

Curriculum Vitea



Ho Jo Ann

Position : Associate Professor
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Education

Ph.D. (2002-2005; Convocated: July 2006)

Cardiff Business School, Cardiff University, United Kingdom.

Thesis: The Influence of Cultural Values on the Ethical Perception of Malaysian Managers.

Supervisors:

- Professor Jonathan Morris
- Professor Andrew Crane

Examiners:

- Professor Bryan Husted
- Dr. John Pallister

MBA (Human Resource Management) (1999-2001)

Graduate School of Management, Universiti Putra Malaysia.

Thesis: The Attitudes of Malaysian Managers Toward Business Practices

Supervisor: Professor Md Zabid Abdul Rashid

B.Sc. (Resource Economics) (1992-1996)

Universiti Putra Malaysia, Malaysia. (2:1)

Areas of Research Interest

Business Ethics, Corporate Social Responsibility, Human Resource Management and Cross-Cultural Studies

Professional Qualification

- MIM Certified Professional Trainer (MIM-CPT)

Employment History

December 2013 - Current

Associate Professor, Department of Management & Marketing, Faculty of Economics & Management, Universiti Putra Malaysia.

April 2011 – December 2013

Senior Lecturer, Department of Management & Marketing, Faculty of Economics & Management, Universiti Putra Malaysia.

April 2008 – April 2011

Senior Lecturer, Graduate School of Management, Universiti Putra Malaysia (Secondment for a 3-year period).

December 2005 – April 2008

Senior Lecturer, Department of Management & Marketing, Faculty of Economics & Management, Universiti Putra Malaysia.

January 2000 – November 2005

Tutor, Department of Management & Marketing, Faculty of Economics & Management, Universiti Putra Malaysia.

September 2002 – February 2005

Syndicate Tutor in Organizational Behaviour & Personnel Management, Cardiff Business School, Cardiff University, United Kingdom.

September 1998 – May 1999

Personnel Executive, Federal Express Services Sdn. Bhd.

This position encompassed recruitment, selection and interviewing candidates for executive and managerial positions, grievance handling and providing compensation and benefits for the staff.

April 1996 – September 1998

Human Resource Executive, Canon Marketing (M) Sdn. Bhd.

This position encompassed recruitment, selection and interviewing candidates for executive and non-executive positions, orientation training, event organising and preparing reports.

Courses Taught

Post-Graduate Level:

- Theory in Management
- Human Resource Management
- Strategic Management
- Organization Behaviour
- Corporate Social Responsibility
- Emerging Issues in Organization Behaviour

Undergraduate Level:

- Corporate Social Policy
- Strategic Management
- Training and Development Management
- Human Resource Management

Online Classes:

- Corporate Social Policy

Executive Classes:

- Corporate Social Policy
- Strategic Management

Tutor (MBA students):

- Organizational Behaviour and Personnel Management, Cardiff Business School, Cardiff University, United Kingdom (Year: 2002-2005)

Scholarly and Professional Activities

- Associate Member for Putra Business School (PBS). *[1 June 2017 – 31 May 2019]*
- Speaker for the workshop entitled “Preparation for Ph.D.” organized by National Institute of Public Administration (INTAN). *[22 -26 May 2017]*
- Invited speaker for the Putra GOT program seminars organized by the School of Graduate Studies, UPM. *(Topics: Research Methodology, Introduction to Thesis Writing and Manuscript Writing and Publication)*
- Moderator for Question Papers for GSM 5160: Strategic Management in Putra Business School. *[2015 – current]*
- Moderator for Question Papers for GSM 5101: Organisational Behaviour in Putra Business School. *[2015 – 2016]*

