



UTM
UNIVERSITI TEKNOLOGI MALAYSIA

CURRICULUM VITAE



PERSONAL DETAILS

Name : Roziana Shaari
Gender : Female
Date of Birth : 30 August 1976
Nationality : Malaysia
Permanent Address : 64 Jalan PI 2/14, Taman Pulai Indah, 81110 Kangkar Pulai, Johor
Correspondent Address : Department of Human Resource Development
Faculty of Management
Universiti Teknologi Malaysia
UTM 81310 Johor Bahru, JOHOR, MALAYSIA
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Website : www.management.utm.my
ID Staff : 8435
Expertise : Human Resource Development (HRD), Training Need Analysis, Knowledge Sharing/Management

ACADEMIC QUALIFICATIONS

Year 2009 : Ph.D. Computer Science
(Thesis Title: *Human Resource Development and Knowledge Sharing Practices among Academicians in Malaysian Public Universities*)
Universiti Teknologi Malaysia (UTM), Malaysia
Year 2004 : MSc. in Human Resource Development
Universiti Putra Malaysia (UPM) , Malaysia
Year 1999 : BBA (Hons) Human Resource Management
Universiti Teknologi MARA (UiTM) , Malaysia
Year 1997 : Dip. in Business Studies
Institut Teknologi MARA (ITM), Malaysia

AWARD AND HONORS RECEIVED

- i) 2009 – Excellence Staff Award, Universiti Teknologi (UTM)
- ii) 2012 – Excellence Staf Award, Faculty of Management UTM
- iii) 2013 – Excellence Staff Award, Universiti Teknologi Malaysia
- iv) Best Paper Award, 3rd International Conference on Information and Finance (ICIF2013), November 18-19, London UK
- v) Blended Learning Award by UTMLead
 - Sem II 2016/2017 (Training Needs Analysis)
 - Sem I 2016/2017 (Safety and Health at Work)
 - Sem II 2016/2017 (Professional Ethics)
 - Sem II 2016/2017 (Creative and Critical Thinking)
- vi) 3-Star Rating Networking Grant Project
 - a) Building Higher Order Thinking Skills (KBAT) Through Fun And Creative Games At Sek Keb Taman Sri Pulai (SKTPS). September – October 2016.
 - b) Strengthening Capacity of Indonesian Academics to Broaden the University Quality in Makassar Indonesia. March – June 2017.

PROFESSIONAL MEMBERSHIP / QUALIFICATIONS / RECOGNITION

- i) Certified Neuro – Linguistic Programme (NLP)
- ii) Senior member, International Economics Development Research Center (IEDRC)
- iii) Member, Association for Talent Development (ATD) 2013 – 2016
- iv) Member, Institute of Training a& Occupational Learning (ITOL) 2011-2013
- v) Member, Malaysian Institute of Management (MIM) 2011 - 2014

ADMINISTRATIVE/COMMITTEE EXPERIENCE

Faculty Level

Positions/Employer

- i) 2005 – 2007 - Advisor for Students' Club (SMART)
- i) 2009 – 2010 – Coordinator for Internship Training (for BSc. Human Resource Development)
- ii) 2009 – 2010 – Head of Program (MSc. Human Resource Development)
- iii) 2009 – 2014 – Committee for Post Graduate Studies
- iv) 2013 – 2016 – Head of Program (BSc. Human Resource Development)
- v) 2010 – present – Academic Advisor for BSc. Human Resource Development (Matric/STPM/Diploma)
- vi) 2010 – 2011 – Director, International Conference Human Resource Development (ICHRD) 2011
- vii) Curriculum evaluation committee member for current and proposed programs of Faculty of Management: (a) Msc. Human Resource Development, (b) Master in Organizational Change & Development, (c) Executive Program in Organizational Change & Development). 21 February 2011, UTM City Campus.

University Level

Positions/Committee

- i) Jun 2010 – October 2012– Head of Department (Post Graduate Studies), Faculty of Management

- ii) Jun 2010 – October 2012 - University's Academic Committee of Post Graduate Studies (JAPSU)
- iii) 2012 – 2013 – Writer, Human Resource Blueprint, Universiti Teknologi Malaysia 2013 – 2020
- iv) 2017 – present – Head of Work, Learning & Development (WORLD) Research Group, Faculty of Management
- v) 2018 – Panel for Aspiring - Profesional Development Plan (A-PDP) (for 48 & 52 grade)

OTHERS EXPERIENCE

National Committee

- i) Appointment as Reviewer of 4th International Graduate Conference on Engineering Science & Humanity 2013 (IGCESH2013), Universiti Teknologi Malaysia, 2013

International Appointment/Committee

- i) Reviewer of Knowledge Management: An International Journal, 2012
- ii) Editor, MASAUM Journal of Management Sciences (MJMS)
- iii) Associate Editor for The International Journal Of Knowledge, Culture And Change Management Volume 11, Issue 6, 2013
- iv) Associate Editor In Organizational Cultures: An International Journal Volume 12, Issue 1, 2013
- v) Reviewer of Pertanika Journal (Malaysia), 2014 – 2016
- vi) Scientific Committee for 1st International Research Conference on Economics Business and Social Sciences, Apr 12-13 2016
- vii) Reviewer of The Organization Collection (March, 2018), Title of Manuscript: Benefits of Knowledge Sharing from the Managers' Point of View

Non-Academic/Community Engagement

- viii) Pesuruhjaya Struktur Peringkat Negeri Johor, Persatuan Pandu Puteri Malaysia (PPPM), 2018 – present (national)
- ix) Ketua Pengiring (representative for Persatuan Pandu Puteri Malaysia, PPPM), Arden 2018 Camp, 2 – 12 August, 2018, Blackwell Adventure, United Kingdom (international)

TEACHING ACTIVITIES

Universiti Teknologi Malaysia:

Postgraduate Courses

Core Courses
Theory and Philosophy of Human Resource Development (MHAR 1013)
Philosophy of Adult Learning (MHR 1053)
Human Resource Development Planning, Design and Evaluation (MHR1043)
Quality Improvement in Human Resource Development (MHF1043)
Research Methodology (UHAR0010/ULP0010)

Undergraduate Courses

Core Courses	General/University Elective Courses
Training Needs Analysis (SHAR1043)	Critical and Creative Thinking (UHAS2122)
Adult Learning (SHP3313/SHAR1033)	Professional Ethics (UHAS 2092)
Training & Development (SHAY3063)	Effective Communication (UHP3052)
Organization Development (SHP4303/SHP3373)	Asian Civilization (UHP2142)
Training Management (SHP4253)	Malaysian Nationhood (UHP 1132)
Organization Behavior (SHP1523)	
Skills for Trainer (SHP2363)	
Principle of Management (SHP4253)	

Other Institution: Open Universiti Malaysia (2006 until present):

