



PERSONAL DETAILS

Name : NORHANI BINTI BAKRI

Gender : FEMALE

Date of Birth : 20 AUGUST, 1961

Nationality : MALAYSIAN

Marital Status : MARRIED

Permanent

Address : 168, JALAN PERSISIRAN PERLING 1, TAMAN PERLING, 81200,
JOHOR BAHRU, JOHOR.

Correspondent Address: SCHOOL OF HUMAN RESOURCE DEVELOPMENT AND
PSYCHOLOGY, FACULTY OF SOCIAL SCIENCES & HUMANITIES,
UNIVERSITI TEKNOLOGI MALAYSIA, 81310, JOHOR BAHRU, JOHOR

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ID Staff : 4112

Expertise : Industrial Sociology, Techno Sociology, Employment Relations,
Organizational Culture, Knowledge Workers, Transformational
Leadership, Ethnic & Race Relations, Sociology of Development,
Urban Poverty.

ACADEMIC QUALIFICATIONS

2004 : Ph.D. Ph.D (Techno-Sociology)
Universiti Teknologi Malaysia

1992 : M.A (Industrial Sociology)
Universiti Malaya

1984 : B.A. (Hons.), 2nd Class Upper (Anthropology and Sociology)
Universiti Malaya

AWARD AND HONORS RECEIVED

1. 30 Nov 2005 : **Anugerah Jasa Bakti UTM**
2. 1 Aug 2006 : **Anugerah Perkhidmatan Cemerlang UTM, 2005**
3. 5 Dec 2012 : **Anugerah Khidmat Cemerlang FPPSM 2012**
4. 30 Nov 2015 : **Anugerah Jasa Setia 2014**
5. 31 May 2016 : **Anugerah Perkhidmatan Cemerlang UTM, 2015**
6. 28 Dec 2016 : **Anugerah Perkhidmatan Cemerlang Fakulti Pengurusan 2016**
7. 17 Nov 2018 : **Lifetime Achievement in Humanities and Social Science (Major Area of Study – Sociology) : 4th Venus International Women Awards – VIWA 2019, Venus International Foundation, Chennai, India**
8. 16 Aug 2019 : **Best Professor in Human Resource Management ~ 10th Asia's Education Excellence Awards presented by World Education Congress, CMO Asia & CMO Council, Pan Pacific, Singapore.**
9. 26 Sept 2019 : **Best Paper Award ~ International Conference in Social Sciences, Management and Accounting 2019 (ICSSMA 2019), 24-26 Sept 2019, Holiday Villa, Johor Bahru, Johor.**

ADMINISTRATIVE EXPERIENCE

Faculty Level

1. 1 Mar – 28 Feb 2017 : **Head of Department (Human Resource Development, Faculty of Management, UTM.**
2. 1 Aug – 28 Feb 2010 **Head of Department (Graduate Studies), Faculty of Management & Human Resource Development, UTM.**
3. 1 Jan 2005 – 31 July, 2007 **Head of Programme (Masters in Science (Human Resource Development), Faculty of Management & Human Resource Development, UTM.**
4. 24 Mar 2003 – 31 Dec 2004 **Co ordinator for Foundation Year Students for Faculty of Management & Human Resource Development, UTM.**

University Level

1. 16 April 2017 – 15 April 2018 **General Manager, Business Development Division, UTMSPACE, UTM.**
2. 16 April 2018 – 15 April 2019 **General Manager, Centre for Degree Programs, UTMSPACE, UTM.**
3. 2014 – 2015 **Head for Task Force on Reviewing General papers in UTM for the Undergraduates**

OTHERS EXPERIENCE

INTERNATIONAL APPOINTMENT/COMMITTEE

1. 2019 ~ 2021 **Editorial Board Member for Humanities and Social Sciences (HSS); ISSN : 2330-8176 (Print) & ISSN : 2330-8184 (Online), Science Publishing Group, New York, USA.**
2. 2019 **NDU Journal Reviewer, National Defence University, Islamabad, Pakistan.**
3. 2018/2019 **Member of the Board of Examiners for PhD Thesis, Bharathiar University, Coimbatore, Tamilnadu, India.**
4. 2018/2020 **Member of the Board of Examiners for PhD Thesis, National Defence University, Islamabad, Pakistan.**
5. 2018/2019 **Member of the Board of Examiners for PhD Thesis, Qurtuba University of Science and Information Technology, Peshawar, Khyber Pakhtunkhwa, Pakistan.**
6. 11 & 12 Dec 2017 **Member of Technical Program Committee for 7th International Conference on Human Resource Management and Professional Development in the Digital Age (11 & 12th December, 2017) in Singapore.**
7. 2016 **AD Hoc Reviewer for Journal of Career Development 2016, Vol. 43 (6) 556-558 , Curators of the University of Missouri.**
8. 20 Oct 2015 **Editorial Board for International Journal of Business and Social Science Studies (IJBSSS).**
9. 2015 **Editorial Board for International Journal of Science, Engineering and Innovative Research (ISSN : 2412-513X).**

10. 2009 **Associate Editor for The International Journal of Humanities, Volume 6, Issue 1.**
11. 2009 **Associate Editor for The International Journal of Learning, Vol. 16, Issue 1**

RESEARCH ACTIVITIES

RESEARCH PROJECT UNDERTAKEN

Summary:

No. of Research Grant Project : 9

National Grant		UTM Grant	
Leader	Member	Leader	Member
-	2	2	5

Amount Research Grant : RM **RM313,481**

National Grant		UTM Grant	
Leader	Member	Leader	Member
-	RM 243,481	RM 20,000	RM 50,000

A) NATIONAL RESEARCH GRANT

1. Member in “Kajian Impak Program-program Institut Integriti Malaysia dalam Pelaksanaan Pelan Integriti Nasional” (1/10/2012 – 30/9/2013) Sponsored by Institute Integrity Malaysia (RM 198,113). : Contract Grant
2. Member in “Bengkel Merakyatkan Agenda Integriti Johor” (13/11/2017 – 14/11/2017), Sponsored by Unit Perancangan Ekonomi Negeri Johor (RM 45,368). : Networking Grant

B) UTM RESEARCH GRANT

Project Leader

3. **Norhani Bakri**, Nazim Ali, “The Mediating Effect of Job Satisfaction and Organizational Commitment between Psychological Capital and Job Burnout of Malaysian and Pakistanis Nurses (A Comparative Study by Using Structure Equation Modelling” (2014). Sponsored by RMC, UTM (RM 10,000)
4. **Norhani Bakri**, Aminah Ahmad Khalid, Noor Zainab Abd Razak, Hamdah Ab Rahman, “Analisis Keperluan Latihan di kalangan Pelajar-pelajar Berprestasi Kurang

Memuaskan di Fakulti Pengurusan & Pembangunan Sumber Manusia, UTM".
(2003). Sponsored by UTM (RM10,000).

Project Member

5. Melati Ahmad Anuar, **Norhani Bakri**, Shah Rollah Abdul Wahab, Nor Saadah Abdul Rahman, "A Study on Academic Staff's Reluctantless in Involving in Research for Non Engineering" (2011). Sponsored by UTM. (RM10,000)
6. **Norhani Bakri**, Aminah Ahmad Khalid, Noor Zainab Abd Razak, Hamdah Ab Rahman, "Analisis Keperluan Latihan di kalangan Pelajar-pelajar Berprestasi Kurang Memuaskan di Fakulti Pengurusan & Pembangunan Sumber Manusia, UTM". (2003). Sponsored by UTM (RM10,000).
7. Hamidah Ab Rahman, **Norhani Bakri**, Siti Aisyah Abd Rahman@Panatik, Siti Fatimah Bahari, Fadilah Zaini, Mohd Koharuddin Mohd Balwi, "Persepsi Wanita Terhadap Kemudahan dan Perkembangan Kerjaya di UTM" (2003). Sponsored by UTM (RM 10,000).
8. **Norhani Bakri**, Rugayah Muhamed, "Budaya Teknologi Dalam Sektor Perindustrian di Malaysia" (2003). Sponsored by UTM. (RM10,000)
9. Nik Hasnaa Nik Mahmood, **Norhani Bakri**, "Audit Komunikasi di kalangan kakitangan Pentadbiran Universiti Teknologi Malaysia" (1996). Sponsored by UTM (RM 8,000).