- Adjudicator, National Annual Corporate Report Awards (NACRA) (Corporate Social Responsibility Reporting Award). [2007 – 2016]
- Panel Judge of the ACCA Malaysia Sustainability Reporting Awards (ACCA MaSRA Awards). [2006-2015]
- Mentor for Universiti Putra Malaysia's teams in L'Oreal Brandstorm competition. [2008 – 2016]
- Examiner for Postgraduate Seminar for Master of Science and PhD in Department of Management & Marketing, Faculty of Economics & Management, UPM.
- Academy Advisor in Department of Management & Marketing, Faculty of Economics & Management, UPM.
- Evaluator for Putra Grant Application, in Department of Management & Marketing, Faculty of Economics & Management, UPM.
- Paper Reviewer for the National Research & Innovation Conference for Graduate Students in Social Sciences 2014 in Port Dickson, Negeri Sembilan, Malaysia. [5 – 7 December 2014]
- Case Writer for Asian Institute of Finance (AIF) for the case study on Bank Simpanan Nasional". [1 June - October 2014]
- Guest Editor, Pertanika Journal of Social Sciences and Humanities (Special Issue) entitled, "Theme Based Management and Marketing Department of Management & Marketing.
- Committee Member for the "Global Conference on Business and Economics research (GCBER)", Faculty of Economics & Management, UPM. [18 – 20 October 2013]
- Paper Reviewer for the 2013 Academy of Management Annual Meeting in Lake Buena Vista (Orlando), Florida. [9 – 13 August 2013]
- Committee Member and Head of the Research and Publishing Committee, Department of Management & Marketing, Faculty of Economics & Management, UPM . [16 July 2013 – 2015]
- Committee Member for Universiti Putra Malaysia (Accreditation Unit) for Association to Advance Collegiate Schools of Business (AACSB) [10 June 2013 – 9 May 2016]
- Guest Speaker for Putra Leadership Talk in Department of Management & Marketing, Faculty of Economics & Management, UPM. [2014]
- Committee Member for Universiti Putra Malaysia (Accreditation Unit) for European Quality Improvement System (EQUIS). [10 June 2013 – current]
- Invited Speaker for Human Resource Management for Diploma in Science Management (Session 2013), sponsored by the National Institute of Public Administration (INTAN). [19 -21 December 2013]

- Committee Member for “Global Conference on SME, Entrepreneurship and service Innovation (GCSMES) 2013” Faculty of Economics & Management, UPM.
- Course Trainer for “Strategic HRD-A Comparative Perspective” course organised by the Public Services Department (JPA) for Vocational Training Officers (Grade J52 – J54) held at Awana Genting Highlands Golf & Country Resort, Pahang. [24 - 26 February 2009]
- Course Trainer for “Strategic HRD-A Comparative Perspective” course organised by the Public Services Department (JPA) for Vocational Training Officers (Grade J54) held at Royale Adelphi Hotel, Seremban. [24 - 26 March 2008]
- Associate Editor, International Journal of Case Research (Published by the Faculty of Economics and Management, UPM). [15 November 2007 – 15 November 2010]
- Associate Editor, Asian Journal of Case Research (Published by Putra Business School). [1 January 2013 - current]
- Editorial board, Asian Journal of Case Research (Published by Putra Business School). [1 January 2010 – 31 December 2012]
- Editor for book chapter in Department of Management and Marketing (Published by UPM). [1 March 2011 – 1 March 2013]
- Guest Reviewer for Journal of Hospitality & Tourism Research, School of Hospitality Management, Pennsylvania State University (Published by SAGE Journal).
- Guest Reviewer for Business Ethics: A European Review (Published by Wiley Publishing).
- Guest Reviewer for the International Journal of Economics and Management (IJEM) (Published by the Faculty of Economics and Management, UPM).
- Guest Reviewer for Management Journal (Published by the Faculty of Economics and Business, National University of Malaysia).
- Guest Reviewer for Labuan Bulletin of International Business & Finance (Published by Universiti Malaysia Sabah).
- Guest Reviewer for Asian Journal of Case Research (AJCR) Publication (Published by Putra Business School, UPM).

