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EDUCATION

Nov 2011 PhD in Management
Southampton Business School, University of Southampton, England UK

Thesis title: *The role of emotional intelligence in the quality of leader-follower relationships*

Oct 2000 MBA
Universiti Kebangsaan Malaysia Bangi, Malaysia

Feb 1998 Bachelor of Management Technology (Hons)
Universiti Teknologi Malaysia Johor, Malaysia

PROFESSIONAL EXPERIENCE

April 2018 - Date **Associate Professor,**
UTM Azman Hashim International Business School, UTM
Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA

Dec 2019 – Dec 2020 **Research Group Leader**
Innovation & Business Strategy Research Group (IBSRG),
UTM Azman Hashim International Business School, UTM
Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA

March 2019 - Date **Certified Emotional Intelligence (EQ) Practitioner,**
Certified Brain Talent Profiler,
The Emotional Intelligence Network

Aug 2020 - Date **Certified Trainer STIFIn (Genetic Personality)**
STIFIn Malaysia

Oct 2016 – June 2018	Academic Director (Post Graduate Program), UTM International Business School, UTM Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA
Apr 2016 – Sept 2016	PhD Coordinator, UTM International Business School, UTM Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA
Aug 2012 – July 2014	Graduate Project Coordinator for MBA Program, UTM International Business School, UTM Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA
Nov 2011 – Mac 2018	Senior Lecturer, UTM International Business School, UTM Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA
Feb 2011 – Oct 2011	Lecturer, UTM International Business School, UTM Jalan Sultan Yahya Petra, Kuala Lumpur, MALAYSIA
Mar 2002 – Oct 2006	Head of Program (Management Technology), College Science & Technology, UTM Jalan Semarak, Kuala Lumpur, MALAYSIA
Oct 2000 – Sept 2007	Lecturer, College Science & Technology, UTM Jalan Semarak, Kuala Lumpur, MALAYSIA
June 1998 – Sept 2000	Tutor, Program Pengajian Diploma, UTM Jalan Semarak, Kuala Lumpur, MALAYSIA
Jun 1996 - Dec 1996	Consultant, Human Resource Department, Lion Group Bhd, Jalan Ampang, Kuala Lumpur, MALAYSIA

PUBLICATION

Journal

1. Rahman, S. & **Mahadi, N.** (2024). Visualising Emotional Intelligence Global Research Trend Using Bibliometric Analysis. *Journal of Sustainability Science and Management*, ACCEPTED (Q3).
2. Aziz, F., **Mahadi, N.**, Azizul, M. D., Nordin, N.A. & Aujirapongpan, S. (2024). Investigating the Association between Intellectual Capital and Medium-Sized Cooperatives Performance in Malaysia. *Journal of Propulsion Technology*, 45 (1), 5481-5498. [SCOPUS]
3. Sharippudin, S.N., **Mahadi, N.** & Wan Zakaria, W.N. (2024). Dimensions of Entrepreneurial Orientation and its Impact on Business and Social Performance of State-Owned Enterprises. *Journal of Theoretical and Applied Information Technology*, 102(1), 30-41. [SCOPUS].
4. Sharippudin, S.N., **Mahadi, N.** & Wan Zakaria, W.N. (2024). Leveraging on Ambidexterity for Value Creation to Address Performance Dilemma of Hybrid Organizations. *International Journal of Academic Research in Business and Social Sciences*, 13(1), 1757-1764.
5. **Mahadi, N.**, Rahman, S., Salleh, N.M. & Baskaran, S. (2023). Respect as a Mediator between Emotional Intelligence and Job Performance. *International Journal of Academic Research in Progressive Education & Development*, 12(4), 1127-1137.

6. **Mahadi, N.**, Rahman, S., Salleh, N.M. & Baskaran, S. (2023). Respect as a Mediator between Emotional Intelligence and Job Performance. *International Journal of Academic Research in Progressive Education & Development*, 12(4), 1127-1137.
7. Almerri, K., Ho., C.F. & **Mahadi, N.** (2023). A Formation of Conceptual Framework to Enhance Innovative Behaviors of Kuwait Public Sector Employees. *International Journal of Academic Research in Business and Social Sciences*, 13(2), 568-580.
8. Imjai, N., Aujiropongpan, S. & **Mahadi, N.** (2023). The interplay of digital and management accounting competency to competitive performance in the open innovation era: A case of Thaimicropreneurs. *Journal of Open Innovation*, 9 (3) , 1-13. **[IF: 0.588]**
9. Baskaran, S., **Mahadi, N.**, Indiran, L., Yaacob, T.Z. & Subramaniam, Y. (2023). An Investigation of Digital Entrepreneurship Intention Activation among University Undergraduates. *International Journal of Academic Research in Business and Social Sciences*, 13(6), 387-406.
10. Saleh, E.M., **Mahadi, N.** & Salleh, N.M. (2023). Leveraging the Power of Data: How Can Business Enhance their Understanding of the Workforce. *International Journal of Academic Research in Business and Social Sciences*, 13(10), 658-671.
11. Aziz, F., Safiai, A., Wahat, N.W.A, Hamzah, S.R. & **Mahadi, N.** (2023). Academics' Behavioural Intention and Usage of IoT in E-Learning: Moderation of Gender and Experience. *Journal of Theoretical and Applied Information Technology*, 101 (4), 1376-1386. [SCOPUS]
12. Zhixiang, H., Mahadi, N., Maideen, M. & Swatdikun, T. (2023). Unleashing Intrapreneurship by Harnessing the Power of Talent Analytics. *International Journal of Academic Research in Economics & Management Sciences*, 13(10), 427-433.
13. Alfarsi, A., Hussain, I.A., Maideen, M. & **Mahadi, N.** (2023). The Effect of Talent Management, Human Resource Practices and Organizational Performance. *International Journal of Academic Research in Business and Social Sciences*, 11(2), 1993-2003.
14. Jasni, N.N., **Mahadi, N.**, Yaakop, A.Y. & Baskaran, S. (2022). People Analytics: An Evidence-Based Approach in Managing Employees. *International Journal of Academic Research in Progressive Education & Development*, 11(3), 1049-1059.
15. **Mahadi, N.**, Abu Bakar, A.H., Baskaran, S. & Maideen, M.H. (2022). How the Pandemic has Disrupted and Changed Hiring. *International Journal of Academic Research in Business & Social Sciences*, 10(12), 1331-1340.
16. Baskaran, S., Arulanatham, S., **Mahadi, N.** & Nallaluthan, K.(2022). Quantum Creation: The Passion for Fashion – Teaching Case. *Asian Case Research Journal*, 1-22. [SCOPUS]
17. Rahman, S. & **Mahadi, N.** (2021). Emotional Intelligence and Leader Effectiveness: A Conceptual Paper. *International Journal of Innovation and Business Strategy*, 15(2), 88-95.
18. Dalayga, B., Baskaran, S. & **Mahadi, N.** (2021). Talent Development Practices: A Revisit as an Imperative for Talent Retention. *International Journal of Academic Research in Business and Social Sciences*, 11(2), 330-348.
19. Rahman, S. & **Mahadi, N.** (2021). A Conceptual Paper on the Influence of Mutual Respect on Leader-Subordinate Relationships in the Malaysian Public Services. *Journal of Science, Technology and Innovation Policy*, 7(2), 39-46.
20. Baskaran, S., Dhinesh, K., **Mahadi, N.** & Indiran, L.(2021). Social Media Advertising and Online Buying Intentions: A Multidimensional Investigation with Shopping Enjoyment as Mediator. *International Journal of Business and Technopreneurship*, 11(2), 29-50.
21. Nordin, N.A. & **Mahadi, N.** (2021). Understanding the Impact of Attitude on Organizational Performance. *International Journal of Innovation and Business Strategy*, 15(2), 38-45.
22. Baskaran, S., Devagaran, S., Ganesan, K. & **Mahadi, N.** (2021). Intrinsic Motivation and Entrepreneurial Start-up Intentions: A Franchising Perspective. *International Journal of Entrepreneurial Venturing*, 13(5), 443-478. Q2
23. Baskaran, S., **Mahadi, N.** & Abd Rasid, S.Z. (2021). Multiple Intelligence and Entrepreneurial Opportunity Recognition – A Failsafe Approach of Neuromarketing. *Journal of Research in Marketing and Entrepreneurship*, 23(2), 318-338.
24. Aziz, F., Rami, A.M., Razali, F., & **Mahadi, N.** (2020). The Influence of Leadership Style Towards Technology Acceptance in Organization. *International Journal of Advanced Science and Technology*, 29(7s), 218 - 225. Q4