TEACHING ACTIVITIES

Semester	Sem	Subject Code	Subject	Credit Hour	Total
1984 - 1989	1/2	UHT 2022	Human Relations	2	30
1984 - 1989	1/2	UHM 3032	Socio Economic Development in Malaysia	2	30
1984 - 1989	1/2	UHT 1012	Personality Development	2	30
1991-1998	1/2	UHT 4040	Seminar on National Integration	0	0
1991 - 1998	1/2	UHP 1012	Malaysian Society	2	30
1991-1998	1/2	UHP 4040	An Introduction to Malaysian Constitution	0	0
1991 - 1998	1/2	UHP 3032	Technocrats and Development	2	30

1994 - 1998	1/2	UHP 3042	An Introduction to Industrial Sociology	2	30
1994 - 1998	1/2	UHP 3092	Professional Ethics	2	30
1994 - 1998	1/2	UHT 5050	Seminar on Social Problems in Malaysia	0	0
1998	1	UHP 0132	Malaysian Nationhood	2	30
2002 - 2015	1/2	UHS 1152	Ethnic Relations	2	30
2002 - 2015	1/2	UHS 2032	Technocrats and Development	2	30
2002 - 2015	1/2	UHS 2042	An Introduction to Industrial Sociology	2	30
2002 – 2009	1/2	UHP 6012	Seminar on Development and Global Issues	2	30
2010 2015	1/2	UHP 6013	Seminar on Gobar Development, Economic and Social Issues	3	45
2012	2	SHR 2173	Industrial Relations	3	45
2013 - 2018	2	SHAR 2073	Employment Relations	3	45
2016 - 2018	1/2	UHP 6013	Seminar on Gobar Development, Economic and Social Issues	3	45
2018	1	UHAK 1022/UHAS 1162	Malaysian Studies 3	2	30
2018	1	UHAS 1172	Dinamika Malaysia	2	30
2019	2	UHAK 1022	Malaysian Studies 3	2	30
2019	1	SHAR 2113	Cross Cultural Management	3	45
2019	1	MHAR 1083	Employment Relations	3	45

SUPERVISION***Post Doctorate Student***

Year	No.	Name	Status	Title	Type	Roles of Supervision
2014	1	Nazim Ali	Graduated	The Mediating Effect of Job Satisfaction and Organizational Commitment Between Psychological Capital and Job Burnout of Malaysian and Pakistani Nurses.	Research	Main Supervisor

PhD Student

Year	No.	Name	Status	Title	Roles of Supervision
2013	1	Hadi Saleh Salim Al Kathairi	Graduated	The Phenomenon of Workplace Humor in Public Sector Agencies, Sultanate of Oman	Co-Supervisor
2015	2.	Mahmood Olayly	Graduated	Design & Implementation of a Model for Measurement & Monitoring of Entropy in the Organization.	Co-Supervisor
2015	3.	Syeda Shabana Kirmani	Graduated	Role of Motivational Needs in Relationship Between Core Self-Evaluations and Employee Task and Non Task	Co-Supervisor
2017	4.	Shah Iskandar Fahmie Ramlee	Graduated	Perlaksanaan Pengeluaran Lini di Sektor Industri Kecil dan Sederhana di Malaysia.	Main Supervisor

2018	5.	Ayesha Abdul Manan	Graduated	Kesan Presenteeism, Altruisme dan Komuniti Pengamal dalam Mempengaruhi Gelagat Perkongsian Pengetahuan	Main Supervisor
2018	6.	Mohamad Omar El Masry	Graduated	Conflict Management, Transformational Leadership and Good Government <i>in Palestinian Public Sector.</i>	Main Supervisor
2020	7.	Salasiah Abbas	Done Viva	Organizational Culture, Transformational Leadership and Sustainability in the Property Development Companies in Malaysia.	Main Supervisor
2021	8.	Abdallah W. H. Almodallah	Active	Public Policy in Palestine	Main Supervisor
2020	9.	Muhammad Khairi Abdul Majid	Done Viva	Burnout in Airlines Industry in Malaysia	Main Supervisor
2021	10	Rabiatol Adawiah Ahmad	Active	Issues and Challenges in Bio Tech Industries in Johor	Main Supervisor
2021	11	Sehrish Malik	Active	Workplace Deviance in Public Banking Sector in Pakistan	Main Supervisor

MSc. Student (By Research)

2015	1.	Sivaprakash a/l Vatumalai	Graduated	Lean Manufacturing Practices in Malaysian Automobile Industries	Research	Main Supervisor
2009	2.	Saraswathy a/p Mariemuthu	Graduated	Usahawan Jualan langsung (Multi Level Marketing)	Research	Main supervisor
2008	3.	Cik Rohaida Saarani	Graduated	Effective Participation in Middle Management Cross Functional Teams in Sapura Industrial Berhad and Its Subsidiaries	Research	Main supervisor

Masters (Mixed Mode/Course Work)

Year	No.	Name	Status	Title	Type	Roles of Supervision
2018	1	Norsyazwani Sahari	Graduated	Faktor Organisasi dan Penglibatan Kerja di Pengerang Independent Terminals Sdn Bhd.	Mix mode	Main Supervisor
2014	2.	Shubashini Sreedharan	Graduated	The Relationship Between Individual and Social Factors with Career Development.	Mix mode	Main Supervisor

2014	3.	Salasiah Abbas	Graduated	The Relationship Between Individual factors and Organisational Support with Career Development at UMLand Berhad	Mix mode	Main supervisor
2014	4.	Lyidia Mastura Alias	Graduated	Hubungan Pengurusan Menangani Jenayah dengan Kompetensi Pegawai dan Anggota Polis di Ibu Pejabat Polis, Kulaijaya, Johor.	Mix mode	Main Supervisor
2013	5.	Muhammad Hafizan Baharum	Graduated	Kesan Personaliti Proaktif dan Sokongan Organisasi Ke atas Pembangunan Kerjaya Terhadap Prestasi Kerja di Suruhanjaya Syarikat Malaysia	Mix mode	Main supervisor
2012	6.	Nurnabila A. Wahab	Graduated	Keberkesanan pemindahan latihan teknologi maklumat di Majlis Bandaraya Johor Bahru	Mix mode	Main supervisor
2012	7.	Kamaliana Othman	Graduated	Keberkesanan pemindahan latihan di kalangan pekerja di SAJ Holdings Sdn. Bhd	Mix mode	Main supervisor

2012	8.	Hasrul Hasnizam Saad	Graduated	Hubungan antara pembelajaran informal dengan prestasi kerja di Pejabat Setiausaha, Kerajaan Negeri Perlis.	Mix mode	Main supervisor
2010	9.	Noryati Mat Yunus	Graduated	Work Stressors and Health among Custom's Officers	Course Work	Main supervisor
2010	10.	Koh Ai Lian	Graduated	Effective Agency Management Practice for Great Eastern Life (M), Batu Pahat, Johor	Course Work	Main supervisor
2010	11.	Radin Effendy Radin Abd Rahman	Graduated	Keberkesanan E-Pembelajaran dalam pemindahan latihan di kalangan anggota pekerja Maybank, Zon Johor Bahru.	Course Work	Main supervisor
2010	12.	Liew Lee Yin	Graduated	Hubungan antara Iklim Organisasi dengan Prestasi Kerja Di kalangan Pekerja-pekerja di Leeden Sdn. Bhd. Shah Alam, Selangor	Mix mode	Main supervisor