Publications

Journal Articles:

- **Ho, J.A.,** Chia, K.W., Ng, S.I and Ramachandran, S. (2017). Problems and Stakeholder Responsibilities in Island Tourism: The Case of Tioman Island in Malaysia. *Journal of Hospitality and Tourism Research*, 41(4), pp. 445-474. **(ISI Impact Factor: 1.125)**

- Ng, S.I., Chia, K.W., **Ho, J.A.** and Ramachandran, S. (2017). Seeking tourism sustainability – A case study of Tioman Island. *Tourism Management*, 58 (2017), pp. 101-107. **(ISI Impact Factor: 3.140)**
- Delbari, S.A., Ng, S.I., Aziz, Y.A, & **Ho, J.A.** (2016). An Investigation of Key Competitiveness Indicators and Drivers of Full Service Airlines using Delphi and AHP Techniques. *Journal of Air Transport Management*, 52, pp. 23-34. **(ISI Impact Factor: 1.084)**
- Tan, H. C. and **Ho, J. A.** (2015). The influence of communication, empowerment and trust on organizational ethical climates. *International Journal of Economics and Management*, 9 (S), pp. 23-44. **(Scopus)**
- **Ho, J.A.**, Ang, Y.H. and Tee, K.K. (2015). Institutional Corporate Social Responsibility (CSR) Practices: The influence of Leadership Styles and their Perceived Ethics and Social Responsibility Role. *Pertanika Journal of Social Sciences and Humanities*, 23(S), pp. 17-32. **(Scopus)**
- Lee, C, S. M., **Ho, J.A.**, Sambasivan. M. and Wong, F. Y. (2014). The Influence of Demographic Variables on Lecturers' Protean Career Orientation, *International Journal of Economics and Management*, 8(S), pp. 25-42. **(Scopus)**
- Rahman, A. A., **Ho, J.A.** and Rusli, K. A. (2014). Pressures, Green Supply Chain Management Practices and Performance of ISO 14001 Certified Manufacturers in Malaysia, *International Journal of Economics and Management*, 8(S), pp. 1-24. **(Scopus)**
- Sambasivan, M., Bah, S. and **Ho, J.A.** (2013). Making the Case for Operating "Green": Impact of Environmental Proactivity on Multiple Performance Outcomes of Malaysian Firms. *Journal of Cleaner Production*, 42 (2013), pp. 69-82. **(ISI Impact Factor: 3.398)**
- **Ho, J.A.**, Sambasivan, M. and Ee, Y. L. (2013). The Relationship between Job Insecurity, Shock, and Turnover Intention amongst Survivors of Organizational Downsizing. *Pertanika Journal of Social Sciences & Humanities*, 21 (S), pp. 101-114. **(Scopus)**
- Rusli, K. A., Rahman, A. A., **Ho, J.A.** and Abdullah, R. (2013). How Green Is Your Supply Chain? Evidence from ISO 14001 Certified Manufacturers in Malaysia. *Pertanika Journal of Social Sciences and Humanities*, 21(S), pp. 213-230. **(Scopus)**
- Othman, R., June M. L. Poon and **Ho, J.A.** (2012). Effects of Instructional Method and Personal Need for Structure on Cognitive and Affective Learning: A Small-scale Pilot Experimental Study. *Journal of Effective Education*, 4(2), pp. 123-135. **(Scopus)**
- Quah, K.S., Haron, S.A. and **Ho, J.A.** (2013). Corporate Social Responsibility: What Does It Mean to Consumers? *Malaysian Journal of Consumer and Family Economics*, 16(1) pp. 1-19. **(Scopus)**
- **Ho, J.A.** (2010). Ethical Perception: Are Differences Between Ethnic Groups Situational-Dependent? *Business Ethics: A European Review* 19 (2), pp. 154-182. **(ISI Impact Factor: 0.909)**

