

DR NOR AZIAH ABU KASIM



1. PERSONAL PARTICULARS

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|------------------------|---|--|
| Current Position | : | Associate Professor |
| Area of Specialisation | : | Accounting |
| Birth Date | : | 31 July 1962 |
| Office Address | : | Faculty of Economics and Management, Universiti Putra Malaysia, Serdang. Selangor |
| Telephone | : | 8946 7744/7748 (O) 013 388 6540(HP) |
| E-mail Address | : | noraziah@upm.edu.my |

2. ACADEMIC QUALIFICATION

| Year | Degree | Discipline | Educational Institution |
|------|--|--------------------------|----------------------------------|
| 2004 | Doctor of Philosophy | Management Accounting | University of Manchester, UK. |
| 1988 | Master of Arts in Accounting & Finance | Accounting | University of Lancaster,UK. |
| 1985 | Bachelor of Commerce | Accounting | McMaster University, Canada. |

3. APPOINTMENTS AT UPM

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|-------------------------------|--|
| 16 March 2012 – 15 March 2015 | Deputy Dean, Industry and Community Relations, Faculty of Economics and Management |
| 17 March 2005-16 March 2008 | Head, Department Accounting and Finance, Faculty of Economics and Management, UPM |
| 17 March 2005-16 March 2008 | Coordinator Bachelor of Accounting programme, UPM |

4. SCHOLARSHIP AWARDS

- Public Service Department Scholarship 1980-1985 - Bachelor degree, Canada
- Academic Staff Higher Education Scheme 1987- 1988 – MA degree, U. Kingdom
- Academic Staff Higher Education Scheme 2000 – 2004 – PhD degree, U. Kingdom

- Ontario Scholarship, Government of Ontario 1981

5. AWARDS

UPM/FACULTY AWARDS

- Excellence Service Award 2006
- Excellence Certificate Award 2004, 2005, 2007, 2008, 2011,2012
- Best Module Speaker Programme SME@UPM 2013.
- *Anugerah Pengembangan dan Khidmat Nasihat Cemerlang* 2013

BEST PAPER AWARD

- **3rd Malaysian Outstanding Research Paper in Accounting Award (MORPA 2009). First price for the Management Accounting Category:** “Role of Accounting in a Corporatised Public Organisation: Intertwined Issues of Accountability and Trust”
- **Best paper award for International Conference on Accounting Research & Education, 2014:** Azleen Sharbina Mohd Nor and **Nor Aziah Abu Kasim**, “Exploring the Competency Assessment system by Malaysian Institute of Accountants”.
- **Best paper award for International Conference on Accounting Research & Education, 2016:** Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim** and Ahmad Efendi Mohamad Isa, Factors Influencing Chartered Accountants’ Intentions in becoming Mentors: Evidence from Public Sector,

Pameran RekaCipta, Penyelidikan dan Inovasi (PRPI) Awards

- PRPI 2007 Bronze Medal:
“Corporatisation and Accounting Change: The Role of Accounting and Accountants in a Malaysian Public Utility” by **Nor Aziah Abu Kasim**.
- PRPI 2008 Bronze Medal:
“Industrial Training and its Contribution towards Skills Development of Accounting Students: UPM Experience” by AsnaAtqa Abdullah, **Nor Aziah Abu Kasim**, Badriyah Minai, Siti Manisah Ngalim and Mazlina Mustapha.
- PRPI 2009 Silver Medal:
“Examining MIA QE Performance”by**Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai.
- PRPI 2010 Bronze Medal:

“Linking CRM Strategy, Customer Performance Measures and Performance in Hotel Industry” by **Nor Aziah Abu Kasim** and Badriyah Minai.

- PRPI 2012 Bronze Medal:
“Disclosure of Shariah Compliance by Malaysian Takaful Companies” by **Nor Aziah Abu Kasim**.

UNIVERSITY OF MANCHESTER AWARDS

- European Network for Research in Organisational and Accounting Change (ENROAC) Funding for presenting at International Management Accounting Conference in Brussel 2004
- Award A(i) for PhD degree, University of Manchester 2004

McMASTER UNIVERSITY ACADEMIC AWARDS

- Deans honour list McMaster University from 1981-1985
- Hooker’s Scholarship McMaster University 1982
- Chancellor’s Scholarship McMaster University 1981

6. RESEARCH AND PUBLICATIONS

RESEARCH INTERESTS

- Management accounting practices
- Performance management system
- Islamic accounting
- Accounting education

PUBLICATIONS

INTERNATIONAL JOURNALS

1. Loo Sin Chun, **Nor Aziah Abu Kasim** and Badriyah Minai. (1996), Are Management Accounting Systems in Malaysia Outmoded?, *Singapore Management Review*, 18(1), pp. 55-67.
2. **Nor Aziah Abu Kasim**. (2006), Role of Accounting in a Corporatised Public Organisation: Intertwined Issues of Accountability and Trust, *Malaysian Accounting Review*, 5(2), pp. 29-46.
3. **Nor Aziah Abu Kasim**. (2006), “Stories of Accounting Change during Financial Reform of Public Enterprises”, *Pertanika Journal of Social Science and Humanities*, 14(2), 111-120.

4. Zulkarnain Muhamad Sori, **Nor Aziah Abu Kasim** and Yusuf Karbhari. (2006), Assessing Corporate Financial Distress in an Emerging Capital Market, *Journal of 21st Century Accounting*, 2(2) [available on-line at <http://www.theaccountingjournal.org/index.html>]
5. **Nor Aziah Abu Kasim**, and Scapens, R.W. (2007), Corporatisation and Accounting Change: The Role of Accounting and Accountants in a Malaysian Public Utility, *Management Accounting Research Journal*, 18(2), pp. 209-247.
6. **Nor Aziah Abu Kasim**, Mohamad Ali Abdul Hamid and L.Y. Wah. (2008), Making Product Decision in Citra (M) Sdn. Bhd., *Asian Journal of Case Research*, 1(1), pp. 1-10.
7. **Nor Aziah Abu Kasim** and Badriyah Minai. (2009). Linking CRM Strategy, Customer Performance Measures and Performance in Hotel Industry. *International Journal of Economics and Management*, 3 (2), pp. 297-316.
8. **Nor Aziah Abu Kasim**. (2012). Disclosure by Shariah Compliance by Malaysian Takaful, *Journal of Islamic Accounting and Business Research*, 3 (1), pp. 20-38.
9. **Nor Aziah Abu Kasim** and Rasid Mail. (2013). Complexity of Accounting Change during corporatization, *International Journal of Critical Accounting*, 5(2), pp. 143-155.
10. **Nor Aziah Abu Kasim**, Amalina Abdullah, Mazlina Mustapha. (2013), AA and its Dream Brand, *Asian Journal of Case Research*, 6(5), pp. 1-9.
11. Amalina Abdullah, **Nor Aziah Abu Kasim** and Mazlina Mustapha. (2013), PK Leather: What is the Next Move? *Asian Journal of Case Research*, 6(5), pp. 73-80.
12. Muhamad Hishamuddin Muhamad Sohaimi and Nor Aziah Abu Kasim. (2014), The defaulted sukuk, *Asian Journal of Case Research*, 7(2), pp. 67-84.
13. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim**. (2015), Blended Learning Web Tool Usage among Accounting Students: A Malaysian Perspective, *Procedia Economics and Finance*, 31, pp. 170-185. ISSN 2212-5671.
14. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim**. (2015), Distance mentoring and usage of technology: What can be learned from the success story?, *Procedia Economics and Finance*, 31, pp. 303-312-185. ISSN 2212-5671.
15. Shazrul Ekhmar Abdul Razak, Mazlina Mustapha and **Nor Aziah Abu Kasim**. (2016), The effect of balanced scorecard on psychological empowerment and managerial performance in Malaysian Hotel Sector, *Journal of Technology Management and Business*, 3(2), pp. 1-13.

PROFESSIONAL JOURNALS

1. **Nor Aziah Abu Kasim**, Loo Sin Chun and Badriyah Minai. (1989). Performance Measures in Malaysia – The State-of-the-Art. *Malaysian Management Review, The Journal of the Malaysian Institute of Management*, December, pp. 3-9.

2. Loo Sin Chun, **Nor Aziah Abu Kasim** and Badriyah Minai. (1990). Capital Budgeting Practices in Malaysia. *Bankers Journal*, 60(8), pp. 42-46.
3. Arfah Salleh, Badriyah Minai and **Nor Aziah Abu Kasim**. (2007). Are Accounting Teachers Receptive Towards Integration of Technology in Accounting Education? *Journal of the Malaysian Institute of Certified Public Accountants*, April, pp. 9-15.
4. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai. (2009). Understanding MIA QE Performance Part 1-Performance by Individual Papers. *Accountants Today*, Vol. 22 No. 1, January, pp. 37-39.
5. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai. (2009). Understanding MIA QE Performance Part 2-Results of On-Line Survey. *Accountants Today*, Vol. 22 No. 2, February, pp. 39-42.
6. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai. (2009). Understanding MIA QE Performance Part 3 - Factors Affecting Performance. *Accountants Today*, Vol. 22 No. 3, March, pp. 43-45.