2010	13.	Luqman Hakim Satiman	Graduated	Pemindahan Latihan Dalam Kalangan Pekerja di Syarikat McPack (M) Sdn Bhd. Johor.	Mix mode	Main supervisor
2010	14.	Nor Azlinda Abu Bakar	Graduated	Pemindahan Latihan di Universiti Teknologi Malaysia, Skudai, Johor.	Mix mode	Main supervisor
2010	15.	Azrul Mohd. Saleh	Graduated	Kepimpinan organisasi di Jabatan Kastam Diraja, Johor Bahru, Johor	Course work	Main supervisor
2010	16	Norshiba Norhisham	Graduated	Hubungan di antara Faktor Demografi dan Iklim Pekerjaan dengan Kepuasan Kerja di Suria Capital Holdings Berhad, Sabah.	Course work	Main supervisor
2010	17	Xue Xiongfei	Graduated	The Relationship Between Leadership Styles and Job Performance Under the Chinese Culture at Jiahe Beer Corporation in Hebei Province of China.	Course work	Main supervisor
2009	18	Tan Chiew Ting	Graduated	Hubungan Antara Iklim Organisasi dan Kepuasan Kerja di kalangan Star Sokongan Senai Airport Sdn. Bhd., Johor	Course work	Main supervisor

2009	19.	Mapijan Safari	Graduated	Hubungan Antara Gaya Kepimpinan dengan Kepuasan Kerja di kalangan Kakitangan Awam: Satu Kajian Kes di Pejabat Setiausaha Kerajaan Negeri Johor, Nusajaya, Johor	Course work	Main supervisor
2009	20.	Sabarudin Ahmad Sabadin	Graduated	Tahap Kepuasan Kerja di kalangan Pegawai Perkhidmatan Pelanggan CELCOM Berhad, Kuala Lumpur	Course work	Main supervisor
2009	21.	Loo Chuk Li	Graduated	Pemindahan Latihan Kawad Kebomgaan di Jabatan Bomba dan Penyelamat (JBP), Johor.	Course work	Main supervisor
2009	22.	Shah Aruzaman Ismail	Graduated	Keberkesanan Pemindahan Latihan di Kalangan Pekerja di Suruhanjaya Pilihanraya Malaysia, Putrajaya.	Course work	Main supervisor

2009	23.	Shah Iskandar Fa Ramlee	Graduated	Hubungan Antara Aktiviti Pembelajaran Informal dengan Pekerja Berpengetahuan di Universiti Malaysia Kelantan.	Course work	Main supervisor
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2009	24.	Ilangkovan a/ Kaveri	Graduated	Hubungan Tekanan Kerja dan Faktor Demografi di kalangan Pekerja Alliance Bank, Mukim Tebrau, Johor Bahru, Johor.	Course work	Main supervisor
2009	25.	Hashim Mohd Amin	Graduated	Pembelajaran Informal di kalangan Anggota Telekom Malaysia Berhad, Cawangan Negeri Perak Darul Ridzuan.	Course work	Main supervisor
2009	26.	Sekam Ak Anoi	Graduated	Hubungan Antara Tahap Penglibatan dengan Kaedah Pembelajaran Informal di Jabatan Siasatan Jenayah Narkotik Ibu Pejabat Polis Kontijen, Johor	Course work	Main supervisor
2009	28.	Rosli Abd Rahman	Graduated	Kesan Aktiviti Pembelajaran Informal Terhadap Kewujudan Pekerja Berpengetahuan Dalam Kalangan Guru di Sekolah Menengah Kebangsaan Dato' Ali haji Ahmad, Pontian.	Course work	Main supervisor
2008	29.	Nurul Zakiah Hanum Lukman	Graduated	Budaya Organisasi dan Pembentukan Modal Insan Cemerlang.	Course work	Main supervisor

2008	30.	Yoong Soon Kiong	Graduated	Hubungan Antara Peranan Individu dan Peranan Organisasi dengan Aktiviti- aktiviti Pembangunan Kerjaya	Course work	Main supervisor
2008	31.	Irmawati Norazman	Graduated	Hubungan Antara Kaedah Pembelajaran Informal dengan Pekerja Berpengetahuan di Perbadanan Johor.	Course work	Main supervisor
2007	32.	Sharidah Samsuddin	Graduated	Hubungan di antara Kualiti Perkhidmatan Kaunter dengan Kepuasan Pelanggan : Satu Kajian Kes di Majlis Bandaraya Melaka Bersejarah.	Course work	Main supervisor
2004	33.	Hamid Idris	Graduated	Analisis Keperluan Latihan Untuk Peniaga-peniaga Kecil Bumiputra di Bandar Pontian.	Course work	Main supervisor
2004	34.	Taha Othman	Graduated	Budaya Tekno-Usahawan di kalangan Penyelidik Universiti Teknologi Malaysia.	Course work	Main supervisor

1997	35.	Hamidah Hassan	Graduated	Faktor-faktor Yang Mempengaruhi Komitmen Keorganisasian di kalangan Pekerja-pekerja Operator Pengeluaran.	Course work	Main supervisor
1997	36.	Suhaimi Junoh	Graduated	Gaya Hidup Pekerja Industri : Satu Kajian Kes di Kilang Hasu Industries, Kuala Terengganu, Terengganu	Course work	Main supervisor
1997	37.	Zahba Selamat	Graduated	Kesan Latihan Program Pembangunan Keusahawanan Ke atas Usahawan IKS Bumiputra di Johor Bahru, Johor	Course work	Main supervisor
1996	38.	Abdul Kefli Mat Sih	Graduated	Hubungan Faktor-faktor Kumpulan Kawalan Mutu dengan Prestasi Kumpulan Kerja : Satu Kajian di Kilang	Course work	Main supervisor

POSTGRADUATE EXAMINATION /VIVA

PhD INTERNAL EXAMINER

1. **Farahnaz Kazemipour**, *Workplace Spirituality and Organizational Citizenship Behaviour in Nursing Sector*. (2011)
2. **Choi Sang Long**, *The Impact of HR's Professionals' Competency and Role on Firm's Performance in the Malaysian Manufacturing Sector* (2011)
3. **Roya Anvari**, *Strategic Human Resource Management Practices, affective Organizational Commitment and Turnover Intention* (2011)
4. **Zanariah Abdul Rahman**, *The Impact of Emotional Intelligence Towards the Relationship Between Transformational Leadership and Employees' Commitment*. (2011).
5. **Mostafa Mohammadi**, *Local Community Attitude for Tourism Development in Bistoon, Iran*. (2012)
6. **Ishfaq Ahmed** , *Antecedents and Consequences of Perceived Organizational Support*. (2012)
7. **Chan Tze Leong**, *A Study on Individual Mindfulness, Individual Innovation and Individual Performance in Proton*. (2012)
8. **Osman Sadiq Paracha**, *Mediating and Moderating Effects on High Performance Work Systems and Organizational Performance Relationship*. [2013].
9. **Alham R. Syahrana**, *Pengaruh Nilai Budaya Terhadap Amalan Pertanian Dalam Pembangunan Sosio Ekonomi Sulawesi Selatan* (2014).
10. **Mohamed Ayyub Hassan**, *Peranan Perantara Terhadap Hubungan Faktor Penglibatan Pengurus Lini Dalam Pengurusan Sumber Manusia dan Kompetensi Sumber Manusia* ([2016)
11. **Muhammad Asim Faheem**, *Role of Workplace Incivility and Workplace Deviance in Predicting Turnover Intention and Job Performance* (2016)
12. **Ezzat Abdulaziz Mansour**, *The Influence of Cultural Factors on the Usage of Electronic Information Resources Among University Students in Saudi Arabia* (2016)
13. **Aam Amaningsih Jumhur**, *Peranan Budaya Organisasi Sebagai Mediator dalam Hubungan di antara Strategi Pembuatan, Pengurusan Modal Insan dan Strategi Inovasi Dengan Kelebihan Daya Saing Industri Kecil Batik Trusmi Indonesia*. (2017)

