CURRICULUM VITAE

Dr. Rossilah Jamil
Associate Professor
Azman Hashim International Business School
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Editor-in-Chief: International Journal of Innovation Business and Strategy (https://ijibs.utm.my)
Editorial Board Member of SN Business & Economics (https://link.springer.com/journal/43546)

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

COURSES TAUGHT

- Program: Masters (eg. MBA, MSc. Since 2012). Courses: Leading Talent in Organizations; Human Resource Management; Talent Development and Succession Planning; Talent Engagement and Inclusion; Organizational Behavior and Development; Creativity and Innovation; Case Analysis; Leadership and Organizational Behavior; Business Ethics, Sustainability and Responsibility
    - Description of students: Working adults from various industries such as healthcare, oil and gas, manufacturing, etc. The students have come from specific client companies (eg. McDonald's Malaysia, Ministry of Defence, State Healthcare Departments, etc.); and also private, self-enrolled candidates.
- Program: Doctoral programs (eg. DBA, PhD. Since 2012). Courses: Doctoral Seminar in Exploring Opportunities for Social Responsibility and Sustainability; Work, Organization and Technology
    - Description of students: As above.
- Program: Bachelor in Human Resource Development (Since 2001). Courses: Training Needs Analysis, Management Supervision, Human Resource Management, Program Evaluation, Effective Communication, Performance Management.

SELECTED SHORT COURSES DELIVERED

- Transforming HR with AI; HR Business Partner; Reengineering Human Resources, Setting KPIs, Designing Organizational Structure and Job Descriptions; Competency Development and Succession Planning; 5-day MBA; Personnel Management; Human Resource Development; Strategic HRM, Certification of HRM, Mastering Training and Curriculum Design; 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.

- Case Teaching and Writing Workshop (I conduct training and hands-on activities to guide organizations to transfer their experience into written case studies)

WORKING 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 APPOINTMENTS

- Chief Editor, International Journal of Innovation and Business Strategy (17 March 2025 – 16 March 2027)
- Human Resource Fellow, UTM (2021 – Present)
- Assistant Dean (External and Global Engagement) at Azman Hashim International Business School, UTM (2018 – 30 Sept 2022)
- Acting Deputy Dean (Academic) at Azman Hashim International Business School, UTM (Nov 2014 – Feb 2015)
- Graduate Academic Manager, International Business School, UTM (Nov 2012 – Oct 2014)
- Course Coordinator for MBA / DBA Courses, i.e. Leading Talents in Organisation, Talent Engagement and Inclusion, Talent Development and Succession Planning, Corporate Responsibility, etc. (Since 2012)

SELECTED RESEARCH PROJECTS

- Exploring Fundamental Insights of the Adoption of Human Resource Analytics for Sustainable High-Performance Work Practices in Malaysian Public Sector. (Ongoing) FRGS. MOHE. RM89k. Role: Member
- Platform Employer of Choice Rating Index for Digital Gig Workers. (Completed) Grant: FRGS, MOHE. RM68k. Role: Leader.
- Exploring Values Of Corporate MBA As Program For Talent Development (Ongoing) Grant: Industry. RM25k. Role: Leader.
- Well-being in the Workplace. (Completed). Grant: UTM Tier 2. Role: Member.
- 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.
- Abling 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.

SELECTED CONTRACT RESEARCH & CONSULTANCY PROJECTS

- Disability-Inclusive Self-Assessment Tool for Social Sustainability in Small Businesses: Pilot Study in Selected Companies (2025, Ongoing). RM30k. Client: OpenApps Sdn. Bhd. Role: Leader
- Financial Management Literacy Among Disabled Gig Community. (2025, Ongoing). RM20k. Client: OpenApps Sdn. Bhd. Role: Member.
- Expertise Development and Research Program under the Industry Collaboration Program (ICP) Network Control Operations (NCO), MINDEF. (Completed). RM375k. Client: OpenApps Sdn. Bhd. Role: Leader.
- Proof of Concept of Platforms Assessment Programme in Malaysia. Client: Malaysia Digital Economy Corporation. RM100k. Oct 21 - Jan 22. (Completed). Role: Leader.
- Job Analysis and Manpower Studies. (Completed). Client: Syarikat Air Johor. Role: Member.
- Talent Development Project at McDonald's Malaysia. (Completed). 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.

