

AZLINEER SARIP

SCHOOL OF HUMAN RESOURCE DEVELOPMENT AND PSYCHOLOGY
FACULTY OF SOCIAL SCIENCES AND HUMANITIES
UNIVERSITI TEKNOLOGI MALAYSIA
81310 UTM SKUDAI

Telephone: +6 019 725 7997

E-mail: azlineer@utm.my

Fax: +607 556 6711

QUALIFICATIONS

2013	PhD (Human Resource Management) Roskilde University, Denmark
2004	Master of Business Administration Universiti Teknologi MARA
1998	BSc in Business Administration (Finance) St. Louis University, Missouri, USA

EMPLOYMENT HISTORY

Oct 2007 – Mar 2013 **Lecturer**

Mar 2013 - present **Senior Lecturer**
Human Resource Development Department
Faculty of Management
Universiti Teknologi Malaysia (UTM), Skudai

Responsibilities

- My teaching responsibilities focusing in the subject areas of Human Resource Management and Human Resource Development.
- Supervision of research students – PhD, Master and Degree level.
- Examiner - PhD proposal and Master degree thesis.

Other positions currently hold at the Faculty

- Head of Human Resource Panel (2019 – 2021).
- Committee member of post graduate program, School of Human Resource Development and Psychology (Jan 2018 – 2021).
- Industrial Training Coordinator for Human Resource Development Students (2019 – Mar 2021).

- Oct. 2002 – Oct. 2007 **Assistant Registrar**
Human Resource Management Department, Registrar’s Office
Universiti Teknologi Malaysia (UTM), Skudai
- Nov. 2000 – Oct. 2002 **Business Development Executive**
CIMB Aviva Assurance Berhad
(formerly known as Commerce Life Assurance Bhd)
Jln. Tun Abdul Razak, Johor Bahru
- Sep. 1998 – Nov. 2000 **Executive**
CIMB Aviva Assurance Berhad
(formerly known as Commerce Life Assurance Bhd)
Jln Medan Tuanku, Kuala Lumpur

AWARDS RECEIVED

- | | |
|------|--|
| 2019 | NALI 2019 – Silver |
| 2019 | NALI 2019 - Bronze |
| 2018 | Excellent Service Award (FSSH) |
| 2016 | Excellent Service Award (UTM) |
| 2013 | Best Presentation in 2013 3rd International Conference on Information and Finance (ICIF 2013, London) |
| 2004 | Excellent Service Award (UTM) |
| 2004 | Registrar’s Office Innovation Award (Individual) |

TEACHING ACTIVITIES

- | | |
|--------------------|---|
| MHR 1013 | Theory and Philosophy of Human Resource Development |
| SHAR 1013 | Principles of Human Resource Development |
| SHMR 1063 | Introduction to Management |
| SHAR 4043 | Crisis Management |
| SHAR 3023 | Human Resource Information System |
| SHAD 2023/SHMR1083 | Human Resource Management |
| SHAR 1033 | Human Resource Planning |
| SHR 1013 | Philosophy of Human Resource Development |
| SHD 1153 | Organizational Behaviour |
| SHP 2363 | Skills for Trainer |
| UHAK 1012 | Graduate Attributes |
| UHAS 1162 | Arts, Customs and Belief of Malaysian |
| UHAS 2032 | Technocrat and Development |
| UHAS 2122 | Critical and Creative Thinking |