- **Ho J.A**, Tee. K. K. and Kavitha. S. (2010). Call Centres: Modern Day Sweat Shops? *Asian Journal of Case Research*, 3(1), pp. 1 – 12.
- **Ho, J. A.** and Liew, E.Y. (2009). Motivational Perception of Superiors and Subordinates - The Case of Malaysia. *Organization and Management*, 4(8) pp. 55-70.
- Tee K.K, Yahya, A.R, Ibrahim, Y and **Ho, J.A** (2009). Powerforce Malaysia: Managing Organizational Dynamic. *Asian Journal of Case Research (AJCR)* 2(1), pp. 45-54.
- Ng, S.I, Lau, Y.W and **Ho, J.A.** (2009) Reciprocity at Any Cost? *Asian Journal of Case Research (AJCR)* 2(1), pp. 55-60.
- **Ho, J. A** (2008). Doing Cross-Cultural Ethical Research in Multicultural Communities. *Integration & Dissemination*, pp. 8 – 10.
- Zabid, A.R.M. and **Ho, J.A** (2003). Perceptions of Business Ethics in a Multicultural Community: The Case of Malaysia. *Journal of Business Ethics*, 43(1-2), pp. 75-87. **(ISI Impact Factor: 1.270)**

Books:

- **Ho. J.A.**, Ng. S.I, Tee. K. K., Zawawi. D., Amer. H. J. and Boo. H. C. (2015) *Ph.D Anyone?* UPM Press. [ISBN: 978-967-344-509-7]
- Mohamad, Z.A., **Ho J.A.** and Wong, F. Y. (2014). *Strategic Management 2nd ed.* Oxford Fajar Sdn Bhd. [ISBN: 978-983-47104-4-6].
- Mohamad, Z.A., **Ho J.A.** and Wong, F. Y. (2010). *Strategic Management.* Kuala Lumpur: Oxford University Press. [ISBN: 978-983-45095-8-3].
- **Ho, J.A.**, Ibrahim, Y. and Raghavan, S. (2008). *Introductory Human Resource Management (BDPB2103)*: Kuala Lumpur: Pearson Prentice Hall.

Edited Books:

- Zuraina, D.M., Mohd Ishan, Z., **Ho, J.A** and Wong F.Y. (2012) (Editors). *Research Issues in Management and Marketing.* McGraw-Hill Education: Kuala Lumpur. [ISBN: 978-967-5771-53-8]
- Zahira. M. I., Zuraina, D.M., Wong F.Y. and **Ho, J.A** (2012) (Editors). *Business Practices in Malaysia.* McGraw-Hill Education: Kuala Lumpur. 2012. [ISBN 978-967-5771-52-1]
- **Ho, J.A.**, Wong, F.Y., Zuraina, D.M. & Zahira, M.I. (2011) (Editors). *Contemporary Issues in Management and Marketing.* Kuala Lumpur: McGraw-Hill Education. [ISBN: 978-967-5771-43-9]
- Wong, F.Y, **Ho, J.A**, Zuraina, D.M. & Zahira, M.I. (2011) (Editors) *Emerging Issues in Management.* McGraw-Hill Education: Kuala Lumpur. [ISBN: 978-967-5771-42-2]

Book Chapters:

