



## PROF. MADYA DR. ABDUL RAHIM BIN ZUMRAH

PENSYARAH UNIVERSITI DS14

### CONTACT

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**E-mail:**  
rahim@usim.edu.my

**Faculty:** Fakulti  
Kepimpinan Dan  
Pengurusan

### SUPERVISION

PhD - Completed: 38,  
15

Master - Completed: 1,  
Ongoing: 1

## AREAS OF EXPERTISE

Human Resource Planning And Talent Development  
(including Action Learning, Trainability, Training Design,  
Training Management And Workplace Learning)

International, Transnational And Multinational  
Management (including Strategic Management, Operations  
Management And Human Resource Management)

Governance Of Public Sector Organizations

## ACADEMIC QUALIFICATION

PhD in Human Resource Management (2012)

Master in Pembangunan Sumber Manusia (2006)

Bachelor in Pembangunan Sumber Manusia (2004)

## RESEARCH

### 1. KAJIAN IMPAK PEGAWAI SPRM DALAM TEMPOH 3 TAHUN SELEPAS PENEMPATAN (KADET) SURUHANJAYA PENCEGAHAN RASUAH MALAYSIA

2025 GERAN PENYELIDIKAN AGENSI KERAJAAN ON GOING CO-  
RESEARCHER

### 2. TOWARD HIGHER EMPLOYEE PERFORMANCE IN AL-AREEN WEAR LTD: ISSUES, SOLUTIONS AND FRAMEWORK DEVELOPMENT

2024 GERAN ANTARABANGSA ON GOING CO-RESEARCHER

### 3. MODEL PEMBANGUNAN KESEJAHTERAAN PENJAWAT AWAM DI MALAYSIA

2024 GERAN PENYELIDIKAN AGENSI KERAJAAN ON GOING MAIN  
RESEARCHER

**4. KAJIAN EKSPERIMENTAL PENILAIAN KEBERKESANAN  
KAEDAH PEMBELAJARAN TERADUN GANTIAN (PTG) BAGI  
KURSUS BAHASA ARAB PRAKTIKAL (BAA1022) DI  
UNIVERSITI SAINS ISLAM MALAYSIA (USIM)**

2023 GERAN PENYELIDIKAN SKIM GURU (DG) ON GOING CO-  
RESEARCHER

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

2023 GERAN SEPADAN KOMUNITI COMPLETED MAIN RESEARCHER

# RESEARCH

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## 6. DEVELOPING A MODEL OF BALANCING GOOD WORKS FOR MULTI-RELIGIOUS SOCIETY BASED ON IMAM AL-GHAZALI AND SAINT AUGUSTINE

2022 GERAN KPT ON GOING CO-RESEARCHER

## 7. KAJIAN PENGARUH UNDI 18 TERHADAP SENARIO POLITIK NEGARA

2022 GERAN PENYELIDIKAN AGENSI KERAJAAN COMPLETED CO-RESEARCHER

## 8. NEW MODEL FOR MANAGING TECHNOSTRESS AND COMMITMENT TOWARD E-LEARNING BASED ON AL-GHAZALI APPROACH FOR PUBLIC UNIVERSITY STUDENTS IN MALAYSIA

2021 GERAN KPT ON GOING CO-RESEARCHER

## 9. PEMBINAAN MODEL BAHARU PENDIDIKAN INTEGRITI INDIVIDU BERTERASKAN TAFSIR TASAWUF ISHARI BAGI PENJAWAT PERKHIDMATAN AWAM