Postgraduate Courses

- Human Resource Planning, Recruitment and Selection (HRPRS)
- Leadership

RESEARCH ACTIVITIES

Summary:

No. of Research Grant Project : 23

National Grant		UTM Grant	
Leader	Member	Leader	Member
1	3	4	14

Amount Research Grant : RM 880, 308

National Grant		UTM Grant	
Leader	Member	Leader	Member
RM 10,000	RM 500,600	RM 109,708	RM 260,000

A) NATIONAL RESEARCH GRANT

CASE WRITING GRANT SCHEME (CWGS - MOHE)

Project Leader

1. Prioritizing The Needs For Human Resource Development At IOI Lodgers Croklaan. November 2016 – September 2017. RM10,000. Vot. 4L406

Project Member

2. A Well Done HR Planning And Employee Outcomes. November 2016 – September 2017. RM10,000. Vot. 4L404

FUNDAMENTAL RESEARCH GRANT SCHEME (FRGS FUND)

Project Member

3. Skills Acquisition and Economic Mobility of Migrant Workers in Malaysia December 2014 – September 2016. RM71,600 (FRGS/2/2014/SS03/UTHM/01/1)
4. Kajian Halatuju dan Impak Sistem MyGrants. Januari 2016 – June 2018. RM721, 500. (Amounted to RM419,000 – Join in second year) Vot.R.J130000.7813.4F803

B) UTM RESEARCH GRANT

NETWORKING GRANT (CENTER FOR COMMUNITY AND INDUSTRY NETWORK - CCIN)

Project Leader

1. Building Higher Order Thinking Skills (KBAT) Through Fun And Creative Games At Sek Keb Taman Sri Pulai (SKTPS). September – October 2016. RM1,564. Networking Grant (CCIN). Vot.4X167
2. Strengthening Capacity of Indonesian Academics to Broaden the University Quality in Makassar Indonesia. March – June 2017. RM8144 Networking Grant (CCIN). Vot.4X266

RESEARCH UNIVERSITY GRANT SCHEME

Project Leader

3. The Impact Of Self-Efficacy Towards Learning Approaches Among Post-Graduate Students In A Research University. April 2011 – July 2012. RM40,000. GUP Grant. Vot. 02J35
4. Community Impact of UTM As A Neighbor. October 2014 – March 2016. RM60,000. Flagship Grant. Vot. 02G60

Project Member

5. The Awareness among Students' Role and Responsibility in Student Representative Council (MPP). 2002 – 2004. Funded by UTM Grant Scheme. Vot. 75099
6. A Study of Viability of Effectiveness of the University's General Subjects: Graduate Perspective. 2000 – 2003. Funded by UTM Grant Scheme. Vot. 773022
7. A Framework Of Ethical Experience During Industrial Training. April 2011 – July 2012. RM40,000. Vot.01J89
8. Impact Of Psychosocial Hazard On Psychosocial Well-Being In University Staff. April 2011 – March 2012. RM40,000. Vot.02J21
9. Persepsi Dan Tahap Kepuasan Kerja Dalam Kalangan Kakitangan Akademik Universiti Teknologi Malaysia Ke Arah Pembangunan Universiti Penyelidikan. April 2011 – July 2012. RM40,000. Vot.02J17
10. Kajian Mengenai Tahap Kualiti Pendidikan Dari Perspektif Pelajar Antarabangsa Di Universiti Teknologi Malaysia. April 2011 – July 2012. RM40,000. Vot. 00J92

11. Kajian Mengenai Penyesuaian Diri, Acculturatif Stres Dan Skil Penyelesaian Dalam Kalangan Pelajar Antarabangsa Di Universiti Teknologi Malaysia. December 2012 – December 2013. RM32,000.
Vot.07J97
12. Faktor Yang Mempengaruhi Sikap Wasatiah Dalam Kalangan Pensyarah UTM. December 2016 – November 2017. RM7,000.
Vot. 13J43
13. Utilization Of Social Media In Encouraging Employee Voice Behavior. December 2016 – November 2017. RM7,000.
Vot.13J51
14. Kesan Pengajaran Kursus Umum Universiti ke atas Pelajar Di IPTA (UTM). December 2016 – February 2018. RM7,000.
Vot.13J04
15. Culture Shock, Adaptation And Social Support Among International Students Towards Malaysian Culture. October 2016 – December 2017. RM10,000.
Vot.12J32
16. Health Promoting Lifestyle Behavior And Recommendations On How To Promote Healthy Behavior. December 2016 – February 2018. RM7,000.
Vot.13J12
17. HR Roles And Information Technology Usage And Effectiveness In Higher Educational Institutions (HEIs) In Malaysia. September 2015 – November 2016. RM20,000.
Vot. 11J28
18. A Comparison Study: The Influence Of Learning Transfer Factors On Transfer Intention Among Research Universities Staffs In Malaysia. February 2018 – April 2019. RM10,000.
Vot. 14J91

CONSULTANCY

CONSULTANCY - UTSB

Summary:

No. of Consutancy Project : 1

Leader	Member
	1

Amount Consultancy Grant : RM 198,113

Leader	Member
	RM 198,113

CONSULTANCY RESEARCH PROJECT AWARDED BY INSTITUT INTEGRITI MALAYSIA (IIM)

Project Member

1. Kajian Impak Program-Program Institut Integriti Malaysia Dalam Melaksanakan Pelan Integriti Nasional. Funded by Contract Grant Scheme – Institut Integriti Malaysia . October 2012 – March 2014. RM198,113. RADIS Vot. 4C034

CONSULTANCY - OTHERS

Summary:

No. of Consutancy Project : 2

Leader	Member
1	1

Amount Consultancy Grant : RM 102,000

Leader	Member
12,000	RM 90,000

Project Leader

1. Hubungan Di Antara Iklim Pembelajaran Dengan Pendekatan Pembelajaran Dalam Kalangan Pelajar Program Pengajian Separuh Masa Di UTM. Funded by SPACE, UTM. January – April 2012. RM12,000.

Project Member

2. Kajian Keharmonian dan Keruntuhan Rumah Tangga di Negeri Johor. Funded by Contract Grant Scheme – Yayasan Pembangunan Keluarga Darul Takzim. January – July 2012. RM90,000.