- Rahman, A.A., Nezakati, H., **Ho, J.A.** (2016) Integrating Operations, Human Resource, Marketing, and Accounting and Finance Perspectives in Sustainable Supply Chain Research. In Azmawani, A.R. and Nezakati, H. (Eds) *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 1-7.
- Mohd Tan, A., **Ho, J.A** and Wong, F.Y. (2016) The Influence of Leadership Styles on the Firm's Intention to Engage in CSR Activities: A Literature Review. In Azmawani, A. R. and Nezakati, H. (Eds): *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 102-115.
- Hosseinpour, M., Nezakati, H. and **Ho, J.A.** (2016) Sustainability: The Effective Role of NGOs in Firms. In Azmawani, A.R. and Nezakati, H. (Eds): *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 151-162.
- Lit C.T. and **Ho, J.A.** (2014) Green Purchase Behavior: The Influence of Collectivism and Religiosity: A Literature Review. In Kenny Teoh, G.C., Jantan, A.H. and Thanasegaran, G. (Eds): *Marketing: A Compendium*. UPM Press: Serdang, pp. 52-73.
- Rusli, K.A., **Ho, J.A** and Rahman, A.A. (2014) Exploring Green Supply Chain Management Drivers: Evidence from Manufacturing Firms in Malaysia. In Irawati, D. and Rutten, R. (Eds): *Emerging Knowledge Economies in Asia - Current Trends in ASEAN 5*. Routledge: Oxon, pp. 63-74.
- **Ho, J.A.** and Zuraine, M. (2012) Contemporary Issues & Challenges in Management and Marketing. In **Ho, J.A.**, Wong, F.Y., Zuraine, M. and Zahira, M.I. (Eds.) *Contemporary Issues in Management and Marketing*. McGraw-Hill: Malaysia, pp. 1.
- **Ho, J.A.** and Ma'amor, H. (2012) The Effects of Ethical Climate on Job satisfaction and Organizational Commitment among Manufacturing Employees in Kluang. In Zuraina, D.M., Zahira, M.I., Ho, J.A and Wong, F.Y. (Eds): *Research Issues in Management and Marketing*. McGraw-Hill Education: Kuala Lumpur, pp. 65-80.
- **Ho, J.A.**, Ng, S.I. and Tee, K.K. (2011) The Influences of Ethical Perception Among Malaysian University Students and its Implications on Curriculum Development. In Wenkel, C. and Stachowicz-Stanusch, A. (Eds.): *Effectively Integrating Ethical Dimensions Into Business Education*: Information Age Publishing, Inc. Charlotte, North Carolina, pp. 113.
 - This chapter was presented by the book editors at the Academy of Management Meeting held on August 12-16 in San Antonio, Texas.
- Mohamad, S.F., Md Sidin, S., **Ho, J.A**, Boo, H.C. and Zawawi, D. (2011) The Employer Brand Importance and Dimesnions: A Review and Future Directions. In Wong, F.Y, **Ho, J.A.**, Zuraina, D.M. & Zahira, M.I. (Eds.): *Emerging Issues in Management*: McGraw-Hill Education: Kuala Lumpur, pp. 90-99.
- **Ho, J.A.** and Liew, E.Y. (2011) The Influence of Demographic Variables and Levels of Job Satisfaction among Employees in the Manufacturing and Financial Services Industries. In Wong, F.Y, Ho, J.A, Zuraina, D.M. & Zahira, M.I. (eds.) *Emerging Issues in Management*: McGraw-Hill Education: Kuala Lumpur, pp. 131-142.

- Zawawi, D., Tee, K.K. and **Ho. J.A.** (2009) Cultural Values and Organisational Ethics: Looking at Malaysia in *Organizational Immunity to Corruption: Building Theoretical and Research Foundations*: The Katowice Branch of the Polish Academy of Sciences, Katowice, Poland, pp. 435-448.
- Tee, K.K., Lau Q.R. and **Ho. J.A.** (2009) The Gap Between CSR Performance and Stakeholder Expectation: An Exploratory Study. In Tee K.K. and Zawawi D. (Eds.) *Interdisciplinary Perspectives in Management and Marketing*: UPM Press, pp. 104-117.
- Ng, S.I., Liew E.Y. and **Ho. J.A.** (2009) Customer Satisfaction Dimensions of a Bank in Malaysia in Ng Siew Imm and Azmawani Abd Rahman (eds.) *Management Issues and Challenges Implications to Malaysian Industries*: UPM Press, pp. 157-173.
- **Ho, J. A** (2008) Effects of Age, Gender and Level of Education on Ethical Perception of Malaysian Managers. In Azmawani A.R, Noor Azman Ali and Han, C. (Eds.) *Management Research Issues*: UPM Press, pp.35-52.
- Ng, S.I, Goh, H.L and **Ho, J.A** (2008) Service Quality, Customer Satisfaction and Revisit Intention of a Private Hospital in Malaysia. In Azmawani A.R, Noor Azman Ali and Han, C. (Eds.) *Management Research Issue*: UPM Press, pp.81-102.
- **Ho, J.A.** and Ling, C.N. (2002) Romance at Entores in Issues and Cases. In McLaren, M.C. and Zabid, A.R. (Eds.) *Cross-Cultural Management: An Asian Perspective*: Kuala Lumpur: Prentice-Hall, pp. 59-63.