25. Usman, A., **Mahadi, N.** & Fauzi, M.H. (2020). Conceptualization and Scale Development of Islamic Spiritual Leadership (ISL) Concept. *Journal of Critical Reviews*; Vol. 7(12): 1068-1079.
26. Aziz, F., Rami, A.M., **Mahadi, N.** (2020). Does Leader's Emotional Intelligence Influence Subordinates' Task Performance, Subordinates' Organizational Citizenship Behavior and Organizational Culture. *Journal of Critical Reviews*; Vol. 7(17): 3842-3847.
27. **Mahadi, N.**, Woo, N.M.F., Baskaran, S. & Yaakop, A.Y. (2020), "Determinant Factors for Employee Retention: Should I Stay?" *International Journal of Academic Research in Business & Social Science*, Vol. 10 (4), 201-213. [ERA]
28. Baskaran, S., Nedunselian, N., Ng, C.H., **Mahadi, N.** & Abdul Rasid, S.Z. (2020). Earnings Management: A Strategic Adaptation or Deliberate Manipulation? *Journal of Financial Crime*, Vol. 27(2), 369-386. [SCOPUS]
29. Yaakop, A. Y., **Mahadi, N.**, Zainal, A. Z., Abu Hasan, Z. R. & Harun, M. (2020). Examining Students' Continuance Usage Intention for Web-Based Educational Tools: A Developed Integrated Structural Model Approach. *The Asian Academy of Management Journal*, Vol. 2(1), 25-41. [SCOPUS]
30. Baskaran, S., Samtharam, S.R., Raman, D.K. & **Mahadi, N.** (2020). MBA Education: Curriculum to Creation (C2C) of Potential Entrepreneurs. *International Journal of Innovation & Business Strategy*, 14(2), 102-123
31. **Mahadi, N.**, Abdullah, S.N. & Baskaran, S. (2020). "A Review of Social Cognitive Theory and Self-care for Type 2 Diabetes Mellitus Patients" *Business Management & Strategy* Vol. 11 (1), 148-159 [ERA]
32. Baskaran, S., Lay, H. M., Ming, B. S. & **Mahadi, N.** (2020). Technology Adoption and Employee's Job Performance: An Empirical Investigation. *International Journal of Academic Research in Economics & Management Sciences*, 9(1), 78-105. [ERA]
33. **Mahadi, N.**, Mohd Tamin, R.S. & Baskaran, S. (2020). "Linking Transparent Communication and Employees Openness to Change: Does Respect Matter?" *International Journal of Academic Research in Psychology*, Vol. 7 (1), 26-35 [ERA]
34. Aziz, F., Rami, A.M., Razali, F. & **Mahadi, N.** (2020). "The Influence of Leadership Style towards Technology Acceptance in Organization" *International Journal of Advanced Science and Technology*, Vol. 29 (7), 218-225 [SCOPUS]
35. Baskaran, S., Nedunselian, N., Mahmood, Z. & **Mahadi, N.** (2020). An Epidemic Phenomenon of Workplace Cyberloafing: Investigations and Implications. *International Journal of Work Organization & Emotion*, Vol. 10(4), 297-321. [SCOPUS]
36. Baskaran, S., Kumar, S.K.B., Samtharam, S.R., Tangaraja, T. & **Mahadi, N.** (2020). Home Ownership Motivation in Malaysia: A Youth Perspective. *International Journal of Academic Research in Accounting, Finance & Management Sciences*, 10(2), 49-64. [ERA]
37. **Mahadi, N.**, Baskaran, S., Yaakop, AY & Subramaniam, L. 2020 [Forthcoming]. "Can Emotional Intelligence Increase Employees Innovation Working Behaviour?" *International Journal of Academic Research in Psychology*. ISSN: 2222- 6990 [ERA]
38. Baskaran, S., Devagaran, S., Ganesan, K. & **Mahadi, N.** (2020). Intrinsic Motivation and Entrepreneurial Start-Up Intentions: A Franchising Perspective. *International Journal of Entrepreneurial Venturing* – In Review
39. Baskaran, S., Hau, Y.G. & **Mahadi, N.** (2020). Exploring Populace Perception of Generic Medicines: Performance Risk and Influence Matters? *International Journal of Pharmaceutical and Healthcare Marketing* – In Review
40. Baskaran, S., **Mahadi, N.**, & Abd Rasid, S.Z. (2020). Multiple Intelligence and Entrepreneurial Opportunity Recognition – A Failsafe Approach of Neuromarketing. *Journal of Research in Marketing and Entrepreneurship* – Submitted
41. Baskaran, S., Amin Yahya, M.S., **Mahadi, N.** & Gopal, R. (2020). Cloud Based Asset Management: A Way Forward for Highway Operators in Malaysia – Awaiting Submission
42. **Mahadi, M.**, Thangaraj, R. & Baskaran, S. (2019). Understanding between High Potentials and High Performers. *International Journal of Human Resource Studies*, 9(4), 38-49.
43. Mohd Rizal, A., Ong, C.H., **Mahadi, N.**, Patrick, Z. & Kamarudin, S. (2019). Factors Hindering Undergraduate Students from Starting a Business while Studying. *International Journal of Academic Research in Business and Social Sciences*, 9(1), 455 – 468. [SCOPUS]