SUPERVISION

PhD Student

Year	No.	Name	Status	Title	Roles of Supervision
2010	1	Fadillah Ismail	Graduated 2015	The Effect of Training Transfer on Knowledge Sharing (written in Malay Language)	Main Supervisor
2011	2	Ayesha Abdul Mannan	Graduated 2017	Knowledge Sharing Intention among Nurses (written in Malay Language)	Co-Supervisor
2012	3	Muhammad Tafsir	Graduated 2017	Humor in Work Environment and Employee Creativity (written in Malay Language)	Main Supervisor
2012	4	Nursyamilah Annuar	Graduated 2018	Satisfaction of Life and Self-Directed Learning (written in Malay Language)	Main Supervisor
2015	5	Suriati Mahmood	Ongoing	Corporate Social Responsibility Awareness	Main Supervisor
2015	6	Norlida Mohd Ramli	Ongoing	The Influence of Informal Learning in Academic Leadership Styles towards Problem Solving in Higher Education Institution	Co-Supervisor
2017	7	Almotawa Abdulmohsan Saud S	Ongoing	Impact of Employee Engagement and Digital Capabilities on Human Resource Development: Analysis of Public Health Delivery in the Kingdom of Saudi Arabia	Main Supervisor
2017	8	Awad Marzoog S. Algawazi	Ongoing	Human Resource and Employee Engagement	Main Supervisor
2018	9	Nor Amira Syairah Zulkarnain	New student	Human Resource Development and Innovation	Main Supervisor

MSc. Student

Year	No	Name	Status	Title	Type	Roles of Supervision
2017	1	Nurhazlina Binti Abdul Hamid	Ongoing	Human Resource Development and green practices	Mixed-Mode	Main Supervisor
2015	2	Nor Amira Syairah Zulkarnain	Graduated 2016	HRD Roles for Corporate Social Responsibility	Mixed-Mode	Main Supervisor
2015	3	Yusrinna Binti Hashim	Ongoing	Trainers Competencies	Mixed-Mode	Main Supervisor
2014	4	Puvaneswari Paramasivam	Graduated 2018	University Social Responsibility	Full Research	Main Supervisor
2014	5	Abdul Rahman Mohammed Hamed Al Aafi	Graduated 2015	Human Resource Development Climate In The Ministry Of Education In The Sultanate Of Oman	Mixed-Mode	Main Supervisor
2013	6	Harishen Panrangam	Graduated 2017	The Effects of Instructional Design, Learner's Characteristics, and Workplace Environment on Transfer of Learning	Mixed-Mode	Main Supervisor
2012	7	Nor Izzati Muhamad	Graduated 2015	The Application of Flow Theory in Employee Engagement	Full Research	Main Supervisor
2012	8	Khairulbahiyah Yaakub	Graduated 2014	The Influence of Core Self-Evaluation Traits To Knowledge Sharing Behavior and Overcoming Evaluation Apprehension Among Academic Librarians	Full Research	Main Supervisor

2012	9	Farahnurhidayah Mohamed Fadil	Graduated 2016	A Study on Human Resource Development Practices in Multi-national Companies (MNCs)	Mixed-Mode	Main Supervisor
2012	10	Nurabidah Mohd Ahyan	Graduated 2014	The Impact of Self Efficacy on Learning Approach in Universiti Teknologi Malaysia.	Mixed-Mode	Main Supervisor
2012	11	Arnisyah Ramli	Graduated 2013	Organizational Learning and Knowledge Sharing (written in Malay Language)	Mixed-Mode	Main Supervisor
2012	12	Nadirah Ishak	Graduated 2013	The Impact of learning Climate on Learning Approaches Used among Part-Time Students in SPACE, Universiti Teknologi Malaysia (written in Malay Language).	Mixed-Mode	Main Supervisor
2011	13	Mohd Faizal Othman	Graduated 2013	Research Students' Perception on The Way They Are Supervised and Its Influences on Their Self-Regulatory	Mixed-Mode	Main Supervisor
2011	14	Mohd Hafiz Abd Rahim	Graduated 2013	Self-Efficacy and Informal Learning (written in Malay Language)	Main Supervisor	Main Supervisor
2011	15	Mohd Hairil Faiz Hanafiah	Graduated 2012	Creativity among Social Sciences Academia in Universiti Teknologi Malaysia: An Application of Creative Role Identity Theory (written in Malay Language)	Mixed-Mode	Main Supervisor
2010	16	Lim Siew En	Graduated 2011	Factors Influencing Knowledge Sharing Intention in Higher Education Institution	Mixed-Mode	Main Supervisor

2010	17	Ng Yean Yee	Graduated 2011	Knowledge Sharing Factors on Knowledge Sharing behavior among Employees in Construction Industry	Mixed-Mode	Main Supervisor
2010	18	Jivan a/l Cahnderan	Graduated 2011	The Influence on Trends of Work Life Balance and Turnover, The Impact On Job Satisfaction In Factory Sector (written in Malay Language)	Mixed-Mode	Main Supervisor
2009	19	Irwana Abd Malek	Graduated 2010	The Approach on Continuous Learning in SLDN at NGV Auto Service, Johor Bahru (written in Malay Language)	Taught course	Main Supervisor
2006	20	Atika Abdul Rahman	Graduated 2007	The Barriers in Knowledge Management Practices (written in Malay Language)	Taught course	Main Supervisor
2006	21	Rosmawati Mohamed	Graduated 2007	The Application on Knowledge Sharing System: A Survey on 3 Public Sector's Organizations (written in Malay Language)	Taught course	Main Supervisor
2006	22	Norashikin Hussein	Graduated 2007	Organizational Learning and its Relationship to Employees' Commitment" (written in Malay Language)	Taught course	Main Supervisor

Bsc. Student

Year	No.	Name	Status	Title	Roles of Supervision
2017	1	Nur Ain Afiqah	Ongoing	Hubungan Lokus Kawalan Diri dan Tahap Komitmen Kerjaya	Main Supervisor
2017	2	Nor Farahin Lokman	Ongoing	Hubungan Di Antara Gaya Kepimpinan Laluan Matlamat dengan Perancangan Kerjaya	Main Supervisor
2017	3	Norliha Hashim	Graduated	Hubungan gaya Kepimpinan Transformasional dan Leterlibatan Kerja	Main Supervisor
2017	4	Norsyairah Ayuni Abdul Hadi	Graduated	Kajian tentang Tingkah Laku Pengurusan Hijau dan Amalan pengurusan Hijau	Main Supervisor
2016	5	Nor Azlinda Masridin	Graduated	Persepsi Pekerja Kumpulan Sokongan Gred 17 terhadap tanggungjawab Sosial Korporat	Main Supervisor
2016	6	Nur Aqilah Johari	Graduated	Persepsi Pekerja terhadap Etika Kerja	Main Supervisor
2016	7	Nor Azlin Ismail	Graduated	Persekitaran kerja dalam kalangan Pekerja Bukan Eksekutif	Main Supervisor
2016	8	Nur Azlinda Acho	Graduated	Antecedents of Transfer of Training	Main Supervisor
2016	9	Nurul Aimi Md Asri	Graduated	Kajian ke Atas Reaksi Pekerja terhadap latihan	Main Supervisor
2016	10	Yatmi Nordin	Graduated	Kajian terhadap Aktiviti-Aktiviti Pengurusan Latihan	Main Supervisor
2016	11	Hazaminar Mohd Aris	Graduated	Kajian persepsi pekerja terhadap Faktor Persekitaran Dalam pemindahan latihan	Main Supervisor
2015	12	Tounsi Dejla	Graduated	The Relationship Between Organizational Climate And Organizational Citizenship Behavior Amongst Pilots Of Tunisair	Main Supervisor