Subject Modules:

- **Ho, J.A.**, Ibrahim, Y. and Raghavan, S. (2005) *Prinsip Pengurusan Sumber Manusia (BDSM3103)*: Kuala Lumpur: Open University Malaysia (OUM).

Conference Proceedings

- Roslan, N.A., **Ho, J.A.**, Ng, S.I. and Sambasivan, M. (2015) *Job Demands & Job Resources: Predicting Burnout and Work Engagement among Teachers*. 2016 International Conference on Management and Behavioral Science (ICMBS), Hotel Royal, Singapore, 25–26 March 2015. Organized by IERDC org, IJCH, IPEDR and International Journal Learning and Teaching (IJLT).
- Cheah J.H., **Ho J.A.**, Ng, S.I. and Teoh G.C. (2014) *Pull and Push Factors that Influence Tenants' Decision-Making in Selecting Commercial Offices in the Golden Triangle KL*. International Real Estate Research Symposium 2014, 7th IRERS, National Institute of Valuation (INSPEN) Selangor, Malaysia, 29th – 30th April 2014.
- Lee, C.S.M., **Ho J.A.**, Sambasivan, M. and Wong F.Y. (2013) *The Role of Protean Career Orientation on Employees' Turnover Intentions*. Global Conference on Business and Economics Research 2013, Palace of the Golden Horses, Mines Resort City, Selangor, Malaysia, 18th – 20th October 2013.

- Tai L.C and **Ho J.A.** (2013) *Consumer Decision Making on Green Products*. Global Conference on Business and Economics Research 2013, Palace of the Golden Horses, Mines Resort City, Selangor, Malaysia, 18th – 20th October 2013.
- Rosli, K.A., Rahman, A.A. and **Ho, J.A** (2012) *Green Manufacturing Practices: A Study into 3 Sectors of Malaysian Manufacturing Industry*. Paper presented at the International Conference on Technology Management, Business and Entrepreneurship (ICTMBE), Malacca, 18-19 December 2012.
- Rosli, K.A., Rahman, A.A. and **Ho, J.A.** (2012) *Green Supply Chain Management in Developing Countries: A Study of Factors and Practices in Malaysia*. Paper presented at the 11th International Annual Symposium on Sustainability Science and Management (UMTAS) 2012, Kuala Terengganu, 9-11 July 2012.
- Ma'amor, H., Ho, J.A., Munir R.I.S., and Hashi, N. (2012) *The Relationship between Ethical Climates and Organizational Commitment in Manufacturing Companies*. Paper presented at the International Conference on Sociality and Humanities (ICOSH 2012), Kuala Lumpur, 22-23 December 2012.
- Rosli, K.A., Rahman, A.A. and Ho, J.A. (2011) *Green Supply Chain Management in Malaysia: Drivers, Practices and Performance*. Paper presented at Business and Information 2011 (BAS 2011), Bangkok, 4-6 July 2011.
- Mohd Sharip, S. and **Ho, J.A.** (2011) *The Relationship between Employees' Readiness for Change and Their Intention to Leave the Banking Sector*. Paper presented at the First International Conference on Applied Sciences, Mathematics and Humanities (ICASMH 2011), Negeri Sembilan, 14-15 November 2011.
- Fatimah, S., Md Sidin, S., **Ho, J.A.**, Boo, H.C and Zawawi, D. (2011) *Employer Brand: An Integrative Review of Its Dimensions, Significances and Measurements*. Paper presented at the International Management Conference (IMAC) 2011 on Innovation and Creativity in Management: Issues, Opportunities and Challenges, Kuala Terengganu. 16-17 April 2011.
- **Ho, J.A.**, Crane, A. and Morris, J.L. (2007) *Do Differences in Ethnicity lead to Differences in Ethical Perception?* Paper presented at the Global Academy of Business and Economic Research Conference, Bangkok, 28-30 December 2007.
- **Ho, J.A.** (2006) *The Influence of Cultural Values on the Ethical Perception of Malaysian Managers*. Paper presented at the CSR: Agendas for Asia Conference, Kuala Lumpur, University of Nottingham, 13-14 April 2006.
- Guan, X., Guan, G.H. and **Ho, J.A.** (2005) *Business Ethics in a Cross-Cultural Context*. Paper presented at the 4th International Conference on Corporate Social Responsibility, London Metropolitan University, UK, 7-9 September 2005.
- **Ho, J.A.** (2004) *The Influence of Cultural Values on Ethical Perception*. Paper presented at the Corporate Social Responsibility Conference, University of Glamorgan, UK, 23-24 September 2004.