2020 GERAN KPT ON GOING CO-RESEARCHER

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

2019 GERAN SEPADAN ANTARABANGSA COMPLETED MAIN RESEARCHER

## 11. 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

## 12. KESALAHAN BERKAITAN AKIDAH DAN SYARIAH DALAM AMALAN MASYARAKAT DI BIDANG PERUBATAN ISLAM

2015 GERAN PENYELIDIKAN PENTADBIR COMPLETED CO-RESEARCHER

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

2014 GERAN KPT COMPLETED MAIN RESEARCHER

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

2014 GERAN PENYELIDIKAN JANGKA PENDEK COMPLETED MAIN RESEARCHER

## 15. MODELING TEXT SPAM MESSAGES INSPIRED BY ARTIFICIAL IMMUNE SYSTEM (AIS) ALGORITHMS

2013 GERAN KPT COMPLETED CO-RESEARCHER

## 16. KAJIAN KEBOLEHPASARAN GRADUAN USIM

2013 GERAN PENYELIDIKAN USIM COMPLETED CO-RESEARCHER

## 17. 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

## 18. THE DEVELOPMENT OF ISLAMIC TRAINING TRANSFER MODEL

2013 GERAN PENYELIDIKAN USIM COMPLETED MAIN RESEARCHER

## 19. FLOOD RELIEF MANAGEMENT: A PSYCHOSOSIAL DYNAMIC MODEL FOR PREDICTING WELL-BEING

2012 GERAN KPT COMPLETED CO-RESEARCHER

## 20. PENGARUH FACEBOOK TERHADAP PEMBENTUKAN NILAI AKIDAH REMAJA MUSLIM DI WILAYAH PERSEKUTUAN

2011 GERAN PENYELIDIKAN FUNDAMENTAL COMPLETED CO-RESEARCHER

# PUBLICATION

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## 1. DOES PERCEIVED ORGANIZATIONAL SUPPORT MODERATE THE EFFECT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION? EVIDENCE FROM MALAYSIA

JOURNAL OF LIFESTYLE & SDG'S REVIEW

2025 JOURNAL OTHER DATABASE MAIN AUTHOR

## 2. LINKING TECHNOSTRESS TO MALAYSIAN PUBLIC SERVANTS? WELL-BEING: A MODERATED MODEL

JOURNAL OF ADVANCED RESEARCH IN BUSINESS AND MANAGEMENT STUDIES

2025 JOURNAL OTHER DATABASE CO-AUTHOR

## 3. SAINT AUGUSTINE AND AL-GHAZALI ON ACHIEVING BALANCE IN THE OBSERVANCE OF GOOD WORKS: ANALYZING THEIR INNER CONDITIONS

INTERNATIONAL JOURNAL OF ISLAMIC THOUGHT

2025 JOURNAL OTHER DATABASE CO-AUTHOR

## 4. BEYOND LEADERSHIP: HOW TRANSFORMATIONAL LEADERS FOSTER ORGANIZATIONAL CITIZENSHIP AND ENGAGEMENT THROUGH PSYCHOLOGICAL EMPOWERMENT

JOURNAL OF CHINESE HUMAN RESOURCES MANAGEMENT

2025 JOURNAL OTHER DATABASE CO-AUTHOR

## 5. SAINT AUGUSTINE AND AL-GHAZALI ON ACHIEVING BALANCE IN THE OBSERVANCE OF GOOD WORKS: ANALYZING THEIR INNER CONDITIONS

INTERNATIONAL JOURNAL OF ISLAMIC THOUGHT

2025 JOURNAL OTHER DATABASE MAIN AUTHOR

## 6. IMPACT OF SOCIAL RESPONSIBILITY DIMENSIONS ON ACHIEVING SUSTAINABLE DEVELOPMENT GOALS: A QUALITATIVE STUDY ON THE ABU DHABI POLICE SERVICE

RESEARCH ON HUMANITIES AND SOCIAL SCIENCES

2025 JOURNAL OTHER DATABASE CO-AUTHOR

## 7. THE IMPACT OF ETHICAL LEADERSHIP AND ISLAMIC WORK ETHICS ON LEARNING ORGANIZATION IN MALAYSIAN PUBLIC HIGHER EDUCATION INSTITUTIONS: THE MODERATING ROLE OF PSYCHOLOGICAL SAFETY

INTERNATIONAL JOURNAL OF BUSINESS AND TECHNOLOGY MANAGEMENT

2025 JOURNAL INDEXED BY MYJURNAL CO-AUTHOR

## 8. CADANGAN PELAKSANAAN PUSINGAN KERJA DI SEKTOR AWAM

SEMINAR ANTARABANGSA ISLAM DAN SAINS 2025

2025 PROCEEDING OTHER DATABASE MAIN AUTHOR

## 9. TINGKAHLAKU PEMIMPIN YANG MEMPENGARUHI KESEJAHTERAAN PEKERJA DARI PERSPEKTIF PENJAWAT AWAM DI MALAYSIA

SEMINAR ANTARABANGSA ISLAM DAN SAINS

2025 PROCEEDING OTHER DATABASE MAIN AUTHOR

## 10. PATHS OF EXCELLENCE AND INNOVATION IN THE TRANSITION FROM SOCIAL RESPONSIBILITY TO SUSTAINABLE DEVELOPMENT (THE EMIRATI EXPERIENCE IN MANAGING THE BALANCE OF LEADERSHIP AND INNOVATION)