SELECTED OTHER PROJECTS

- Taskforce SDG Report Writing – UNSDG8 Decent Work and Economic Growth. (2025). For: UTM.
- Working Committee to develop National Training Index. (Completed 2022). For: HRD Corp.
- 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 (HBSCS) Program. (Completed). For: Teaching and Learning Center, UTM.
- Taskforce to develop Human Capital Blueprint. (Completed). For: Human Resource Division, UTM.

SELECTED PUBLICATIONS

Chen, S., Jamil, R., & Ru, O. S. (2026). Mapping and theorizing gig work and digital technology: A bibliometric and integrative review. *Digital Business*, https://doi.org/10.1016/j.digbus.2026.100187.

Zhang, J., Jamil, R., Xu, J., & Yang, Y. (2026). Global Research Trends on Gender-Based Employment Discrimination in the Workplace: A Bibliometric Analysis. *Sage Open*, *16*(3), https://doi.org/10.1177/21582440261475713

Guan, H., & Jamil, R. (2026) How recruitment signals become memes: competitive intelligence dynamics in ten Chinese AI firms. *Future Business Journal,* 12, 85. https://doi.org/10.1186/s43093-026-00793-x

Ru OS, & Jamil R (2026), Institutional framework for neurodiversity employment. *Equality, Diversity and Inclusion: An International Journal*, Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/EDI-05-2024-0226

Liang, Y., Jamil, R., (corresponding), Teng, J., Chen, Y. (2026) Navigating human resource management in the gig economy: a bibliometric and interpretive literature review. *Social Sciences & Humanities Open*, 13, 1-22 https://doi.org/10.1016/j.ssaho.2025.102270

Jamil, R. (corresponding), Nohuddin P. N., & Said, M. F. H. (2025). Profiling and work patterns of gig workers: online platform data and Survey analytics. *Journal of Economy Culture and Society, 72,* 94-121. 10.26650/JECS2024-1565181

Jamil, R (corresponding)., Sin Ru, O., & Rocco, T. S. (2025). Mapping of neurodiversity and work: review and research agenda. *New Horizons in Adult Education and Human Resource Development*, *38*(2), 101-117. https://doi.org/10.1177/19394225251376779

Badrolhisam, N. I., & Jamil, R. (corresponding) (2025). Gender flexible work arrangements: a global bibliometric analysis with a focus on Asian content. *Future Business Journal*, *11*(1), 114. https://doi.org/10.1186/s43093-025-00519-5

Guan, H., & Jamil, R. (2025). Does AI affect job burnout and insecurity differently by gender? A fuzzy-set qualitative comparative analysis (fsQCA) of 26 university faculty cases. *Computers in Human Behavior Reports*, *19*, 100766. https://doi.org/10.1016/j.chbr.2025.100766

Yang, Y., Jamil, R., Han, Y., Zhang, J., & Xu, J. (2025). Design Thinking in Business: A Bibliometric Analysis and Research Agenda. *Electronic Journal of Business Research Methods*, *23*(2), 28-51. https://doi.org/10.34190/ejbrm.23.2.4197

Yang, Y., Jamil, R., Jiang, T., & Deng, B. (2025). Unfolding the innovation of meaning: A modified design thinking approach. *International Journal of Innovation Studies*, *9*(3), 231-245. https://doi.org/10.1016/j.ijis.2025.06.001

Jamil, R. (corresponding), Ru, O. S., Lan, Y. S., Cheng, G. G. W., & Yan, L. H. (2025). Inclusive Human Capital—Employment Transition Programme for Adults with Autism at Enabling Academy, Yayasan Gamuda. *Asian Journal of Management Cases*, *22*(1), 9-28. https://doi.org/10.1177/09728201241241175

Omar, N., & Jamil, R. (2025). A Systematic Literature Review of the Gig Economy: Insights into Worker Experiences, Policy Implications, and the Impact of Digitalization. *International Journal of Research and Innovation in Social Science*, *9*(2), 2136-2156.