2011	13	Halimul Nisa S- Seeni Mohamed, Nazirah Abdul Halim, Purme d/o Grenang	Graduated	Survey on Perceptions of non-academic staff on the GOP in encouraging employee creativity towards the realization of research university at UTM (written in Malay Language)	Main Supervisor
2011	14	Nur Diyana Rosli, Nor Asmidah Bahman, Nur Syazana Mohamed Salih	Graduated	Level Of Practice And Knowledge Sharing Factors Among The Management Positions In Commerce Technologies Net Sdn.Bhd (written in Malay Language)	Main Supervisor
2010	15	Haidah Abdul Latiff, Nor hafizah Ibrahim & Nor Khairunnisa Zolkipli	Graduated	The Influence of Collaborative Climate on Knowledge Sharing among Staff in Majlis Amanah Rakyat (MARA) Johor Bahru (written in Malay Language)	Main Supervisor
2010	16	Kalpanah d/o Supparmaniam, Noor sharyna Shamsudin & Tan Shau Yan	Graduated	Workplace Learning among Management Level in C&C Group of Companies Muar Johor (written in Malay Language)	Main Supervisor
2010	17	Cheng Soo Wen, Chin Ming Ping & Yap Lee Chin	Graduated	The Informal Learning among Insurance Agents Super Group Agency Great Eastern Insurance Bhd. Johor Bahru (written in Malay Language)	Main Supervisor
2007	18	Tiau Sock King & Wang Shu Ee	Graduated	The Employee Perception on The Effectiveness of Power and Jos Satisfaction ” (written in Malay Language)	Main Supervisor
2006	19	Malini d/o Dharmalingam	Graduated	Information Sharing Through Intranet: A Case in MT Picture Display Sdn Bhd ” (written in Malay Language)	Main Supervisor

2006	20	Teo Chai Ling	Graduated	The Practices of Career Development and Its Relationship to Personality: A Case among Lecturer in Universiti Teknologi Malaysia ” (written in Malay Language)	Main Supervisor
2006	21	Marlia Suparman	Graduated	The Assessment on Training Content of Competency Assessment Level Course: A Case in Universiti Teknologi Malaysia” (written in Malay Language)	Main Supervisor
2006	22	Tiew Boon Chet	Graduated	The Relationship between Personality Traits and Employee Commitment: A Case Study in Human Resource Department, Head Quarters Bumiputra Commerce Bank Kuala Lumpur	Main Supervisor
2006	23	Loh Yieng Chew, Lim Pei Pei & Tan Lai Ling	Graduated	The Practices of E-learning in Universiti Tun Abdul Razak (UNITAR) (written in Malay Language)	Main Supervisor

POSTGRADUATE EXAMINATION /VIVA

MSc INTERNAL EXAMINER

List of Students:

- i. Ali Jolalee
- ii. Mumtaz Ali Memom
- iii. Mohamad Mahmoud
- iv. Omar Abdullah
- v. Saleha Hummad
- vi. Najmeh Reihani
- vii. Azmah Mohd Said

PhD INTERNAL EXAMINER

List of Students:

- i) Taimoor Marjani – the Role of Knowledge Sharing Practices in Enhancing Project Success – 2012
- ii) Kamran Azam – HRD and Vulnerability Approach to Disaster - 2013
- iii) Thanmoli a/p Peariasamy – Pengaruh Faktor Organisasi dan Personaliti ke atas Tingkahlaku Perkongsian Ilmu Pengetahuan – 2015
- iv) Farhad Shirani – 2015
- v) Norshela Salleh – 2015
- vi) Ologbo Andrew Chukwuyem - 2016
- vii) Amir Honarpour – 2016
- viii) Irmawati Norazman – 2017

PhD EXTERNAL EXAMINER

Thesis examination for the qualifying examination for PhD (Business Administration). Title: The Impact of Self-Directed Learning Teams in Promoting the Concept of a Learning Organization. 2 June 2011.
(Khamid Ibrahim Al Dossary, Open University Malaysia)

Thesis examination (VIVA) for PhD. Title: “The relationship between volunteerism, job performance and life satisfaction among volunteer in Malaysia”, 1 June 2012.
(Chantiran a/1 Veerasamy, Universiti Putra Malaysia)

PUBLICATIONS

Summary:

ISI : 1

Scopus : 9

Citation: 147 (See <https://scholar.google.com.my/citations?user=1qFw1ykAAAAJ&hl=en>)

H Index: 7

ISI Journal:

Shaari, R., Rajab, A., Wahab, S. R. A., & Zulkarnain, N. A. S. (2016). The Challenges Of Public Academe In University Social Responsibility: The Influences Of Human Resource Development’s Intervention. *IIOAB Journal*, 7, 573-576.

SCOPUS Journal:

1. **Shaari, R.**, Rajab, A. & Yusoff, R. M. (2010) The Organizational Issues Of Knowledge Sharing Among Academic Staffs In The Malaysian Public Universities. *International Journal of Knowledge, Culture and Change Management*. Vol 10, No 6, p. 133-147

2. **Roziana Shaari**, Siti Aisyah Panatik et al. (2011). A Study On Learning Approaches Used Among Postgraduate Students In Research University. *International Journal Of Social Sciences And Humanity Studies*, Vol 3, No 2, 2011 Issn: 1309-8063 (Online)
3. **Shaari, R.**, Khalifah, Z., Rajab, A., & Zulkarnain, N. A. S. (2017). Human Resource Development Intervention Towards Community Engagement: A Journey to Corporate Social Responsibility. In *Advances in Human Factors, Business Management, Training and Education* (pp. 1215-1225). Springer, Cham.
4. Rajab, A., Mohd, N. F., Wan Zakaria, W.Z., & **Shaari, R** (2017). Examining Motivation Among Higher Learning Undergraduates. *Journal of Engineering and Applied Sciences*, 12(13), 3541-3545.
5. Rajab, A., Mohd, N. F., Wan Zakaria, W.Z., & **Shaari, R** (2017). Exploring Language Anxiety Among Primary School Students. *Journal of Engineering and Applied Sciences*, 12(13), 3546-3549.
6. Rajab, A., Mohd, N. F., Wan Zakaria, W.Z., & **Shaari, R** (2017). Teacher Trainee's Apprehension Towards Teaching Practice In Schools. *Journal of Engineering and Applied Sciences*, 12(13), 3572-3476.
7. Abdul Mannan, A., **Shaari, R.**, & Bakri, N. (2017). Effect Of Personal Factors Toward Knowledge Sharing Behavior. *Man In India*, 97(17), 327-334.
8. Sarip, A., **Shaari, R.**, & Royo, M.A. (2019) Investigating human resource roles in research-based university: An evidence from Malaysia. *Advances in Intelligent Systems and Computing*, Vol. 783, 508-515. (**new**)
9. **Shaari, R.**, Sarip, A., Rajab, A., Rahman, H. A., & Fadil, F.M. (2019). The importance of strategic human resource development practices among multinational companies in Malaysia. *Advances in Intelligent Systems and Computing*, Vol. 783, 424-430. (**new**)