2025 BOOK

## 11. DETERMINANTS OF CUSTOMER PERCEIVED SERVICE QUALITY IN HIGHER EDUCATION: THE ROLES OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT

INTERNATIONAL JOURNAL OF QUALITY AND SERVICE SCIENCES

2024 JOURNAL ERA CO-AUTHOR

## 12. ANALYSIS OF THE NEED FOR SUFISM ELEMENTS IN THE DEVELOPMENT OF INTEGRITY MODULES FOR THE PUBLIC SERVICE SECTOR

GLOBAL JOURNAL AL THAQFAH

2024 JOURNAL ISI AND SCOPUS CO-AUTHOR

**13. FACTORS INFLUENCING LEARNING IN MALAYSIAN PUBLIC SECTOR TRAINING CENTRE**

OPEN JOURNAL OF SOCIAL SCIENCES

2024 JOURNAL OTHER DATABASE MAIN AUTHOR

# PUBLICATION

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## 14. FROM TEACHING TO TRAINING: WORK ADJUSTMENT OF TEACHERS-TURN-TEACHER TRAINERS IN A MALAYSIAN TEACHER TRAINING INSTITUTE

JOURNAL OF SCIENTIFIC RESEARCH, EDUCATION AND TECHNOLOGY

2024 JOURNAL OTHER DATABASE CO-AUTHOR

## 15. DIMENSIONS FORMATION AND INSTRUMENT ITEMS DEVELOPMENT: THE ROLE OF STUDENT AND THE ROLE OF EDUCATOR BASED ON AL-GHAZALI'S EDUCATIONAL APPROACH

LIBRARY PROGRESS INTERNATIONAL

2024 JOURNAL OTHER DATABASE CO-AUTHOR

## 16. SWOT ANALYSIS OF AL-AREEN WEAR LTD: CASE STUDY

IC-DAIM 2024

2024 PROCEEDING NON-INDEX CO-AUTHOR

## 17. THE LEVEL OF TECHNOSTRESS TOWARDS E-LEARNING AMONG UNDERGRADUATE STUDENTS AT PUBLIC UNIVERSITY IN MALAYSIA

INTERNATIONAL CONFERENCE ON DA?WAH AND ISLAMIC MANAGEMENT (IC-DAIM 2024)

2024 PROCEEDING NON-INDEX CO-AUTHOR

## 18. 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

## 19. THE IMPACT OF STRATEGIC PLANNING AND CHANGE MANAGEMENT ON BUSINESS PERFORMANCE: A SYSTEMATIC REVIEW STUDY

GREEN FINANCE AND ENERGY TRANSITION INNOVATION, LEGAL FRAMEWORKS AND REGULATION

2024 CHAPTER IN BOOK CO-AUTHOR

## 20. DETERMINANTS OF CUSTOMER-PERCEIVED SERVICE QUALITY IN HIGHER EDUCATION: THE ROLES OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT

INTERNATIONAL JOURNAL OF QUALITY AND SERVICE SCIENCES

2023 JOURNAL ERA CO-AUTHOR

## 21. THE ROLE OF PERSONALITY AS A MEDIATOR IN THE RELATIONSHIP BETWEEN LEADER-MEMBER EXCHANGE AND JOB PERFORMANCE

INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY

2023 JOURNAL SCOPUS CO-AUTHOR

## 22. JOB DESCRIPTION AS A TEACHER IN MALAYSIA IN THE ERA OF POST PANDEMIC COVID-19: A QUALITATIVE STUDY

OPEN JOURNAL OF SOCIAL SCIENCES

2023 JOURNAL OTHER DATABASE MAIN AUTHOR

## 23. TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL COMMITMENT: MODERATOR ROLE OF PESANTREN EMPLOYEE JOB SATISFACTION IN INDONESIA

INTERNATIONAL JOURNAL OF EVALUATION AND RESEARCH IN EDUCATION

2023 JOURNAL OTHER DATABASE CO-AUTHOR

## 24. TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL COMMITMENT: MODERATOR ROLE OF PESANTREN EMPLOYEE JOB SATISFACTION