44. Baskaran, S., Kumar, S., Tangaraja, T. & **Mahadi, N.** (2019). Conceptualizing Strategic Ethical Decision Making: Cultural Traits as Moderator. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 9(3), 118-127.
45. Vasudevan, H. & **Mahadi, N.** (2019). Assessing the Mediating Effect of Organizational Climate in the Context of Malaysian Banking Industry. *Journal of Entrepreneurship and Business*, 7 (1), 2289 – 8298.
46. Baskaran, S., Tai, M. Y., Mahmood, Z., **Mahadi, N.** & Dalayga, B. (2019). Do Women Buy Online Impulsively More Often Out of Enjoyment and Risk Tolerance? *International Journal of Academic Research in Business and Social Sciences*, 9(7), 88–107.
47. Baskaran, S., Mutalib, S., Safri, S.N.S & **Mahadi, N.** (2019). Entrepreneurial Intention among Community College Students: A Conceptual Attempt to Understand Early Adoption of Entrepreneurial Career. *International Journal of Academic Research in Business and Social Sciences*, 6(6), 744–758.
48. Danting, Z., Quoquab, F. & **Mahadi, N.** (2018). Enhancing the Tourism Operation Success in Sabah Malaysia: a Conceptual Framework. *International Journal of Engineering & Technology*, 7(3), 147-151.
49. Tasnim, R., **Mahadi, N.**, Singh, H. & Ahmad Saufi, R. (2018). Profiling Entrepreneurial Commitment Across Cultures: A Malaysian Perspective. *International Journal of Entrepreneurship and Small Business*, 34(2), 567 – 575. [SCOPUS]
50. Baskaran, S., **Mahadi, N.**, Abdul Rasid, S.Z. & Mohd Zamil, N. A. (2018). Continuous Creation of Entrepreneurial Orientation: A Reward and Reinforcement Perspective. *Journal of Technology Management and Business*, Volume 5, Issue 2, pp 29-42.
51. Omar, S.S., **Mahadi, N.**, Zainal Ariffin, Z., Wei, C.S., Yaakop, A.Y., Zin, F.F.M. (2018). The Entrepreneurial Intention of University Students to Venture into Business: Motivating Factors and Obstacles. *Advanced Science Letters*, Volume 24, Issue 5, pp 3208-3212. [SCOPUS]
52. Baskaran, S., **Mahadi, N.**, Tangajara, T., Tai, M.Y., & Kumar, S.K. (2018). Ethically Challenged Strategic Management: Conceptualizing Personality, Love for Money and Unmet Goals. *International Journal of Academic Research in Business and Social Sciences*, Volume 8, Issue 4, pp 239-311. [SCOPUS]
53. Quoquab, F., **Mahadi, N.**, Mohammad, J., & Wan Abdullah, T.S. (2018). Stardust Petroleum Sdn. Bhd.: How to Inculcate the Pro-Active Safety Culture? *Emerald Emerging Markets Case Studies*. Volume 8, Issue 4, pp 1-20.
54. Baskaran, S., **Mahadi, N.**, Ling, R.Y., & Lim, X.Y. (2018). Exploration and Integration of Ethical Leadership Potential Dimensions and Differential Employee Voice Behavior: Strategic Management Perspective. *Business Management and Strategy*, Volume 9, Issue 1, pp 272-289.
55. Omar, S.S. Zainal Ariffin, Z., Abdullah, A.N., **Mahadi, N.**, Mokhtar, F.S., Azman, N.A. (2018). Conceptualising the Influence of Total Quality Management and Organizational Performance in Klang Valley Service Industry. *Advanced Science Letters*, Volume 24, Issue 5, pp 3240-3246.
56. Vasudevan, H. and **Mahadi, N.** (2018). Sexual Harassment and Management Behavior at the Workplace. *IJUM Journal of Case Studies in Management*, Volume 9, Issue 2, pp 5-11
57. Clarke, N. and **Mahadi, N.** (2017). Mutual Recognition Respect between Leaders and Followers: Its Relationship to Follower Job Performance and Well-Being. *Journal of Business Ethics*, Volume 141, Issue 1, pp 163-178 [IF: 1.837] Q1
58. Clarke, N. and **Mahadi, N.** (2017). The significance of mutual recognition respect in mediating the relationships between trait emotional intelligence, affective commitment and job satisfaction. *Personality and Individual Differences*, Volume 105, 129-134. [IF:1.946] Q1
59. Clarke, N. and **Mahadi, N.** (2017). Differences between follower and dyadic measures of LMX as mediators of emotional intelligence and employee performance, well-being and turnover intention, *European Journal of Work and Organizational Psychology*, 26(3), 373-384. [IF: 2.780] Q1
60. **Mahadi, N.**, Aziz, F., Zainal Ariffin, Z., Yaakop, A.Y. & Omar, S.S. (2017). How to Establish Customers Satisfaction in Healthcare Industry. *International Journal of Academic Research in Business and Social Sciences*, 10(7), 585 – 591. [SCOPUS]
61. Aziz, F., **Mahadi, N.** & Baskaran, S. (2017). Fostering Employee Pro-Environmental Behaviour: Does Emotional Intelligence Matters? *International Journal of Academic Research in Business*

- and *Social Sciences*, 10(7), 567 – 575. [SCOPUS]
62. **Mahadi, N.**, Mohammad, J., Yaakop, A. Y., & Rahman, N. R. (2017). The Role of Innovation in the Relation Between Psychic Distance and Organizational Performance. *Advanced Science Letters*, 23(1), 394-398. [SCOPUS]
 63. Baskaran, S., **Mahadi, N.**, Abd Rasid, S.Z. & Mohd Rizal, A. (2017). A Proposed Framework of Academic Staff Up-Take in Integrating E-Learning in Education Delivery. *International Journal of Academic Research in Business and Social Sciences*, 11(7), 345-455. [SCOPUS]
 64. Baskaran, S. & **Mahadi, N.** (2017). Youth and Social Media Comportment: A Conceptual Perspective. *International Journal of Academic Research in Business and Social Sciences*, 11(7), 1260-1277. [SCOPUS]
 65. Usman, A., **Mahadi, N.**, Quoquab, F., and Ng, R.W. (2017). The development of Islamic spiritual leadership concept. *Advanced Science Letters*, 23, 3003-3005. [SCOPUS]
 66. Aziz, F., **Mahadi, N.**, Wan Zakaria, W.N. & Mahadi, N. (2017). The Impact of Open Innovation and Supply Chain Management Towards Firm Performance. *International Journal of Academic Research in Business and Social Sciences*, 11(7), 338 – 344. [SCOPUS]
 67. Yaakop, A.Y., Ismail, S.A., **Mahadi, N.**, and Mohamed, M. (2017). Islamic attributes of destination and Muslim travelers' satisfaction: Examining Religious commitment. *Advanced Science Letters*, 23, 2783-2786. [SCOPUS]
 68. Fong, T., Quoquab, F., Mohammad, M., and **Mahadi, N.** (2017). How to Inculcate Sustainable Development Values among Malaysian Citizens? *Journal of Engineering and Applied Sciences*, 12(6): 1458-1462. [SCOPUS]
 69. **Mahadi, N.**, Ibrahim, I.F., Yaakop, A.Y., and Zainal Ariffin, Z. (2016). Internet-of-Things (IoT) as Engine of Growth for Economy. *International Business Management*, 10(17): 3807-3811. [ISSN:1993-5250]. [SCOPUS]
 70. Yaakop, A.Y., Liew, M.C., **Mahadi, N.** and Zainal Ariffin, Z. (2016). Malaysia for Medical Tourism: How Ready Are We? Insights from Prospective Medical Tourists. *The Social Sciences*, 11(11): 2802-2808. [ISSN: 1818-5800]. [SCOPUS]
 71. Quoquab, F., Nisa, N., Mohammad, J. and **Mahadi, N.** (2016). Sustainable Consumption Practices: An Awakening Call. *International Business Management*, 10(17): 3867-3871. [ISSN: 1993-5250]. [SCOPUS]
 72. Zailin Ariffin, Z., Abdul Rahman, A., Omar, S.S., Yaakop, A.Y. and **Mahadi, N.** (2016). Korean Popular Culture: An Exploratory Examination among Malaysian Adolescents. *International Business Management*, 10(17): 3821-3829. [ISSN: 1993-5250]. [SCOPUS]
 73. Quoquab, F., **Mahadi, N.**, Jamshidian, A., and Abdul Rasid, S.Z. (2015). Job Stressors and Employee Turnover Intention: Lessons Learned from Malaysian Oil and Gas Industry. *Advanced Science Letters*, 21(6): 1747-1750. [ISSN: 1936-6612 (Print): EISSN: 1936-7317 (Online)] [SCOPUS]
 74. Mohammad, J., Quoquab, F., **Mahadi, N.** and Hussin, N. (2015). Religious Faith, Addictive Products, and Their Advertisement: A Qualitative Inquiry. *International Journal of Innovation and Business Strategy*, 3-22.

Conference Proceeding

1. **Mahadi, N.**, Rahman, S., Salleh, N.M & Baskaran, S. (2023). Emotional Intelligence & Job Performance: The Mediating Role of Mutual Recognition Respect. Proceedings of International 9th Conference on Management Studies (ICMS-2023), Istanbul, Turkey. August, 2023.
2. Ali, F. & **Mahadi, N.** (2023). Assessing the Potential of Social Media for Enhanced Fundraising Campaign Performance. Proceedings of AHIBS International Action Conference (AHIBS-ACT 2023), Universiti Teknologi Malaysia, Malaysia, October, 2023.
3. Abdul Razak, N.S.A. & **Mahadi, N.** (2023). The Implementation of Centralized Digital Platform on Commercial Properties at FELDA. Proceedings of AHIBS International Action Conference (AHIBS-ACT 2023), Universiti Teknologi Malaysia, Malaysia, October, 2023.
4. Baharuddin, N.F. & **Mahadi, N.** (2022). The Implementation of Green Concept Area in the Workplace as Stress Reliever. Proceedings of International Conference on Action Research (ICAR 2022), Universiti Malaya, Malaysia, September 3-6, 2022.