14. **Abdul Sami**, *Relationship of Ethical Leadership and Public Value with Mediating Effect of Ethical Culture Among Public Bank Sector in Pakistan* (2018).
15. **Jamsari Atan**, *Transformational Leadership and Knowledge Management, Fakulti Teknologi dan Informatif Razak, Universiti Teknologi Malaysia, Kuala Lumpur.* (2020).

PhD EXTERNAL EXAMINER

1. **Bello Zainab**
An Examination of Individual and Organization Factors Affecting E-Training Adoption, Universiti Utara Malaysia (UUM) (2016)
2. **Saoula Oussama**
Factors Affecting Turnover Intention Among Malaysia's Information and Communication Technology (ICT) Employees, Universiti Utara Malaysia (UUM) (2017)
3. **Alima Aktar**
The Effect of HRM Practices , Organizational Commitment, Work-Related Support on Employee Engagement, Universiti Utara Malaysia (UUM) (2017)
4. **Ahmad Tisman Pasha**
The Relationship Between Career Development Practices and Career Success of Employees in the Insurance Sector of Pakistan, Universiti Utara Malaysia (UUM) (2018)
5. **K. Elayaraja**
Impact of Organizational Commitment on Talent Retention ITES Organizations in Chennai, Bharathiar University, Coimbatore, Tamilnadu, India. (2018)
6. **Hartini Husin**
Non Academic Intelligence, Islamic Work Ethics and Work Performance Among Public Service Employees in Malaysia, Universiti Utara Malaysia (UUM) (2018).

7. **Amir Nadeem**
Managing Higher Education Quality Enhancement in Pakistan : Investigating Crucial Factors Towards International Opportunities, Qurtuba University of Science and Information Technology, Peshawar, Khyber Pakhtunkhwa, Pakistan (2018).
8. **Shivaprasad K.**
Employees' Perception Towards E-Banking in Co-Operative Banks : A Study With Reference to Coastal Karnataka, Bharathiar University, Coimbatore, Tamilnadu, India. (2019).
9. **Anees Fathima**
A Study on Store Brand Loyalty of Multi Brand Apparel Retail Stores in Chennai City, Bharathiar University, Coimbatore, Tamilnadu, India. (2019).
10. **Mavy Miranda**
Stress Management Among Women Employees of Public Sector Insurance Companies : A Study with Reference to Coastal Karnataka, Bharathiar University, Coimbatore, Tamilnadu, India. (2019).
11. **Iftikhar Ur Rehman**
Politics and Education Policy-making in Pakistan – a comparative study of Two Regimes 1972-77 and 1977-85, National Defence University, Islamabad, Pakistan (2020).

MSc EXTERNAL EXAMINER

1. **Sobia Mannan**, *Innovation Diffusion of Green Fertilizer Technology among Paddy Farmers in Malaysia, Universiti Teknologi Petronas (UTP) (2016)*
2. **Jalal Ud Din Akbar**, *Team Alignment and Plant Turnaround Maintenance Performance in Malaysian Process Based Industries, Universiti Teknologi Petronas (UTP) (2017)*
3. **Ling Nyuk Ping**, *Relationship Between Quality of Work Life and Career Success: The Mediating Effect of Proactive Behaviour, Universiti Malaysia Sarawak (UNIMAS) (2018)*

MSc INTERNAL EXAMINER

1. Chen Jia, *The Impact of Intercultural Sensitivity on Shi Jiazhuang University Intercultural Communication Competence* (2015)
2. Naziha Mohamad Kamsol, *The Role of Work Life Policy and Work Family Conflict in Determining Employees' Quality of Life* (2015)
3. Wong Xiao Ran, *Service Recovery Activities and Customer Satisfaction Moderated by Cultural Values at Individual Level In China* (2015)
4. Anubama a/p Ramachandra, *An Analysis of Stakeholders' Evaluation Needs in University-Community Engagement* (2015)
5. Liang Qian, *Contributing Management Factor to Performance Management Effectiveness in Information Technology Industry in Small and Medium Enterprises in Wuhan, China* (2012)
6. Suharmi Chik, *Hubungan Keberkesanan Latihan Operasi Perbankan Terhadap Prestasi Kerja di Affin Bank*. [2012].
7. Sharifah Norhafiza Syed Hamid, *Terima Pakai E-Pembelajaran Sektor Awam (EPSA) dalam Program Latihan : Kajian dalam kalangan Kakitangan Awam INTAN* (2012)
8. Intan Yusliana Mohd Yasin, *Factors influence diffusion of innovation in training using communication technology in PERMATA Petronas* (2011)
9. Sazlyra Mohd Arshad, *Proses menerimapakai inovasi dalam latihan menggunakan teknologi komunikasi di Universiti Teknologi MARA (UiTM)* (2011)
10. Tan Leng Min, Florence *Kesan latihan asertif dan prestasi kerja dalam kalangan juruteknik di CIMS* (2010)
11. Maulud Jamil, *Faktor-faktor yang Mempengaruhi Pemindahan Latihan di Tempat Kerja : Kajian di Unit Pengurusan Pelanggan, Perkhidmatan Pelanggan Telekom Malaysia Johor*. (2010)
12. Maslina Mohd Ali, *Perbezaan Pola Amalan Menangani Konflik di kalangan Penguasa Kastam Gred W41, Jabatan Kastam DiRaja Malaysia, Johor. UTM* (2009)

13. Ahmad Hisham Abdul Wahab, *Pengurusan Stress di Malaysian Marine Heavy Engineering Sdn. Bhd. Pasir Gudang, Johor* (2009)
14. Intan Shahnaz Zulkifli, *Penerapan Prinsip Pembelajaran Dewasa di SPACE, UTM* (2009)
15. Alexson Naga Ak Chabu, *Pembelajaran Organisasi di dalam Pasukan DiRaja Malaysia* (2009)
16. Noraziyati Bazlin Sheikh Salim, *Faktor-faktor Yang Mempengaruhi Brain Drainage di kalangan Golongan Profesional, UTM* (2009)
17. Praveena Gopal Nair, *The Role of Management in Enhancing Employees' Motivation in An Organization : A Case Study at Beyonics Technology, Johor Bahru, Johor.* (2008)
18. Rabeatul Husna Abdull Rahman, *Kajian Kualitatif Tentang Rekabentuk dan Pembangunan Latihan Berasaskan Web (WBT).* (2007)
19. Khalid Muhammad [2005]. *Perancangan Sumber Manusia di Tentera Darat Malaysia: Kajian Ramalan Keperluan Sumber Manusia* (2005)
20. Idris Osman, *Tahap Motivasi Usahawan Kecil Bumiputera di dalam Aktiviti Keusahawanan,* (2004)
21. Amilia Abdul Rahman, *Human Resource Information System* (2004)
22. Che Rozenan Zainal Abidin [2004]. *Impact of National Culture On Business Innovation and Performance* (2004)
23. Junaidah Naim, *Hubungan Sikap Pekerja Terhadap Etika Kerja Menurut Perspektif Islam.* (2004)
24. Muhammad Fauzi Othman, *Pembangunan Sumber Manusia - Satu Kerangka Konsep Mengikut Perspektif Islam* (2004)
25. Rika Yuliza, *Hubungan Konflik Pekerja Majikan Dengan Prestasi Kerja Pekerja Bahagian Produksi dan Penyelenggaraan* (2004)
26. Encep Ridwan Prawira Kusumah, *Stress dan Mekanisme Daya Tindak di kalangan Operator Pengeluaran Kilang Sanyo Pt Sdn. Bhd. Johor Bahru* (2004)
27. Nur Farahin Jasmine See Abdullah, *Motivasi Keusahawanan dalam Perniagaan Kecil dan Sederhana : Kajian Perbandingan Antara Usahawan Bumiputra dan Bukan Bumiputra* (2004)