INTERNATIONAL JOURNAL OF EVALUATION AND RESEARCH IN EDUCATION

2023 JOURNAL OTHER DATABASE CO-AUTHOR

## 25. THE ROLE OF UNIVERSITIES IN DIRECTING RESEARCHERS TOWARDS THE DEVELOPMENT OF THE PALESTINIAN SOCIETY

INTERNATIONAL JOURNAL OF INNOVATIVE SCIENCE AND RESEARCH TECHNOLOGY(IJISRT)

2023 JOURNAL OTHER DATABASE CO-AUTHOR

## 26. UNDI 18: PENGARUH TERHADAP SCENARIO POLITIK NEGARA

2023 BOOK CO-AUTHOR

# PUBLICATION

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## 27. 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

## 28. ENHANCING EMPLOYEES' MOTIVATION TO LEARN AND MOTIVATION TO TRANSFER: DOES RELIGIOSITY PLAY ANY ROLE?

OPEN JOURNAL OF SOCIAL SCIENCES

2022 JOURNAL ERA MAIN AUTHOR / CONTACT PERSON IN USIM

## 29. 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

## 30. 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

## 31. JOB SATISFACTION: THE FACTORS THAT INFLUENCE IT AND ITS IMPACT ON TURNOVER INTENTION

OPEN JOURNAL OF SOCIAL SCIENCES

2022 JOURNAL ERA MAIN AUTHOR / CONTACT PERSON IN USIM

## 32. THE INFLUENCE OF BIG FIVE PERSONALITY ON LECTURER'S PERFORMANCE IN PRIVATE UNIVERSITY, MALAYSIA

JOURNAL OF MANAGEMENT & MUAMALAH

2022 JOURNAL OTHER DATABASE CO-AUTHOR

## 33. 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

## 34. AN EMPIRICAL INVESTIGATION OF THE EFFECT OF TRAINING AND DEVELOPMENT ON ORGANIZATIONAL COMMITMENT IN HIGHER EDUCATION SECTOR

JOURNAL OF INTERNATIONAL BUSINESS AND MANAGEMENT

2021 JOURNAL OTHER DATABASE MAIN AUTHOR / CONTACT PERSON IN USIM

## 35. 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

## 36. 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

## 37. 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

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

JOURNAL OF CRITICAL REVIEWS

2020 JOURNAL SCOPUS MAIN AUTHOR

## 39. RELATION BETWEEN DEBT AND DEPRESSION, ANXIETY, STRESS, OR SUICIDE IDEATION IN ASIA: A SYSTEMATIC REVIEW

FRONTIERS IN PSYCHOLOGY

2020 JOURNAL ERA MAIN AUTHOR / CONTACT PERSON IN USIM

# PUBLICATION

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## 40. THE ROLE OF ELECTRONIC SYSTEMS IN ACHIEVING JOB SATISFACTION AMONG THE ACADEMIC STAFF AT THE UNIVERSITY OF GEZIRA IN DUBAI

E-JOURNAL ON INTEGRATION OF KNOWLEDGE

2019 JOURNAL OTHER DATABASE CO-AUTHOR

## 41. A MULTI-GROUP ANALYSIS OF THE EFFECT OF ORGANIZATIONAL COMMITMENT ON HIGHER EDUCATION SERVICES QUALITY

INTERNATIONAL JOURNAL OF BUSINESS SOCIETY

2019 JOURNAL OTHER DATABASE CO-AUTHOR

## 42. THE FACTORS THAT AFFECT MOTIVATION OF ACADEMIC STAFF TO IMPROVE THEIR PERFORMANCE AT SEBHA UNIVERSITY

JOURNAL OF EDUCATION AND SOCIAL SCIENCES

2019 JOURNAL OTHER DATABASE CO-AUTHOR

## 43. CHARACTERISTICS OF THE PROPHETIC INTERFAITH DIALOGUE: FOUNDATION FOR CONTEMPORARY INTERFAITH DIALOGUE ENTERPRISE

JOURNAL AFKAR

2019 JOURNAL WOS CO-AUTHOR

## 44. THE EFFECT OF ORGANIZATIONAL COMMITMENT ON HIGHER EDUCATION SERVICES QUALITY

5TH WORLD CONFERENCE ON INTEGRATION OF KNOWLEDGE 2019

2019 PROCEEDING NON-INDEX CO-AUTHOR

## 45. THE EFFECT OF AFFECTIVE COMMITMENT OF NON-ACADEMIC STAFF ON SERVICES QUALITY IN HIGHER EDUCATION SECTOR

5TH WORLD CONFERENCE ON INTEGRATION OF KNOWLEDGE 2019

2019 PROCEEDING NON-INDEX CO-AUTHOR

## 46. THE ROLE OF PSYCHOLOGICAL EMPOWERMENT AS A MEDIATING VARIABLE BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOUR IN MALAYSIAN HIGHER EDUCATION INSTITUTIONS