- Zabid, A.R.M. and **Ho, J.A.** (2002) *Perceptions of Business Ethics in a Multicultural Community: The Case of Malaysia*. Paper presented in the International Conference on Business Ethics in the Knowledge Economy, Hong Kong Baptist University, 2-4 April 2002.
- **Ho, J.A.** (2000) *Attitudes Toward Business Ethics in a Multicultural Community: The Case of Malaysia*. Paper presented in the Global Responsibility and the Practices of International Businesses in Developing Areas, University of Concordia, Canada, 17-19 December 2000.

Awards and Recognition

- **Bronze Medal** at the Exhibition of Invention, Research & Innovation UPM 2011 for poster entitled, "Perceptions of Malaysian Workforce Motivation: An Employee-Manager Comparison."
- **Silver Medal** at the Exhibition of Invention, Research & Innovation UPM 2011 for poster entitled, "The Role of Cultural Values in Moral Issue Recognition"
- **Silver Medal** at the Exhibition of Invention, Research & Innovation UPM 2010 for poster entitled, "Motivational Perception of superiors and Subordinates: The Case of Malaysia."
- **Bronze Medal** at the Exhibition of Invention, Research & Innovation UPM 2010 for poster entitled, "Ethical Perception: Are differences between Ethnic Groups Situational Dependent?"
- **Bronze Medal** at the 2009 International Exposition of Research and Invention of Institutions of Higher Learning (PECIPTA) for poster entitled, "Perceptions of Business Ethics in a Multicultural Community: The Case of Malaysia."
- **Second Prize** at the 2009 Case Writing Competition organised by the Case Writers' Association of Malaysia (CWAM) for article entitled, "Powerforce Malaysia: Managing Organizational Dynamic".
- **Silver Medal** at the Pameran Reka Cipta, Penyelidikan and Inovasi UPM 2008 for poster entitled, "Perceptions of Business Ethics in a Multicultural Community: The Case of Malaysia."
- **Bronze Medal** for Research Exhibition 2007 organized by the Faculty of Economics and Management, Universiti Putra Malaysia for poster entitled, "Do Differences in Cultural Values Lead to Differences in Ethical Perception? The Case of Malaysia"
- Awarded the **Malaysian Graduate School of Management Scholarship (MGSM)** (1999-2001) to pursue the Master of Business Administration degree the Malaysian Graduate School of Management, Universiti Putra Malaysia.

Grants

On-Going Grants:

1. Entrepreneurship with a Conscience – Case Writing Grant Scheme (CWGS), Ministry of Higher Education. (Project Number: UPM/ 700-2/ 1/ CWGS/ 5489503) Start Date: 1 November 2016 – 30 April 2017. (Amount: RM 10,000) **(Project Leader)**
2. Insight into School Food Handlers Practices, Barriers and Beliefs for Safe Food Handling in Klang Valley – USCI University Pioneer Scientist Incentive Fund (PSIF) (Project Number: Proj-In-FAS-046). Start Date: 1 December 2016 – 30 November 2018. (Amount RM 24,000) **(Co-Researcher)**
3. The Chicken And Egg Story of Employee and Performance of Secure Security Sdn Bhd - Case Writing Grant Scheme (CWGS), Ministry of Higher Education. Start Date: 1st November 2016 – 30th April 2017 (Amount: RM 10,000) **(Co- Researcher)**