PUBLICATIONS

JOURNAL

SCOPUS Journal :

1. **Norhani Bakri**, The Acculturation of Knowledge Workers in Malaysian Industries, *The International Journal of the Humanities*, Common Ground Publisher, Volume 6, Issue 1, June 2008 (pp. 51- 58)
2. Hanipah Hussin, Sharimllah Devi Ramachandran, **Norhani Bakri**, Reflective Practice and Professional Development in Engineering Education, *The International Journal of Learning*, Common Ground Publisher, Volume 16, Number 3, June 2009 (pp 465 - 475)
3. **Norhani Bakri**, Yoong Soon Kiong, Hanipah Hussin, Hubungan Antara Peranan Individu dan Organisasi dengan Amalan Pembangunan Kerjaya, *Journal of Human Capital Development, Universiti Teknikal Melaka (UTEM)*, Vol. 2, No. 1, January - June, 2009 (pp 13-24).
4. Cik Rohaida Saarani, **Norhani Bakri**, Examining the Technical and Non Technical participation in Cross-Functional Teams : A Case Study, *Journal of Asia Pacific Business Innovation and Technology Management*, 002 (2012) 000-001 (pp 1-10).
5. Hadi S. Al Obthani, Rozeyta Omar, **Norhani Bakri**, A Qualitative Approach for Investigating Humor by Public Managers in Sultanate of Oman, *Interdisciplinary Journal of Contemporary Research in Business*, Vol. 4, No. 8, December, 2012 (pp 343-354).
6. Hadi S. Al Obthani, **Norhani Bakri**, Rozeyta Omar, A Contextual Model on the Role of Management in Fostering Humor at Work, *International Journal of Business and Social Science*, January 10, 2013.
7. Hadi S. Al Obthani, Rozeyta Omar, **Norhani Bakri**, A Qualitative Approach for Investigating the Adopted Styles of Humor in the Oman Public Sector, *Arabian Journal of Business and Management Review (OMAN Chapter)*, Vol. 2, No. 6, January 2013 (pp 194-206).
8. Hadi S. Al Obthani, Rozeyta Omar, **Norhani Bakri**, The Origin of Workplace Humor and its Definition, *American Academic & Scholarly Research Journal*, Vol. 5, No. 1, January 2013 (pp 67-73).

9. Hadi S. Al Obthani, Rozeyta Omar, **Norhani Bakri**, A Preliminary Review of the Civil Service Sector in Sultanate of Oman, *Arabian Journal of Business and Management Review (OMAN Chapter)*, Vol. 2 (7), February 2013.
10. Ayesha Abdul Manan, **Norhani Bakri**, Roziana Shaari, Attitudes Toward Knowledge Sharing Behaviour, *IFRSA Business Review*, Vol. 3, Issue 2, June 2013 (pp 138-145).
11. Roziana Shaari, **Norhani Bakri**, Ayesha Abdul Manan, Antecedents of Knowledge Sharing among Nurses: Towards Research Agenda, *ICEEPSY 2014, Procedia Social and Behavioral Sciences* 00 (2015) 000-000.
12. Nazim Ali, **Norhani Bakri**, The Impact of Emotional Intelligence on Mental Health of Pakistani Nurses: The Mediator Role of Organizational Commitment by Using Structure Equation Modeling(IJNTC-Nov-2014-0136), *International Journal of Nursing Knowledge*.
13. **Norhani Bakri**, Nazim Ali, The Impact of Emotional Intelligence on Mental Health of Pakistani Nurses : The Mediator Role of Organizational Commitment', *Asian Social Science, Canadian Center of Science and Education*, Vol 11, No.13, May 16, 2015 (pp 151-157).
14. **Norhani Bakri**, Nazim Ali, The Impact of Organizational Justice on Turnover Intention of Bankers of KPK, Pakistan : The Mediator Role of Organizational Commitment, *Asian Social Science, Canadian Center of Science and Education*, Vol. 11, No. 21, July 26, 2015 (pp 143-147).
15. **Norhani Bakri**, Nazim Ali, Relationship between Organizational Justice, Psychological Capital and Job Burnout : Empirical Evidence from Health Care Sector, *Asian Social Science, Canadian Center of Science and Education*, Vol. 11, No. 25, October 26, 2015 (pp 84-89).
16. Muhammad Khairi Majid, **Norhani Bakri**, Nur Shazwani Laila Junaidi, Rahmat Roslan Buang, The Moderating Effect of Technology Acceptance Perspectives on the Formation of e-SQ and Service Satisfaction in Low Cost Carrier Airline, *International Journal of Management Science and Business Administration*, Vol. 2, Issue 2, January 2016, (pp 41-47).
17. Abdullah Waleed Almudallal, **Norhani Bakri**, Syaharizatul Noorizwan Muktar, Education: A Research Agenda, *International Review of Management and Marketing*, Vol. 6, Special Issue 6(S4), May 2016 (pp 91-100).
18. Abdullah Waleed Almudallal, **Norhani Bakri**, Syaharizatul Noorizwan Muktar, Majed M. El-Farra, Implementing Knowledge Management in the Palestinian

Public Sector Institutions: Empirical Study on the Presidency of the Palestinian Government, *International Review of Management and Marketing*, Vol. 6, Special Issue 6(S4), May 2016 (pp101-107).

19. Ayesha Abdul Mannan, Roziana Shaari, **Norhani Bakri**, Effect of Personal Factors Toward Knowledge Sharing Behaviour, *Man in India*, 97 (2017) (pp 327-334).
20. Mohammed W. Almodallal, **Norhani Bakri**, Examining the Role of Public Relations Departments in Universities and their Relationships with the Graduates in Palestine, *Journal of Business and Social Review in Emerging Economies*, Vol. 3, No. 1, June 2017 (pp 101- 107).
21. Mohamed Omar ElMasry, **Norhani Bakri**, Crisis Management in the Palestinian Public Sector: The Case of Gaza Strip War in December 2008, *Advanced Science Letters*, Vol. 24, No. 6, June, 2018. (pp 3840-3843).
22. Mohamed Omar ElMasry, **Norhani Bakri**, Behaviours of Transformational Leadership in Promoting Good Governance at the Palestinian Public Sector, *International Journal of Organizational Leadership*, Vol. 8, No. 1, January 2019 (pp 1-12).
23. Salasiah Abbas, **Norhani Bakri**, Transformational Leadership, Organizational Culture and Sustainability at the Property development Companies in Malaysia, *International Journal of Recent Technology and Engineering (IJRTE)*, Vol. 8, Issue 3S2, October, 2019 (pp 640-644).