ISI Proceeding:

1. SAB Panatik, A Rajab, **R Shaari**, IM Shah, H Abdul (2012). Impact of Work-related Stress on Well-being among Academician in Malaysian Research University. *International Proceedings of Economic Development and Research*, Vol. 30, 37-41.
2. **Shaari, R.**, Mahmud, N., Wahab, S. R. A., Rahim, K. A., Rajab, A., & Panatik, S. A. (2012). Deep as a Learning Approach in Inspiring Creative and Innovative Minds among Postgraduate Students in Research University. *Procedia-Social and Behavioral Sciences*, 40, 152-156.

3. Rahman, H. A., Raja, A., **Shaari, R.**, Panatik, S. A., Shah, I. M., & Hamid, K. (2012). Employees contentment in an organization. *Procedia-Social and Behavioral Sciences*, 40, 604-608.
4. SAB Panatik, A Rajab, **R Shaari**, MM Saat, SA Wahab, NFM Noordin (2012). Psychosocial Work Condition and Work Attitudes: Testing of the Effort-Reward Imbalance Model in Malaysia. *Procedia-Social and Behavioral Sciences* 40, 591-595.
5. A. Rajab, S.A. Panatik, A. Rahman, H.A. Rahman, **R. Shaari**, W.M. Saat. (2011) Service Quality in a Research University: A Post-Graduate Perspective. *Procedia Social and Behavioral Sciences*, 29, 1830.

NON-INDEXED Journal :

1. **Roziانا Shaari** (2004). A Practice of Knowledge Sharing: A Case Study In a Public Service Organization. *Jurnal Kemanusiaan*, Bil 3, Jun 2004, ISSN 1675-1930, 123-128.
2. **Roziانا Shaari** (2007). Human Resource Development (HRD) Strategies for Knowledge Sharing in a Higher Learning Institution. *Jurnal Teknologi Maklumat*, vol. 19(2), 57-66. Publisher:UTM
3. Hamidah Abd. Rahman (K), Ishak Mad Shah, Fadillah Zaini, **Roziانا Shaari** (2010). The Assessment on Ethnic Relations Subject in Public Higher Learning Institution: Report and Survey in UTM Johor Darul Takzim (written in Malay language). *Jurnal Teknologi (Sains Sosial)*, vol.54, Publisher UTM.
4. **Roziانا Shaari**, Rose Alinda Alias, Azizah Rajab, Christopher J. Rees (2010). The Personal Issues Of Knowledge Sharing Among Academic Staffs In Malaysian Public Universities. *Malaysian Management Review*, Jan-June.
5. Azizah Rajab, Hamidah Abdul Rahman, & **Roziانا Shaari** (2011). The International Students' Perception Towards The Education Quality. *International Journal Of Social Sciences And Humanity Studies*, Vol 3, No 2, pp. 49-58 . ISSN: 1309-8063 (Online)
6. **Roziانا Shaari**, Norashikin Mahmud, Shah Rollah Abdul Wahab, Kamaruzzaman Abdul Rahim, Azizah Rajab & Maisarah Mohamed Saat (2011). A Study On Learning Approaches Used Among Postgraduate Students In Research University. *International Journal Of Social Sciences And Humanity Studies*, Vol 3, No 2, pp. 411-420. ISSN: 1309-8063 (Online)
7. **Roziانا Shaari**, Siti Fatimah Bahari, Nor Akmar Nordin, Kamaruzzaman Abdul Rahim, Azizah Rajab & Mohd Hairil Faiz Hanafiah (2011). An Application Of Role Identity Theory To Foster Academics Creativity In A

Research University. *International Journal Of Social Sciences And Humanity Studies*, Vol 3, No 2, pp. 375-384. ISSN: 1309-8063 (Online)

8. SAB Panatik, **R Shaari**, SKZ Badri. (2012). The Relationship Between Psychosocial Stressors And Work Attitudes: The Mediating Effects Of Psychological Strain. *International Journal of Social Sciences and Humanities*, Vol 4 (No 2), (Online).
9. A Rajab, HA Rahman, SA Panatik, **R Shaari**. (2012). Education Service: International Students' Perception. *European Journal of Business and Social Sciences*, 1 (2), 1-10.
10. HA Rahman, A Rajab, **R Shaari**, SA Panatik, IM Shah, K Hamid. (2012). Employees Contentment in an Organization. *Journal of Asia Pacific Business Innovation & Technology Management*, 2, 023-029.
11. **Rozianna Shaari**, Azizah Rajab & Hamidah Abdul Rahman and (2013). What Deter Academia to Share Knowledge Within Research-Based University Status? *World Academy of Science Engineering and Technology*, Issue 0073 (January 2013).
12. K Yaakub, **R Shaari**, & **SA Panatik, A Rahman**. (2013). Towards an Understanding of the Effect of Core Self-Evaluations and Knowledge Sharing Behaviour. *International Journal of Applied Psychology*, 3 (1), 13-18.
13. A Rajab, T Abdullah, **R Shaari**, H Abdul Rahman, SA Panatik (2013). *International Students' Experience towards Support Staff in a Higher Learning Institution. Wulfenia Journal* 19 (10), 353-361.
14. **Rozianna Shaari**, Siti Aisyah Panatik Abdul Rahman and Azizah Rajab (2014). Self-Efficacy as a Determined Factor for Knowledge Sharing Awareness. *International Journal of Trade, Economics and Finance*, Vol 5 (1), pp 39-42 (ISSN: 2010-023X)
15. A Rajab, Z Awang, **R Shaari**. Sustaining Service Facilities in a Research University. *Journal of Law and Social Sciences (JLSS)* 1 (1) 2014.
16. Azizah Rajab, Shah Rollah Abdul Wahab, **Rozianna Shaari**, Siti Aisyah Panatik and Nur Syazwin Mansor (2014). Academic and Social Adjustment of International Undergraduates: A Qualitative Approach. *Journal of Economics, Business and Management*, Vol 2 (4), pp 247-250 (ISSN: 2301-3567) DOI: 10.7763/JOEBM.2014.V2.
17. Siti Aisyah Panatik, Azizah Rajab, Syaharizatul Norizwan Muktar, **Rozianna Shaari**, and Shah Rollah Abdul Wahab (2014). The Mediating Effects of Work-Related Attitudes in the Relationship between Psychological Strain and Job Performance among Malaysian Technical Workers. *Journal of Economics*,