Omar, N., & Jamil, R. (2025). The Shift from Traditional Jobs to Gig Work: Rethinking Career Development in a Flexible Economy. *International Journal of Research and Innovation in Social Science*, *9*(4), 4936-4946.

Xu, J., Jamil, R. (corresponding), Mai, X., Deng, L., Zhang, J., & Yang, Y. (2024). Volunteer Management in Nonprofit Organizations: A Bibliometric Analysis. *Sage Open*, *14*(4). https://doi.org/10.1177/21582440241284244

Shahbudin, N.S. and Jamil, R. (corresponding) (2024), "Technology empowerment in disability employment: a bibliometric and systematic review", *Journal of Enabling Technologies*, Vol. 18 No. 2/3, pp. 91-106. https://doi.org/10.1108/JET-01-2024-0009

Ru, O. S., & Jamil, R. (2024) Conceptual Framework of Inclusive Human Resource Management to Support Neurodiversity Employment. *International Journal of Academic Research in Business and Social Sciences*. 14(2), 2081 – 2092.

Zhang, J., & Jamil, R. (2024). Assessing the Complex Interplay of China's Fertility Policy Adjustments and Female Employment Dynamics: An In-depth Analysis of the Digitalized HRM Landscape in the Age of AI and Big Data. *Journal of Information Systems Engineering and Management*, *9*(1), 23931.

Darmawan, L.; Jamil, R. (corresponding), and Rees, C. J. (2023) Human resource management and corporate social responsibility: a case study of a vocational and education training (VET) programme in Indonesia. *Industrial and Commercial Training*, 55(4), 457 – 469. https://doi.org/10.1108/ICT-11-2022-0080

Razali, M. Z. M., and Jamil, R. (corresponding) (2023). Sustainability Learning in Organizations: Integrated Model of Learning Approaches and Contextual Factors. *SAGE Open*, *13*(1), https://doi.org/10.1177/2158244023115539

Zhang, J., and Jamil, R. (2023). Research Study: Effect of China's Fertility Policy Adjustment on Female Employment. *Social Space*, *23*(1), 46-74.

Anuar, N., Zakaria, Z., & Jamil, R. (2023). Does macroeconomic environment stimulate herding behaviour among investors in Malaysia stock market? an empirical evidence. *Central European Management Journal*, *31*(2), 470-480.

Razali, M. Z. M., and Jamil, R. (2022). The Role of Company Initiated Learning Program on Employees' Learning about Sustainability in Organization. *Journal of Entrepreneurship, Business and Economics*, *10*(2), 192-209. (ERA).

Jamil, R. (corresponding), Ong, S. R., Primus, M., and Subramaniam, P. (2022) Educating Social Change Agents in Human Resource Course: Framework and Lessons from Project Neuro. *Proceeding of Extended Abstract NALI 2022.*

Khodakarami, P., Zakaria, Z., Jamil, R., Teck, T. S., Mohammed, H. D., & Najmaei, M. (2022). The Effect of Business Technology Strategy on Inward Export Performance in the Malaysian Higher Education Industry. *Sustainability*, *14*(15), 9307. (Web of Science)

Zhang, J., & Jamil, R. (2022). Research On Female Talent Recruitment System Based On Decision Tree Algorithm Under The Second-Child Policy. In *2022* International Conference on Big Data, Information and Computer Network *(BDICN)* (pp. 104-107). *IEEE.*

Jamil, R. (2021) LeadCamp – Experiential Learning Framework for Leadership Skills. *Proceeding of Extended Abstract NALI 2021.*

Jamil, R. (2021). Human Resources Perspectives In Resourcing Medical Doctors For Rural Areas. *Management Theory and Studies for Rural Business and Infrastructure Development*, *43*(4), 562-573.