INTERNATIONAL CONFERENCE PROCEEDINGS

1. **Nor Aziah Abu Kasim**, Loo Sin Chun and Badriyah Minai, Management Accounting Practices in Malaysia. Proceedings of the Inaugural International Conference on Asian Pacific Financial Markets: pp. 439-454, Singapore, 16-18 November, 1989.
2. Badriyah Minai, **Nor Aziah Abu Kasim** and Loo Sin Chun, Cost Accounting Practices and Manufacturing Technology: A Survey of Malaysian Manufacturing Companies. Proceedings of 6th Annual Hong Kong Accounting Academic Conference: pp. 199-212, Hong Kong, 28-29 April, 1994.
3. Noor Raudhiah Abu Bakar, **Nor Aziah Abu Kasim**, Mazlina Mustapha, and Rozita Amiruddin, Balanced Scorecard as a Performance Management System, 2nd Applied International Business Conference 2013, 7-8 December, UMS, UMS Press, pp 864-875, ISBN 978 967 0521 26 8
4. Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim**, External Auditors and Intention to Whistleblow: Case of Malaysian Auditors, 2014 Proceedings of ISBM International Symposium, pp. 604-606, Noyori Memorial Hall, 2-4 April 2014.
5. **Nor Aziah Abu Kasim**, Fauziah Mahat, Badriyah Minai and Hashanah Ismail, Linking External Auditors' Seriousness of a bank's Wrongdoing to their whistleblowing intention, Proceedings International Conference on Accounting Business and Economics 2014, Universiti Malaysia Terengganu, Kuala Terengganu, 26-28 August, 2014.
6. Noor Raudhiah Abu Bakar, **Nor Aziah Abu Kasim**, Mazlina Mustapha, and Rozita Amiruddin, Balanced Scorecard as a Performance Management System in a Malaysian Government-Linked Company, Proceedings of #rd International

- Conference on Accounting, Business and Economics 2014. Penerbit UMT, 26-28 August 2014.
7. Azleen Shabrina Mohd Nor and **Nor Aziah Abu Kasim**, Exploring the Competency Assessment System by Malaysian Institute of Accountants 2014, pp. 60-72. Proceedings of the International Conference on Accounting Research and Education 2014, Casuarina@MERU, Ipoh Perak 2-3 September 2014.
 8. Haslinah Muhamad, Arfah Salleh and **Nor Aziah Abu Kasim**, (2014), The Need for Ethics, Learning Objectives and the Nature of Content in existing Accounting Curriculum, 1st World Virtual Conference on Social and Behaviour Sciences.
 9. Azleen Shabrina Mohd Nor and **Nor Aziah Abu Kasim**. (2015). Chapter 1 Exploring Competency Assessment System in Malaysian Institute of Accountants, Nur Ashikin Mohd Saat and Siti Manisah Ngalim, *Interdisciplinary Studies in Accounting and Finance*, Universiti Putra Malaysia Press, Serdang, pp 1-22, ISBN 978-967-344-468-7.
 10. Noor Raudhiah Abu Bakar, **Nor Aziah Abu Kasim**, Mazlina Mustapha, Rozita Amiruddin, The use of key performance indicator in Malaysian-government linked Company, *Advances in Economics, Business and Management Research*, Vol 5, First International Conference on Economics and Banking. 2015.
 11. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim** and Ahmad Efendi Mohamad Isa, Factors Influencing Chartered Accountants' Intentions in becoming Mentors: Evidence from Public Sector, International Conference on Accounting Research and Education 2016, Casuarina@MERU Hotel, Ipoh, Perak. 22-23 August 2016.

BOOKS

1. Mohammad Noor Hisham and **Nor Aziah Abu Kasim**. (2005), *Pengurusan Ekspres!!*, Pearson Malaysia, Petaling Jaya, Malaysia. ISBN 983-3205-99-2
2. **Nor Aziah Abu Kasim** and Hashanah Ismail (Eds.). (2008), *Selected Readings in Accounting*. UPM Press, Serdang, Selangor. ISBN 978-967-344-019-1.
3. **Nor Aziah Abu Kasim**, Rozita Amiruddin, Rozainun Abdul Aziz and Che Hamidah Che Puteh. (2011), *Management Accounting*, ISBN9789834509606.
4. Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim** (Eds.) *Selected Studies in Accounting Education*, Universiti Putra Malaysia Press, Serdang, ISBN 978-967-344-368-0.

IN BOOK (INTERNATIONAL PUBLISHER)

1. **Nor Aziah Abu Kasim**. (2009), "Interplay of Financial Accountability and Trust within a Corporatised Organisation", in: Ruhanita Maelah (Ed.), *Sustaining*

Competitiveness in Liberalised Economy: The Role of Accounting, Cambridge Scholars Publishing, Newcastle upon Tyne, UK, pp. 261-283. ISBN 978-1-4438-0618-3.

CHAPTERS IN BOOK (LOCAL PUBLISHER)

1. **Nor Aziah Abu Kasim** and Badriyah Minai. (2008), "Impact of Customer Relationship Management Strategy on Customer Accounting and Customer Performance Measures in Malaysian Hotel Industry", in Nor Aziah Abu Kasim and Hashanah Ismail (Eds.), *Selected Readings in Accounting*, UPM Press, Serdang, Selangor, Malaysia, pp. 136-158. ISBN 978-967-344-019-1.
2. Asna Atqa Abdullah, **Nor Aziah Abu Kasim**, Badriyah Minai, Mazlina Mustapha and Siti Manisah Ngalim. (2008), "Industrial Training and Skills Development: Perceptions of Accounting Students and Employers", in Nor Aziah Abu Kasim and Hashanah Ismail (Eds.), *Selected Readings in Accounting*, UPM Press, Serdang, Selangor, Malaysia, pp. 186-208. ISBN 978-967-344-019-1.
3. **Nor Aziah Abu Kasim**. (2010), "Development of Accrual-based Accounting in a Corporatised Public Utility", Zakiah Muhammaddun Mohamed, Ainun Abdul Majid, Norsiah Ahmad (Eds.) *Qualitative Research in Accounting: Malaysian Cases*, Penerbit Universiti Kebangsaan Malaysia, Bangi Selangor, Malaysia, pp. 83-102. ISBN 978-967-942-879-7.
4. **Nor Aziah Abu Kasim**, Asna Atqa Abdullah, Badriyah Minai, Mazlina Mustapha and Siti Manisah Ngalim, (2012), "Perceptions of Accounting Students and Firm Supervisors on Industrial Training", Mazlina Mustapha and Nur Ashikin Mohd Saat (Eds.) *Selected Studies in Accounting, Finance and Corporate Governance* Universiti Putra Malaysia Press, Serdang, pp. 29-52, ISBN 978-967-344-308-6.
5. Badriyah Minai and **Nor Aziah Abu Kasim** (2012), "Enhancing and Learning of Management Accounting through Connect", Mazlina Mustapha and Nur Ashikin Mohd Saat (Eds.) *Selected Studies in Accounting, Finance and Corporate Governance* Universiti Putra Malaysia Press, Serdang, pp. 11-28, ISBN 978-967-344-308-6.
6. Haslinah Muhammad, Arfah Salleh and **Nor Aziah Abu Kasim** (2012), "Accounting Ethics Education through the Lens of Science", Zaidi Mat Daud Ong Tze San Mohammad Noor Hisham Osman (Eds.) *Research in Contemporary Accounting* Universiti Putra Malaysia Press, Serdang, pp. 47-64, ISBN 978-967-344-294-2.
7. **Nor Aziah Abu Kasim** and Rasid Mail (2013), "Complexity of Accounting Change during Corporatisation: Insights from two case studies", Khairil Wahidin Awang, Mazlina Mustapha, Adilah Abdul Razak, Amer Hamzah Jantan (Eds.) *Uncovering the Truths: A Selection of Qualitative Oriented Readings*, Universiti Putra Malaysia Press, Serdang, pp 82-101, ISBN 978-967-344-363-5.
8. **Nor Aziah Abu Kasim** (2013), "Moving from Cash to Accrual Accounting: Insights for Managing Accounting Change" Ridzwana Mohd Said, Mazrah Malik@Malek,

Rosmila Senik (Eds.) *Issues in Financial Reporting*, Universiti Putra Malaysia Press, Serdang, pp 9-22, ISBN 978-967-344-358-1.

9. Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim** (2013), "Issues and Challenges of Accounting Education in Malaysia", Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim** (Eds.) *Selected Studies in Accounting Education*, Universiti Putra Malaysia Press, Serdang, pp 1-6, ISBN 978-967-344-368-0.
10. Hashanah Ismail, **Nor Aziah Abu Kasim** and Lee Sook Fang (2013), "Whistleblowing intention among accounting graduates", Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim** (Eds.) *Selected Studies in Accounting Education*, Universiti Putra Malaysia Press, Serdang, pp 72-83, ISBN 978-967-344-368-0.
11. **Nor Aziah Abu Kasim**, Nurul Hafizah Dzazali and Badriyah Minai (2013), Skills Development in Accounting Education from the perspective of Accounting graduates, Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim** (Eds.) *Selected Studies in Accounting Education*, Universiti Putra Malaysia Press, Serdang, pp 84-98, ISBN 978-967-344-368-0.

UNPUBLISHED WORK

1. **Nor Aziah Abu Kasim**. (1988). *Investment Incentives in Malaysia – A Comparative and Analytical Study*. Unpublished master's thesis, University of Lancaster, Lancaster, UK.
2. A'Amir Nordin Mohd Ariffin, **Nor Aziah Abu Kasim**, Loo Sin Chun, Badriyah Minai and Salmah Mohamed. (1989). *Management Accounting Practices in Malaysia* (Staff Paper No.1). Serdang, Malaysia: Universiti Pertanian Malaysia, Department of Accounting and Finance, Faculty of Economics and Management.
3. **Nor Aziah Abu Kasim**. (1995). *A Survey on Overhead Costs Allocation Practices*. Unpublished research report submitted to Malaysian Association of Certified Public Accountants (MACPA).
4. **Nor Aziah Abu Kasim**. (2004). *Corporatisation, Loose Coupling, Stability: Accounting Change in a Malaysian Public Utility*. Unpublished PhD thesis University of Manchester, Manchester, UK.
5. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai. (2008), *Understanding Malaysian Institute of Accountants Qualifying Examination (MIA QE) Performance*. A report presented and submitted to Malaysian Institute of Accountants (MIA).
6. **Nor Aziah Abu Kasim**, Badriyah Minai and Hashanah Ismail. (2012). *Moving from Cash to Accrual Accounting: Insights for Managing Accounting Change*, Proposal submitted to Jabatan Akauntan Negara.

7. **Nor Aziah Abu Kasim.** (2014). Financial Wellness of MATH Therapy, proposal submitted to Ministry of Education for Knowledge Transfer Programme Fund.
8. Nor Aziah Abu Kasim and Badriyah Minai. (2014), Managing and Enhancing Financial Wealth of Koperasi SMK Dato' Harun Berhad, Proposal for KTP grant called Knowledge Transfer Programme.
9. **Nor Aziah Abu Kasim** and Asna Atqa Abdullah. (2015), Integrated Reporting in Malaysia: A novelty that creates value?, Proposal submitted to KPT for FRGS funding.
10. **Nor Aziah Abu Kasim** and Haslinda Hashim. (2015), Developing Effective Performance Management Program in QC Group Sdn Bhd, Proposal submitted to KTP for Knowledge Transfer Programme.
11. Rumaya Juhari, Muslihah Hasbullah@Abdullah, Kit Aun Tan, Haji Jamaludin Haji Ahmad, Asnarulkhadi Abu Samah, Mansor Abut Talib, Norbaya Ahmad, **Nor Aziah Abu Kasim**, Rojanah Kahar, Siti Nor Yaacob, Zainal Madon, Zatiul Himmah Adnan. (2015). Risk Resilience, Adaptive Capacity and Psycho-social intervention among children, family and community of flood victims in Kuala Krai, Kelantan. Proposal to KTP for Trans Disciplinary Research Grant Scheme.
12. **Nor Aziah Abu Kasim.** (2016), *Managing Towards Financial Sustainability in a Malaysian Public University*, Proposal submitted and approved for Maybank Chair Fund.

RESEARCH GRANT

Project Leader:

| No. | Title of Research | Funding Body | Amount | Year |
|-----|--|---|----------|-------------------|
| 1. | Role of Organisational Ethical Culture and Locus of Control on Whistleblowing: Malaysian Evidence | Research University Grant Scheme | RM20,000 | Oct 2011-Mar2013 |
| 2. | Research on MIA QE Performance | Malaysian Institute of Accountants (MIA) | RM10,000 | May–Nov 2008 |
| 3. | Role of Customer Relationship Management in Enhancing Organisational Performance in Hotel Industry | FRGS | RM25,000 | 2007-2008 |
| 4. | The Practices of Activity-Based Costing System in Malaysia | Short-term research UPM | RM8,660 | Jan- Dec 1995 |
| 5. | A Survey of Overhead Costs Allocation Practices | Malaysian Association of Certified Public Accountants (MACPA) | RM9,000 | Oct 1994-Oct 1995 |

RESEARCH GRANT

Co-Researcher:

| No. | Title of Research | Funding Body | Amount | Year |
|-----|---|---|-----------|--------------------|
| 1. | Development of Professional Skills in Accounting Programme | Research University Grant Scheme | RM20,000 | Oct 2011-Mar2013 |
| 2. | Towards a Holistic Framework of Ethics Education in Malaysia Public Universities Accountancy programme. | Malaysian Accountancy Research and Education Foundation | RM10,000 | Aug 2010-June 2011 |
| 3. | Effective Industrial Training of Malaysian Higher Education | FRGS | RM60,000 | 2007-2009 |
| 4. | Industrial Training in Accounting Education | FRGS | RM25,000 | 2007-2008 |
| 5. | Quality Quest: The Recipe for Success | IRPA: 05-02-04-0031 | RM174,000 | 1996-2000 |

RESEARCH ATTACHMENT

Research attachment for 6 months at Insurance and Takaful Supervision Department of Bank Negara Malaysia from July until December 2008.

CONFERENCE PRESENTATIONS

INTERNATIONAL CONFERENCES

1. **Nor Aziah Abu Kasim**, Loo Sin Chun and Badriyah Minai, Performance Measures in Malaysia – The State-of-the-Art. Paper presented at International Accounting Seminar: Accounting Trends: Issues and Challenges, UPM, Serdang. Selangor, 22 -24 August, 1989.
2. **Nor Aziah Abu Kasim**, 2002. Influence of Corporatisation on Accounting Practices: An Institutional Perspective. Paper presented at 1st Malaysian Research Group Annual Conference, Abraham Moss, Manchester, United Kingdom, 12 October, 2002.
3. **Nor Aziah Abu Kasim** and Scapens, R.W.2004. Management Accounting Practice in PSP: An institutional interpretation. Paper presented at Management Accounting and Information System Seminar, University of Manchester, United Kingdom. 23 March,2004.

4. **Nor Aziah Abu Kasim** and Scapens, R.W.2004. Corporatisation, Loose Coupling And Stability: Role Of Accounting And Accountants in a Malaysian Public Utility. Paper presented at 4th Conference on New Directions in Management Accounting: Innovations in Practice and Research, Brussels, Belgium, 9–11 December, 2004.
5. **Nor Aziah Abu Kasim**, 2005. Role of Accounting during Organisational Reform: Intertwined Issues of Trust and Accountability. Paper presented at the 6th Asian Academic Accounting Association Conference: Challenges in Rebuilding Public Confidence of the Accounting Profession, Berjaya Times Square, Kuala Lumpur, Malaysia. 15–17 November, 2005.
6. **Nor Aziah Abu Kasim**, 2007. Interplay of Financial Accountability and Trust in a Corporatised Organisation. Paper presented at International Management Accounting Conference IV, Istana Hotel, Kuala Lumpur, 15 -17 August, 2007.
7. Hashanah Ismail, Rosmila Senik, **Nor Aziah Abu Kasim** and Badriyah Minai. 2008. Whistle Blowing and the External Auditors. Paper presented at International Accounting and Business Conference (IABC) 2008 organized by Universiti Teknologi MARA Johor at The Puteri Pan Pacific, Johor Bahru, Johor. 18 -19 August, 2008.
8. **Nor Aziah Abu Kasim** and Rasid Mail. 2008. Complexity of Accounting Change during Corporatisation: Insights from Two Case Studies. Paper presented at 5th International Conference on Accounting, Auditing and Management in Public Sector Reforms organized by European Institute for Advanced Studies in Management at Netherlands. 3–5 September, 2008.
9. Rasid Mail and **Nor Aziah Abu Kasim**. 2008. Emancipatory Process: A Case of Accounting Change Process Informed By Middle Range Approach. Paper presented at 5th International Conference on Accounting, Auditing and Management in Public Sector Reforms organized by European Institute for Advanced Studies in Management at Netherlands. 3–5 September, 2008.
10. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai. 2008. Accounting Qualifying Examination (AQE): Analysing Relationship between Performance and Demographic Profile. Paper presented at Annual Conference Asian Academic Association organized by Asian Academic Accounting Association at Dubai, United Arab Emirates. 29 November – 1 December, 2008.
11. Amalina Abdullah, Foong Soon Yau, Murali Sambivalan and **Nor Aziah Abu Kasim**.2010. Views on Ethical Practices and Corporate Culture in Malaysia. Paper presented at GSM-FEP-AGBA Conference 2010, Palm Garden Hotel, Putrajaya. Selangor. 1 - 3December 2010.
12. Haslinah Abdullah, Arfah Salleh and **Nor Aziah Abu Kasim**.2010. Accounting Ethics Education through the Lens of Science. Paper presented at GSM-FEP-AGBA Conference 2010, Palm Garden Hotel, Putrajaya. Selangor. 1 - 3 December 2010.
13. Badriyah Minai, Asyikin Ahmad Nidzamuddin and **Nor Aziah Abu Kasim**, Development of Professional Skills Among Accounting Graduates: Employers'