INTERNATIONAL JOURNAL OF MANAGEMENT AND HUMAN SCIENCE

2018 JOURNAL OTHER DATABASE CO-AUTHOR

## 47. GUEST EDITORS: DAKWAH, ISLAMIC MANAGEMENT AND CONTEMPORARY ISSUES

AL-"ABQARI: JOURNAL OF ISLAMIC SOCIAL SCIENCES AND HUMANITIES

2018 JOURNAL OTHER DATABASE CO-AUTHOR & CO-EDITOR

## 48. TRANSFORMATIONAL LEADERSHIP AND PSYCHOLOGICAL EMPOWERMENT: DETERMINANTS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR: A PLS-SEM APPROACH

NATIONAL CONFERENCE ON THE SCIENCES AND SOCIAL SCIENCES (NACOSS)

2018 PROCEEDING NON-INDEX CO-AUTHOR

## 49. KONSEP DAN ISU DALAM PENGAMALAN PERUBATAN ISLAM

2018 BOOK CO-AUTHOR

## 50. THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CONTRACT BREACH AND TRANSFER OF TRAINING AT DISASTER PREPAREDNESS TRAINING IN MALAYSIA CIVIL DEFENCE DEPARTMENT, MALAYSIA

ADVANCE SCIENCE LETTERS

2017 JOURNAL SCOPUS CO-AUTHOR

## 51. THE WORK ENVIRONMENT FACTORS THAT INFLUENCE JOB SATISFACTION, AND ITS IMPACT ON TURNOVER INTENTION: THE CASE OF EXECUTIVE LEVEL EMPLOYEES IN THE MALAYSIAN PUBLIC SECTOR ORGANIZATIONS

ORGANISATIONAL STUDIES AND INNOVATION REVIEW

2017 JOURNAL OTHER DATABASE MAIN AUTHOR

## 52. EMPLOYEE RETENTION AS A MEDIATOR OF THE RELATIONSHIP BETWEEN PEER SUPPORT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR

AUSTRALIAN JOURNAL OF BASIC AND APPLIED SCIENCES

2017 JOURNAL OTHER DATABASE CO-AUTHOR

# PUBLICATION

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

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

2017 PROCEEDING NON-INDEX MAIN AUTHOR

## 54. 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

## 55. THE RELATIONSHIP BETWEEN PEER SUPPORT AND EMPLOYEE RETENTION IN THE PUBLIC SECTOR ORGANISATION IN MALAYSIA

3RD INTERNATIONAL CONFERENCE ON ADVANCED RESEARCH IN BUSINESS AND SOCIAL SCIENCES 2017

2017 PROCEEDING NON-INDEX CO-AUTHOR

## 56. EMPLOYEE RETENTION AS A MEDIATOR OF THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP AND OCB AT THE PUBLIC SECTOR ORGANISATION IN MALAYSIA

3RD INTERNATIONAL CONFERENCE ON ADVANCED RESEARCH IN BUSINESS AND SOCIAL SCIENCES 2017

2017 PROCEEDING NON-INDEX CO-AUTHOR

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

2017 BOOK MAIN AUTHOR

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

THE EUROPEAN PROCEEDINGS OF SOCIAL & BEHAVIOURAL SCIENCES

2016 JOURNAL WOS MAIN AUTHOR

## 59. EMPLOYEE TRAINING NEEDS ASSESSMENT FOR PHD CANDIDATES AMONG ACADEMICIANS: EVIDENCE FROM PUBLIC UNIVERSITIES IN MALAYSIA

INTERNATIONAL JOURNAL OF HUMANITIES AND SOCIAL SCIENCES

2016 JOURNAL OTHER DATABASE CO-AUTHOR

## 60. 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

## 61. 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

## 62. 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

## 63. EMPLOYEE TRAINING NEEDS ASSESSMENT FOR PHD CANDIDATE AMONG ACADEMICIANS: EVIDENCE FROM PUBLIC UNIVERSITIES IN MALAYSIA

