

CURRICULUM VITAE

Dr. Rossilah Jamil

Associate Professor

Azman Hashim International Business School

Universiti Teknologi Malaysia (UTM)

Link: https://business.utm.my/rossilah_intro/

Email: rosillah@ibs.utm.my

Tel: 603-21805023 (Office)

ACADEMIC QUALIFICATIONS

- PhD in Development Policy and Management (2011) University of Manchester, UK
- MA Training and Human Resource Development (2002) University of Warwick, UK
- BBA (Hons) Human Resource Management (2000) Universiti Teknologi MARA (UiTM), Malaysia
- Diploma in Executive Secretaryship (1998) Universiti Teknologi MARA (UiTM), Malaysia

PROFESSIONAL EXPERIENCE

- Universiti Teknologi Malaysia (2001 - Present), Academic Staff
- Ministry of Transport Malaysia (2000 – 2001), Officer, Staffing and Administration Department
- MetroHealth Construction Sdn Bhd (May – Oct 2000), Secretary to Project Manager
- Minolta Malaysia Sdn Bhd (Dec 1999 – Mar 2000), Trainee, Human Resources Division

UNIVERSITY ADMINISTRATIVE EXPERIENCE

- (2018 - Present) - Assistant Dean (External and Global Engagement) at Azman Hashim International Business School, UTM
- (Nov 2014 – Feb 2015) Deputy Dean (Academic) at Azman Hashim International Business School, UTM
- (Nov 2012 – Oct 2014) Graduate Academic Manager, International Business School, UTM

COURSES TAUGHT

- Program: Master in Business Administration. Courses: Leading Talent in Organizations (previously known as Human Resource Management), Organizational Behavior and Development, Creativity and Innovation, Case Analysis, Leadership and Organizational Behavior, Human Resource Development.
- Program: Doctor in Business Administration. Courses: Doctoral Seminar in Exploring Opportunities for Social Responsibility and Sustainability.
- Program: Bachelor in Human Resource Development. Courses: Training Needs Analysis, Management Supervision, Human Resource Management, Program Evaluation, Effective Communication, Performance Management.

OTHER SHORT COURSES DELIVERED

- Adapting and Managing Organizational Change; Building Effective Team; Domestic Inquiry and Disciplinary Procedures; Filing and Record Keeping; Training Needs Analysis; Competency Models: Design, Development & Implementation; Problem

Solving and Decision Making; Executive Coaching and Mentoring, Qualitative Research Methodology, Doing Literature Review.

RESEARCH PROJECTS

- Addressing Shortage Of Rural Doctors: Intervention Model To Attract And Retain Medical Doctors In Rural Areas (Completed). Grant: Ministry of Higher Education Malaysia (FRGS Grant). Role: Leader.
- Talent Employability for Organizational Knowledge Enhancement (Completed). Grant: Ministry of Higher Education Malaysia (FRGS Grant). Role: Leader.
- Generation Profiling And Employability Competencies Of Marginal Malaysian Youths. (Completed). Grant: Universiti Teknologi Malaysia (GUP Tier 1). Role: Leader.
- Ablng The Disabled: A Case Study On Employment Of Persons With Disabilities In Malaysia. (Completed). Grant: Ministry of Higher Education Malaysia. (CWGS Grant). Role: Leader.
- Study to Measure the Effectiveness of Harvard Business School Case Study Program in UTM. (Completed). Grant: Center for Teaching and Learning / UTMLead, Universiti Teknologi Malaysia (IDP Grant). Role: Leader.
- Training Needs Analysis (TNA) Practices: Survey on the Top 1000 Corporate Companies in Malaysia. (Completed). Grant: Universiti Teknologi Malaysia (RMC Grant). Role: Leader.
- Human Touch of Quality Culture – A Case Study and Workplace of OSH Awareness. (Completed). Grant: Universiti Teknologi Malaysia (RMC Grant). Role: Member.
- Building Communities of Practice & Knowledge Management: The role of Brotherhood of Muslims in Professional Contexts. (Completed). Grant: Universiti Teknologi Malaysia (PAS UTM). Role: Member.
- Development of Culture Driven Lean Service Implementation Framework in Malaysian Hospital Member. (Completed). Grant: Ministry of Higher Education (FRGS Grant). Role: Member.
- Fundamentals Of Talent Management Effectiveness: Theory And Predictors. (Completed). Grant: Ministry of Higher Education (FRGS Grant). Role: Member.
- Agent-Based Modelling (ABM) And Geographical Information System (GIS) For Analysing And Predicting Crime Patterns. (Completed). Grant: Universiti Teknologi Malaysia (GUP Tier 1). Role: Member.
- Exploring Youth Intention To Initiate Social Entrepreneurship Activities. (Completed). Grant: Universiti Teknologi Malaysia (GUP Tier 1). Role: Member.
- Impact Study on Kampong Baru Local Community. (Completed). Grant: Universiti Teknologi Malaysia (Flagship). Role: Member.
- Occupational Safety and Health at UTM. (Completed). Grant: Universiti Teknologi Malaysia (RMC Grant). Role: Member.
- The Malaysian Airlines Tragedy: Case Study on DCA Malaysia. (Completed). Grant: Ministry of Higher Education (CWGS Grant). Role: Member.
- Growth Strategy For Ana Ikan Bakar Petai Bangi. Completed). Grant: Ministry of Higher Education (CWGS Grant). Role: Member.
- Vestigo - Action Today, Perfect Day Tomorrow. Completed). Grant: Ministry of Higher Education (CWGS Grant). Role: Member.