- Perspectives: International Conference on Quality Teaching and Learning, Fostering Quality for Teaching and Learning, Universiti Malaysia Terengganu, 23-24 October 2012.
14. **Nor Aziah Abu Kasim**, Badriyah Minai, Hashanah Ismail, External Auditors and Whistleblowing in the Context of Malaysia, Global Conference on Business and Economics Research, 18-20 October, 2013 Mines Resort City, Selangor.
 15. **Nor Aziah Abu Kasim**, Badriyah Minai, Hashanah Ismail, External and Internal Whistleblowing by Auditors, 2nd International Management Conference 2013, UniSZA, Kuala Terengganu, Terengganu, 14- 15 December 2013.
 16. Hashanah Ismail, Badriyah Minai and **Nor Aziah Abu Kasim**, External Auditors and Intention to Whistleblow: Case of Malaysian Auditors, ISBM International Symposium, Noyori Memorial Hall, 2-4 April 2014.
 17. Azleen Shabrina Mohd Nor and **Nor Aziah Abu Kasim**, Exploring the Competency Assessment System by Malaysian Institute of Accountants 2014, pp. 60-72. International Conference on Accounting Research and Education 2014, Casuarina@MERU, Ipoh Perak 2-3 September 2014.
 18. **Nor Aziah Abu Kasim**, Fauziah Mahat, Badriyah Minai and Hashanah Ismail, Linking External Auditors' Seriousness of a bank's Wrongdoing to their whistleblowing intention, International Conference on Accounting Business and Economics 2014, Universiti Malaysia Terengganu, Kuala Terengganu, 26-28 August, 2014.
 19. Noor Raudhiah Abu Bakar, **Nor Aziah Abu Kasim**, Mazlina Mustapha, and Rozita Amiruddin, Balanced Scorecard as a Performance Management System in a Malaysian Government-Linked Company, Proceedings of 4th International Conference on Accounting, Business and Economics 2014. Kuala Terengganu, 26-28 August 2014.
 20. Noor Raudhiah Abu Bakar, **Nor Aziah Abu Kasim**, Mazlina Mustapha, Rozita Amiruddin, The use of key performance indicator in Malaysian-government linked Company, First International Conference on Economics and Banking, Jawa Barat, 26-27 May 2015.
 21. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim**, Blended Learning Web Tool Usage among Accounting Students: A Malaysian Perspective, International Accounting and Business Conference 2015, Putrajaya, 17-18 August 2015.
 22. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim**. (2015), Distance mentoring and usage of technology: What can be learned from the success story?, International Accounting and Business Conference 2015, Putrajaya, 17-18 August 2015.
 23. Azleen Shabrina Mohd Nor, **Nor Aziah Abu Kasim** and Ahmad Efendi Mohamad Isa, Factors Influencing Chartered Accountants' Intentions in becoming Mentors: Evidence from Public Sector, International Conference on Accounting Research and Education 2016, Casuarina@MERU Hotel, Ipoh, Perak. 22-23 August 2016.

PAPERS PRESENTED AT LOCAL SEMINARS/CONFERENCES

1. **Nor Aziah Abu Kasim**, Role of Accounting during Organisational Reform: Intertwined Issues of Trust and Accountability. Paper presented at Accounting and Finance Research Seminar, Faculty of Economics and Management, UPM, 14 November, 2005.
2. **Nor Aziah Abu Kasim**, Institutional Isomorphisms in Organisation-Environment Relations. Paper presented at Faculty of Economics and Management, UPM, Seminar 2005, Palace of the Golden Horses, MINES, Kuala Lumpur, 30 November – 1 December, 2005
3. Ong Tze San, **Nor Aziah Abu Kasim** and Badriyah Minai, Performance Measurement Systems: Evidence from Malaysian Manufacturing Industry. Paper presented at Faculty of Economics and Management, UPM, Seminar 2006, Corus Paradise, Port Dickson, Negeri Sembilan, 14 -15 December, 2006.
4. Asna Atqa Abdullah, Badriyah Minai, Mazlina Mustapha, **Nor Aziah Abu Kasim** and Siti Manisah Ngalim, A Comparison of Students and Employers' Expectations with regards to Industrial Training. Paper presented at Faculty of Economics and Management, UPM, Seminar 2006, Corus Paradise, Port Dickson, Negeri Sembilan, 14 -15 December, 2006.
5. **Nor Aziah Abu Kasim** and Badriyah Minai, Linking customer relationship management with profitability in hotel industry. Paper presented at Faculty of Economics and Management, UPM, Seminar 2007, Swiss Garden Hotel, Lumut, Perak, 4– 6 December, 2007.
6. Astna Atqa Abdullah Siti Manisah Ngalim, **Nor Aziah Abu Kasim**, Badriyah Minai and Mazlina Mustapha, Industrial Training and its Contribution towards Skills Development of Accounting Students: UPM Experience. Paper presented at Conference on Teaching and Learning in Higher Education (CTLHE 07), 12th - 14th December 2007, Palace of the Golden Horses, Kuala Lumpur, Malaysia.
7. **Nor Aziah Abu Kasim** and Badriyah Minai, 2008. The Role of Customer Performance Measures in Enhancing the Relationship between CRM Strategy and Performance. Paper presented at Faculty of Economics and Management, UPM, Seminar 2008: Economics and Business – Toward a Sustainable Future, Mahkota Hotel, Melaka, 17-19 December, 2008
8. **Nor Aziah Abu Kasim**, Hashanah Ismail and Badriyah Minai, Examining Performance of Malaysian Institute of Accountants' Qualifying Examination. Paper presented at Faculty of Economics and Management, UPM, Seminar 2008: Economics and Business – Toward a Sustainable Future Mahkota Hotel, Melaka, 17-19 December, 2008.

9. Hashanah Ismail and **Nor Aziah Abu Kasim**, Disclosure Of Related Party Transactions: Pre And Post FRS124, International Management Accounting Conference 2011, Kuala Terengganu, 16-17 April 2011.
10. Badriyah Minai and **Nor Aziah Abu Kasim**, Enhancing Learning of Management Accounting Through Connect”, 2nd Accounting Research & Education Conference Accounting Innovation Exhibition. Universiti Teknologi Mara, Shah Alam, 21-23 February 2012.

7. TEACHING AND SUPERVISION

TEACHING AREAS

- Management Accounting
- Financial Accounting
- Qualitative Research Method/Methodology

COURSES TAUGHT

| Code | Course Name |
|--------------|--|
| GSM5390 | Advanced Management Accounting: Contemporary Issues and Value Creation |
| GSM6115/5115 | Research Methodology |
| GSM5301 | Accounting for Decision Making |
| ACT3131 | Management Accounting I |
| ACT3132 | Management Accounting II |
| ACT4131 | Management Accounting III |
| ACT4193 | Current Issues in Accounting and Auditing |
| ACT 4197 | Integrated Case Study |
| ACT41111 | Research Method |

TEACHING-RELATED APPOINTMENTS

1. Coordinator for GSM5301 Accounting for Decision Making Trimester 2 and 3 2009/10
2. Coordinator for ACT4131 Management Accounting Course Sem 1 2009/10
3. Member of Management Accounting Group Committee, Department of Accounting and Finance 2005-2008

PhD SUPERVISION (MAIN SUPERVISOR)

| | Name | Topic | Progress |
|----|----------------------------------|--|---|
| 1. | Nor Raudhiah Abu Bakar | Implementation of Balanced Scorecard: A Case Study | Submitted for Viva |
| 2. | Azleen Shabrina Mohd Nor | Mentoring and Assessment of Future Chartered Accountants in Malaysia: The case of CARE | Completed PD, proceeded to data collection and analysis stage |
| 3. | Sarimah Ahmad | The Applicability of International Financial Reporting Standard to Islamic Financial Transactions in Islamic Banking | Completed PD, proceeded to data collection stage |
| 4. | AlMothanna Jamil Zaher Abu-Allan | Performance Measurement System in Jordanian Manufacturing Sector Under Environmental Uncertainty | Completed PD, proceeded to data collection stage |
| 5. | Holly Deviarti | Sustainable Performance Management in Islamic Banks | Refining issues |
| 6. | Hezlina Hashim | Implementation of Balanced Scorecard and the Role of Management Accountants in Enhancing Corporate | Refining issues |

PhD SUPERVISION (CO-SUPERVISOR)

| | Name | Topic | Progress |
|----|--------------------------------|---|---------------------------------|
| 1. | Amalina Abdullah | Impact of Management Ethical Dimensions and Corporate Culture on Organisational Ethical Control Practices and Performance | Successfully completed |
| 2. | Haslinah bt Muhamad | Personal Values and Ethics for Future Accountants | Completed viva with corrections |
| 3. | Yap Yee Ming | Role of Management Accounting Through Lens of Practitioners | Successfully completed, 2016 |
| 4. | Shazrul Ekhmar bin Abdul Razak | Stakeholders' Pressure and Environmental Management Accounting and its impacts on Hotels' Performance in Malaysia | Refining issues |

MSc ACCOUNTING SUPERVISION (CO-SUPERVISOR)

Shazrul Ekmar bin Abdul Razak, Balanced Scorecard, Behavioural Factors and Managerial Performance of Hotels in Malaysia. Successfully completed 2016.