2ND INTERNATIONAL CONFERENCE ON ECONOMICS AND BANKING 2016

2016 PROCEEDING NON-INDEX CO-AUTHOR

## 64. HOW TO TRANSFER THE TRAINING OUTCOMES IN THE WORKPLACE

2016 BOOK MAIN AUTHOR

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

WORLD JOURNAL OF MANAGEMENT

2015 JOURNAL ERA MAIN AUTHOR

# PUBLICATION

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

JOURNAL OF PERSONNEL REVIEW

2015 JOURNAL WOS MAIN AUTHOR

## 67. HOW TO ENHANCE THE IMPACT OF TRAINING ON SERVICE QUALITY? EVIDENCE FROM MALYSIAN PUBLIC SECTOR CONTEXT

JOURNAL OF WORKPLACE LEARNING

2015 JOURNAL WOS MAIN AUTHOR

## 68. THE FACTORS THAT INFLUENCE THE TRANSFER OF TRAINING IN DISASTER PREPAREDNESS TRAINING: A REVIEW

PROCEDIA - SOCIAL AND BEHAVIORAL SCIENCES

2015 JOURNAL WOS CO-AUTHOR

## 69. EXAMINING THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT, TRANSFER OF TRAINING AND SERVICE QUALITY IN THE MALYSIAN PUBLIC SECTOR

EUROPEAN JOURNAL OF TRAINING AND DEVELOPMENT

2015 JOURNAL SCOPUS MAIN AUTHOR

## 70. STRES DALAM KALANGAN PELAJAR INSTITUSI PENGAJIAN TINGGI ISLAM DI MALAYSIA

JOURNAL OF ISLAMIC SOCIAL SCIENCES AND HUMANITIES

2015 JOURNAL OTHER DATABASE MAIN AUTHOR

## 71. A DOCTORAL TRAINING MODEL FOR PHD CANDIDATE: A CASE STUDY AT THE PUBLIC UNIVERSITIES IN MALAYSIA

JOURNAL OF EDUCATION AND SOCIAL SCIENCES

2015 JOURNAL OTHER DATABASE CO-AUTHOR

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

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

2015 PROCEEDING NON-INDEX MAIN AUTHOR

## 73. TRAINING NEEDS ASSESSMENT OF PHD CANDIDATE: A CASE STUDY AT THE MALYSIAN PUBLIC INSTITUTION OF HIGHER EDUCATION

30TH INTERNATIONAL BUSINESS RESEARCH CONFERENCE

2015 PROCEEDING NON-INDEX MAIN AUTHOR

## 74. 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

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

2015 INTERNATIONAL CONFERENCE ON EDUCATION, PSYCHOLOGY, AND LEARNING

2015 PROCEEDING NON-INDEX MAIN AUTHOR

## 76. SERVICE QUALITY IN MALYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING

PROCEDIA - SOCIAL AND BEHAVIORAL SCIENCES

2014 JOURNAL WOS MAIN AUTHOR

## 77. 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

## 78. SERVICE QUALITY IN MALYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING

5TH ASIA-EURO CONFERENCE 2014

2014 PROCEEDING NON-INDEX MAIN AUTHOR

# PUBLICATION

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## 79. FAKTOR-FAKTOR PENYEBAB MURTAD DI KALANGAN MUALLAF

SEMINAR KEBANGSAAN PENGAJIAN AKIDAH DAN AGAMA 2014

2014 PROCEEDING NON-INDEX CO-AUTHOR

## 80. MENGENALPASTI TAHAP STRES DAN FAKTOR-FAKTOR YANG MENYEBABKAN STRES DI KALANGAN PELAJAR INSTITUSI PENGAJIAN TINGGI ISLAM DI MALAYSIA