CONTRACT RESEARCH & CONSULTANCY PROJECTS

- Talent Development Project at McDonald's Malaysia. (Ongoing). Client: McDonald's Malaysia. Role: Leader.
- Employability Competencies of Malaysian Youths (Completed). Client: Institute for Youth Research Malaysia (IYRES) of Ministry of Youth and Sports. Role: Leader.
- A Study on Juvenile Crime Mapping in Malaysia using the Geo-Information System. (Completed). Client: Institut Sosial Malaysia, Ministry of Women, Family and Community Development. Role: Member.
- Classification, Grading and Rental Index of Shopping Centers in Malaysia. (Completed). Client: Institut Penilaian Negara (INSPEN), Ministry of Finance. Role: Member.
- Competitive Strategies and Anti-Competitive Behaviors of Real Estate Agents in Malaysia: A Case Study in Klang Valley. (Completed). Client: Malaysian Competition Commission (MyCC). Role: Member.
- Global Star Rating Service Report. (Completed). Client: Prime Minister's Office, Ministry of Cabinet Affairs and the Future, United Arab Emirates. Role: Member.

OTHER PROJECTS

- Working Committee Member to develop National Training Index. (Ongoing). For: Human Resource Development Fund (HRDF), Ministry of Human Resource Malaysia.
- Taskforce to develop UTM Governance Blueprint. (Completed). For: Governance Department, UTM.
- Taskforce to develop Competency Development Framework (Aspiring - Professional Development Plan (A-PDP) for Grade 48 & 52 in UTM). (Completed). For: Human Resource Division, UTM.
- Taskforce to develop Harvard Business School Case Study (HBCS) Program. (Completed). For: Teaching and Learning Center, UTM.
- Taskforce to develop Human Capital Blueprint. (Completed). For: Human Resource Division, UTM.

PUBLICATIONS

- Shahrin, R., Quoquab, F., Mohammad, J., & Jamil, R. (2020). Factors affecting consumers' pro-environmental behaviour in nutricosmetics consumption: the role of perceived environmental responsibility as a mediator. *Journal of Asia Business Studies*. <https://doi.org/10.1108/JABS-02-2019-0035>
- Misni, F., Mahmood, N., & Jamil, R. (2020). The effect of curriculum design on the employability competency of Malaysian graduates. *Management Science Letters*, 10(4), 909-914.
- Alharbi, I. B., Jamil, R., Mahmood, N. H. N., & Shaharoun, A. M. (2019). Exploring the Relationships Between Organizational Culture, Management Control System and Organizational Innovation. *Global Business Review*. 0972150919870341.
- Aslam, H. D., & Jamil, R. (2019). MBA Program Sustainability: Application of Social Cognitive Theory for bridging the gap between Theory and Practice of Managerial Skills. *International Journal Of Academic Research In Business And Social Sciences*, 9(1).
- Jamil, R. (2019) *Teaching Through Cases*. UTM Press.
- Abo-Murad, M., Abdullah, A. K., & Jamil, R. (2019). Effect of the Organisational Culture on Crisis Management in Hotel Industry: A Qualitative Exploration. *International Journal of Entrepreneurship*, 23(2).

