



PERSONAL DETAILS

Name : IRMAWATI BINTI NORAZMAN
Gender : FEMALE
Date of Birth : 6/8/1980
Nationality : MALAYSIAN
Marital Status : MARRIED
Permanent Add. : NO. 2, JLN PULAI RIA 7, BANDAR BARU KANGKAR PULAI,
81300 JOHOR BAHRU.
Tel. : (M) : 017-7633507 ; (Off): 07-5610071
E-mail : irmawati@utm.my / irmautm@gmail.com
Website : <http://www.management.utm.my/staff/userprofile/irmawati.html>
blog.management.utm.my/irmawati

Job Position
(2009 -9/8/2016) : Tutor at JPSM, Faculty of Management, UTM.
10/8/2016 – Current : Senior lecturer of HRD program at School of HRD & Psychology,
Faculty of Humanities & Social Science, UTM
(Co-ordinator of Bachelor Science (HRD) Programme)

Expertise : Teaching in Masters level for subject Theory & Philosophy of HRD,
Undergraduate Study subjects which are Instructional Design, Training &
Development, Skills for Trainers and Training Management, General
univeristy subjects such as ‘Dinamika Malaysia’, Graduate Success
Attributes and Creative and Critical Thinking.

ACADEMIC QUALIFICATIONS

2016 : Ph.D. (Management)
Universiti Teknologi Malaysia (UTM)
2008 : Master of Science (Human Resource Development), UTM
(CPA – 3.84)
2003 : Bachelor of Management (Technology) with second class honors
(Upper Division), UTM (CPA – 3.57)

AWARD AND HONORS RECEIVED

- (1) **2019** : Best Paper Award for paper entitled ‘Sejarah Awal Pentadbiran Sekolah Agama Johor’ in International Conference on Social Sciences, Management and Accounting (ICSSMA 2019)
- (2) **2019** : ‘Anugerah Versatile / Serba Boleh 2018’ Fakulti Sains Sosial & Kemanusiaan
- (3) **2019** : ‘Anugerah Pengantarabangsa 2018’ Fakulti Sains Sosial & Kemanusiaan
- (4) 2017 : ‘Anugerah Cemerlang Fakulti Pengurusan 2016’

- (5) 2016 : ‘Anugerah Pengajaran Fakulti Pengurusan 2015’
- (6) 19/2/2013 : Best Presenter in PhD and Master Colloquium organized by Postgraduate Student Society, FM UTM at DSI UTM.
- (7) 1998/99,
2000/2001,
2002/2003 : Dean’s List for excellent academic results.
- (8) 2016 : Second runner up for ten pin bowling tournament 2016, organized by KEBIRUS, SMK Medini, Iskandar Puteri, Johor Bahru.