RESEARCH SUPERVISION

PhD	<p>Nor Amira Syairah binti Zulkarnaini (2018 – ongoing). “Crisis Management and Human Resource Development.” - <i>co supervisor</i></p> <p>Suriati binti Mahmood (2016 – ongoing). “Linkage Between employee CSR Awareness and Engagement: Mediate by Individual Spiritual Quotient and Moderate by Individual Resilience.” – <i>co supervisor</i></p> <p>Osman Hussein (2017). “The Mediation Effect of Perceived Organizational Support On The Relationship Between Transformational Leadership, Affective Organizational Commitment and Organizational Citizenship Behavior in Somalia.” – <i>main supervisor</i></p> <p>Imran Sharif (2017). “Psychological Contract Breach.” – <i>co supervisor</i></p> <p>Muhammad Tafsir (2016). “Gaya Kepimpinan Sebagai Perantara Dalam Hubungan Antara Penggunaan Humor di Tempat Kerja Dengan Kreativiti Pekerja.” – <i>co supervisor</i></p>
Master	<p>Rinna Dharshini d/o Mail Gavanan (2020 – ongoing) – <i>main supervisor</i></p> <p>Nur Aina Mohd Zaki (2019 - ongoing). “The Relationship Between Employee Motivation Towards Green HRM Mediates by Green Employee Empowerment in Manufacturing Industry.” – <i>main supervisor</i></p> <p>Li JinJing (2019 – ongoing). “Relationship Between Monetary Incentives and Job Performance.” – <i>main supervisor</i></p> <p>Shanty d/o Krishnan (2019 – ongoing) – <i>main supervisor</i></p> <p>Nur Izzati (2019). “The Role of Job Crafting Towards Proactive Personality and Work Engagement in Public Sector.” – <i>main supervisor</i></p> <p>Ng Yeong Hui (2019). “The Relationship Between Job Characteristics and Employee Engagement Among Hotel Employees.” – <i>main supervisor</i></p> <p>Yahshini a/k Silvester (2018). “The Relationship Between Green HRM Practices and Organizational Citizenship Behavior Toward Environment (OCBE).” – <i>main supervisor</i></p> <p>P.R.Harishen A/L Panrangam (2017). “Transfer of Training in Marine Company.” – <i>co supervisor</i></p> <p>Jameela Peer (2015). “A Case Study on Human Resource Planning in Engineering Procurement and Construction Commissioning Company.” – <i>main supervisor</i></p>
Undergraduate	<p>Mohamad Redhuan Bin Mohamad Sofi (2017). “The Relationship between Human Resource Management Practices and Organizational Commitment.”</p>

Nordiana Mohd Nawi (2017). "Coping Strategies for Work-life Balance Among Married Female Engineers."

Danial Haziq Bin Mohamed (2016). "Contributing Factors to HRIS Implementation: Does The System Meet Our Expectation?"

Azlinda binti Mohamad (2016). "Hubungan Antara Gaya Keibubapaan dengan Pemilihan Kerjaya dalam Kalangan Alumni Universiti Teknologi Malaysia."

Siti Fairuz Binti Mohd Nuri (2016). "Hubungan Antara Kualiti Kehidupan Bekerja dan Stres Dalam Kalangan Staf Lembaga Hasil Dalam Negeri (LHDN) Kelantan."

Siti Aisyah Jamal (2014). "A Study on The Relationship Between Leadership Styles Toward Employee Performance."

Nuratikah Md Malia (2014). "Employee Perception Towards Performance Appraisal."

Nur Fatimah Ramli (2014). "The Effectiveness Of Career Development Practices Towards Employee Performance."

Nor Afidah Nordin (2014). "Roles of Human Resource Training Department to Organizational Effectiveness."

Norlina Abdul Karim, Norasyikin Che Sidik & Norazimah Aziz (2008). "Tahap Penyesuaian Budaya Pekerja Asing Dengan Budaya Pekerja Tempatan Berdasarkan Mod: Satu Kajian di Hitachi Cable Sdn Bhd."

Jeffrey Rajit, Mohd Nazmy Abd Latif & Wan Mohamad Asrul Azlin Mohd Noor (2008). "Faktor-Faktor Yang Menyebabkan Kemalangan di Tempat Kerja Daris Sudut Pandangan Majikan: Satu Kajian di Syarikat Epson (Precision) Johor Bahru."

PUBLICATIONS (*Academic Journal, Proceeding Papers and Thesis*)

Mahat, N. and Sarip, A. (2020). The Relationship between Job Crafting and Work Engagement in One of the Local Authorities in Malaysia. *International Journal of Psychosocial Rehabilitation*. Vol. 24(5), 965-966.

Zulkarnaini N.A.S., Shaari R., and Sarip A. (2020). Crisis Management and Human Resource Development: Towards Research Agenda. In: Kantola J., Nazir S. (eds) *Advances in Human Factors, Business Management and Leadership*. AHFE 2019. *Advances in Intelligent Systems and Computing*, vol 961. Springer, Cham

Sarip A., Shaari R., and Royo M.A. (2019). Investigating Human Resource Roles in Research-Based University: An Evidence from Malaysia. In: Kantola J., Nazir S., and Barath T. (eds) *Advances in Human Factors, Business Management and Society*. AHFE 2018. *Advances in Intelligent*

Systems and Computing, vol 783. Springer, Cham

Shaari R., Sarip A., Rajab A., Rahman H.A., and Fadil F.M. (2019). The Importance of Strategic Human Resource Development Practices Among Multinational Companies in Malaysia. In: Kantola J., Nazir S., Barath T. (eds) *Advances in Human Factors, Business Management and Society*. AHFE 2018. *Advances in Intelligent Systems and Computing*, vol 783. Springer, Cham

Silvester, Y., Sarip, A. and Hassan, M.A. (2019). The Relationship between Green HRM Practices and Organizational Citizenship Behavior toward Environment (OCBE). *Journal of Management and Operation Research*. Vol. 1(18), 85-96.