5. Rahman, S. & **Mahadi, N.** (2022). The Influence of Mutual Respect on Followers' Social Identity and Leader Effectiveness. Proceedings of 9th International Graduate Conference on Engineering, Science and Humanities (IGCESH) 2022, Universiti Teknologi Malaysia, Malaysia, August 15-16, 2022.
6. Rahman, S. & **Mahadi, N.** (2021). A Conceptual Paper on the Influence of Mutual Respect on Leader-Subordinate Relationships in the Malaysian Public Services. Proceedings of the 2nd International Professional Doctorate and Postgraduate Symposium 2021 (iPDOCs2021), Universiti Teknologi Malaysia, Malaysia, September 25, 2021.
7. Abd Ghani, N., Teo, P.C., & **Mahadi, N.** (2021). The Internationalization of Born Global Business Schools: A Conceptual Framework. International Conference on Data Analytics for Business and Industry, University of Bahrain, October 25-26, 2021. [**SCOPUS**]
8. Yaakop, A.Y., Ariffin, Z.Z., **Mahadi, N.**, Hasan, Z.R.A., & Harun, M. (2020). Web 2.0 Educational Tools Continuance Intention: Proceedings of the 13th Asian Academy of Management International Conference 2019.
9. **Mahadi, N.**, Baskaran, S., Khalid, H. & Salleh, N.M. (2018). The Effect of Lean Management on Employee Satisfaction and Cost Saving. Proceedings of the 2018 the International Academic Conference on Management, Economics, Business and Marketing, Vienna, Austria, November 23-24, 2018.
10. **Mahadi, N.**, Aziz, F., Tasnim, R., Zainal Ariffin, Z. and Yaakop, A.Y. (2016). Behavioural Intention and Mobile Learning Adoption: The Moderating Role of Gender. Proceedings of the 2016 International Symposium on Sustainable Development and Management (ISSDM 2016) – UTM IBS, Universiti Teknologi Malaysia, Malaysia, October 8-9, 2016.
11. **Mahadi, N.**, Aziz, F., Mohdali, N., Mohd Rizal, A., Prabhakaran, J. (2016). The Role of Trust in Asian E-Commerce Adoption: Does Culture Matter? Proceedings of the 2016 International Symposium on Sustainable Development and Management (ISSDM 2016) – UTM IBS, Universiti Teknologi Malaysia, Malaysia, October 8-9, 2016.
12. **Mahadi, N.**, Aziz, F., Mohd Rizal, A., Ishak, K.S., and Abd Salam, Z. (2016). The Moderating Effect of Past Experience on the Relationship between Behavioral Intention and Mobile Learning. Paper presented in the International Conference on Innovation in Business and Strategy (ICIBS 2016) - UTM IBS, Universiti Teknologi Malaysia, Malaysia, November 1-3, 2016.
13. Zainal Ariffin, Z., Isa, N., Omar, S.S., **Mahadi, N.**, and Yaakop, A.Y. (2016). Influence of Service Quality on Customer Satisfaction Application of SERVQUAL Model Among Finance and Insurance Consumers in Klang Valley Malaysia. Paper presented in the International Conference on Innovation in Business and Strategy (ICIBS 2016) - UTM IBS, Universiti Teknologi Malaysia, Malaysia, November 1-3, 2016.
14. **Mahadi, N.**, Mohamad, J., Yaakop, A.Y., and Rahman, N.R. (2016). The Role of Innovation in the Relation Between Psychic Distance and Organizational Performance. Proceedings of the 2016 Advanced Research on Business, Management and Humanities (Arbuhum 2016). HARRIS Hotel & Conventions Festival Citylink, Bandung, Indonesia, March 15 – 17, 2016.
15. Abd Rahman, N., **Mahadi, N.**, Ismail, F., and Mohd Amin, S. (2016). The Relationship Between Work-Family Balance and Affective Organizational Commitment Among Academic Staff of Malaysian Research Universities. Proceedings of the 2016 Advanced Research on Business, Management and Humanities (Arbuhum 2016). HARRIS Hotel & Conventions Festival CityLink, Bandung, Indonesia, March 15 – 17, 2016.
16. Yaakop, A.Y., Ismail, S.A., **Mahadi, N.**, Omar, K., and Mohamed Anuar, M. (2016). Islamic Attributes of Destination and Muslim Travelers Satisfaction: Examining the Moderating Effect of Religious Commitment. Paper presented in the *Social Sciences and Humanities (SOSHUM – 2016)*. Promenade Hotel, Kota Kinabalu, Sabah, Malaysia, April 19 – 21, 2016.
17. Shahrin, R., Quoquab, F., Jamil, R., **Mahadi, N.**, Mohammad, J., Abdul Salam, Z., and Hussin, N. (2016). Green “eco-label” or “greenwashing”? Building awareness about environmental claims of marketers. Paper presented in the *Social Sciences and Humanities (SOSHUM – 2016)*. Promenade Hotel, Kota Kinabalu, Sabah, Malaysia, April 19 – 21, 2016.
18. Usman, A., **Mahadi, N.**, Quoquab, F. and Ng, R.W. (2016). The Development of Islamic Spiritual Leadership Concept. Paper presented in the *Social Sciences and Humanities (SOSHUM – 2016)*. Promenade Hotel, Kota Kinabalu, Sabah, Malaysia, April 19 – 21, 2016.