PAPER PUBLISHED/PRESENTED, INTELLECTUAL PROPERTY & SEMINAR ATTENDED

- (1) **2019** : Maryam Hafeez, Siti Aisyah Panatik, Azra Ayue Abdul Rahman, Azizah Rajah, Suaibah Abu Bakar & **Irmawati Norazman**. Ambidextrous Leadership & Innovative Work Behaviour: Mediating Role of Emotional Intelligence. **International Journal of Recent Technology & Engineering (IJRTE)**. 8 (2), 906-910, ISSN : 2277-3878.
- (2) **2019** : Nur Aina binti Mohd Zaki & **Irmawati Norazman**. The Relationship between Employee Motivation towards Green HRM Mediates by Green Employee Empowerment: A Systematic Review & Conceptual Paper. **Journal of Research in Psychology**.1 (2), 6-9 <https://doi.org/10.31580/jrp.v1i2.946>
- (3) **2019** : Nurulisyazila Othaman, Sarala@Thulasi Palpanadan, Yeoh Li Cheng, Norashikin Abdul Hamid, Junko Hiyama, **Irmawati Norazman**. Second Language Learning Strategies through Cultural Program: A Study of First-Year Arabic Students at UTHM. **Journal of Advanced Research in Social and Behavioural Sciences**. 16, Issue 1 36-52. Journal homepage: www.akademiabaru.com/arsbs.html ISSN: 2462-1951
- (4) **2019** : **Public Lecture in International Colloquium on Social Sciences & Humanities for Global Outreach Program** on 8 January 2019 organized by School of human Resource Development & Psychology, FSSH UTM in collaboration with Faculty of Education, Universitas Negeri Padang (UNP) Indonesia.
- (5) **2019**: Muhd Farhan bin Yahkup dan **Irmawati binti Norazman**. Evaluation of Motivation Factors of trainees Characteristics, Training Design & Workplace Environment in Affecting Training Transfer Knowledge. **International Conference on Social Sciences, Management & Accounting**. September 2019.
- (6) **2019**: Li Jing Jing dan **Irmawati binti Norazman**. Organizational Culture & Organizational Performance : A Systematic Review. **International Conference on Social Sciences, Management & Accounting**. September 2019.
- (7) **2019**: Sharveena Pillay sashideran, Siti Aisyah Panatik dan **Irmawati binti Norazman**. A Study on Schwartz’s Basic Human Values Theory & Its Effects on Motivation at Work : A Systematic Literature Review. **International Conference on Social Sciences, Management & Accounting**. September 2019.
- (8) **2019**: Asfaeliza binti Paino dan **Irmawati binti Norazman**. Hubungan Kecerdasan Emosi dan Tekanan Kerja dalam kalangan Anggota dan Pegawai Polis. **International Conference on Social Sciences, Management & Accounting**. September 2019.
- (9) **2019** : **Participant of International Colloquium on Social Sciences & Humanities for Global Outreach Program** on 8 January 2019 organized by School of human Resource Development & Psychology, FSSH UTM in collaboration with Faculty of Education, Universitas Negeri Padang (UNP) Indonesia.
- (10) **2019** : Kavindra Devan Chandran, **Irmawati binti Norazman** & Halimah binti Mohd Yusof. Turnover Intention of Servicemen Serving Malaysian Army. **Proceeding The National**

- Conference on The Humanities and Social Sciences (NACOSS)**. USIM. 17 April 2019. eISBN 978-967-14573-6-8.
- (11) **2019** : Kavindra Devan Chandran, **Irmawati binti Norazman** & Halimah binti Mohd Yusof. Psychological Empowerment in Malaysian Army: A Comparative Study between Officers, Senior Non Commissioned Officers (SNCO) and Junior Non Commissioned Officers (JNCO). **Proceeding The National Conference on The Humanities and Social Sciences (NACOSS)**. USIM. 17 April 2019. eISBN 978-967-14573-6-8
 - (12) **2018: Book Chapter**: Editor: Kassim Thukiman & Fadillah Ismail. Keberkesanan Program Latihan dan Pembangunan. Tajuk : Faktor Motivasi dalam Pemindahan Latihan. Siti Aisyah Abdul Rahman & **Irmawati Norazman**. Penerbit UTM, pg 41-59.
 - (13) **2018: Irmawati Norazman**; Nur Izzati Shamsudin. The Level of Training Transfer on Transfer Intention. **Proceeding The International Conference on Social Science & Humanities 2018/ Faculty of Management, ISBN 978-967-15950-0-8**, pg 175-191.
 - (14) **2017** : Kavindra Devan Chandran; **Irmawati Norazman**. Transformational and Transactional Leadership Style Preferences. **Seminar Kelestarian Perkhidmatan Awam. Anjuran Institut Tadbir Awam Negara Kampus Wilayah Selatan (IKWAS) dan Fakulti Pengurusan, UTM. 12 September 2017. ISBN 978-983-42745-7-3.**
 - (15) **2017: Peserta** Seminar Kelestarian Perkhidmatan Awam. Anjuran Institut Tadbir Awam Negara Kampus Wilayah Selatan (IKWAS) dan Fakulti Pengurusan, UTM. 12 September 2017.
 - (16) **2017**: Mohamad Azrin Bin Dzulkurnain; **Irmawati Norazman**. Kajian Terhadap Tahap Gaya Kepimpinan Transformasi, Transaksi, dan Organisasi Pembelajaran dalam Konteks Kerajaan Tempatan. **Prosiding Kajian Jabatan Pembangunan Sumber Manusia, Fakulti Pengurusan, Universiti Teknologi Malaysia Siri 1 / 2017/ Fakulti Pengurusan , Isbn 978-983-42745-5-9.**
 - (17) **2017** : Nur Fatasya Aisha Binti Mohamed Azhar; **Irmawati Binti Norazman**. Kajian Terhadap Tahap Five Factors Model Personaliti, Gaya Kepimpinan Transformasi Dan Transaksi Dalam Konteks Kerajaan Tempatan. **Prosiding Kajian Jabatan Pembangunan Sumber Manusia, Fakulti Pengurusan, Universiti Teknologi Malaysia Siri 1 / 2017/ Fakulti Pengurusan , Isbn 978-983-42745-5-9.**
 - (18) **2017**: Nur Syairah Binti Zali, **Irmawati Binti Norazman**. Kajian Terhadap Gaya Kepimpinan Transformasi, Transaksi Dan Burnout Dalam Konteks Kerajaan Tempatan. **Prosiding Kajian Jabatan Pembangunan Sumber Manusia, Fakulti Pengurusan, Universiti Teknologi Malaysia Siri 1 / 2017/ Fakulti Pengurusan , ISBN 978-983-42745-5-9**
 - (19) **Nov 2016 – April 2017: Perunding Projek: Kajian Indeks Syariah Malaysia (Sosial)**. Uni-Technologies Sdn. Bhd (UTSB). Ketua Projek : PM Dr Kassim bin Thukiman dan CFIRST, UTM.
 - (20) **2016: Intellectual Property (IP) from UTM**: Title: “Framework of Effect of Learning Transfer Factors on Training Transfer Intention”: Reference No. : IP/CR/2016/1709.
 - (21) **2016: Presenter** of 2nd ASIA International Conference 2016 organized by Innovation & Commercialisation Center (ICC) UTM at UTM KL Campus.: Title – “The Influence of Learning Transfer Factors on Transfer Intention among Malaysian Public Sector”.
 - (22) **2016**: Fadillah, Ainul Mardhiyah, Wan Md Syukri & **Irmawati**. “Service Innovation Model to Encounter Customer Service Index (Csi) In Automotive Industry, Malaysia”. 1st International Research Conference on Economics Business and Social Sciences, South Asian **Journal Of Global Business Research/Europen Journal Of East Asian Studies**, 4, 1, **ISSN: 20454457**.
 - (23) **2016**: Fadillah, Ainul Mardhiyah, Wan Md Syukri & **Irmawati**. “Sustainable Business Model for Advanced Technology in Waste Management”. 1st International Research