INTERNATIONAL CONFERENCE ON DAKWAH AND ISLAMIC MANAGEMENT

2014 PROCEEDING NON-INDEX CO-AUTHOR

## 81. SEMINAR KEBANGSAAN PENGAJIAN AKIDAH DAN AGAMA 2014 (SIGMA 4)

2014 BOOK EDITOR

## 82. IS JOB SATISFACTION ENHANCING LEARNING - TRAINING TRANSFER RELATIONSHIP?

JOURNAL OF WORKPLACE LEARNING

2013 JOURNAL SCOPUS MAIN AUTHOR

## 83. 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

## 84. FACEBOOK AS SOCIAL MEDIA TOOLS AMONG MUSLIM YOUTHS IN MALAYSIA

AMERICAN INTERNATIONAL JOURNAL OF SOCIAL SCIENCE

2013 JOURNAL OTHER DATABASE CO-AUTHOR

## 85. 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

## 86. 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

## 87. FACEBOOK USAGE AMONG MUSLIM YOUTH IN MALAYSIA

INTERNATIONAL CONFERENCE ON SOCIAL SCIENCE AND BUSINESS

2013 PROCEEDING NON-INDEX CO-AUTHOR

## 88. THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON THE TRANSFER OF TRAINING OUTCOMES TO THE WORKPLACE

WORLD REVIEW OF BUSINESS RESEARCH

2012 JOURNAL OTHER DATABASE MAIN AUTHOR

## 89. 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

## 90. 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

## 91. THE REGIONAL SEMINAR ON THE ISLAMIC HIGHER EDUCATION INSTITUTIONS 2012 (SEIPTI 2012)

2012 BOOK EDITOR

# CONSULTATION

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## 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

## 6. PELANTIKAN SEBAGAI AHLI PANEL PENASIHAT LUAR (AKADEMIK) UNISEL

UNIVERSITI SELANGOR

2022 NATIONAL

## 7. APPOINTMENT AS EXTERNAL EXAMINER FOR HUMAN RESOURCE MANAGEMENT AND MANAGEMENT RELATED MODULES (POSTGRADUATE & UNDERGRADUATE)

ASIA PACIFIC UNIVERSITY OF TECHNOLOGY & INNOVATION

2021 NATIONAL

## 8. PANEL PENILAI BAGI JAWATANKUASA PENILAIAN DANA PENYELIDIKAN, KEMENTERIAN PENGAJIAN TINGGI TAHUN 2021-2022

KEMENTERIAN PENDIDIKAN TINGGI (KPT)

2021 NATIONAL

## 9. PEMBANGUNAN MODUL SIJIL TINGGI PENGURUSAN DAN KEPIMPINAN ISLAM

JABATAN KEMAJUAN ISLAM MALAYSIA

2014 NATIONAL

## 10. KURSUS PENGURUSAN ORGANISASI ISLAM BERDASARKAN MAQASID SYAR[IIYYAH

INSTITUT LATIHAN ISLAM MALAYSIA

National

## 11. TRAINING OF TRAINERS PROGRAM EKSEKUTIF PENGURUSAN HAL EHWAL ISLAM

INSTITUT LATIHAN ISLAM MALAYSIA

National

## 12. Kursus Airport Manager 2024

Akademi Penerbangan Malaysia

National

# AWARDS/RECOGNITION

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## 1. SIJIL PEMBERITAHUAN HAK CIPTA (CERTIFICATE OF NOTIFICATION OF COPYRIGHT)

2025 NATIONAL

## 2. SILVER AWARD

2025 NATIONAL

## 3. ACADEMIC PROGRAM ADVISOR

UNIVERSITI PERTAHANAN NASIONAL MALAYSIA

2025 NATIONAL

## 4. ACADEMIC PROGRAM ADVISOR

ASIA PACIFIC UNIVERSITY OF TECHNOLOGY AND INNOVATION

2025 NATIONAL

## 5. ADJUNCT PROFESSOR

UNIVERSITAS NEGERI JAKARTA

2025 INTERNATIONAL

## 6. BOOK MANUSCRIPT REVIEWER

OPEN UNIVERSITY MALAYSIA

2025 NATIONAL

## 7. BOOK MANUSCRIPT REVIEWER

OPEN UNIVERSITY MALAYSIA

2025 NATIONAL

## 8. ANUGERAH PERKHIDMATAN SETIA

2024 UNIVERSITY

## 9. ANUGERAH STAF CONTOH BULAN MEI 2024

2024 UNIVERSITY

## 10. ACADEMIC ADVISOR

QUEENS COLLEGE

2024 NATIONAL

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

Pertandingan Inovasi FKP 2024

2024 UNIVERSITI GOLD

## 12. ANUGERAH STAF CONTOH BULAN APRIL 2023

2023 OTHERS

## 13. PENARAFAN 5 BINTANG

2023 UNIVERSITY

## 14. PENARAFAN 4 BINTANG

2023 UNIVERSITY

# AWARDS/RECOGNITION

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## 15. ANUGERAH EMAS

2023 NATIONAL

## 16. VISITING PROFESOR

UNIVERSITAS DARUNNAJAH

2023 INTERNATIONAL

## 17. ACADEMIC ADVISOR

ASIA PACIFIC UNIVERSITY OF TECHNOLOGY & INNOVATION (A.P.U)