19. Quoquab, F., **Mahadi, N.** and Abdul Hamid, S.H. (2015). Cyberloafing: Does Workplace Internet Leisure Affect Employee Satisfaction? Proceedings of the 2015 2nd International Conference on Computer, Communication, and Control Technology (I4CT 2015) – Imperial Hotel, Kuching, Malaysia, April 21– 23, 2015.
20. Quoquab, F., Tarmizi, H. A. A. and **Mahadi, N.** (2015). Why Brain Drain? Malaysian Experience. Proceedings of The 2015 International Congress on Economics, Social Sciences and Information Management (ICESSIM) – 2015, pp. 191-195. Sheraton Hotel, Kuta Bali, Indonesia, March 28 - 29, 2015.
21. Quoquab, F., **Mahadi, N.**, Zeinali, M., and Jihad Mohammad (2015). User Generated Content and Internet User's Value: Does Website Quality Matter? Proceedings of the 5th International Conference on Information and Communications Technology for the Muslim World (2014 ICT4M). [INSPEC Accession Number: 14872095; ISBN: 978-147996242-6] [IEEE Explorer; Institute of Electrical and Electronics Engineers Inc.]
22. Quoquab, F. and **Mahadi, N.** (2014). Environment Dominant Logic: Furthering the thought of future marketers. Paper presented at *Global Conference on Business and Social Sciences (GCBSS) – 2014*, p. 259. Nexus Hotel, Kuala Lumpur, Malaysia, December 15 – 16, 2014. [ISBN: 978-967-13147-0-8]
23. Quoquab, F., Mohd. Ibrahim, A.L., Abdul Rasid, S.Z., Mohd. Rizal, A., **Mahadi, N** and Basiruddin, R. (2014). How do Epicureanism and global consumerism affect Muslim buyers' consumption pattern? *Proceedings of National Conference on Consumption Ethics (Aturcara Persidangan Kebangsaan Etika Kepenggunaan)-2014*. pp. 33-38. Puri Pujanga, Universiti Kebangsaan Malaysia, Bangi, Malaysia, December 4 – 5, 2014. [ISBN: 978-967-12286-3-0]
24. Quoquab, F., **Mahadi, N.**, Zeinali, M. and Mohammad, J. (2014). User Generated Content and Internet User's Value: Does Website Quality Matter? *Proceedings of the 5th International Conference on Information and Communications Technology for the Muslim World (2014 ICT4M)*. Riverside Majestic Hotel, Kuching, Sarawak, Malaysia, November 17 – 19, 2014.
25. Quoquab, F., Mohammad, J. and **Mahadi, N.** (2014). Advertising Cigarette and Alcohol: Is it Controversial to You? *Proceedings of the International Congress on Interdisciplinary Behaviour and Social Science 2014 (ICIBSoS 2014)*. pp. 165-168, Dynasty Resort, South Kuta, Bali, Indonesia, November 1 – 3, 2014.
26. Quoquab, F. and **Mahadi, N.** (2014). Compulsive Buying: Old Variables in New Relationships. *Proceedings of the International Congress on Interdisciplinary Behaviour and Social Science 2014 (ICIBSoS 2014)*. pp. 169-174, Dynasty Resort, South Kuta, Bali, Indonesia, November 1 – 3, 2014.
27. Quoquab, F., Jamshidian, A., **Mahadi, N.** and Abdul Rasid, S.Z. (2014). Job Stressors as the Catalysts of Employees' Turnover Intention: A Study of Malaysian Oil and Gas Industry. *Proceedings of the Eurasian Business and Economics Society (EBES) 2014*. pp. 3149-3156, Hotel Silken Diagonal Barcelona, Barcelona. Spain, October 23 – 25, 2014. [ISBN: 978-605-64002-8- 5]
28. Quoquab, F., Zeinali, M., **Mahadi, N.** and Wan Ismail, W.K. (2014). The Role of User Generated Content Quality in Enhancing Internet User's Brand Engagement. *Proceedings of the Eurasian Business and Economics Society (EBES) 2014*, pp. 2748-2753, Hotel Silken Diagonal Barcelona, Barcelona. Spain, October 23 – 25, 2014. [ISBN: 978-605-64002-8-5]
29. Quoquab, F., **Mahadi, N.**, Hamid, S.H., and Wan Ismail, W.K. (2014). Workplace Internet Leisure: Does It Affect Employee Satisfaction? *Proceedings of the Eurasian Business and Economics Society (EBES) 2014*, (CD-ROM), pp. 2743-2747. Hotel Silken Diagonal Barcelona, Barcelona. Spain, October 23 – 25, 2014. [ISBN: 978-605-64002-8-5]
30. Jamil, R. and **Mahadi, N.** (2014). Management Competency/e: Revisiting the old and charting the new directions. *Proceedings of Asia-Pacific Education and Research Association (APERA)*, Osaka, Japan, October 15 – 17, 2014. [ISBN: 978-986-90827-5]
31. Clarke, N.R. and **Mahadi, N.** (2013). Mutual Recognition Respect Between Managers and Employees: Its Relationship to Employee Job Performance and Well-Being. *Proceedings of The 5th Developing Leadership Capacity Conference (DLCC)*, Kemmy Business School, University of Limerick, Limerick, Ireland, July 4 – 5, 2013.
32. Mohamed, A. and **Mahadi, N.** (2013). Health Literacy, Self-Efficacy and Health Information

Understanding: Impacts on Health Related Decision Making, *Proceedings of the 1st International Conference on Human Capital and Knowledge Management (HCKM2013)*, UTM Kuala Lumpur, Malaysia.

33. **Mahadi, N.** (2012). The moderating effects of emotional intelligence in Leader-Member Exchange (LMX) relationship, *Paper presented at Global Conference on Innovations in Management and Doctoral Symposium*, London, UK.
34. **Mahadi, N.** and Clarke, N.R. (2010). The role of dyad emotional intelligence in the leader-follower relationship, *Proceedings of 11th International Conference on Human Resource Development Research and Practice across Europe*, The University of Pecs, Hungary.
35. **Mahadi, N.** and Clarke, N.R. (2010). Emotional intelligence as a moderator of the quality of leader member exchange and work-related outcomes, *Proceedings of Seventh International Conference on Emotions and Organizational Life (EMONET VII)*, Montreal, Canada.
36. **Mahadi, N.** (2009). Emotional intelligence and leadership, *Paper presented at Doctoral Workshop at the 10th International Conference on Human Resource Development Research and Practice across Europe*, Newcastle Business School, Northumbria University, Newcastle Upon Tyne, UK. June 2009.

Book

1. Husin, M.M., Khalid, H., Baskaran, S. and **Mahadi, N.** (2021). *A Handbook of Asean Business Cases: Emerging Issues in Business and Management*. Partridge Publishing, Singapore.
2. Baskaran, S., Prabhakaran, J. and **Mahadi, N.** (2019). *The Sin of a Fresh Graduate*, IBP Editing Services [ISBN 978-967-17104-0-1]
3. **Mahadi, N.** and Ong, C.H. (2017). *Towards Industry Excellence: The Application of Technology and Innovation*. Editors, Penerbit UTM, Johor
4. **Mahadi, N.** (2012). *Emotional Intelligence and Leadership: The role of emotional intelligence in the quality of leader-follower relationship*, LAP Lambert Academic Publishing [ISBN 978-3-8484-2745-1]

Book Chapter

1. Mohd Aris, N.F., Omar, S.S. and **Mahadi, N.** (2021). Identification of Employees' Emotional and Behavioral Changes to Lead Positively During Covid-19. In Mohd Aris, N.F. and Omar, S.S. (Eds.). *Leading Through The Covid-19 Crisis*. Universiti Tun Hussein Onn, Malaysia.
2. Mohd Rizal, A., **Mahadi, N.**, Ong, C.H. and Kamarudin, S. (2021). Ayub Seafood Bangi: Which Way to Go? In Husin, M.M., Khalid, H., Baskaran, S. and Mahadi, N. (Eds.). *A Handbook of Asean Business Cases: Emerging Issues in Business and Management*. Partridge Publishing, Singapore.
3. Mohammad, J., Md Husin, M. and **Mahadi, N.** (2018). Oil Pilferage in Fimani Sdn Bhd: In search of an Acceptable Solution. In Quaquab, F., Md Rizal, A., Md Husin, M., Mohammad, J. and Hassan, A. (Eds.). *Instructor's Guide, A Handbook of Malaysian Cases: Contemporary Issues in Marketing & Management*. Partridge Publishing, Singapore.
4. **Mahadi, N.**, Aziz, F., Mohd Mohid, W.A., and Abd Salam, Z. (2017). The Future of Educational Tools: Linking Technology to Students' Performance. In Mahadi, N. and Ong, C.H. (Eds.). *Towards Industry Excellence: The Application of Technology and Innovation*. Universiti Teknologi Malaysia, Malaysia.
5. **Mahadi, N.**, Shahi, R.A.M., and Mahadi, B. (2016). New Product Development (NPD) success factor matrix. In Wan Khairuzzaman, W.I. and Siti Zaleha, A. R. (Eds.). *Contemporary Issues in Innovation and Business Strategy*. Universiti Teknologi Malaysia, Malaysia.
6. **Mahadi, N.**, Jamaluddin, H.I., and Jamil, R. (2016). E-Government in Malaysia: Transforming Public Service Delivery System. In Wan Khairuzzaman, W.I. and Siti Zaleha, A. R.(Eds.). *Contemporary Issues in Innovation and Business Strategy*. Universiti Teknologi Malaysia, Malaysia.
7. Mohammad, J., Quoquab, F., Md Husin, M., and **Mahadi, N.** (2016). Oil Pilferage in Fimani Sdn Bhd: In Quoquab, F., Mohammad, J., and Md Husin M. (Eds.). *A Handbook of Malaysian Cases:*