Hashemi-Nabi, M., Zakaria, Z., & Jamil, R. (2021). Budget Deficits and Economic Growth in Malaysia: What is the Threshold Level?. *Indian Journal of Economics and Business*, *20*(3).

Khodakarami, P., Zakaria, Z., binti Jamil, R., & Najmaei, M. (2021). The influence of Management Commitment on Inward Export Performance in Higher Education: Mediating Role of People Marketing Mix Adaptation. *Journal of Positive Psychology and Wellbeing*, *5*(4), 561-576.

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.

Alharbi, I. B., Jamil, R., Mahmood, N. H. N., & Shaharoun, A. M. (2020). Transformational leadership's impact on organizational innovation: The mediating role of management control system. *Global Business Review*, 0972150920934640.

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 the Hotel Industry: A Qualitative Exploration. *International Journal of Entrepreneurship*, *23*(2), 1 – 18.

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. (corresponding), & Zakaria, Z. (2019) Analyzing Work And Salary Expectations Of Unemployed Youths. *Malaysian Journal of Youth Studies*. 20: 80 – 99.

Jamil, R. (corresponding), 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. (corresponding), & 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.

Arshad, H. M., Jamil, R., & Salam, Z. A. (2018). Personality-Based Selection to Improve Recruitment and Retention of Doctors in Rural Areas. *Advanced Science Letters*, *24*(12), 9437-9440.

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.

Shahrin, R., Quoquab, F., Jamil, R., Mahadi, N., Mohammad, J., Salam, Z., & Hussin, N. (2017). Green "Eco-Label" or "Greenwashing"? Building awareness about environmental claims of marketers. *Advanced Science Letters*, *23*(4), 3205-3208.

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. (Web of Science)

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.

SELECTED DOCTORAL SUPERVISION

Completed:

1. Nur Idayu Badrolhisam (Completed 2026) *Malaysian Men's Perspective Toward Work-Life Balance When Working From Home*. Role: Sole supervisor. PhD thesis.
2. Nor Shahniza Shahbudin. (Completed 2026) *Usability of Assistive Technology as Job Accommodation Strategy for Visual Impaired Workers in Malaysian Public Sector.* Role: Main Supervisor. PhD thesis.
3. Ahmad Asyraf Mohd Ali (Completed 2025). *Extending The Theory Of Planned Behaviour In Determining Purchase Intention Of Remanufactured Automotive Component In Malaysia.* Role: Main supervisor. PhD thesis.
4. Said Z. S. Abdalmenem (Completed 2025) *Transformational Leadership, Good Governance, and Public Policy Impementation in Gaza-Strip Palestine*. Role: Main Supervisor. PhD thesis.
5. Xu Jiayi (Completed 2025) *Volunteer Management for Retention of Volunteers in Academic NPOs*. Role: Sole supervisor. PhD thesis.
6. Zhang, Jiayue (Completed 2025). *China's Fertility Policy on Female Employment and HR Implications*. Role: Sole supervisor. PhD thesis.
7. Ong Sin Ru (Completed 2024). *Inclusive Human Resource Management for Neurodiversity Employment in Malaysia*. Role: Sole supervisor. PhD thesis.
8. Murni Zarina Mohamed Razali (Completed 2021). *An Integrated Model Of Sustainability Learning In Organisations* Role: Sole supervisor. PhD thesis.
9. Hassan Danial Aslam (Completed 2020). *Stakeholder-Based Formative Evaluation Of MBA Program in Selected Public Universities in Pakistan*. Role: Sole supervisor. PhD thesis.
10. Ibrahim Bader A Alharbi (Completed 2020). *The Mediating Effect Of Management Control System In The Relationship Between Leadership And Organizational Culture On Organizational Innovation In Higher Education Institutions.* Role: Main Supervisor. PhD thesis.
11. Farahana Misni (Completed 2020). *Effect of Curriculum Design and Talent Development Philosophies on Employability Skills Among Malaysian Graduates*. Role: Co-Supervisor. PhD thesis.