18. Shah Rollah Abdul Wahab, Azizah Rajab, **Rozianna Shaari**, Siti Aisyah Panatik and Maisarah Mohamed Saat (2014). Manipulation of Safety Training Practices on Organizational Safety Performance: An Evidence in Malaysia's Automotive Industry. *International Journal of Trade, Economics and Finance, Vol 5 (1), pp 110 – 113. (ISSN: 2010-023X)*
19. A Rajab, **R Shaari**, RM Yusoff, MM Yusof, NS Mansor (2014). International Postgraduates Adaptation Experience. *Journal of Economics, Business and Management, 2 (4), 281.*
20. **R Shaari**, ARMH Al Aofi, A Rajab, SRA Wahab (2015). The 'OCTAPAC' Culture as a Core Component Of HRD Climate: A Survey. *Jurnal Kemanusiaan, 24 (2), 59-77.*
21. **R Shaari**, N Bakri, AA Rahman (2015). Antecedents of Knowledge Sharing Behavior among Nurses: Towards Research Agenda. *Procedia-Social and Behavioral Sciences 171, 635-641.*
22. MA Royo, A Sarip, R Shaari (2015).. Entrepreneurship Traits and Social Learning Process: An Overview and Research Agenda. *Procedia-Social and Behavioral Sciences 171, 745-753*
23. **R Shaari**, SA Panatik, A Rajab, Z Khalifah (2016). Engaging University's Roles In Social Inclusion. *STUDIA UBB Negotia, LXI, 3, 85-98.*
24. **R. Shaari**, A. Rajab, N.A. Acho (2016). Antecedents of training transfer. *Journal of Advanced Research in Social and Behavioural Sciences 4, Issue 2, 170-176.*
25. Ayesha Abdul Mannan, Norhani Bakri, **Rozianna Shaari** (2017). Personal Factors Effect Towards Nurses Knowledge Sharing Behaviour. *Sains Humanika, Vol 9: 1-3, 13 – 18. (online) [e-ISSN ISSN: 2289-6996]*
26. **R. Shaari**, Sarip, A., Rajab, A., & Wan Zakaria, W.Z. (2018). The Impact of University Social Responsibility Towards Producing Good Citizenship: Evidence from Malaysia. *International Journal of Organizational Leadership (new – to be published)*

BOOK (IN PROGRESS)

1. Training Needs Analysis Handbook (textbook)– in progress
2. 2017 Training & Development Practices Survey In Malaysia (research material) – in progress

PROCEEDINGS/CONFERENCE

1. *International Conference on Human Resource Development (ICHRD), 2011.* Mutiara Hotel Johor Bahru, 22-23 June 2011. (ISBN 978-983-42745-2-8).
2. Azizah Rajab, Siti Aisyah Panatik, Hamidah Abdul Rahman, **Roziانا Shaari**, & Maisarah Saat. (2011, 19-22 October 2011). Service quality in a research university: A post-graduate perspective. Paper presented at the *International Conference on Education and Educational Psychology (ICEEPSY 2011), Istanbul, Turkey.* (ISSN: 1986-3020)
3. **Roziانا Shaari**, Norashikin Mahmud, Shahrollah Abdul Wahab, Kamarulzaman Abdul Rahim, Azizah Rajab, Maisarah Saat, Siti Aisyah Panatik. (2011, 7-8 October 2011). A Study on Learning Approaches Used Among Post-Graduate Students in a Research University. Paper presented at the *International Conference on Social Sciences, Izmir, Turkey.*
4. Siti Aisyah Binti Panatik, Azizah Rajab, **Roziانا Shaari**, Maisarah Mohamed Saat, Shahrollah Abdul Wahab, Nurul Farhana Mohd. Noordin (13-15 January, 2012). Psychosocial Work Condition and Work Attitudes: Testing of the Effort-Reward Imbalance Model in Malaysia. Paper presented at the *International Conference on Asia Pacific Business Innovation & Technology Management, Pattaya, Thailand.*
5. Azizah Rajab, **Roziانا Shaari**, Siti Aisyah Panatik, Shah Rollah Abdul Wahab, Hamidah Abdul Rahman & Nor Atiqah Mat Ali, (13-15 January 2012). Quality Management: From Innovative Service to Effective Facility. Paper presented at the *International Conference on Asia Pacific Business Innovation & Technology Management, Pattaya, Thailand.*
6. **Roziانا Shaari**, Norashikin Mahmud, Shah Rollah Abdul Wahab, Kamaruzzaman Abdul Rahim, Azizah Rajab, Siti Aisyah Panatik, (13-15 January 2012). 'Deep' as a Learning Approach in Inspiring Creative and Innovative Minds among Postgraduate Students in Research University. Paper presented at the *International Conference on Asia Pacific Business Innovation & Technology Management, Pattaya, Thailand.*
7. Hamidah Abdul Rahman, Azizah Rajab, **Roziانا Shaari**, Siti Aisyah Panatik,

Ishak Mad Shah, Khairunnisa Hamid, (13-15 January 2012). Employees Contentment in an Organization. Paper presented at the *International Conference on Asia Pacific Business Innovation & Technology Management*, Pattaya, Thailand.

8. Siti Aisyah Binti Panatik, Azizah Rajab, **Rozianna Shaari**, Ishak Mad Shah, Hamidah Abdul Rahman, and Siti Khadijah Binti Zainal Badri (24-25 February 2012). Impact of Work-related Stress on Well-being among Academician in Malaysian Research University. Paper presented at the 2012 *International Conference on Education and Management Innovation*, Singapore.
9. Azizah Rajab, Siti Aisyah Panatik, Hamidah Abdul Rahman, and **Rozianna Shaari** (24-25 February 2012). Managing Quality Support Staff in a Higher Learning Institution. Paper presented at the 2012 *International Conference on Education and Management Innovation*, Singapore.
10. Khairulbahiyah Yaakub, **Rozianna Shaari** & Siti Aisyah Panatik Abdul Rahman (2012). Towards an understanding of the effect of core-self evaluation and knowledge sharing behavior. *2nd Global Conference for Academic Research on Management and Economics* (Indexed by Science Direct and Scopus)
11. Siti Aisyah Panatik, Rosman Mohd Yusoff, Azizah Rajab, Hamidah Abdul Rahman, Kassim Thukiman, **Rozianna Shaari** (12-13 Dec 2012). Kajian tahap kecenderungan bercerai di Negeri Johor. *Paper presented at 4th International Conference on Social Sciences and Humanities (ICOSH)*, UKM.