- Contemporary Issues in Marketing & Management. Partridge Publishing, Singapore.
8. Mohd Rizal, A., **Mahadi, N.**, Ong, C.H., and Abdul Salam, Z. (2016). Malaysia as Study Destination: Understanding International Students Market. In Rossilah, J. and Rosmini, O. (Eds.). *Emerging Malaysia: Industrial and Organizational Challenges*. Partridge Publishing, Singapore.
 9. Quoquab, F., Mohammad, J. and **Mahadi, N.** (2015). Advertising Cigarette and Alcohol: Is it Controversial to You? In Ford Lumban Gaol (Ed.). *Interdisciplinary Behaviour and Social Science*. Chapter 27, pp. 157-160, CRC Press, Taylor & Francis Group, London. [Print ISBN: 978-1-138-02735-0; eBook ISBN: 978-1-315-68763-6]
 10. Quoquab, F. and **Mahadi, N.** (2015). Compulsive Buying: Old Variables in New Relationships. In Ford Lumban Gaol (Ed.). *Interdisciplinary Behaviour and Social Science*. Chapter 28, pp. 161-166, CRC Press, Taylor & Francis Group, London. [Print ISBN: 978-1-138-02735-0; eBook ISBN: 978-1-315-68763-6]
 11. Clarke, N.R and **Mahadi, N.** (2011). Emotional intelligence as a moderator of the quality of leader-member exchange and work-related outcomes. In: Hartel, C.E.J., Ashkanasy, N.M. and Zerbe, W.J. (Eds.), *What have we learned? Ten years on research on emotion in organizations*. Vol.7, pp. 227-254. Emerald Group Publishing Limited, Bingley. [ISBN: 978-1- 780-52208-1]

DOCTORAL THESIS EXAMINER

1. External Examiner for PhD Thesis entitled "The Paradoxical Impact of Ethical Leadership on Employees' Constructive Deviance Behaviour in the Organization" by Mushtaq Ahmed, Capital University of Science & Technology Islamabad, Pakistan, May 2024
2. External Examiner for PhD Thesis entitled "The Roles of Workforce Engagement and Emotional Competence in Influencing Transformational Leadership and Human Resource Practices on Organizational Performance" by Ali Hamdan Abdullah Al Farsi, Asia Pacific University of Technology & Innovation, Malaysia, May 2024
3. Internal Examiner for PhD Thesis entitled "Influence of Langford's Leadership Big 5, Structural Empowerment, and Flexible Work Option toward Contextual Work Performance" by Taibah Daliah Omar A, Azman Hashim International Business School, Universiti Teknologi Malaysia, October 2023
4. External Examiner for PhD Thesis entitled "The Effect of Leadership Styles, Service Quality on Employee Performance among Administrative and Diplomatic Officers (ADO) in Malaysia Public Sector: The Mediating Role of Good Governance" by Nor Azam Baharom, Universiti Utara Malaysia, September 2023
5. Internal Examiner for PhD Thesis entitled "Influence of Personal Characteristics, Boundary Permeability, and Work-Life Integration toward Work-From-Home Intention" by Shatish Rao A/L Samtharam, Azman Hashim International Business School, Universiti Teknologi Malaysia, August 2023
6. Internal Examiner for PhD Thesis entitled "Examining the Relationship of Green HRM Practices and Sustainable Organizational Performance mediated by Green Employee Empowerment in Pakistan's Public Hospitals" by Muhammad Hamza Khan, Faculty of Management, Universiti Teknologi Malaysia, April 2023
7. External Examiner for PhD Thesis entitled "Hubungan Kreativiti, Inovasi Organisasi, Proses Inovasi dan Prestasi Agensi Sektor Awam" by Saharah Bt Sapiyi, Universiti Kebangsaan Malaysia, December 2022
8. External Examiner for Master Thesis entitled "Assessing Ecopreneur Attributes and Competencies Among Gen Y Online Ecopreneurs in Malaysia" by Nur Afiqah Bt M. Ishak, Universiti Tenaga Nasional, September 2022
9. External Examiner for PhD Thesis entitled "Determinants of Helping Behaviour among Employees of the Selected Malaysian SMEs: Job Satisfaction as Mediator" by Zhang Ya Pei, AsiaPacific University, August 2022
10. External Examiner for PhD Thesis entitled "Examining Graduateness: The Role of Psychological

- Capital, Proactive Career Management Behaviors & Work Readiness in Selected Public Universities” by Nur Ain Syazmeen Bt Ahmad Zaki, Universiti Teknologi Mara, July 2022
11. External Examiner for PhD Thesis entitled “Kepimpinan Kebaktian dan Organisasi Kesukarelawan: Pengaruh Keselamatan Psikologi, Komitmen dan Identiti Peranan kepada Pengekalan dan OCB Sukarelawan” by Nor Syamaliah Bt Ngah, Universiti Kebangsaan Malaysia, April 2022
 12. External Examiner for PhD Thesis entitled “Linking Youth Leadership Programme to Perceived Employability Skills” by Siti Nur Adilah Mohammad Hisa, Universiti Teknologi Brunei, January 2022
 13. Internal Examiner for Doctor of Engineering Dissertation entitled “Operational Excellence Framework for Organizational Performance in the Sudanese Aviation Industry” by Mohamed Ibrahim Osman Abedelgadir, Razak Faculty of Technology and Informatics, Universiti Teknologi Malaysia, December 2021
 14. Internal Examiner for PhD Thesis entitled “Emotional Intelligence as a Mediator in Personality Traits and Digital Literacy to Customer-Oriented Behaviour among Nursing Students in Malaysia” by Aervina Mison, Azman Hashim International Business School, Universiti Teknologi Malaysia, December 2021
 15. Internal Examiner for PhD Thesis entitled “Examining Sustainable Business Performance Determinants in Malaysia Upstream Petroleum Industry” by Sriyanta Hadi, Azman Hashim International Business School, Universiti Teknologi Malaysia, November 2021
 16. Internal Examiner for PhD Thesis entitled “The Effect of Values, Beliefs and Norms of Event Attendees on the Perception of Event Greening at Environmental Themed Events” by Nor Lela Ahmad, Razak Faculty of Technology and Informatics, Universiti Teknologi Malaysia, August 2021
 17. Internal Examiner for PhD Thesis entitled “Linking Person-Environment Fit with Physical Health and Productivity Loss Mediated by Psychological Strain” by Siti Nurul Akma Ahmad, Azman Hashim International Business School, Universiti Teknologi Malaysia, July 2021
 18. Internal Examiner for PhD Thesis entitled “Antecedents and Consequences of Philanthropic Attitude and Perceptions of Pro-Social Behavior during the Syrian Conflict” by Shaza Aldairany, Azman Hashim International Business School, Universiti Teknologi Malaysia, May 2021
 19. Internal Examiner for Doctor of Engineering Dissertation entitled “Construction Safety Leadership Competency Framework” by Mazlan Ismail, Razak Faculty of Technology and Informatics, Universiti Teknologi Malaysia, April 2021
 20. External Examiner for PhD Thesis entitled “The Role of Self-Efficacy and Work Engagement towards Managers’ Leadership Styles and Project Team Members’ Performance” by Suzyanty Mohd Shokory, Universiti Kebangsaan Malaysia, August 2020
 21. Internal Examiner for PhD Thesis entitled “Firm Practices, Human Resource Roles and Firm Performance in the Context of Malaysian Small Medium Enterprises” by Ivana Chandra Voo, Azman Hashim International Business School, Universiti Teknologi Malaysia, February 2020
 22. Internal Examiner for PhD Thesis entitled “The Effects of Job Design, Employee Engagement and Transformational Leadership on Technostress and Job Satisfaction among Front Desk Employees in Nigerian Banks” by Deborah Okolo, Azman Hashim International Business School, Universiti Teknologi Malaysia, January 2020
 23. Internal Examiner for PhD Thesis entitled “Assessing the Effect of Social Capital and Outcome Expectation on Green Customer Citizenship Behavior in the Context of Green Hotels in Malaysia” by Al Saggaf Hassan Ali M, Azman Hashim International Business School, Universiti Teknologi Malaysia, November 2019
 24. External Examiner for PhD Thesis entitled “Precarious Work Behaviour, Emotional Intelligence and Work-Life Balance on Career Satisfaction of Online Entrepreneurs” by Siti Fazilah Bt Hamid, Faculty of Business and Management, Universiti Teknologi Mara, May 2019
 25. External Examiner for Master Thesis entitled “Peranan Jurulatih terhadap Keberkesanan Latihan Pegawai Kadet Palapes Universiti Pertahanan Nasional Malaysia (UPNM)” by Norfazira Azman, Universiti Pertahanan Nasional Malaysia, August 2019
 26. Internal Examiner for PhD Thesis entitled “The Dynamic Effects of Emotional Intelligence, Transformational Leadership and Organizational Citizenship Behavior on Job Performance” by