Completed Grants:

1. Examination of CSR activities among Firms in the Manufacturing and Service Industry in Malaysia – Universiti Putra Malaysia Grant (Group) (Project Number: GP-IPB/2013/9412201) Start Date: 20 November 2013 to 30 June 2016 (Amount: RM75,000) **(Project Leader)**
2. Achieving Sustainability Supply Chain through the Creation of Economic Growth, Environmental Protection, and Social Progress: Holistic Investigation on Service and Manufacturing Industry - Geran Universiti Putra Malaysia, (Project Number: GP-IPB/2013/9412203) Start Date: November 2013 to November 2015 (Amount: RM 750,000) **(Co-Researcher)**
3. Evaluation on the Potential of Sustainability Supply Chain adoption for simultaneous economics, environment and social gains; government, organizations and communities. – Universiti Putra Malaysia Grant (Group) (Project Number: GP-IPB/2013/9412203) Start date: 20 November 2013 to 30 November 2015 (Amount: RM300,000.00) **(Co-Researcher)**
4. Exploring the Roles of Psychological Ownership and Job Embeddedness on the Work Engagement and Burnout among Science and Mathematics Teachers in the Klang Valley – Sciencefund, Ministry of Science and Technology (MOSTI) (Project Number: 06-01-04-SF1489) Start Date: 1 October 2012 to 31 March 2015 (Amount: RM103,450) **(Project Leader)**
5. The Relationship Between Job Insecurity, Emotional Intelligence and Deviant Workplace Behaviour - Research University Grant Scheme (Project Number: 06-02-12-1978RU) Start Date : 1 September 2012 to 28 February 2015 (Amount: RM39,320.00) **(Project Leader)**
6. Corporate Social Responsibility (CSR) and Consumer Wellbeing: Developing Consumer-Based CSR Index - Fundamental Research Grant Scheme (FRGS) (Project Number: 02-11-09-751FR/F1) Start Date: 12 Nov 2009 to 11 Nov 2011 (Amount: RM35,000) **(Co-Researcher)**
7. Management and New Organizational Forms: Middle Managers in Malaysia (co-researching with Professor Jonathan Morris, Cardiff Business School)- Research University Grant Scheme (Project Number : 06-03-08-0509-RU/F1) Start date: 1 Dec 2008 to 30 April 2011 (Amount: RM30,000) **(Project Leader)**

8. Developing Corporate Social Performance (CSP) Index for the Tourism Industry: The Case of Tioman Island (Project Number : 06-03-08-0521RU/F1) Start date: 1 Dec 2008 to 30 April 2011 (Amount: RM30,000) **(Co-Researcher)**

Summary Table for Grants			
	Project Leader	Co-Researcher	Grand Total
On-Going Grants	1	1	2
Completed Grants	4	4	8
Total	5	5	10

Consultations

1. Case Study Award for Asian Institute of Finance (AIF) on “Case Study on Bank Simpanan Nasional”. Start date: 30th June to 6th October 2014 (Amount: RM20,000) **(Lead Consultant)**
2. Case Studies Development for UPM Consultancy & Service Sdn Bhd on Centre For Entrepreneur Development and Research Sdn Bhd (CEDAR). Start date: 1st June to 31th August 2013 (Amount: RM30,000) **(Co-Consultant)**
3. Engagement for PETRONAS Leadership Centre Research Initiative by PETRONAS Leadership Center (PLC). Date: 5 months (Amount: RM176,000) **(Co-Consultant)**
4. IP Case Study Project by Ministry of Higher Education: Collaboration between Graduate School of Management (GSM) and the Association of Intellectual Properties Owners Kuala Lumpur (AIPO). **(Researcher cum Consultant)**
5. Research Award by PNB Commercial Sdn Bhd on “Understanding office tenant’s selection criteria, satisfaction and loyalty”. Start Date: 1st July to 15th December 2013 (Amount: RM10,000). **(Co-Consultant)**

Summary Table for Consultation			
	Lead Author	Co-Consultant	Total
Consultations	2	4	6