NON INDEXED Journal :

1. **Norhani Bakri**, Kepuasan Bekerja Di kalangan Pekerja Taman Asuhan Kanak-kanak (TASKA), *Buletin Jabatan Pembangunan Sumber Manusia (PEMA)*, Jabatan Pembangunan Sumber Manusia, Fakulti Pengurusan dan Pembangunan Sumber Manusia, UTM, Bil. 14 & 15,1994.
2. **Norhani Bakri**, Aminah bte Ahmad Khalid, Hamidah Ab. Rahman, Noor Zainab Abd Razak , Punca Prestasi Pembelajaran Yang Lemah Di kalangan Pelajar Fakulti Pengurusan dan Pembangunan Sumber Manusia, Universiti Teknologi Malaysia, *Jurnal Teknologi, Universiti Teknologi Malaysia*, No. 43 (E), Dis. 2005 (pp. 29-44).

3. **Norhani Bakri**, Rugayah Muhamed, Keunggulan Budaya Teknologi Dalam Memacu Kemajuan Bangsa, *Jurnal Kemanusiaan, Fakulti Pengurusan dan Pembangunan Sumber Manusia*, Universiti Teknologi Malaysia, Bil. 11, Jun 2008 (Online Journal)
4. Sa'ari Md. Nooh, **Norhani Bakri**, A Comparative Review on the Consumers' Decision Making Towards Foreign Made Products, *Jurnal Saujana*, Kumpulan Pendidikan YPJ, Jilid 1, Jun 2010 (pp 1- 30).
5. Shah Iskandar Fahmie Ramlee, **Norhani Bakri**, Nik Hasnaa Nik Mahmood, Ke Arah Peningkatan Prestasi Sektor Perkhidmatan Perusahaan Kecil dan Sederhana Melalui Amalan Perkhidmatan Lean : Kerangka Konseptual, *TENIAT International Journal of Creative Futures and Heritage*, Universiti Malaysia Kelantan, Vol. 4, Isu 1, June 2016.
6. Sehrish Malik, **Norhani Bakri**, Muhammad Ajmal, Beenish Malik, Impact of Breach of Psychological Contract on Workplace Deviant Behaviour Moderating Role of Procedural Justice Among Employees in Pakistan, *International Journal of Academic Research in Business & Social Sciences*, Vol. 9, No. 2, 21 March 2019 (pp 721-733).
7. Sehrish Malik, **Norhani Bakri**, Muhammad Ajmal and Beenish Malik, Role of Motivation as Moderator between Breach of Psychological Contract and Workplace Deviant Behavior among Employees, *International Journal of Academic Research in Business and Social Sciences*, Vol. 9, No. 9, 26 September, 2019 (pp 1036-1046).

PROCEEDINGS/CONFERENCE

1. **Norhani Bakri**, Rugayah Muhamed, The Importance of Technology Culture in a Knowledge-based Economy in Malaysia, *National Conference on Management Sciences : New Paradigms for the Knowledge Economy*, 19th - 20th June, 2001, Universiti Putra Malaysia, Serdang, Selangor.
2. **Norhani Bakri**, Rugayah Muhamed, Technology Culture and Competitiveness in Malaysia's Technology-based Industries, *International Business Seminar, Managing Competitiveness : Issues and Challenges for Malaysian Companies in International Environment*, 29th - 30th June, 2002, Pulau Pinang
3. **Norhani Bakri**, Rugayah Muhamed, Technology Culture in Malaysia's Technology-based Industries, *International Conference on Global Transformations*, 26th - 28th September, 2002, Salisbury University, Salisbury, Maryland, USA

4. **Norhani Bakri**, Rugayah Muhamed, Acculturating ICT in Malaysia's Industries, *Seminar ICT 2002 : ICT Pemangkin Pembangunan dan Wawasan Negara*, 9th - 10th Oktober, 2002, Universiti Utara Malaysia, Sintok, Kedah
5. **Norhani Bakri**, Aminah bte Ahmad Khalid, Hamidah Ab. Rahman, Noor Zainab Abd Razak , Keperluan Latihan di kalangan Pelajar Berprestasi Kurang Memuaskan di Fakulti Pengurusan dan Pembangunan Sumber Manusia, UTM, Skudai, Johor, *Seminar Kebangsaan Pembangunan Sumber Manusia 2005*, 2hb - 3hb. Februari, 2005, Senai, Johor
6. Hamidah Ab. Rahman, **Norhani Bakri**, Fadilah Binti Zaini, Siti Aisyah bte Abd Rahman @ Panatik, Siti Fatimah bte Bahari, Koharuddin bin Mohd Balwi, Persepsi Staf Wanita Terhadap Kemudahan dan Perkembangan Kerjaya di Universiti Teknologi Malaysia, *Seminar Kebangsaan Pembangunan Sumber Manusia 2005*, 2hb - 3hb. Februari, 2005, Senai, Johor
7. Hamidah Ab. Rahman, **Norhani Bakri**, Fadilah Binti Zaini, Siti Aisyah Abd Rahman @ Panatik, Siti Fatimah bte Bahari, Koharuddin bin Mohd Balwi, Wanita dan Kerjaya : Satu Analisis Ke atas Persepsi Staf Wanita Terhadap Kemudahan dan Perkembangan Kerjaya di Universiti Teknologi Malaysia, *International Seminar on Muslim World The Future and Challenges in Shaping the UMMAH (SEWANI 2005), Women : The Driving Force in Developing An Excellent Ummah*, 2nd -3rd April, 2005, Hotel Sofitel, Senai, Johor
8. **Norhani Bakri**, Rugayah Muhamed, Cultural Influences on IT Usage Amongst Industrial Workers in Malaysia, *The 16th Australasian Conference on Information Systems, 2005, Socializing IT : Thinking About the People*, 30th November - 2nd December, 2005, Manly, Sydney, Australia
9. Esa Khalid, **Norhani Bakri**, Rozeyta Omar, Kesan Tamadun Barat Moden Terhadap Alam Sekitar, *Seminar Kebangsaan Pengajian Umum (SKPU 2006) : Pengajian Umum Mendepani Pembangunan Holistik*, 13th - 14th Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor
10. **Norhani Bakri**, Fadilah Binti Zaini, Hamidah Ab. Rahman, Ishak Mad Shah, Noor Zainab Abd Razak , Roziana bte Shaari, Persepsi Pensyarah Terhadap Persekitaran Pengajaran dan Pembelajaran Mata Pelajaran Umum di Universiti Teknologi Malaysia, Skudai, Johor, *Seminar Kebangsaan Pengajian Umum (SKPU 2006) : Pengajian Umum Mendepani Pembangunan Holistik*, 13th - 14th Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor
11. Noor Zainab Abd Razak , **Norhani Bakri**, Hamidah Ab. Rahman, Ishak Mad Shah, Roziana bte Shaari, Salwa Binti Abdul Patah, Keupayaan Mata Pelajaran Umum Dalam Penyerapan Kemahiran Generik di kalangan Pelajar

Universiti Teknologi Malaysia, *Seminar Kebangsaan Pengajian Umum (SKPU 2006) : Pengajian Umum Mendepani Pembangunan Holistik*, 13th - 14th Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor

12. Esa Khalid, **Norhani Bakri**, Rozeyta Omar, Beberapa Pandangan Islam Tentang Hubungan Etnik, *Seminar Kebangsaan Pengajian Umum (SKPU 2006) : Pengajian Umum Mendepani Pembangunan Holistik*, 13th - 14th Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor
13. Ahmad Shukri Mohd Nain, Esa Khalid, **Norhani Bakri**, Membina Generasi Literasi Environmental Melalui Pendidikan Umum di Universiti : Satu Cadangan Model Mata Pelajaran Pendidikan Environmental, *Seminar Kebangsaan Pengajian Umum (SKPU 2006) : Pengajian Umum Mendepani Pembangunan Holistik*, 13th - 14th Jun, 2006, Hotel Hyatt Regency, Johor Bahru, Johor
14. Adli Dawood Juwaidah, **Norhani Bakri**, Rozeyta Omar, Values Models and Review for Evidence of a Common Structure, *Regional Conference on Human Resource Development (RESERD 2008)*, 14th - 15th January, 2008, Primula Beach Resort, Kuala Terengganu, Terengganu
15. **Norhani Bakri**, The Acculturation of Knowledge Workers in Malaysian Industries, *The 6th International Conference on New Directions in the Humanities*, 15th - 18th July, 2008, Fatih University, Istanbul, Turkey
16. **Norhani Bakri**, Reflective Practice and Professional Development in Engineering Education, *The 16th International Conference on Learning 2009*, 1st - 4th July, 2009, University of Barcelona, Barcelona, Spain
17. **Norhani Bakri**, Cik Rohaida Saarani, Effective Participation in Middle Management Cross Functional Teams , *Seminar Kemahiran Insaniah dan Kerja Sosial 2009 (SKIK 09)*, 24 - 26 July, 2009, Universiti Teknikal Malaysia Melaka
18. Hadi al Obthani, **Norhani Bakri**, Rozeyta Omar, Realism of Workplace Humor in the Civil Ministries in Oman, *International Conference on Human Resource Development : Transforming Human Capital in Innovation-Led Economy (ICHRD 2011)*, 22nd-23rd June, 2011, Mutiara Hotel, Johor Bahru, Johor.
19. Cik Rohaida Saarani, **Norhani Bakri**, Examining the Technical and Non Technical Member's Participation in Cross Functional Teams: A Case Study, *The 2012 International (Spring) Conference on Asia Pacific Business Innovation and Technology Management, (ABPITMS)*, 13th-15th January, 2012, Jomtien Palm Beach Hotel and Resort, Pattaya, Thailand.
20. Ayesha Abdul Mannan, **Norhani Bakri**, Hashim Fauzy Yaacob, Keberkesanan Komunikasi Ke Bawah dan Hubungannya dengan Prestasi Pekerja : Satu Kajian Kes, *International Conference on Science*,

Technology and Social Sciences ICSTSS 2012, 20th-22nd November, 2012, Vistana Hotel, Kuantan, Pahang.

21. **Norhani Bakri**, Nur Farah Hanee Rosli, Tahap Penguasaan Sistem Maklumat (HRIS) di Standard Chartered Bank, Kuala Lumpur. *International Conference on Human Resource Development (ICHRD 2015)*, 5th-7th April, 2015, Faculty of Management, UTM, Skudai, Johor.
22. Sivaprakash Vatumalai, **Norhani Bakri**, Lean Manufacturing Practices in Malaysian Automotive Industry, *International Conference on Human Resource Development (ICHRD 2015)*, 5th-7th April, 2015, Faculty of Management, UTM, Skudai, Johor.
23. Salasiah Abbas, **Norhani Bakri**, The Relationship Between Individual Factors and Organizational Support with Career Development, *International Conference on Human Resource Development (ICHRD 2015)*, 5th-7th April, 2015, Faculty of Management, UTM, Skudai, Johor.
24. Muhammad Khairi Majid, **Norhani Bakri**, Mohd Shoki Ariff, Electronic Service Quality of Malaysia Airline Industries (Low Cost Carrier), *The 1st World Virtual Conference on Social and Behavioral Sciences*, 28th-30th June, 2015, Johor Bahru, Johor
25. Muhammad Khairi Majid, Rahmat Roslan Buang, **Norhani Bakri**, Nur Shazwani Laila, Electronic Service Quality of Malaysia Airline Industries (Low Cost Carrier) and The Impact on Customers' Perceived Service Value, Kuala Lumpur *International Business and Social Science Research Conference 2015*.
26. **Norhani Bakri**, Zulkifli Khair, Ida Idayu Mohamad, Disruptive Innovation in Public Sector, *Maldives Civil Service Conference*, 14 & 15 April, 2018. Maldives.
27. Salasiah Abbas, **Norhani Bakri**, The Mediating Effect of Organizational Culture in the Relationship Between Transformational Leadership and Sustainability at the Property Development Companies in Malaysia, *International Conference in Social Sciences, Management and Accounting (ICSSMA 2019)*, 24-26 Sept, 2019.
28. Noorsyazwani Sahari, **Norhani Bakri**, Pengaruh Faktor Organisasi Terhadap Penglibatan Pekerja, *Proceedings of International Conference in Social Sciences, Management and Accounting (ICSSMA 2019). Holiday Villa, Johor Bahru, 24-26 Sept. 2019*.

MANUSCRIPT REVIEWER/ ASSESSOR/ EDITOR

1. Assessor for Marketing Programme Symposium 2007 at Hyatt

- Regency Hotel, Johor Bahru, Johor (5 April, 2007)
2. *Evaluator* for manuscript 'Kreativiti dalam Perspektif Islam dan Barat', Penerbit UTM, June, 2007.
 3. *Associate Editor* for The International Journal for the Humanities, Volume 6.
 4. *Committee* for Drafting Quality Assurance for FPPSM Post Graduates' Programme.
 5. *Evaluator* for manuscript *Pengetahuan pelatih IKM mengenai persekitaran kondusif untuk bakal usahawan*, Jurnal Teknologi, Penerbit UTM (JTE/2009/04)
 6. *Associate Editor* for article *Effects of Immigration and Emigration on the family structure* by Cesur-Kilicaslan, dr. Seher, Terzioglu, Prof. R. Gonsel, The International of the Humanities, Vol. 6, Issue 1, pp 239-244. Common Ground Publishing, Victoria, Australia.
 7. *Associate Editor* for manuscript *Malay Historical Thought in 15th Century Malacca* by Arbaiyah Mohd. Nor, The International Journal of the Humanities, Vol. 6, Issue 1, pp 123-130, (2008). Common Ground Publishing, Victoria, Australia.
 8. *Associate Editor* for manuscript *Facilitating learning through intellectual capital in Social Service Non Profit Organisations*, The International Journal of Learning, Vol. 16, Issue 1, (2009). Common Ground Publishing, Victoria, Australia.
 9. *Associate Editor* for manuscript *Configuring Networked Learning through Kelly's Constructive Alternativism*, The International Journal of Learning, Vol. 16, Issue 1 (2009). Common Ground Publishing, Victoria, Australia.
 10. *Evaluator* for Anugerah Perundangan, Majlis Anugerah Kecemerlangan dan Penghargaan UTM 2008 (CITRA KARISMA) (12 May, 2009).
 11. *Reviewer* for manuscript *Poverty: Its Causes and Solutions*, World Academy of Science, Engineering and Technology, International Journal of Social, Behavioral, Educational, Economic and Management Engineering, Vol. 7, No.8, 2013.
 12. *Reviewer* for manuscript *Consumer Preferences for Use of Electrical*

Vehicle as Alternative Energy Transport - A Sociological Study, *Pertanika Journals*, Universiti Putra Malaysia (2014).