- Alharbi, I. B. A., Jamil, R., Mahmood, N. H. N., & Shaharoun, A. M. (2019). Organizational Innovation: A Review Paper. *Open Journal of Business and Management*, 7(3), 1196-1206.
- Jamil, R., & Zakaria, Z. (2019) Analyzing Work And Salary Expectations Of Unemployed Youths. *Malaysian Journal of Youth Studies*. 20: 80 – 99.
- Jamil, R., Mohammad, J., & Ramu, M. (2019). Antecedents of unethical behaviour intention: Empirical study in public universities in Malaysian context. *Journal of Academic Ethics*, 17(1), 95-110.
- Jamil, R., & Saidin, S. (2018). Employment of Persons with Disabilities (PWDs) in Malaysia: Moving Policy Rhetoric into Action. *Asian Journal of Management Cases*, 15(2_suppl), S1-S16.
- Shahrin, R., & Jamil, R. B. (2017). Consumers Consciousness Towards Environmental Aesthetics in Using Nutricosmetics Products, pp. 23 - 36. in Quoquab, F., Thurasamy, R., & Mohammad, J. (Eds.). *Driving Green Consumerism Through Strategic Sustainability Marketing*. IGI Global.
- Jamil, R., & Omar, R. (2016). *Emerging Malaysia: Industrial and Organizational Challenges*. Eds. Partridge Publishing Singapore.
- Mahadi, N. M., & Jamil. R. (2016) E-Government In Malaysia : Transforming Public Service Delivery System. pp. 30 – 40. In *Contemporary Issues In Innovation And Business Strategies Series 2*. In Wan Khair, W. K. & Abdul Rashid, S. Z. UTM Press.
- Samian, Y, Zainal Abidin, W., Jamil, R. & Abdul Majid, Z. (2016) Case Study Teaching, pp. 12 – 20. In Alias, R. A. & Aris, B. (Eds.). *A Guide To New Academia Learning Innovation UTMLead*.
- Syed, O., Omar, R., & Jamil, R. (2016). Business Education in Malaysia: Progress, Pitfalls and Prospects, pp. 88-107. In *Emerging Malaysia: Industrial and Organizational Challenges*. Jamil, R. & Omar, R. (Eds.). Singapore: Partridge Publishing.
- Razali, M. Z. M., & Jamil, R. (2015). Sustainability Learning in Organizations: The Role of Human Resource Development and Proposed Framework. *Sains Humanika*, 8(1-2). 103-109.
- Abo-Murad, M. and Jamil, R. (2015) Organizational culture barriers and roles of organizational learning in crisis management: an integrated model. *Journal of Scientific Research and Development*, 2 (10): 56-65.
- Jamil, R. (2015) What is wrong with competency research? Two propositions. *Asian Social Science*, 11(26): 43-51.
- Jamil, R. (2015). Agents of American hegemony in management education: evidence from Malaysia. *The International Journal of Management Education*, 13(3), 302-315.
- Rees, C., Jamil, R., & Rowlands, K. (2015). Blame the parents! Attitudes towards business ethics with reference to MBA programs in Malaysia. *Industrial and Commercial Training*, 47(5), 221-227. (DOI: <http://dx.doi.org/10.1108/ICT-03-2015-0021>).
- Jamil, R., & Wei, W. F. (2015). Leading Change In Social Security Organization (SOCSO). *International Journal of Innovation and Business Strategy*, 4(1), 6-13.
- Mohammad, J., Ibrahim, A. L. M., Salam, Z. A., Jamil, R., & Quoquab, F. (2015). Towards developing a conceptual framework of Islamic leadership: The role of Taqwa as a moderator. *International Journal of Innovation and Business Strategy*, 3.
- Aslam, H. D., Jamil, R., and Tariq, A. (2014). Stress of medical practitioners in private healthcare industry. *Asian Social Science*, 10(22), 111 – 116.

- Jamil, R. and Mahadi, N. M. (2014) Management competency/e: revisiting the old and charting new directions. *Proceeding International Conference Of Business Innovation And Knowledge Management*. ISBN: 978-986-90827-5-4.
- Ru, O. S., Jamil, R., & Yusof, M. F. (2014). Understanding the Declining of Trade Union Density: Literature Review and Conceptual Framework. *Sains Humanika*, 2(2), 25 – 30.
- Abdul Majid, Z., Zainal Abidin, W., Jamil, R. Samian, Y., Jabor, M. K., Bakar, M. B., Mohamad, I., Abdul Hamid, A. B., and Awab, H. (2013) Kaedah Pengajaran Kes Harvard Business School, pp. 7 - 36. In Zaini Ujang, Rose Alinda Alias and Baharudin Aris (Eds.). *Akademia Baru Inovasi Pembelajaran*. Skudai: UTM Press.
- Jamil, R. (2008). *Analisis Keperluan Latihan: Teori Dan Praktis. (English: Training Needs Analysis: Theory and Practice)*. UTM Press.
- Jamil, R., & Som, H. M. (2007). Training Needs Analysis: Practices of top companies in Malaysia. *International Review of Business Research Papers*, 3(3): 162 – 175.
- Jamil, R. (2004). Human capital: A critique. *Jurnal Kemanusiaan*, 2(2). 10 – 16.