2023 NATIONAL

## 18. ACADEMIC ADVISOR

KOLEJ UNIVERSITI ANTARABANGSA MAIWP

2023 NATIONAL

## 19. GOLD AWARD IN FINAL YEAR PROJECT & POSTGRADUATE: RESEARCH & INNOVATION POSTER COMPETITION (RIPC) SERIES 2/2022

2022 NATIONAL

## 20. ACADEMIC ADVISOR

UNIVERSITI PUTRA MALAYSIA

2022 NATIONAL

## 21. ACADEMIC ADVISOR

JABATAN PERKHIDMATAN AWAM (JPA)

2022 NATIONAL

## 22. ACADEMIC ADVISOR

UNIVERSITI SELANGOR

2022 NATIONAL

## 23. ?AL GHAZALI APPROACH IN RELATIONSHIP BETWEEN E LEARNING AND COMMITMENT AMONG STUDENTS, A STUDY AT PUBLIC UNIVERSITY IN LEMBAH KLANG, MALAYSIA"

FINAL YEAR PROJECT & POSTGRADUATE: RESEARCH & INNOVATION POSTER COMPETITION (RIPC) SERIES 2/2022

2022 UNIVERSITI GOLD

## 24. ACADEMIC ADVISOR

ASIA PACIFIC UNIVERSITY OF TECHNOLOGY AND INNOVATION

2021 NATIONAL

## 25. GOLD IN INTERNATIONAL SCIENCE AND SOCIAL SCIENCE INNOVATION COMPETITION

2019 NATIONAL

## 26. BRONZE MEDAL IN INNOVATION CONTEST 2019

2019 UNIVERSITY

## 27. ACADEMIC ADVISOR

QUEENS COLLEGE

2019 NATIONAL

## 28. VISITING SCHOLAR

QUEENS COLLEGE

2019 NATIONAL

# AWARDS/RECOGNITION

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## 29. MODEL PENGURUSAN DAKWAH LESTARI MELALUI PENDEKATAN PSIKOSPIRITUAL ISLAM DALAM KALANGAN MASYARAKAT ORANG ASLI

INTERNATIONAL SCIENCE AND SOCIAL SCIENCE INNOVATION COMPETITION i-SIC 2019

2019 ANTARABANGSA GOLD

## 30. U-COMMERCE

INNOVATION CONTEST 2019

2019 UNIVERSITI GOLD

## 31. MODEL PENGURUSAN DAKWAH LESTARI MELALUI PENDEKATAN PSIKOSPIRITUAL ISLAM DI KALANGAN MASYARAKAT ORANG ASLI

INNOVATION CONTEST 2019

2019 UNIVERSITI BRONZE

## 32. STAF CONTOH FAKULTI KEPIMPINAN DAN PENGURUSAN

2018 OTHERS

## 33. USIM 'TOP RESEARCHERS (2013-2017)'

2018 UNIVERSITY

## 34. ANUGERAH KHAS PENYELARAS AKTIVITI

2018 UNIVERSITY

## 35. ANUGERAH STAF YANG MENDAPAT LNPT 95% KE ATAS

2018 UNIVERSITY

## 36. ACADEMIC ADVISOR

FAKULTI PENGURUSAN, UNIVERSITI TEKNOLOGI MALAYSIA

2018 NATIONAL

## 37. TOP 100 RESEARCHERS USIM ( 2013-2017)

TOP 100 RESEARCHERS

2018 UNIVERSITI CERTIFICATE OF APPRECIATION

## 38. ANUGERAH PERKHIDMATAN CEMERLANG

2016 UNIVERSITY

## 39. VISITING RESEARCHER

INSTITUT SAINS ISLAM, UNIVERSITI SAINS ISLAM MALAYSIA

2016 UNIVERSITY

## 40. ANUGERAH KEBERHASILAN TERBAIK (TEMPAT KEDUA), PENGEMBARAAN USIM GLOBAL ISLAMIC STUDENTS OUTREACH

2015 UNIVERSITY

## 41. STAF CONTOH FAKULTI KEPIMPINAN DAN PENGURUSAN (BULAN JUN 2015)

2015 OTHERS

## 42. ANUGERAH PENERBITAN JURNAL BAHASA INGGERIS 2015

2015 UNIVERSITY