13. Reviewer for manuscript *Relationship Between Distributive Justice, Procedural Justice, Conflict Management Styles and affective Commitment : A Study Among Bank Employees in Northern Malaysia*, *Jurnal Pengurusan*, School of Management, Faculty of Economics and Management, Universiti Kebangsaan Malaysia (2016),
14. Reviewer for manuscript *Impact of Psychological Capital on Turnover Intention : A Mediated Moderation Structural Analysis in Indian Context*, *Jurnal Pengurusan*, School of Management, Faculty of Economics and Management, Universiti Kebangsaan Malaysia (2016).
15. Reviewer for *International Journal of Science, Engineering and innovative Research* (ISSN:2412-513X).
16. Reviewer for manuscript *From Job to Career - How Professionalisme Influences Work Engagement*, *Journal of Career Development* (JCD-2016-0058), SAGE Publications (www.sagepublications.com).
17. Reviewer for manuscript *A Comparative Study of Poverty Indicators in Kenya and South Africa Between 2008 and 2012*, *University of Mauritius Research Journal* (2016).
18. Reviewer for manuscript *Do Leader's Emotional Labor Strategies Influence the Leader's Emotional Exhaustion? Moderating Role of Emotional Intelligence*, *Gadjah Mada International Journal of Business* (Scopus) (2016).
19. Assessor for manuscript *Ensuring Citizenship Culture : A Longitudinal Study of Transformational Leadership*, *Journal of Business and Social Development* (JSBD), Penerbit UMT, Universiti Malaysia Terengganu (2016).
20. Reviewer for manuscript *Do Leader's Emotional Labor Strategies Influence the Leader's Emotional Exhaustion? Moderating Role of Emotional Intelligence*, *Gadjah Mada International Journal of Business* (Scopus) (2016).
21. Reviewer for manuscript *Value Orientation towards Integrity behind Decision to Commit Academic Infrindgement*, *Gadjah Mada International Journal of Business* (Scopus) (2018).

22. *Technical Assessor Panel for Assessment of GUP Proposal, Tier 2, 2019/1 Niche Area Smart Digital Community.*
23. *Interviewer for AKEPT-UTHM Strategic Leadership Coaching for University Leaders on 17 March, 2019 at Universiti Tun Hussein Onn, Batu Pahat, Johor.*
24. *Evaluator for YUTP- FRG Grant Applications 2020 for project entitled “Development of Holistic Framework for CSR in Health by O & G Companies Towards Addressing Societal Wellbeing Needs in Sarawak”. (6 August, 2019).*
25. *Evaluator for YUTP- FRG Grant Applications 2020 for project entitled “An Integrated Framework of Empowerment, Organizational Culture and Work Life Balance of Women Engineers in the Malaysian Energy Sector” (26 August, 2019).*
27. *Project Consultant for Program Penerbitan Jurnal Scopus dan Jurnal Kemanusiaan, Universiti Teknologi Malaysia (24 January, 2019).*

SEMINARS/WORKSHOPS

1. Workshop on MOOC for Post Graduates on 10 April, 2017.

THESIS

1. Norhani Bakri, *Peranan dan Sikap Pekerja Wanita Terhadap Pekerjaan di Sektor Awam dan Swasta (Satu Kes Bandingan)*, B.A Thesis, Universiti Malaya, Kuala Lumpur (1984).
2. Norhani Bakri, *Hubungan Majikan-Pekerja Wanita : Kajian Kes di Taman Asuhan Kanak-kanak (TASKA) di Kuala Lumpur dan Selangor*, M.A Thesis, Universiti Malaya, Kuala Lumpur (1992).
3. Norhani Bakri, *Pembudayaan Teknologi di kalangan Pekerja Sektor Industri Teknologi Tinggi di Malaysia*, Ph.D Thesis, Universiti Teknologi Malaysia, Johor Bahru, Johor (2004).

ORIGINAL BOOK

Norhani Bakri, *Dimensi Budaya Teknologi Dalam Era Globalisasi*. Penerbit UTM [2010]

BOOK CHAPTER

1. Esa Khalid, Mohd Azhar Abdul Hamid, **Norhani Bakri**, *Manusia dan Kemanusiaan dalam : Pandangan Islam dan Barat*, dalam Hashim Fauzy Yaacob (ed), Ilmu, Kemanusiaan dan Pembangunan Menurut Islam, Penerbit UTM (2016)
2. Esa Khalid, Ahmad Shukri Mohd Nain, **Norhani Bakri**, *Kesan Tamadun Barat Moden Terhadap Alam Sekitar Global*, dalam Hashim Fauzy Yaacob (ed), Islam dan Isu-isu Global, Penerbit UTM (2016)
3. Ahmad Shukri Mohd Nain, **Norhani Bakri**, *Pembangunan Ekonomi diMalaysia*, dalam Ahmad Shukri, Fadilah Zaini, Hashim Fauzy Yaacob, Kassim Thukiman & Mohd Azhar Abd Hamid (ed), Dinamika Malaysia, Penerbit UTM (2018) pp 277-281
4. **Norhani Bakri**, Rozeyta Omar, *Pemantapan Kesepaduan Nasional Menerusi Etika dan Peradaban* dalam Mohd Azhar Abd Hamid, Faizah Mohd Fakhrudin, Rozeyta Omar, Fadilah Zaini, Mohd Koharuddin Mohd Balwi (ed), Penghayatan Etika dan Peradaban, Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, Universiti Teknologi Malaysia, 2020. pp 70-85.

MONOGRAPH

Norhani Bakri, Noor Zainab Abd Razak, Hamidah Ab Rahman, Aminah Ahmad Khalid, Analisis Keperluan Latihan dikalangan Pelajar Berprestasi Kurang Memuaskan di Fakulti Pengurusan dan Pembangunan Sumber Manusia, UTM, Skudai, Johor (2006) (978-967-353-147-9).

EXPERT REPORT

1. 2011- 2012 : **External Assessor for Module LSS 211/05 (Sociology and Society), Wawasan Open University, Pulau Pinang.**
2. 2012 – 2019 : **Academic Assessor for Diploma Programme in Human Resource Management (AB 107), Kolej Poly Tech MARA at Semporna, Batu Pahat, Kuala Lumpur, Kuantan and Gua Musang.**

PLENARY LECTURE / KEYNOTE ADDRESS

1. 19th - 21th October, 2018 **Key Note Speaker for International Conference on Technical and Vocational Education and Training: TVET on the Industrial Revolution4.0 (3rd ICTVET 2018), Jakarta, Indonesia.**
2. 26 March 2018 **Coordinator for Lokakarya Session, Konvensyen Johor Berkemajuan 2018 : Menjayakan Dekad Baharu Johor, UTM, Johor Bahru, Johor.**
3. 13 November 2017 **Session Moderator for Konvensyen Integriti Negeri Johor, organized by Kerajaan Negeri Johor.**
4. 20 March, 2016 **Moderator for UTM Career Carnival Forum Session** entitled “Will Robots Take Over Your Job? Employability in the Age of Technology”.
5. 26 August 2014 **Forum Panelist for International Conference on Islamic Business, Art, Culture & Communication (ICIBACC 2014), organized by UiTM Melaka.**

INVITED/GUEST SPEAKER

1. 14 Sept. 2019 **Interviewed by RTM for a topic on “Memupuk Perpaduan Melalui Seni Budaya Bangsa” for Berita RTM at 5pm**
2. 20 Feb 2017 **Invited Guest for “Analisis Awani” entitled "Tragedi Remaja Maut Berbasikal di Johor Bahru" aired at ASTRO TV Awani Channel 501,
"https://www.youtube.com/watch?v=3nobYcl4pPI&sns=fb**
3. 22 March 2016 **Speaker for Supervision Orientation Course (AS 102) organized by UTMLead with Faculty of Management on “Human Relation Skill”.**
4. 10 Oct 2014 **Officiated Graduation Day 2014 for Treacher Methodist Girls School, Taiping, Perak (Former Secondary School).**