12. Ruzanna Shahrin (Completed 2019). *Determinants of Pro-Environmental Behaviour in the Context of Nutricosmetics Industry*. Role: Co-Supervisor. PhD thesis.
13. Maisoon Murad (Completed 2017). *Exploring Organizational Cultural Barriers and the Role of Organizational Learning for Effective Crisis Management*. Role: Sole supervisor. PhD thesis.
14. Homa Khorasni Esmaeli (Completed 2017) PhD thesis - *The Role of Big Five Personality Traits and Self-Efficacy on Job Crafting and Job Performance. Role:* Co-Supervisor. PhD thesis.

Ongoing:

1. Yang Ying. (Under correction) *Dynamic Capabilities for Digital Human Resource: Adoption in Chinese Hospitality Industry*. Role: Sole Supervisor. PhD thesis.
2. Guan Heran (Ongoing) *Artificial Intelligence-Driven Ambidextrous Learning for the Re-employment of the New Poor in China*. Role: Sole Supervisor. PhD thesis.
3. Zhao Kune (Ongoing) *Artifical Intelligence-Based Performance Management In The Context Of Guanxi Organisations*. Role: Sole supervisor. PhD thesis.
4. Norhayati Omar (Ongoing) *Career Development of Freelancers in Gig Economy*. Role: Sole supervisor. PhD thesis.
5. Jamal Elmahi Saeid Al Khalifa (Ongoing) *Strategic Management and Financial Sustainability of Sudanese Non-Governmental Organizations.* Role: Sole supervisor. PhD thesis.
6. Liang Yue (Ongoing) *Algorithmic Management on Human Resource Management in Gig Economy*. Role: Sole supervisor. PhD thesis.
7. Chen Si (Ongoing) *Work Life Balance in Platform Companies in China.* Role: Sole supervisor. PhD thesis.

SELECTED DOCTORAL THESIS EXAMINATION

As external examiner:

1. Homayara Latifa Ahmed (Viva, February 2025) *Effect of Employee HR Attributions on Unethical Pro-Organization Behaviour Mediated by Organizational Identification and Moderated by Moral Decoupling*. Putra Business School, PhD thesis.
2. Sha Lyu (Viva, February 2025) *How Family Experiences Affect Women's Career Development: A Mixed-Methods Study in the Chinese Private Sector*. University of Manchester, PhD thesis.
3. Emirudzawati binti Juni (Viva, December 2024). *The Mediating Role of Emotional Intelligence in the Relationship Between Customer Service Competencies and Quality Among Tourist Guides in Sarawak*. Universiti Malaysia Sarawak. Phd thesis.
4. Md. Hasan Shimum Wahab (Viva, September 2024). *Influences of Soft and Technological Skills, Subjective Knowledge, University Reputation and Emotional Intelligence on Graduate Employability in Bangladesh*. Putra Business School, Universiti Putra Malaysia. PhD thesis.
5. Md Siddikur Rahman (Viva, January 2024). Procedural Justice, Distributive Justice, Organizational Support, Organizational Commitment, and Turnover Intention Among Academicians in the Private Universities of Bangladesh. Putra Business School, Universiti Putra Malaysia. PhD thesis.
6. Mehran Tunio Khan (Viva, November 2023). Impact Of Knowledge, Culture, Leadership and Justice on Organizational Sustainability Mediating and Moderating Effects Of Talent Management and Process Innovation in the Automative Sector Of Pakistan. Putra Business School, Universiti Putra Malaysia. PhD thesis.