Conference On Economic Business And Social Sciences, **South Asian Journal Of Global Business Research** , 4, 1, ISSN:20454457

- (24) **2015**: **Irmawati binti Norazman** & Siti Aisyah Panatik. "The Validated Learning Transfer Factors among Malaysian Public Sector". **International Journal of Science: Basic and Applied Research**. Vol. 24, No. 5, 112-123. ISSN: 2307-4531, Impact Factor: 0.415.
- (25) **2013**: **Presenter** of Persidangan Kebangsaan Ekonomi Malaysia ke VIII 2013 organized by UKM at KSL Hotel and Resort, JB.
- (26) **2013** : **Irmawati binti Norazman** Toward Understanding the Factors of Learning Transfer in Malaysia. **Prosiding PERKEM VIII** (2013), Vol (2) 861-871. ISSN: 2231-962X.
- (27) **2013** : **Participant** of Seminar Jom Hebat Pascasiswazah – Siri 1 (UPM)
- (28) **2013**: **Participant** of Seminar Pertama Pendidikan dan Penyelidikan Islam (SePPIM) (FTI, UTM).
- (29) **2011** : **Virtual participant** in International Conference of Human Resource Development (ICHRD) 2011, on 21-23 June 2011 at Mutiara Hotel, Johor Bahru, organized by FPPSM, UTM and HCD, UTM.
- (30) **2011** : **Participant** of National Postgraduate Symposium (NPS) 2011, on 17-18 September 2011 at Chancellor Complex, Universiti Teknologi PETRONAS, Bandar Sri Iskandar, 31750 Tronoh, Perak, organized by "Majlis Dekan-dekan Pengajian Siswazah - IPTA (MDPS-IPTA) collaboration with Universiti Teknologi Petronas".
- (31) **2009** : **Presenter** of Academic Unity Across Nations Program on 1 October – 3 October 2009 at Universitas Sumatera Utara (USU) Indonesia organized by Postgraduate Student Society, FPPSM, UTM.