MBA Project (MAIN SUPERVISOR)

Muhamad Hishammuddin bin Muhamad Sohaimi Defaults in Fixed Income Investments: The Case of An Islamic Fund Management, Successfully completed 2012

UNDERGRADUATE SUPERVISION

- **Completed Final Year Project**

| No. | Name/Year | Topic |
|-----|------------------------------------|---|
| 1. | RoshidayatiMohdKaus (1997/8) | Strategic Management Accounting – A Literature Review |
| 2. | Ng Kok Kin (1997/8) | Impact of information technology on decision-making – An empirical study |
| 3. | Yu Mai Lee (1997/8) | A study of environmental variables in transfer pricing policy of multinational corporations |
| 4. | Addy Rizaidi Amat Tosirim (1997/8) | Cost management techniques in telecommunication industry |
| 5. | Hasnida Zakaria ((1997/8) | Awareness and Perception of UPM Accounting Students of MIA |
| 6. | Syuhada Khalidi (1997/8) | The Effects of Product Quality Improvement on Cost, Profit and Productivity |
| 7. | Siti Hairina bt Muhain (1997/8) | The Attitude of Bank Officers towards IT |
| 8. | Tan Ka Ka (1997/8) | Corporate Performance Evaluation of Malaysian Multinational Companies |
| 9. | Resni bt Mohamad (1996/7) | Using activity-based management (ABM) to improve quality and efficiency |
| 10. | Nor Mazila Dahali (1996/7) | Quality control in manufacturing firms |
| 11. | Masitah bt Mohamad (1996/7) | The use of organisational culture as a form of control |
| 12. | Rosman Mohamad (1996/7) | The effectiveness of reward-based performance system |
| 13. | Mohd Shafie Rahmat (1996/7) | Total quality management –A motivational tool for improved performance |
| 14. | Zairi Zainal Hasnan (1995/6) | New Performance Measurement in Business Organisations |
| 15. | Lim Joo Hong (1995/6) | Competitiveness Study in the air conditioner sub industry in Malaysia |
| 16. | Suzana Osman (1996/7) | The role of management in motivating agents of life insurance industry |
| 17. | Manivannan A/L Permalu (1996/7) | Variables or factors influencing activity-based costing adoption in manufacturing companies in Malaysia |
| 18. | Intan Idris (1994/5) | An evaluation of activity-based costing system in comparison with traditional costing system |
| 19. | Siti Nadjah Mohd Nor (1994/5) | Motivation and job satisfaction among production operators in manufacturing sector |
| 20. | Wan Zanani Wan Abdullah (1994/5) | A study on motivation and performance among accounting students in UPM |
| 21. | Azuri Saleh (1993/4) | <i>Performance Measurement of Banking Sector in Malaysia</i> |
| 22. | Fathullah Abd Latif (1993/4) | <i>A Survey of Practices in Overhead Cost Allocation</i> |

24. Shaiful Kamarul b Mohd Sharif (1992/3) Using financial ratios as predictor of small company failure
25. Kamaridah bt Sahat (1992/3) The planning of budget in secondary schools in Selangor and Wilayah Persekutuan
26. Robiah bt A. Majid (1992/3) The effect of participation of budgeting on departmental performance of public sector
27. Norsani bt Basar (1992/3) The effectiveness of JIT inventory control in manufacturing firm
28. Fadzilah bt Sudin (1992/3) The impact of setting budget goal on subordinate performance in manufacturing companies
29. Keenarohiza Hisham (1992/3) The management of per capita grant in secondary schools in Seremban
30. Roziah Jamaluddin(1990/1) *Satu penilaian prestasi Perbadanan Niaga Felda (PNF) Daerah Kota Tinggi, Johor*
31. Mohd Zaid Ramli (1990/1) *Kajian mengena ipenglibatan pertubuhan-pertubuhan peladang kawasan di Kedah dalam mempengaruhi pendapatan petani-petani*
32. Rosalizi Kasman(1990/1) *Tanggapan dan masalah pelajar UPM terhadap perkhidmatan Bank Simpanan Nasional cawangan UPM Serdang*
33. Mohd Saufi bin Nawawi (1990/1) *Satu kajian secara empirical ke atas penutupan syarikat di Malaysia dengan menggunakan analisis nisbah kewangan*
34. Maseri bt Darius(1991/2) *Kesan penyertaan belanjawan ke atas sikap dan prestasi pengurus*
35. Mazirah bt Ghazali (1991/2) *Kesan penyertaan belanjawan ke atas prestasi dan komitmen pengurus terhadap organisasi*
36. Lau Siam Cheng (1989/90) The relationship between budget participation and managers' performance in manufacturing companies in Malaysia
37. Chong Pei Yoke (1989/90) The cost accounting practices in the new manufacturing environment in Malaysia
38. Mohd Nasri Ismail (1989/90) *Sistempengawalaninventori di syarikat-syarikatpengedaran*
39. Leong Mei Cheng (1988/9) School accounting qualifications and students performances in the first-level university accounting course
40. Goh Gim Pin (1988/9) A study of the determinants of external audit fees in Malaysia
41. Johari Md Derus, Badrul Hisham Harun, Yusri Mohamad, Lokman Ramlan, Mohd Fauzi Hasan (1988/9) *PenubuhanPerkongsianNurseriBuah-buahan Tunas Bakti*
42. Wan Ainul Asyiqin Wan Mohd Razali (2010/11) Perceptions of UPM Accounting Students towards Entrepreneur course
43. Norhashimah Shafie (2010/11) Perceived usefulness and ease of use of PutraLMS by UPM Accounting students
44. Nur Hazwani Shaharuddin Perceptions of Accounting Students on the Benefits

- (2010/11)
45. Yuvarany (2010/11) of Industrial Training
The Teaching-learning Method of Ethics in Audit course in UPM
46. Md Effan Bin MdSani (2011/12) A case study of zakat management in Pusat Zakat UPM
47. Phua Poh Yi (2011/12) The role of management accountants in Malaysia
48. Muhammad Hafizul Hafis Bin Kamarudin (2011/12) Disclosure of Islamic Ethical Identity of Islamic Financial Institutions
49. Nurul Hayati Mohd Nazri (2012/13) The effectiveness of the use of ICT by Accounting Students in UiTM, Shah Alam
50. Nurul Hafizah Dzazali (2012/13) UPM accounting graduates' and employers' perception on skills development
51. Cheong Jo Ee (2013/13) Understanding factors affecting employees' job satisfaction among public accounting professionals
52. Tay Jee Joe (2013/14) Compensation satisfaction and turnover intention: Comparing large, medium and small audit firms in Klang Valley
53. Nur Fazira Mohamad Nor (2013/14) Implementation of total quality management in a local authority
54. Loh Chu Xin (2014/15) Challenges faced by Small Medium Enterprises in Preparing for GST Implementation
55. Lim Li Shan (2014/15) The Quality and Quantity of Environment Reporting by the Oil and Gas Industry and Its Association with the Company Characteristics
56. Kok Meoi Choo (2014/15) Strategic management accounting practices in metal products manufacturing industry of Malaysian SMEs
57. Zakiah Khairuddin (2015/16) The Impact of Industrial Training Programme on Accounting Students Career Decisions and Soft Skills Development
58. Tan Qi Xiang (2015/16) The relationship between Corporate Governance Characteristics and Auditor Switching among Public listed Company in Malaysia
59. Ciron Neo (2015/16) The early implementation problems of GST among managers in Food Manufacturing Industry
60. Ei Fei Doo (2015/16) Factors Affecting Accounting Students' Performance: Evidence from UPM

8. CONSULTANCY/PROFESSIONAL SERVICES

Researcher on Institutionalising Values in Matrix Power Sdn Bhd, July 2013- January 2014.