7. Hazlawati binti Ali Baba (Viva, September 2023) *The Relationship between Individual Characteristics, Training Design and Work Environment with Transfer of Training. The Role of Rewards as a Moderator.* Universiti Malaysia Sarawak. Phd thesis.
8. Sidra Naseem. (Viva, June 2023). *Gender Gap In Leadership In Higher Education Institutions Of Pakistan: Role Of Stereotype Threat, Organisational Identification, Work From Home And Leadership Aspiration*. Putra Business School, Universiti Putra Malaysia. PhD thesis.
9. Brenda Ranee Francis. (Viva, December 2022). Perfo*rmance Appraisal and Intention to Quit.* Putra Business School, Universiti Putra Malaysia. PhD thesis.
10. Hana Alsultan. (Viva, October 2020) *Strategic Change in Saudi: Entrepreneurial University Concept*. University of Manchester. PhD thesis.

As internal examiner:

1. Zakaria Amir Hussein (Viva, April 2025) *Stakeholders' Engagement in Network Centric Operations Program of Malaysian Armed Forces Through Appreciative Inquiry*. UTM, PhD thesis.
2. Azlina binti Mohamad (Viva, June 2025) *Co-Creation and Small Medium Entreprises Internationalization*. UTM, PhD thesis.
3. Nurlyana Baharin (Viva, June 2024). *Emotional Intelligence as a Mediator In Talent Management Practices and Leadership Skills in Malaysian Government-Linked Companies*. UTM. PhD thesis.
4. Syeeda Adeeba Batool. (Viva, May 2023). *Effect of Talent Management on Firm Performance with Mediating Role of Financial Competency in the Banking Industry of Pakistan*. UTM. PhD thesis.
5. Nor Amira Syairah Binti Zulkarnaini. (Viva, 2022). *Role Of Strategic Human Resource Development And Psychology*. UTM. PhD thesis.
6. Dina Dahlan Abdullah (Viva, June 2022). *Succession Planning Of Female Leadership In Selected Higher Education Institutions In Saudi Arabia.* UTM. PhD thesis.
7. Siti Amirah Othman. (Viva, March 2022) *Impact of Talent Competence Engagement Towards Individual Work Performance through Human Resource Management Practice*. UTM. PhD thesis.
8. Fouad Youssouf Osman. (Viva, June 2020) *Technology Acceptance, Technology Hesitation and the Intention to Use Mobile Money in Somalia*. Malaysia-Japan International Institute of Technology. UTM. PhD thesis.

EXAMPLES OF TEACHING INNOVATION PROJECTS

- LeadCamp Framework (Role: Leader)
  - Introduced a program called 'LeadCamp' within the MBA curriculum. It is a leadership retreat and team building program, which is an embedded element of the Leading Talents in Organisation (LTO), a core course for Azman Hashim International Business School (AHIBS) MBA. The development of the LeadCamp Framework is informed by literature and best practices in leadership education and managerial learning. Its innovative features are four-fold. 1) The Acquire-Develop-Assess-Reward (ADAR) activities involve formal and informal learning sessions that are important for leadership and managerial learning and development. 2) Its theoretical-practical balance within the Framework makes it possible to emulate a real work setting in a formal academic program. 3) The experiential learning model provides a unique branding feature important for a business school. 4) The Framework is the first within AHIBS' academic programs. The pilot program was

done in collaboration with medical doctors / healthcare administrators from the Johor Healthcare Department during the pre-pandemic time in January 2020. The program has won the Gold Award in the New Academia Learning Innovation (NALI) 2021 hosted by UTM and other partners. The Framework has a copyright. Link: https://news.utm.my/2020/07/leadcamp-experiential-learning-venture-for-ahibs-mba/