Nasser Mohammed Saleh Al-Hamami, Azman Hashim International Business School, Universiti Teknologi Malaysia, May 2019

27. Internal Examiner for PhD Thesis entitled “The Role of Corporate Social Responsibility and Mediating Effect of Innovation Capability on Corporate Sustainable Longevity in Family Firms” by Shabir Ahmad, Azman Hashim International Business School, Universiti Teknologi Malaysia, April 2019
28. Internal Examiner for PhD Thesis entitled “Effect of Big Five Personality Traits on Dysfunctional Audit Behavior and Mediating Role of Emotional Intelligence” by Aamir Muhammad, Azman Hashim International Business School, Universiti Teknologi Malaysia, March 2019
29. External Examiner for Master Thesis entitled “Impact of Employee Emotional Intelligence on Organizational Performance of Hotel in Brunei” by Kurnia Fadila, Universiti Teknologi Brunei, Brunei, August 2018

COURSES TAUGHT (POSTGRADUATE AND UNDERGRADUATE)

1. Organizational Behaviour and Development
2. Leading Talent in Organizations
3. Talent Analytics
4. Human Capital Management
5. Managerial Decision Making
6. Introduction to People and Organizations
7. Principle of Management
8. Engineering Management
9. Business Statistics
10. Business Research
11. Advanced Business Research

RESEARCH AND CONSULTANCY

Research Interests: Emotional Intelligence, Spiritual Intelligence, Personality & Work Attitudes

Research Experience & Consultancy

1. Elucidating Mutual Respect on Emotional Intelligence and Personality towards Job Performance, Fundamental Research Grant Scheme (2021) (MYR 76K)
2. Exploring Values of Corporate MBA as Program for Talent Development, Contract Grant (2021) (MYR 25K)
3. Cost Benefit Study on Sludge Management through Processing Capability Improvement, Contract Research (2021) (MYR 20K)
4. Menginstitusi Budaya ISES UTM dengan Pemerkasaan Sokongan Psikososial, Kepuasan & Komitmen Bekerja serta Membina Kepercayaan Pekerja-Majikan, UTM Encouragement Research Grant (2021) (MYR 15K)
5. Flush Project, a CSR among B40 Households in Marang District, Terengganu, Business Entity Grant (2020) (MYR 48K)
6. Talent Development Collaboration Project with Mc Donald’s Malaysia (2019), Consultancy (MYR 220K) – VOT 1553 UTM
7. Projek Mempertingkatkan Kecerdasan Emosi di Kalangan Kaunselor melalui Pendekatan Model EC-PT (Emosi Cerdas-Prestasi Tuntas), Business Entity Grant (2019) (MYR 30K)
8. Pembangunan Aplikasi Telefon Pintar bagi Kegunaan Pesakit di Unit Kawalan Penyakit Tidak Berjangkit (NCD), Daerah Kuala Pilah Negeri Sembilan, Business Entity Grant (2019) (MYR 25K)
9. Framework to Scale-up Malaysian Microenterprises: A Study Protocol, Fundamental Research Grant Scheme (2019) (MYR 76K)
10. Acceptance Among Health Professionals and Return on Investment of Decentralized Sharing

- of Medical Data, Transdisciplinary Research Grant (2018) (MYR 40K)
11. Analyzing Interaction and Practices of Cross Platform Mobile Messaging Service among the Academics in Higher Learning Institution, Research University Grant (2017) (MYR 10K)
 12. Entrepreneurial Career Choice: A Study among MBA Students from Universiti Teknologi Malaysia, Research University Grant (2017) (MYR 10K)
 13. Growth Strategy for Ana Ikan Bakar Petai Bangi, Case Writing Grant Scheme (2016) (MYR 10K)
 14. VESTIGO: Action Today, Perfect Day Tomorrow, Case Writing Grant Scheme (2016) (MYR 10K)
 15. The Role of Emotional Intelligence in Fostering Pro-Environmental Behavior, Research University Grant (2016) (MYR 7K)
 16. A Framework for Exploration and Exploitation Strategies in Family Firms, Fundamental Research Grant Scheme (2016) (MYR 52K)
 17. Profiling Entrepreneurial Commitment Across Culture: A Malaysian Perspective, New Academic Scheme (2016) (MYR 20K)
 18. Exploring Youth Intention to Initiate Social Entrepreneurship Activities, Research University Grant (2016) (MYR 49K)
 19. Islamic Work Ethic in the Islamic Financial Organizations in Malaysia, New Academic Scheme (2015) (MYR 20K)
 20. Factors Impacting the Success of Malaysian Internet Entrepreneurs, Research University Grant (2014) (MYR 20K)
 21. Developing Respect Measures towards Leadership Effectiveness, Research University Grant (2014) (MYR 20K)
 22. Consumption from the Islamic Viewpoint: How do Epicureanism and Global Consumerism affect Muslim Buyers' Consumption Pattern? Research University Grant (2014) (MYR 20K)
 23. The Relationship between Work-Family Balance and Affective Organizational Commitment among Public University Lecturers in Malaysia, Research University Grant (2014) (MYR 20K)
 24. Enhancing Organizational Innovation through Transformational Leadership and Innovative Behaviors, Research University Grant (2014) (MYR 62K)
 25. Factors Impacting the Success of Malaysia Internet Entrepreneurs, Research University Grant (2014) (MYR 20K)
 26. Antecedents and Consequences of Perceived Organizational Support towards Positive Workers' Outcomes, Research University Grant (2012) (MYR 50K)
 27. The Interaction Effects of EI on LMX and Employees Outcomes, New Academic Scheme (2012) (MYR 20K)
 28. Selection Factors between Islamic and Multi-type Credit Cardholders: The Case of Malaysia, New Academic Scheme (2012) (MYR 20K)
 29. Literasi Ekonomi Pelajar-Pelajar Keusahawan, New Academic Scheme (2012) (MYR 18K)
 30. Leadership Succession Planning for Higher Education (2012) - Consultancy (MYR 325K) – VOT641

SUPERVISION

PhD/ DBA Supervision

1. Azri Bin Usman, PhD UTM Azman Hashim International Business School (AHIBS). Mediating Effects of Spiritual Leadership in the Relationship Between Leader-Member Exchange (LMX) and Emotional Intelligence (**Main Supervisor**) – **Graduated**
2. Mohd Faiq Abdul Aziz, PhD UTM Azman Hashim International Business School (AHIBS). The Role of Emotional Intelligence and Islamic Work Ethics in Fostering Employees Pro Environmental Behavior (**Main Supervisor**) - **Graduated**
3. Hemaloshinee a/p Vasudevan, PhD UTM Azman Hashim International Business School (AHIBS). Assessing the Mediating Effect of Organizational Climate in the Context of Malaysian Banking Industry (**Main Supervisor**) – **Graduated**
4. Nur Anis Nordin, DBA UTM Azman Hashim International Business School (AHIBS). Intellectual

Capital, Managerial Capabilities and Entrepreneurial Orientation for Non-Financial Performance among Medium-Sized Cooperatives in Malaysia **(Main Supervisor) – Graduated**