THESIS

Rozianna Shaari, Human Resource Development and Knowledge Sharing Practices among Academicians in Malaysian Public Universities. Ph.d. Thesis, Universiti Teknologi Malaysia (2009)

EDITED BOOK

Editor & Speech Writer, CD Proceeding International Conference Human Resource Development (ICHRD) 2011, FPPSM UTM

BOOK CHAPTER

1. **Rozianna Shaari**, Azizah Rajab, Norhanim binti Abdul Samat, Wan Zarina Wan Zakaria, Hamidah Abdul Rahman (P) (2008). Anxiety Level of Trainees Teachers before Practical Training. Book Chapter from Psychological Factor in Organizational Management (written in Malay Language). UTM Publication ISBN 978-983-52-0695-5
2. Azizah Rajab, **Rozianna Shaari**, Siti Fatimah Bahari, Lily Suriani Mohd Arif & Tiew Boon Chet (2008). The Relationship between Personality Traits and

- Employees Commitment in Organization. Book Chapter from Psychological Factor in Organizational Management (written in Malay Language). UTM Publication ISBN 978-983-52-0695-5
3. Shah Rollah Abdul Wahab, **Roziانا Shaari**, Nor Akmar Nordin, Azizah Rajab & Khairulnesa Isa (2008). Organizational Environmental Factor in Motivating Knowledge Sharing: An Analysis in Institut Kemahiran MARA Johor. Book Chapter from Psychological Factor in Organizational Management (written in Malay Language). UTM Publication ISBN 978-983-52-0695-5
 4. Lily Suriani Mohd Arif, **Roziانا Shaari**, Siti Fatimah Bahari & Shah Rollah Abdul Wahab (2008). Stress According to Gender Differences in Retail Sector. Book Chapter from Psychological Factor in Organizational Management (written in Malay Language). UTM Publication ISBN 978-983-52-0695-5
 5. Noor Zainab Abd. Razak, Norhani Bakri, Hamidah Abd. Rahman (K), Ishak Mad Shah, **Roziانا Shaari**, & Salwa Abd. Patah (2008). The Capability of General Subjects in Inculcating Generic Skills among University's Students. Book Chapter from General Studies and Generic Skills (written in Malay Language). UTM Publication ISBN 978-983-52-0690-0
 6. Norhani Bakri, Noor Zainab Abd. Razak, Hamidah Abd. Rahman, Ishak Mad Shah, **Roziانا Shaari**, & Fadillah Zaini (2008). Lecturers' Perception on Teaching and Learning Environment of University General Subjects. Book Chapter from General Studies and Generic Skills (written in Malay Language). UTM Publication ISBN 978-983-52-0690-0
 7. Mohd. Azhar Abd. Hamid, Muhamed Fauzi Othman, Azmi Shah Suratman, Mohd. Koharuddin Balwi, Mohd. Nasir Markom, Shafuddin Md. Yatim, Adanan Mat Junoh Noor Zainab Abd. Razak, Norhani Bakri, Hamidah Abd. Rahman (K), Ishak Mad Shah, **Roziانا Shaari**, & Salwa Abd. Patah (2008). Inculcate Critical Thinking Culture among Malaysians: An Early Critique. Book Chapter from Social Issues (written in Malay Language). UTM Publication ISBN 978-983-52-0692-4
 8. **Roziانا Shaari**, Azizah Rajab & Mohd Syawal Aris (2009). Workplace Learning Approaches among Support Staff in Universiti Teknologi Malaysia. Book Chapter from Issues on Human Resource Development. UTM Publication. ISBN 978-983-52-0719-8.
 9. **Roziانا Shaari**, Rose Alinda Alias & Azizah Rajab (2009). Human Resource Development Strategies for Knowledge Sharing: A Preliminary Study. Book Chapter from Issues on Human Resource Development. UTM Publication. ISBN 978-983-52-0719-8.
 10. **Roziانا Shaari**, Azizah Rajab, Lily Suriani Mohd Arif, Shah Rollah Abdul Wahab & Raihana Romly (2009). Teacher Trainees Perception Towards

Teaching Practice. Book Chapter from Issues on Human Resource Development. UTM Publication. ISBN 978-983-52-0719-8.

11. Shah Rollah Abdul Wahab, Lily Suriani Mohd Arif, **Roziانا Shaari**, Siti Fatimah Bahari, Nor Akmar Nordin, Azizah Rajab & Tee Sher Bee (2009). Employees Perception on Employee Union: A Study in a Johor Bahru Hotel. Book Chapter from The Practice of Training & Human Resource Development in Malaysia (written in Malay Language). UTM Publication. ISBN 978-983-52-0722-8.
12. Lily Suriani Mohd Arif, Azizah Rajab, Siti Fatimah Bahari & **Roziانا Shaari** (2009). Web-Based Training Practices: A Case Study at XYZ. Book Chapter from Issues on Human Resource Development. UTM Publication. ISBN 978-983-52-0719-8.
13. **Roziانا Shaari**, Rose Alinda Alias & Azizah Rajab (2009). The Notion of HRD: A Review. Book Chapter from Issues on Human Resource Development. UTM Publication.
14. Hamidah Abdul Rahman, Azizah Rajab, Siti Aisyah Panatik & **Roziانا Shaari** (2014). Persepsi Staf Akademik Terhadap Status Universiti Penyelidikan Dengan Kepuasan Kerja. Isu-Isu Psikologi Dalam Kalangan Akademia.
15. Azizah Rajab, Hamidah Abdul Rahman, Siti Aisyah Panatik & **Roziانا Shaari** (2014). Tahap Kepuasan Pelajar Antarabangsa Terhadap Kualiti Pendidikan. Isu-Isu Psikologi Dalam Kalangan Akademia.
16. **Shaari, R.**, Khalifah, Z., Rajab, A. & Zulkarnain, N. A. S. (2016). Human Resource Development Intervention Towards Community Engagement: A Journey To Corporate Social Responsibility. *Advances in Human Factors, Business Management, Training and Education*. Springer Verlag, Vol. 498, p. 1215-1225

RESOURCE PERSON FOR TRAINING/SHORT COURSES

INVITED SPEAKER/GUEST SPEAKER

International:

1. Penceramah Jemputan, Tajuk: Research and Publication – Case Study in Teaching. Audience: Academic staff, Universiti Islam Makassar, Makassar, Indonesia May 20, 2017.