Member of *Hala tuju* 3 Committees for Bachelor of Accountancy June 2012- April 2013

1. Member of Main Committee
2. Member of Sub-Committee for Integrated Case Study

Member of *Halatuju 2* Committees for Bachelor of Accountancy April – Dec 2006

1. Member of the Main Committee of *Halatuju 2*. The committee was set up by Ministry of Higher Education and Malaysian Institute of Accountants (MIA). The responsibilities included examining and revising the accounting curriculum so that it was in line with International Federation of Accountants' requirements and producing a report on the future directions of accounting programmes in Public Institutions of Higher Learning in Malaysia, Dec 2005- Dec 2006.
2. Head of the Sub-Committee of *Halatuju 2* for industrial training. The responsibilities included designing the requirements of industrial training for accounting programmes in public institutions of higher learning.
3. Member of the Sub-Committee of *Halatuju 2* Committee on management accounting courses. The responsibilities included reviewing the three management accounting courses to be offered in the accounting curriculum by the Public Institutions of Higher Learning, April – Dec 2006.

Head of Research/Consultation Work with Malaysian Institute of Accountants

3. Presented and submitted the completed research/consultancy report on Performance of Candidates in Malaysian Institute of Accountants Qualifying Examination to Malaysian Institute of Accountants in November 2008.

Examiner for Examination Scripts

1. Management Accounting Paper, STPM, Malaysia Examination Council, 1990-92, 1995-99, 2009
2. Head Examiner Group, Management Accounting Paper, STPM Malaysia Examination Council, 1996.
3. Management Accounting Paper, Matriculation Level, Ministry of Education Malaysia, 2009, 2010.

Assessor/Moderator for Examination Question

1. Management Accounting Paper, STPM, Malaysia Examination Council, 1995-1996, 2009, 2010

Set Examination Question

1. Management Accounting Paper, Matriculation Level, Ministry of Education, 2007, 2011.
2. Management Accounting Paper, STPM, Malaysia Examination Council, 1991, 1995-97.

Panel Assessor for Malaysian Qualification Assurance: Ministry of Higher Education, 1999-2009 Professional Degree: Masters and Bachelor Degree

9. ACADEMIC RECOGNITION AND LEADERSHIP

Accreditation of Accounting programme by Malaysian Institute of Accountants:

1. INTI International University, Nilai, Member, 2012-2014
2. Management and Science University, Shah Alam, Chairman, 2013-14

Review of Accounting Programme by Malaysian Institute of Accountants:

1. Universiti Sultan Zainal Abidin Kuala Terengganu as Chairman, 2014

Review Module of ACT2131 Perakaunan Kos for Pendidikan Jarak Jauh

External Examiner for Programme Bachelor of Accounting, Open University Malaysia February 2010.

External Examiner for Diploma in Accounting programme at Institute of Science and Management, Tawau, Sabah. 2016-2019.

Thesis Examiner

1. External Examiner Phd Thesis

1. Nguyen Trung Thang, "Valuation of intangibles – a case of private firms in Vietnam, AeU, 2012

2. Examiner for Comprehensive Exam for PhD

1. Chong K-Rine, The Effect of Tax Climates on Compliance Quality and Tax Minimisation. March 2017

2. Ibrahim Mahmud, Relationship between individual level factors and intention to whistleblow mediated by supervisor trust

3. Internal Examiner MSc Thesis

1. Zohreh Haghshenas, "The relationship between interactive use of Management Control System, Organisational Capabilities and Organisational Performance, January, 2013.
2. Maizatul Akhmam Ahmad, "Financial Reporting of Goodwill Impairment of Malaysian Listed Companies. UPM 2011.
3. Neilson anak Teruki, "Cost System Functionality, Perceived Usefulness of Cost Information and Performance of Oil Palm Enterprises in Malaysia", Cost Management, UPM, 2007.

4. Independent Examiner MSc Proposal Defence

1. Zohreh Haghshenas, "The relationship between interactive use of Management Control System, Organisational Capabilities and Organisational Performance," January, 2012.
2. Neilson Anak Teruki, "Cost System Functionality, Perception of the Usefulness of Cost Data and Performance of the Oil Palm Industry in Malaysia", February 2007.
3. Subashini A/P Jayatkomarunn, " The Ethical Intention of the Accounting Students in Malaysia, 2015
4. Ibrahim Mahmud, "Relationship between Individual Level Factors and Employees' Intention to Whistle Blow Mediated by Supervisor Trust, March 2017

5. Second Reader MBA Project

1. Omid Jafari, "Performance of Unit Trust Funds", 2009.
2. Norliana Azreen Yusoff, "Corporate Social Reporting from MESDAQ Companies", 2009.
3. Lam Soon Tak, "Gold Investment Analysis (Malaysian Perspectives)", 2009.
4. Sarvenaz Rezai, "Figarch Approach for Long Memory and Efficient Market Hypothesis in Emerging Markets", 2009.
5. Chua Chun How, "Do Accounting and Finance Tools Serve Governance? An Approach to the answer by developing Financial Stress Prediction Model", 2009.

6. Mohd Harisi bin Mohd Noor, "Meeting the Liquidity and Financing Needs of MyAsia network", 2007.
7. Nor Irdawati binti Mahyuddin, "Board Characteristic Ownership and Bank Performance: A Study of Malaysian Commercial Banks", 2007.
8. Suaw Zhengpin, Efficient Frontier: Comparison Between Emerging and Developed Markets, 2011.
9. Yew Kam Keen, Impact of Regional Influence on Corporate Performance During Political Election. 2011.
10. Mat Noh Abd Rahim, Business Turn Around: The Case of Agro-Horticulture Corporation Sdn Bhd. 2011.
11. Nurul Huda Muhammad Garib, Audit Committee and Firm Performance, 2011.
12. Lee Kok Leong, "Catastrophic Shocks and Capital Markets: A comparative analysis by Disaster and Sector, 2012.
13. Shahnaz Abd Salam, "The influence of Top Management Characteristics on Firm's International Diversification: Evidence from Malaysia, 2012.
14. Siti Balqis binti Ali Napiyah, "A case study on Corporate Governance Issue of Sime Darby", 2013.
15. Sim Kee Chuan, "The impact of Working Capital Management on Firm's Performance: An evidence from consumer products and property industry in Malaysia public listed companies", 2013.
16. Foo Soo Yee, "Business Development Plan", 2013
17. Shree Chithra A/P Ramakrishna Iyer, Maxconsult Sdn Bhd: Managing employee retention through good corporate governance in a family-based business" 2014.

Viva Chairman

1. Wee Shu Hui, *Management Accounting System, Organisational Performance: The Differential Effects of Perceived Environmental Uncertainty Dimensionality and Organisational Structure on this Relationship*, PhD (Accounting), Graduate School of Management. 27 May 2005.
2. Shuhaimi bin Jaafar *External Auditors' Perceptions towards the Exemption of Annual Audits of Small Companies in Malaysia*, MSc (Accounting), Graduate School of Management, 2005.
3. Ainol Sarina bte Ahmad Zazili, *Perceived Skills and Proficiency of Such Skills among Malaysian Accounting Graduates: Educators versus Practitioners*, MSc (Accounting), Graduate School of Management, 2005.

PhD Proposal Chairman

1. Zhou Chanjun, Effects of Fair Value Accounting Adoption: Evidence from Banking Sector in China, 21 May 2012.
2. Rezgalla Abdalla, Dimensions of Stakeholder Model and Evaluating the Performance of Chief Executive Officers in Malaysia, 19 March 2013.

Journal/Conference Paper Reviewer

1. An Empirical Analysis of Factors Affecting the Success of Activity-Based Costing, Asian Journal of Business and Accounting, 2007.
2. Organisational Approach to Total Quality Management: A Case Study, Asian Journal of Business and Accounting, 2008.
3. The adoption of performance measurement among public sector in Malaysia: An Exploratory Study. Asian Journal of Business and Accounting, 2011.
4. Enhancing Accountability through Effective Management Control System – A Comparative Case of World Bank and Government of Malaysia, Asian Journal of Accounting and Governance, 2011.
5. Performance Appraisal Practices in a Developing Country: Case Study of a NGO in Bangladesh. Asian Journal of Business and Accounting, 2011.
6. Determinants of Zakah (Islamic Tax) Compliance Behaviour, Journal of Islamic Accounting and Business Research, 2012.
7. An insight of readability of mission statements of Islamic banks, Journal of Islamic Accounting and Business Research, 2012.
8. Disclosure of Goodwill Impairment by Malaysian Listed Companies Maizatul Akhmam Ahmad, Hashanah Ismail and Nor Ashikin Saat, Conference Paper Reviewer for Global Conference on Business and Economics Research (GCBER) 18-20 October, 2013
9. When is the best year to go public? Evidence from Malaysia, Nurwati Ashikkin Ahmad-Zaluki, Conference Paper Reviewer for Global Conference on Business and Economics Research (GCBER) 18-20 October, 2013
10. Activity-based costing diffusion, strategy and organizational performance: Evidence from Iran, Asian Journal of Accounting Perspectives, 2016.
11. Investing in Power Generation in Great Britain c. 1960-2010: The Increasing Role of Accounting, Qualitative Research in Accounting and Management, 2016.
12. Exploring Future Accountants' Migration Propensity in Malaysia, International Journal of Economics and Management, 2016.