OTHERS AND NON-ACADEMIC ACTIVITIES

- 2019** : Director of **Program International Academic Program (IAP 2019) : Universitas Riau Indonesia (UNRI)** on 25 – 28 November. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM.
- 2019** : Director of **Program Graduate Outreach Padang Indonesia** on 7-10 January 2019. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM.
- 2019** : Secretary of **International Conference on Social Sciences, Management and Accounting (ICSSMA 2019)**. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM dengan kerjasama Sekolah Tinggi Ilmu Ekonomi, Bongaya, Makassar, Indonesia dan UTM Talent Transformation Centre (UTM TTC)
- 2019** : Committee of **International Conference on Social Sciences, Management and Accounting (ICSSMA 2019)**. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM dengan kerjasama Sekolah Tinggi Ilmu Ekonomi, Bongaya, Makassar, Indonesia dan UTM Talent Transformation Centre (UTM TTC)
- 2019** : Committee of **Seminar Projek Sarjana Muda (PSM)** on 26 & 27 November. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM.
- 2019** : Committee of **Bengkel Mendidik Gaya Nabi** on 30 November. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM.
- 2019** : Committee of **Program Lawatan Akademik Mahasiswa Sekolah Tinggi Ilmu Ekonomi Pembangunan Tanjung Pinang** on 20 & 21 October. Organized by Sekolah Pembangunan Sumber Manusia & Psikologi, Fakulti Sains Sosial dan Kemanusiaan, UTM
- 2018** : Reviewer of Book Manuscript entitled "**Kompetensi Tenaga Kerja Indonesia Sektor Pembinaan Di Malaysia**", Penerbit UTHM.
- 2018** : Reviewer of paper entitled "**Is Organizational Communication Influential In Employees**"

Performance for The Scientific Committee of the 7th International Graduate Conference on Engineering, Science and Humanities (IGCESH 2018), Jurnal Kemanusiaan.

- 2018** : Reviewer of Manuscript: **“Personality and Training Effectiveness among Police in Malaysia”** (Ref No: JP997-17-68), Jurnal Pengurusan School of Management Faculty of Economics and Management Universiti Kebangsaan Malaysia.
- 2018** : Reviewer of the manuscript, **"Hubungan Antara Personaliti Big Five Dengan Kepuasan Kerja Dalam Kalangan Pekerja Sokongan di UTM, kampus Johor,"** Sains Humanika.
- 2017** : Setiausaha Seminar Kelestarian Perkhidmatan Awam. Anjuran Institut Tadbir Awam Negara Kampus Wilayah Selatan (IKWAS) dan Fakulti Pengurusan, UTM.
- 2017** : External Journal Reviewer of Kolej Yayasan Pelajaran Johor (KYPJ). Jurnal Saujana Edisi Ke-4.
- 2017** : Pengarah Program Motivasi Pelajar Tahun 6 SK Kangkar Pulai.
- 2016** : Head of judges of “Karnival Sayembara Puisi Kemerdekaan Sek. Kluster Kecemerlangan Daerah Johor Bahru” on 17 September 2016 at Sek Keb Temenggung Abdul Rahman (STAR 1).
- 2013** : Participant of “Kursus Pemandu Pelancong Setempat Siri 1/2013 on 8 October 2013 organized by Pejabat Kementerian Pelancongan dan Kebudayaan Malaysia Negeri Johor at UTM.
- 2011** : Committee and facilitator of "Kem Kemanisan Iman Sekolah-sekolah Menengah Daerah Pontian, Johor" on 23-25 September 2011 at Co-Curriculum Training Centre Pontian, organized by PPD Pontian.
- 2011** : Participant of bowling tournament organized by Kelab Guru dan Staf dan Kelab Boling SMK Pekan Nanas.
- 2010** : Participant of bowling tournament organized by Badan Kebajikan FPPSM, UTM.

SKILLS

- published research and willingness to participate at professional conferences and seminars.
- expertise in the particular subject area.
- excellent oral and written communication skills.
- confidence in dealing with a range of people.
- the ability to organise workload within competing demands.
- the capability to work both independently and as part of a team.
- commitment to the profession and continuing professional development (CPD).
- a flexible approach to work.
- good IT skills (SPSS, AMOS).

REFERENCE

Assoc. Prof. Dr. Siti Aisyah bte Abdul Rahman,
Chair of School of HRD & Psychology,
Faculty of Humanities & Social Science
Universiti Teknologi Malaysia,
81310 Skudai, Johor.
Office: +607-5610106 | Mobile: +6019-7171974
Primary Email: sitaisyah@management.utm.my | Secondary Email: saisyah@utm.my