5. Khalifah As Al Merri, PhD UTM Azman Hashim International Business School (AHIBS). The Impact of Intellectual Capital and Transformational Leadership on Organizational Innovation in Kuwait Public Sector **(Co Supervisor) – Graduated**
6. Sharul Nizal Sharippudin, PhD UTM Faculty of Artificial Intelligence (FAI). Influence of Entrepreneurial Leadership, Entrepreneurial Orientation and Ambidexterity Capability on Economic and Social Performance of State-Owned Enterprises in Malaysia **(Main Supervisor) – Ongoing**
7. Syahrir Rahman, PhD UTM Azman Hashim International Business School (AHIBS). The Influence of Mutual Respect on Personality and Emotional Intelligence Toward Job Performance **(Main Supervisor) – Ongoing**
8. Mohd Aswad Bin Mohd Anuar, DBA UTM Azman Hashim International Business School (AHIBS). Sport Development Stakeholder Role on the Development of Elite Equestrian Athlete in Malaysia **(Main Supervisor) – Ongoing**
9. Noorizan Mohamad Mozie, PhD UTM Azman Hashim International Business School (AHIBS). The Impact of Islamic Work Ethics, Ethical Leadership and Proactive Personality on Innovative Work Behaviour **(Main Supervisor) – Ongoing**

MBA Graduate Project Supervision (Graduated)

1. Nur Azizah Abd Rahman. An Improvement of Business Performance in McDonald's Shell Serdang Raya. UTM AHIBS (2024).
2. Nuratiqah Jani. Enhancing the Customer Experience at McDonald's Likas Bay Through Quality Food and Service. UTM AHIBS (2024).
3. Zulhafeez Hasbollah. Utilising Work Behaviour and Leadership Styles Profiling to Enhance Managerial Performance. UTM AHIBS (2024).
4. Nuriyatul Fatima Baharuddin. The Implementation of Indoor Plants Area in the Workplace Help to Improve the Employees' Wellbeing. UTM AHIBS (2023).
5. Nur Jihan Borkhanuddin. An Improvement of Training and Development Program in MDM. UTM AHIBS (2023).
6. Reagan Chan T.Y. Improvement of Talent Hiring and Retention of Information System Consulting Company. UTM AHIBS (2023)
7. Mejar Suhaimi Hasim. To Improve the Learning System at Pusat Kepekaran Siber Dan Elektromagnetik (PKSE) by using A Learning Management System (LMS). UTM AHIBS (2023)
8. Mejar Zulkarnain Abdul Mutalib. Implementation of Staff Induction Program among Non-Commissioned Officers in Defense Cyber and Electromagnetic Division. UTM AHIBS (2023)
9. Florence Lee Peh Shan. An Improvement of Virtual Team Communication Effectiveness in A Research and Development Company. UTM AHIBS (2022).
10. Aizuddin Aizat Abdul Rahman. Impact of Control Measure to Decrease Cyberloafing Activities in Workplace. UTM AHIBS (2022)
11. Nurizuan Sahar. Improvement of Training Program to Enhance Employees' Skills and Knowledge in National Security Council Negeri Sembilan. UTM AHIBS (2022)
12. Farhanah Abdol Fattah. The Implementation of Training and Development as Motivation on Employees Performance at Charoen Pokphand, Johor Feedmil. UTM AHIBS (2022)
13. Roziah Abdul Razak. An Improvement of Community Involvement in Combating Crime at Cheras District Police Headquarters (IPD). UTM AHIBS (2022)
14. Dr. Nik Nor Aniza Nik Mohd Zain. Improving Knowledge and Work Satisfaction amongst

- Breastfeeding Nurses in Hospital Selayang. UTM AHIBS (2021)
15. Sujayah A/P Suthandir. Theory Based Interventions for Imatinib Mesylate Adherence Impression amongst Chronic Myeloid Leukemia Patients. UTM AHIBS (2021)
 16. Dr. Nik Zahrah Zulkifli. To Improve Mental Health and Psychosocial Impact of Covid-19 Pandemic amongst Health Workers in Hospital Serdang. UTM AHIBS (2021)
 17. Dr. Nor 'Ashikin Md Amin. Preventing Needle Stick Injury among House Officers in Hospital Ampang. UTM AHIBS (2021)
 18. Dr. Nithya A/P Subramani. An Improvement of Absenteeism among Medical Officers in Klinik Kesihatan Port Dickson. UTM AHIBS (2021)
 19. Dr. Kirenjit Kaur A/P Jarnail Singh. The Effectiveness of Interventions toward Reducing Work Burnout among Health Inspectors in Negeri Sembilan. UTM AHIBS (2021)
 20. Dr. Ain Syafiqah Che Ghani. The Effect of Calorie Control on Weight Loss and Healthy Lifestyle Practice Among Staff of Palong 7 Health Clinic. UTM AHIBS (2021)
 21. Dr. Afif Abdul Latiff. The Effect of Structured Training on House Officers in Performing Orthopaedics Procedures in UKMMC. UTM AHIBS (2021)
 22. Dr. Premalatha A/P Sivanantha. Evaluating the Impact of Diabetic Medication Therapy Adherence Clinic on Glycemic Control among Diabetic Patients in Klinik Kesihatan Port Dickson. UTM AHIBS (2021)
 23. Dr. Sailoshni A/P Sangapillai. A Longitudinal Study on the Knowledge, Attitude, and Practice (KAP) of Radiographic Protection towards Dental Practitioners. UTM AHIBS (2021)
 24. Dr. Pathmawathy Krishnan. Hospital ABC: Shall I Leave? UTM AHIBS (2020)
 25. Dr. Mohd Hesyam Mohd Hanaffi. Knowledge and Attitudes Among Female Healthcare Providers Towards Human Papilloma Virus Infection and Vaccination, UTM AHIBS (2020)
 26. Dr. Sharmila Kumaran. The Factors Contributing to Brain Drain in Public Healthcare Sector in Negeri Sembilan, UTM AHIBS (2020)
 27. Dr. Siti Nurani Abdullah. Factors Influencing Self-Care Among Type 2 Diabetes Mellitus Patients at Health Clinics, UTM AHIBS (2020)
 28. Dr. Norliyana Mohd Farid Woo. Performance Measures and Factors Affecting Quality of Diabetes Care in Rembau, UTM AHIBS (2020)
 29. Datin Dr. Rina Salwani Mohd Tamin. Mutual Recognition Respect as a Mediator Between Transformational Leadership, Transparent Communication and Employees Openness to Change in the Success of Cluster Hospital Implementation, UTM AHIBS (2020)
 30. Dr. Noor Diana Ab Hamid. The Relation of Personality Traits with Body Mass Index Among Healthcare Workers, UTM AHIBS (2020)
 31. Dr. Mitesh Chandrakant. Exploring the Knowledge and Willingness to Teach Cardiopulmonary Resuscitation Skills Among Secondary School Teachers, UTM AHIBS (2020)
 32. Dr. Mohd Dzulfaffi Saari. Exploring the Accessibility, Technical Quality, Interpersonal Manner and Communication of Healthcare Provider with Patient's Satisfaction in Family Doctor Concept Clinic, UTM AHIBS (2020)
 33. Khairina Abang Ahmad. Examining the Role of Islamic Work Ethics in the Relationship Between Organisational Cynicism, Employee Performance and Employee Engagement, UTM AHIBS (2020)
 34. Sofiah Abdul Ghafar. The Effect of Counsellors Personality Type on Emotional Intelligence, Psychological Well-being and Conflict Resolution, UTM AHIBS (2019)
 35. Logeswaran Subramaniam. Impact of Emotional Intelligence and Neuroleadership towards Innovative Working Behaviour, UTM AHIBS (2019)
 36. Norshazwani Mohammed Rosly. Leader's emotional intelligence influencing subordinates' task performance, organizational citizenship behavior and organizational culture, UTM AHIBS (2018)

37. Nurul Nasyitah Muhammad Khairi. The influencing factors of customers' buying intention of apartment, UTM AHIBS (2018)
38. Nur Hidayah Ab Rani. Linking extrinsic motivation and purchase intention of local cosmetic products among Malaysian, UTM AHIBS (2018)
39. Ahmad Aizuddin Azizan. Emotional intelligence, cultural intelligence and environmental uncertainty effects on employees creative performance, UTM AHIBS (2018)
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