SUPERVISION

- Maisoon Murad (Completed 2017) PhD thesis - *Exploring Organizational Cultural Barriers and the Role of Organizational Learning for Effective Crisis Management*. Role: Main Supervisor.
- Homa Khorasni Esmaeli (Completed 2017) PhD thesis - *The Role of Big Five Personality Traits and Self-Efficacy on Job Crafting and Job Performance*. Co-Supervisor.
- Ruzanna Shahrin (Completed 2019) PhD thesis - *Determinants of Pro-Environmental Behaviour in the Context of Nutricosmetics Industry*. Co-Supervisor.
- Hassan Danial Aslam (Completed 2020) PhD thesis - *Formative Evaluation of MBA Curriculum in the Context of Developing Country*. Main Supervisor.
- Ibrahim Bader A Alharbi (Completed 2020) PhD thesis - *Mediating Effect of Management Control System in the Relationship Between Leadership and Organizational Culture on Organizational Innovation in Higher Education Institutions*. Main Supervisor.
- Farahana Misni (Completed 2020) PhD thesis - *Effect of Curriculum Design and Talent Development Philosophies on Employability Skills Among Malaysian Graduates*. Co-Supervisor.
- Murni Zarina Mohamed Razali (Ongoing). PhD thesis - *Sustainability Learning through HRD in Organizations*. Main Supervisor.
- Zumalia Norzailan (Ongoing). PhD thesis - *Talent Management Practices in Malaysian Context*. Main Supervisor.
- Doris Ong Sin Ru (Ongoing). PhD thesis - *Inclusive Human Resource for Neurodiverse Individuals*. Main Supervisor.
- Zhao Kune (Ongoing). PhD thesis - *Competencies for HR Professionals in China*. Main Supervisor.
- Maalinee Ramu (Completed 2014) MBA Project - *Ethical Levels of Business vs. Non-Business Student*. Role: Main Supervisor.
- Surainizan Mohamed Sufian (Completed 2014) MBA Project - *Evaluating Training Effectiveness of MARA Programs*. Role: Main Supervisor.
- Yu Boyi (Completed 2014) MBA Project - *Relationship Between Incentive and Employee Performance*. Role: Main Supervisor.

- Cynthia Pinga (Completed 2014) MBA Project - *Motivation Factors and Demographic Influence*. Role: Main Supervisor.
- Samira Hoodehshenas (Completed 2013) MBA Project - *Knowledge Management Drivers Influence on Successful Knowledge Management Deployment*. Role: Main Supervisor.
- Nor Maslia Rasli Samudin (Completed 2012) MBA Project - *Challenges and Training Needs of Nurses in Sunway Medical Centre*. Role: Main Supervisor.

EXAMINER

- Lamy Noaman Hassan Alshorbaji. PhD Thesis Proposal - *The Effect of Knowledge Management Capability on Organizational Performance in the Kingdom of Bahrain*. Taylor's University, Malaysia.
- Yamuna K. PhD Thesis – *A Study on the Effectiveness of HR Policies on Small-scale IT Companies in South India*. Sathyabama Institute of Science and Technology, India.
- Siti Amirah Othman. PhD Thesis - *Impact of Talent Competence Engagement Towards Individual Work Performance through Human Resource Management Practice*. Razak Faculty of Technology and Informatics, UTM.
- Nurul Izzah Mohd Radzi. PhD Thesis - *Effects of Organisational and Personal Characteristics on Resistance and the Role of Moderators*. Malaysia-Japan International Institute of Technology.
- Fouad Yousouf Osman. PhD Thesis - *Technology Acceptance, Technology Hesitation and the Intention to Use Mobile Money in Somalia*. Malaysia-Japan International Institute of Technology.
- Ayaka Kobatake. M.Phil. Thesis - *Predictors of Purchase Intention for Facial Care Products: Does Religiosity Matter*. Malaysia-Japan International Institute of Technology.
- Nur Izzah Mohd Radzi. M.Phil. Thesis - *Change Process Characteristics and Need for Structure on Resistance to Change Towards Lean Production System Initiatives*. Malaysia-Japan International Institute of Technology.
- Abdul Rahman @ Yusoff bin Rasid. Msc. HRD Dissertation - *Human Resource*. Faculty of Management and Human Resource Development, UTM.
- Lillian Q. Martin. Msc. HRD Dissertation - *Performance Management System*. Faculty of Management and Human Resource Development, UTM.
- Malik bin Sultan. Msc. HRD Dissertation - *Human Resource Management*. Faculty of Management and Human Resource Development, UTM.