



## PROF. MADYA DR. ABDUL RAHIM BIN ZUMRAH

PENSYARAH UNIVERSITI DS14

### CONTACT

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

**Address:** Fakulti Kepimpinan Dan Pengurusan

### SUPERVISION

PhD - Completed: 38, Ongoing: 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

### BIOGRAPHY

A lecturer from Fakulti Kepimpinan Dan Pengurusan. Holds a Phd in 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 ON GOING MAIN RESEARCHER

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

2023 COMPLETED MAIN RESEARCHER

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

2019 COMPLETED MAIN RESEARCHER

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

2017 COMPLETED MAIN RESEARCHER

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

2014 COMPLETED MAIN RESEARCHER

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

2014 COMPLETED MAIN RESEARCHER

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

2013 COMPLETED MAIN RESEARCHER

**8. THE DEVELOPMENT OF ISLAMIC TRAINING TRANSFER MODEL**

2013 COMPLETED MAIN RESEARCHER

# PUBLICATION

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

2025 JOURNAL

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

2025 JOURNAL

3. CADANGAN PELAKSANAAN PUSINGAN KERJA DI SEKTOR AWAM

2025 PROCEEDING

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

2025 PROCEEDING

5. FACTORS INFLUENCING LEARNING IN MALYSIAN PUBLIC SECTOR TRAINING CENTRE

2024 JOURNAL

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

2024 PROCEEDING

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

2023 JOURNAL

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

2022 JOURNAL

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

2022 JOURNAL

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

2022 JOURNAL

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

2022 CHAPTER IN BOOK

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

2021 PROCEEDING

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

2021 PROCEEDING

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

2020 JOURNAL

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

2020 JOURNAL

**16. 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**

2017 JOURNAL

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

2017 PROCEEDING

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

2017 PROCEEDING

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

2017 BOOK

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

2016 JOURNAL

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

2016 PROCEEDING

**22. HRM PRACTICES, MOTIVATION TO LEARN AND MOTIVATION TO TRANSFER IN MALAYSIA**

2016 PROCEEDING

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

2016 PROCEEDING

**24. HOW TO TRANSFER THE TRAINING OUTCOMES IN THE WORKPLACE**

2016 BOOK

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

2015 JOURNAL

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

2015 JOURNAL

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

2015 JOURNAL

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

2015 JOURNAL

**29. STRES DALAM KALANGAN PELAJAR INSTITUSI PENGAJIAN TINGGI ISLAM DI MALAYSIA**

2015 JOURNAL

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

2015 PROCEEDING

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

2015 PROCEEDING

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

2015 PROCEEDING

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

2015 PROCEEDING

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

2014 JOURNAL

### 35. TRANSFER OF TRAINING: THE FACTOR THAT INFLUENCE ITS EFFECTIVENESS AND ITS IMPACT ON EMPLOYEE

2014 PROCEEDING

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

2014 PROCEEDING

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

2013 JOURNAL

### 38. THE CONSEQUENCES OF TRANSFER OF TRAINING FOR SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN THE MALAYSIAN PUBLIC SECTOR

2013 JOURNAL

### 39. THE MEDIATING ROLE OF JOB SATISFACTION ON PERCEIVED ORGANIZATIONAL SUPPORT - TRANSFER OF TRAINING RELATIONSHIP: A CASE STUDY OF MALAYSIAN PUBLIC SECTOR

2013 PROCEEDING

### 40. LEARNING AND TRANSFER OF TRAINING IN PUBLIC SECTOR: THE MODERATING ROLE OF JOB SATISFACTION

2013 PROCEEDING

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

2012 JOURNAL

### 42. THE CONSEQUENCES OF TRANSFER OF TRAINING ON SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN MALAYSIAN PUBLIC SECTOR

2012 PROCEEDING

### 43. THE MODERATING EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON THE RELATIONSHIP BETWEEN LEARNING AND TRANSFER OF TRAINING

2012 PROCEEDING

## CONSULTATION/ADULATION

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### 1. PROJEK LIBATSAMA MASYARAKAT - PROGRAM TAHSINUR ROHANIAH

2023 NATIONAL FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

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

2023 NATIONAL FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

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

2023 NATIONAL KEMENTERIAN PENGAJIAN TINGGI

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

2023 NATIONAL KOLEJ UNIVERSITI ANTARABANGSA MAIWP

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

2022 NATIONAL FAKULTI PERNIAGAAN, EKONOMI DAN PEMBANGUNAN SOSIAL, UNIVERSITI MALAYSIA TERENGGANU

## 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**

2025 NATIONAL

**4. ACADEMIC PROGRAM ADVISOR**

2025 NATIONAL

**5. ADJUNCT PROFESSOR**

2025 INTERNATIONAL