13. Modus Operandi Transformation Gazali Jaafar, A.K. Siti Nabihah and Zarifah Abdullah, Asian Journal of Case Research February 2017.

Evaluator for UPM research grant and research report

1. Research Proposal FRGS 2013-2, "Understanding Consumers' awareness, attitude and willingness to pay (WTP) for organic rice in Malaysia", 2013.
2. Research Proposal FRGS 2013-2, Implications of Governance, Characteristics on Firms Sustainability Performance", 2013
3. Research Proposal FRGS 2014-1, "Making sense of the accounting standards", 2014.
4. Research Report (Progress), "Corporate Sustainability and Organisational Performance: The mediating effects of organizational innovation", 2016.
5. Research Report (Progress), "Islamic-Vision-Development-Based Indicator of Islamic Banks: A Maqasid Shariah-based valuation for sustainable development and Banks' performance. 2016.
6. Research Report (Progress), "Evaluation on the potential of sustainable supply chain adoption for simultaneous economics, environmental and social gains", 2016.
7. Research Proposal *Geran (UPM) Putra Berkumpulan*, "Risk Governance for sustainable performance of agropreneur small medium enterprises", 2017.
8. Research Report (Progress), "Contemporary issues in financial reporting, management and accountability of State Islamic Religious Council: The case of Selangor", 2016

Judge for Research Competition

3. Universiti Kebangsaan Malaysia 2010 (Poster)
4. Universiti Islam Malaysia 21- 22 February 2012 (Poster)
5. Universiti Islam Malaysia 19- 20 February 2013 (Poster)
6. Universiti Kebangsaan Malaysia, 24 April 2013 (Poster)
7. *Anugerah MAPIM* 2011 (Journal)

Conference Paper Discussant

Discussant for paper: The analysis of the relationship between Independent Board of Directors, Audit Committee, Corporate Performance and Discretionary Accruals, by Sekar Mayangsari and Murtanto, at the 6th Asian Academic Accounting Association Conference, Kuala Lumpur, 16 November 2005.

Seminar Chairperson Concurrent Session

- Faculty of Economics and Management, UPM Seminar, Lumut Perak, 4-6 December 2007.

Conference Chairperson Concurrent Session

- 4th International Management Accounting Conference, 15 -17 August 2007, Kuala Lumpur.
- GSM-FEP-AGBA Conference, 1-3 December 2010, Putrajaya, Selangor.
- Global Conference on Business and Economics Research 2013, 18-20 October 2013, Mines Resort City, Kuala Lumpur.

Rapporteur for a Conference Session

Rapporteur for a Session in the 5th National Accountants Conference, Kuala Lumpur, 31 July- 1 August 1989.

Speaker in Malaysian Research Group Seminar Series, Manchester, UK

1. Gave a talk on Qualitative research using case study method during Manchester Research Group (MRG), Seminar Series – 2 October 2004, Manchester UK.
2. Gave a talk on the evaluation form used by examiners during PhD viva and explained the highly likely expectations of the examiners during viva. Discussions included my own reflections of my Viva Experience at University of Manchester. Sept 2004, Manchester, UK.

10. SERVICE TO THE NATION/COMMUNITY/UNIVERSITY/FACULTY

Service to the Nation

1. Appointment by Minister Finance II/Accountant General's Department Malaysia

Malaysian Institute of Accountants Council Member from 1 March 2013-28 February 2015.

2. **Appointments by Ministry of Higher Education**

Jul – Dec 2012

Member of Main *Halatuju3* Committee set up by MOHE and MIA for Accounting Programme in Public Institutions of Higher Learning

Jan- Dec 2006

Member of Main *Halatuju 2* Committee set up by MOHE and MIA for Accounting Programme in Public Institutions of Higher Learning.

April-Dec 2006

Head, *Halatuju 2* Sub-committee for Industrial Training in the

| | |
|----------------|---|
| April-Dec 2006 | Accounting Programme offered by Public Institutions of Higher Learning. Member of <i>Halatuju 2</i> Sub-committee for Management Accounting in the Accounting Programme of Public Institutions of Higher Learning. |
| 2013-2014 | Member of <i>Hala Tuju 3</i> Accounting Programme at Institutions of Higher Learning, 2013-2014 |

3. Malaysian Institute of Accountants (MIA)

| | |
|-------------------|---|
| 1998 -2000 | Coordinator between Malaysian Institute of Accountants and University Putra Accounting Club, UPM. |
| 23 Mar 2005 | Participated/Represented Faculty in Discussion on Dialogue with the MIA at MIA Resource Centre KL. |
| Dec 2005-Dec 2006 | Worked with MIA in collaboration with MOHE on revision of <i>Halatuju 2</i> accounting curriculum and completion of <i>Halatuju 2</i> Report. |
| Dec 2006 | Participated in Focus Group Discussion on <i>Halatuju 2</i> Report at Securities Commission. |
| 2007 | Supported MIA for their MIA e-career initiative for UPM graduates. |
| Nov 2008 | Completed and presented an exploratory research/consultancy report on the possible reasons for explaining the low performance of candidates in MIA Qualifying Examination Performance to MIA. |
| Nov 2009-present | Member of MIA Qualifying Examination Committee |
| Nov 2010 | Member of MIA Qualifying Examination Working Group |
| 2012 | Task Force for Accreditation of INTI International University for Bachelor of Accountancy Programme, 2012 |
| 2013 | Member of Anti-Money Laundering Committee of Malaysian Institute of Accountants |
| 2013 | Member of Education Committee |
| 2013 - 2016 | Associate Member of Malaysian Institute of Accountants |

Guest Lectures

- Accounting Module, SME@UPM 2013 and SME@UPM 2014 organised by SME Corp Malaysia and HRDF
- Cost-benefit Analysis, 2014 *Woksyop di bawah kerja rundingan yang dibiaya oleh Jabatan Keselamatan & Kesihatan Pekerjaan, Kementerian Sumber Malaysia*
- Accounting Module, 2014 Strategic Planning Workshop, Malaysian Sailing Association

Involvement with Small Medium Enterprise (SME) Corporation Malaysia

- Coach SME@University programme 2013-14 for Universiti Malaysia Sabah
- Chairman Committee for SME@UPM programme 2012 and 2013
- Advisor SME-Internship Programme at UPM 2013 and 2014

Service to the Community

1. Treasurer of Association of Malaysian Students in Canada, 1984.
2. Committee Member of Farewell Function/Activity, TASKA UPM, 1993
3. Treasurer *Hal Ehwal Wanita* (HELWA), Malaysian Community Cheetham Hill, Manchester. UK, 2003.
4. Committee Member of Parents, Teachers' Association, Sekolah Rendah Kebangsaan Bandar Tun Hussein Onn, Cheras, March 2008-March 2009.
5. Head of Economy Bureau, *Jiran Wanita, Rukun Tetangga*, Bandar Tun Hussein Onn, Cheras from June 2009.
6. Coordinator of Quranic *Tafsir* Classes at Surau Al Amin, Bandar Tun Hussein Onn, Cheras from February 2009.
7. Participation in Community Sports:
 - Badminton Inter-Faculty UPM, 1988
 - Larian 7 Km Putrajaya, 11 September 2005
 - Mizuno 10 Km Run, KL, 2007
 - Friendly ping pong match organised by Fac. of Engineering, UPM, 2009
8. Director for Programme with Orphanage at Surau Al Amin Bandar Tun Hussein Onn–*Rumah Nur Hikmah* on 27 December 2009 –organise half day event including shopping for school uniforms.
9. Internal Auditor for Malaysian Accounting Association 2014 till present.

