOUS SOCIETY

Pertandingan Inovasi FKP 2024

2024

UNIVERSITI

GOLD

2. ANUGERAH STAF CONTOH BULAN APRIL 2023

2023

OTHERS

3. PENARAFAN 5 BINTANG

2023

UNIVERSITY

4. PENARAFAN 4 BINTANG

2023

UNIVERSITY

5. ANUGERAH EMAS

2023

NATIONAL