National:

2. Penceramah Jemputan, Tajuk: In-house Professional Training Management. Audience: PULAMAR, Marine Police, Johor Bahru, Nov 8 – 12, 2010

3. Penceramah Jemputan, Tajuk: Ke Arah Transformasi Pengurusan Pentadbiran, June 15, 2013, Hotel Selesa Pasir Gudang Johor. Audience: Pegawai-pegawai bahagian Pendidikan Agama Negeri Johor. (Anjuran Yayasan Warisan Johor)
4. Penceramah Jemputan, Bengkel Semakan Modul Sijil Eksekutif Pendidikan Tinggi (SEPT) UTM, 16 Februari 2017.
5. Penceramah Jemputan, Teknik Pengendalian Stress Dalam Ldp Guru Di Sek Keb Sri Pulai Perdana Johor Bahru, 14 Ogos 2017.

FACILITATOR/TRAINER

6. Facilitator/Trainer for Basic Communication Skill Course, Aug 19 – 21, 2014
Audience: Immigration Department (Southern Region) Johor, Malaysia
7. Facilitator/Trainer for Effective Communication Course, Apr 2 – 9, 2014 (Batch 1), May 4 – 6, 2014 (Batch 2)
Audience: Immigration Department (Southern Region) Johor, Malaysia
8. Facilitator/Trainer for Effective Supervision Course, Oct 27 – 29, 2014
Audience: Immigration Department (Southern Region) Johor, Malaysia
9. Facilitator/Trainer for Personal Leadership Course, Apr 15, 2015
Audience: Administration staff from Ministry of Education (MOE) Malaysia
10. Facilitator for Motivation & Academic Excellence Workshop for Bachelor Degree Students, Faculty of Management & Human Resource Development UTM (2001, 2003 & 2005)
11. Jurulatih/Fasilitator, Teambuilding Training. Audience: Faculty of Islamic Civilization staff, UTM, Aseanea Resort Langkawi, Dec 2010
12. Jurulatih/Fasilitator, Teambuilding. Audience: Malaysian Technology Development Corporation (MTDC) management trainee, Lubuk Merekek, Endau Rompin National Park, Nov 24 – 28, 2010.
13. Jurulatih/Fasilitator, Innovation Program. Audience: MTDC management trainee, Universiti Putra Malaysia, Sept 8, 2011

COORDINATOR/COMMITTEE/ADVISOR

14. Committee Member for Debate Competition “Debat Citra Daksina” – organized by DBP Southern Region & Faculty of Management & Human Resource Development UTM, 18-21Aug 2005.
15. Coordinator for charity program, “We care For You” (collaboration between Faculty of Management & Human Resource Development and Student’s Club-SMART. Collecting fund for Malaysian Association for Blind (MAB) Kuala Lumpur. 25-26 Jul 2005.

16. Panel for Manual development for Internship Training - Bachelor of Science of Human Resource Development, 16 May – 16 July 2005.
17. Advisor & Facilitator for “Grooming Camp for Trainer” – for Bsc. Human Resource Development’s third year students, 5-7 Mar 2009, Pangsun Hulu Langat, Selangor.
18. Advisor & Facilitator for “Seminar on Adult Learning” – for Bsc. Human Resource Development’s third year students, 3-4 Oct 2009, Tanjung Resang, Johor.
19. Advisor & Facilitator for “Seminar on Adult Learning” – for Bsc. Human Resource Development’s third year students, 8-9 Oct 2010, Outback Camp, Broga, Negeri Sembilan.
20. Advisor & Facilitator for “Seminar on Adult Learning” – for students for Bsc. Human Resource Development’s third year students, 23-24 Oct 2010, Sg. Batangsi, Selangor.
21. Coordinator for Curriculum Development Committee for taught course program (Masters of Science of Human Resource Development), 21 Feb 2011, UTM City Campus.
22. Advisor & Facilitator for “Workshop on Self-Development & Teamwork” – for Bsc. Human Resource Development’s third year students, 4-6 Mar 2011, Gunung Senyum, Pahang.
23. Advisor & Facilitator for “Workshop on Adult Learning” – for Msc. Human Resource Development’s students, 29 March 2011, at Nasuha Camp, Pagoh, Johor.
24. Advisor & Facilitator for “Workshop on Self-efficacy and Teamwork” – for Bsc. Human Resource Development’s third year students , 26-27 Nov 2011, Nur Bukit Unggul, Sepang Selangor.
25. Director for Academic Visit to Bandung, Indonesia (UNJANI university) for JPSM’s staff, FPPSM, 24-27 March, 2012.
26. Advisor and Accompanying Officer for GOP-Exploration to Seoul, South Korea for Communication and Academic Review, Msc. Human Resource Development students, 7-14 April, 2012.
27. Program Advisor for “Human Resource and Management Development Talk” by DRB-Hicom visit to FPPSM, 18 April, 2012.
28. Advisor & Facilitator for “Leadership Training” – for Bsc. Industrial Psychology’s second year student, 28-29 April 2012, Melaka Tropical Fruit Farm, Sg. Udang Melaka.

29. Advisor & Facilitator for “Training on Adult Learning”– for Bsc. Human Resource Development’s first year students, 14-15 December 2012, Melaka Tropical Fruit Farm, Sg. Udang Melaka.
30. Director for “Teambuilding & Family Day” for JPSM’s staff, FPPSM, 1-3 February 2013, Pelangi Balau Resort, Johor.
31. Committee Member for Program Laluan Kerjaya dalam HRD, Faculty of Management, May 14, 2017.

SOME OF ATTENDED CONFERENCE/SEMINAR/WORKSHOP:

1. Knowledge Management International Conference & Exhibition, February 14-15, 2004
2. Universiti Tenaga Nasional (UNITEN) International Business Management Conference, December 6-7, 2004
3. Seminar Kebangsaan Pembangunan Sumber Manusia (SKPSM) February 2-3, 2005
4. Seminar Kebangsaan Pengajian Umum (SKPU 2006), 13-14 Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor
5. Universiti Tenaga Nasional (UNITEN) International Business Management Conference, December 16-18, 2007, Hotel Equatorial Melaka
6. Postgraduate Annual Seminar 2007 (PARS 2007), 3-5 July, 2007, Faculty of Computer Science, UTM.
7. 1st Regional Conference on Human Resource Development (RESERD), January 14-15, 2008, Primula Beach Resort, Kula Terengganu, Malaysia
8. International Conference Human Resource Development (ICHRD2011), Mutiara Hotel, Johor Bahru.
9. 4th International Conference on Social Sciences, October 7-8, 2011, Izmir Turkey.
10. 3rd International Conference on Information and Finance (ICIF2013), November 18-19, London UK
11. NLP Practitioner Certification Program, 18 – 22 January, 2016, KL Convention Centre.
12. International Conference On Managing International Higher Education, May 26-28, 2016, SIAS International University , Zhengzhou - Xinzheng, Henan China.
13. 2nd International Conference on Business Management, August 19-21, 2016, Holiday Inn Hotel Penang, Malaysia.
14. 3rd International Conference on Humanities, Social Sciences and Education (ICHSSSE-17), March 13-14, 2017, Holiday Inn Dubai.