Service to the University

| | |
|----------------------------------|--|
| 1986-87 | Fellow of 7 th Residential College, UPM. |
| June-Aug 1989 | Member of International Accounting Conference Committee, Faculty of Economics and Management, UPM. |
| 1997-2000 | Advisor University Putra Accounting Club (UPAC). |
| Oct 1997 – Aug 2000 | Internal auditor MS ISO 9000. |
| Feb 2009 | Auditor of Self-Review Portfolio for Academic Performance Audit. |
| 2 February 2012- 1 February 2015 | Committee Member of Syariah Dana Wakaf Ilmu (DWI), UPM |
| February – April 2016 | Committee member for Speech Writer, <i>Perutusan 100 Hari Naib Canselor</i> |
| November 2016 – February 2017 | Committee member for Speech Writer, <i>Perutusan Tahun Baharu Naib Canselor</i> |

Service to the Faculty

1. Committee Members at the Faculty

| No. | Position | Committee |
|-----|-----------|--|
| 1. | Advisor | Faculty Seminar Committee, 2005. |
| 2. | Treasurer | Social and Welfare Club, 1990 |
| 3. | Advisor | Universiti Putra Accounting Club (UPAC), 1997-2000 |
| 4. | Member | Management of Faculty, 2005-2008 |
| 5. | Member | Management Revision (<i>Semakan Pengurusan</i>), 2005-2008 |
| 6. | Member | Quality Control AACSB, 2006-2008 |
| 7. | Member | Research, from 2006-2008, from 2012 to 2014 |
| 8. | Member | Industrial Training, 2000 – present |
| 9. | Member | Human Resource Management, 2005-2008 |
| 10. | Member | Teaching and Learning, 2005-2008 |
| 11. | Member | Finance, 2006-2008 |

12. Member Postgraduate Studies, 2005-2008, 2012-2014
13. Member Steering Committee for Quality Assurance, 2005
14. Member Sub-Committee for Orientation Week Session May 2000/2001
15. Member Finance Committee for the International Accounting Seminar, June-August 1989
16. Member Joint Committee between UPM-Cooperative College of Malaysia for the implementation of the programme Diploma in Cooperative Management, Jan 1991- May 1992
17. Member Teaching and Learning, GSM 2006-2008
18. Member Research Committee 2012-15
19. Member Postgraduate Committee 2013-2015
20. Liaison Officer MIA – UPM 2012-2013

- Member *Hala Tuju Fakulti* 2013-2015

2. Involvement with Students' Activities

| Year | Activities |
|----------------------|---|
| 1986-87 | Supported/ participated as Fellow of College in students' activities in the 7 th Residential College, UPM. Offered tuition classes in accounting at night for those who needed extra assistance. |
| 1997-2000 | Advisor of Universiti Putra Accounting Club (UPAC) |
| 1998-2000 | UPM Coordinator for Malaysian Institute of Accountants-Universiti Putra Accounting Club (UPAC) |
| 2004-present | Academic Advisors Postgraduate and Undergraduate students |
| July 2005 | Participated in Programme <i>Kembara Terbilang</i> organised by Faculty of Economics and Management, UPM for new students. |
| July 2005- July 2007 | Conducted academic briefings for new students enrolled in Accounting Programme |
| 2005-2006 | Officiated Annual General Meetings of Universiti Putra Accounting Club (UPAC). Assisted University Putra Accounting Club (UPAC) to secure basic facilities such as computer, cabinet etc. from the management of the Faculty in 2006. |
| Nov-Dec 2006 | Coordinator for students' participation in Certified Institute of Management Accountants Business Challenge at Securities Commission, Nov-Dec 2006. UPM won second place. |
| 25 Aug 2007 | Coordinated and invited several lecturers to support and participate in the Smart Learning programme for accounting students. |

- 2005-2008 Coordinated in nominating and selecting accounting students for Academic Paper awards of three management accounting and two audit courses and nominating accounting graduates for MICPA Excellence Awards for Best Accounting Graduates.
- May 2014 Career Carnival, Faculty of Economics and Management, UPM
- November 2013 Career Forum, Faculty of Economics and Management, UPM

4. Contribution to Curriculum as Coordinator of Accounting Programme, UPM

Dec 2005-Dec 2006

Represented UPM in the completion of the report of *Halatuju 2* for the Accounting Programme in universities commissioned by the Ministry of Higher Education in collaboration with Malaysian Institute of Accountants.

Member of Main Committee of *Halatuju 2* Committee set up by Ministry of Higher Education and MIA with the task to examine the accounting curriculum in line with International Federation of Accountant's requirements.

Meetings were held from Dec 2005-Dec 2006 at MIA and the final Report was presented to the Minister of Higher Education in Dec 2006.

Mar - Aug 2005

Attended the Workshop on Second Revision on Report for Quality Assurance Public Institutions of Higher Learning held at IOI Resort for the purpose of completion of database for the Bachelor of Accountancy programme for submission to the Quality Assurance Division, Ministry of Higher Education. Facilitated the visit by a team of assessors from Quality Assurance Division, Ministry of Higher Education to the Faculty of Economics and Management, UPM on 24-26 Aug 2005.

2005-2008

Encouraged lecturers to invite guest speakers/lecturers for their courses.

2005-2008

Worked closely with audit firms on concerns such as placement and nature of training for the six-month industrial training of accounting students.

12 – 14 Apr 2006

Coordinated and led the workshop on application of learning outcomes for courses offered by Department of Accounting and Finance at Hotel Marriot, Putrajaya.

June 2006

Improved the information on industrial training for accounting students by making available the list of audit firms obtained from Malaysian

Institute of Accountants and e-information on placements and supervisors in faculty's website. Supported and encouraged the recruitment on trainees in UPM campus by BDO (audit firm).

14-18 Aug 2006

Coordinated the visit by external Examiner-cum-Assessor of the Bachelor of Accountancy programme, Professor Mike Page, from University of Portsmouth, UK.

16– 17 Aug 2006

Arranged two seminars presented by Professor Mike Page at Faculty of Economics and Management entitled, *Corporate Governance and Financial Reporting*, 17 August 2006 and *Nurturing Research Culture*, 16 August 2006.

Aug 2006

Coordinated the completion of Matrix on learning outcomes and taxonomy levels for all accounting and finance courses offered by Department of Accounting and Finance.

Nov 2006

Revised to improve Brochures for the Bachelor of Accountancy programme in both Bahasa Malaysia and English.

Jan-June 2007

Head the responsibility of coordinating and completing the process of securing approval for implementation of the new accounting curriculum in UPM which conforms to the *Halatuju 2* recommendations.

The revised syllabus was effective from Semester 1 2007/8.

Mar 2007

Coordinated submission of report/working paper for approval of the members of the Teaching and Learning Committee, Faculty of Economics and Management on offering the new course ACT3120 Financial Accounting to replace ACT3121 Financial Accounting Intermediate I for Bachelor of Business Administration.

Mar 2007

Coordinated the completion of paper for approval of the members of the Teaching and Learning Committee, Faculty of Economics and Management to replace the course ACT 2112 Introductory Accounting with ACT2111 Introductory Planning and Use of Accounting Information for UPM programmes that require one-off accounting course.

July 2007

Prepared the Study Scheme for Bachelor of Accountancy programme for Ex-Diploma students who attained exemptions of a maximum of 29 credits under the new *Halatuju 2* curriculum.

Feb-Mar 2008

Coordinated the completion of improving the format of the course content of all accounting and finance courses subjects offered by Department of Accounting and Finance to conform to the Malaysian Quality Assurance format, Ministry of Higher Education. Information on total students' learning hours, soft skills and learning outcomes are

added for each course.

4. Linkages with Local, International Accounting Professional Bodies and MIA

Association of Chartered Certified Accountants (ACCA)

2005-2007

Participated in the Annual Accreditation Exercise of ACCA for Bachelor of Accountancy programme, UPM. This exercise was and is important to maintain the level of exemption currently awarded.

17 Nov 2005

Visit from ACCA to Faculty of Economics and Management. The purpose of the visit was to discuss developments in accreditation for 2007 and ACCA2007 qualification.

Chartered Institute of Management Accountants (CIMA)

21 Nov 2006

Participated in the discussion with Patricia Michael, Head of Department Education Partnership CIMA UK who visited UPM. Briefing on the CIMA accreditation for the accounting programme of UPM was discussed during visit.

June 2006-Apr 2007

Initiated and coordinated the process of application for CIMA Accreditation for Bachelor of Accountancy, UPM for cohort starting 2004/5. CIMA approved exemption for 6 papers.

24 Mar 2006

Initiated and coordinated the visit of Head of CIMA Malaysia Division, PnSopiahSuid. Collaborations on academic matters especially accreditation was discussed. CIMA agreed to sponsor 3 academic awards for three papers Management Accounting 1, Management Accounting II and Management Accounting III for every academic session.

Nov-Dec 2006

Initiated and coordinated the participation of Accounting students to CIMA Business Challenge. UPM won second place.

Malaysian Institute of Certified Public Accountants (MICPA)

27 Feb 2008

Coordinated and participated in the discussion during the visit by President and CEO of MICPA to UPM.

2005-2008

Managed the nominations of UPM Accounting graduates for MICPA Excellence Awards for Best Accounting Graduates for every academic session.

OTHER INVOLVEMENTS:

1. Assessor for National Award for Management Accounting (NAfMA) 2010
2. Consultant cum researcher for SMI-U internship programme with SME Corp 2010
3. Judge for research poster competition at FEP, UKM, November 2010.
4. MOSTI –updating MRDCS May 2010
5. Internal Auditor MyAA (Malaysian Academic Accounting Association). 2012.
6. External Assessor for UiTM’s staff promotion to Associate Professorship, 2013.

SELF-DEVELOPMENT ACTIVITIES

1. Member of Putra Toastmasters Club (since May 2009) Vice-President Public Relations (2011)
2. Member of Case Writers’ Association (1990)
3. Member of WaiTanKungBangi, 2011.

PROFESSIONAL MEMBERSHIP

Associate member of Malaysian Institute of Accountants 2013-2016

Member of Malaysian Accounting Association 2014 till now

ACADEMIC REFEREES

1. Emeritus Professor Robert Scapens

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