Shaari, R., Sarip, A., Rajab, A. and W. Zakaria, W.Z. (2018). The Impact of University Social Responsibility towards Producing Good Citizenship: Evidence from Malaysia. *International Journal of Organizational Leadership*. Vol. 7(4), 374-382.

Mahmood, M., Shaari, R., and Sarip, A. (2018). Spirituality and Resilience Effects on Employee Awareness and Engagement in CSR: An Overview and Research Agenda. *Journal of Advanced Research in Social and Behavioural Sciences*. Vol. 12(1), 35-44.

Sharif, I., Abdul Wahab, S.R. and Sarip, A. (2017). Psychological Contract Breach and Feeling of Violation: Moderating Role of Age-related Difference. *International Journal of Asian Social Science*. Vol. 7(1), 85-96.

Osman, H.O., Sarip, A. and Mohd Arif, L.S. (2017). What Roles Does Continuance Commitment Play in The Relationship Between Affective Commitment and Organizational Citizenship Behaviour? Case Study Somali Telecommunication Industry Players. *Sains Humanika*. Vol. 9, 7-12.

Royo, M.A., Sarip, A. and Shaari, R. (2015). Entrepreneurship Traits and Social Learning Process: An Overview and Research Agenda. *Procedia – Social and Behavioral Sciences*. Vol. 171, 745-53.

Tafsir, Muhammad and Shaari, Roziana and Sarip, Azlineer, Build Construct of Relationship between Employees Creativity and Humor in Workplace by Factor Analysis Method (December 1, 2015). Available at SSRN: <https://ssrn.com/abstract=2697335> or <http://dx.doi.org/10.2139/ssrn.2697335>

Sarip, A. and Royo, M.A. (2014). Strategic HR in Higher Educational Institutions in Malaysia and Denmark. *International Journal of Trade, Economics and Finance*. 5(1), 60-4.

Sarip, A. 2012. Role Fulfilment of HR Professionals in Higher Educational Institutions (HEIs). In *International Journal of Arts and Sciences Conference 26 – 29 June 2012*. Prague.

Sarip, A. 2010. The Challenges of Administrator in Higher Educational

Institutions: Case Study in Asia and Europe. In *International Conference of Education, Research and Innovation* 15 – 17 November 2010. Madrid.

Sarip, A., Royo, M.A., Mohamad, J. and Supian, S. 2004. Strategic Approach to Rejuvenate and Positioning of La-Stella Water Theme Park (WTP) as a “Choice and Affordable” Water Recreation Center in Johor Bahru. Master Thesis. Universiti Teknologi MARA.

RESEARCH

2019 – ongoing. “Pembangunan Modul Daya Tahan Berteraskan Aktiviti Kemasyarakatan bagi Belia Muflis.” - *Principal Investigator*

2019 – ongoing. “Effects of Organizational Justice and Organizational Citizenship Behavior on Employee Retention.” - *Investigator*

2019 – ongoing. “Pelan Pembangunan Mampan Johor 2019-2030.” - *Investigator*

2018 (completed). “Sustainability Skill Reinforcement Program Among Primary School Children” - *Principal Investigator (Star Rating 5)*

2017 - 2018 (completed). “Study on MyGrant – Direction and Impact.” - *Investigator*

2017 (completed). “When the Going Gets Tough, the Tough Get Going.”- *Principal Investigator*

2015 – 2016 (completed). “HR Roles and Information Technology Usage and Effectiveness in Higher Educational Institutions in Malaysia.”- *Principal Investigator*

2014 - 2015 (completed). “Community Impact of UTM as Neighbour.” - *Investigator*

2012 – 2014 (completed) “Study on the impact of programs organized by Malaysian Institute of Integrity in implementing the National Integrity Plan.” - *Investigator*