- Neurodiversity Employment Campaign (NEC) (Role: Leader)
  - Introduced the NEC framework embedded within an MBA elective called Talent Engagement and Inclusion offered under the Strategic Talent Management concentration at AHIBS. The focus is adults who are on the autism spectrum, ADHD, etc. that have potentials and readiness to be employed. The campaign involves stakeholders from the industry, NGO, and neurodiverse adults. The program is in the pilot stage and is linked to the SDG8 Decent Work and Economic Growth. The approach has won the Bronze Award in the New Academia Learning Innovation (NALI) 2022 co-hosted by UTM and Asia Technology University Network (ATU-Net).
- AHIBS Online Global Classroom (OGC) (Role: Leader)
  - Initiated AHIBS OGC program which is a landmark knowledge sharing program created during the pandemic to promote global collaborations and mobility between institutions. It involves academicians / speakers from AHIBS (i.e. hosting academicians) and speakers other foreign institutions (i.e. partner academicians) to deliver short webinars to target participants. The OGC webinars are delivered to students, as part of their class component, and some are also open to the public. Speakers from AHIBS are paired with those from global institutions to speak on topics related to their fields of expertise. The OGC program, started in 2020, is now in its third year. In 2020, the program involved 12 institutions, 30 speakers from 8 countries. In 2021, the OGC returned with 22 institutions from 12 countries, and featured 32 speakers.

SELECTED PRESENTATIONS, KEYNOTE, AND GUEST SPEAKER ON SUSTAINABLE HUMAN RESOURCE / HUMAN CAPITAL ISSUES

- *Neurodiversity As Canvas for Teaching Sustainability In Human Resource: An Mba Coursework Experience* (June 2025). Presenter at the 3rd Transatlantic Symposium on Sustainable Development in Higher Education, International Business University, Toronto, Canada.
- *The Leadership Mosaic: Inclusion, Engagement and Strategy in Action (July 2025). Plenary speaker for* the 3rd International AHIBS Action Research Conference, Kuala Lumpur, Malaysia.
- *Sustainable Human Resource Management Through Neurodiversity Employment* (May, 2025). Keynote speaker for the 8th International Conference on Innovation Management and Entrepreneurship, Hangzhou, China.
- Workshop on Sustainable HRM (April 2024). Visiting Lecture at Chongqing University, China.
- Sustainable HRM through Neurodiversity Strategy (October 2023). Visiting Lecture at Chitkara University, India.
- Inclusive HRM. (December 2022). Virtual Convention for ADHD. Organized by Cogniversity Malaysia.
- Future of Work and Gig Economy: People Management Perspectives. (September 2022). Organized by Institut Teknologi Sepuluh, Indonesia.

- Inclusive Workplace – HR for Neurodiversity Employment in Technology Industry. (March 2022) Guest Lecture Series on SDG. Organized by Institut Teknologi Sepuluh, Indonesia.
- HR Roles for Inclusive Employment. (July 2022). Neurodiversity Employment Campaign Series 2. Organized by Azman Hashim International Business School, UTM with McDonald's Malaysia.
- Reimagining HR for Neurodiversity Employment (February 2022). Neurodiversity Employment Campaign Series 1. Organized by Azman Hashim International Business School, UTM.
- Abling The Disabled: Employment Of Persons With Disabilities In Malaysia. (2013). Poster Presentation at Case Writers' Association Malaysia.

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- Espoused Corporate MBA Collaboration Model
- Platform Company HR Practices Tool
- Skills and Learning Experience from Case Method Questionnaire (SLECMeQ)
- Training Needs Analysis Practices Questionnaire (TNAPQ)
- Instructional Design Framework for Social Change in Management Education
- LeadCamp - Experiential Learning Framework for Developing Leadership Skills
- Interview Protocols on Selection and Retention of Rural Doctors
- Malaysian Unemployed Youths - Profiling And Employability Competencies Questionnaire
- Protokol Temu Bual Pesalah Juvana
- Edu-Uti Spectrum Framework and Interview Guideline
- Talent Development Philosophy Questions (TDPQ)
- Developing and Writing Cases for Teaching: Guide for Case Facilitators and Writers (Training Module)

MEMBERSHIP AND CERTIFICATION

- Human Resource Development Corporation (HRD Corp) Accredited Trainer
- Institute of Neurodiversity (ION)
- International Society of Sustainability Professionals (ISSP)
- Asian Council of Science Editors (ACSE)
- Malaysian Institute Of Human Resource Management (MIHRM)
- Qualitative Research Association Of Malaysia (QRAM)
- North American Case Research Association (NACRA)