



## CURRICULUM VITAE

**ASSOCIATE PROFESSOR DR SHAIFUL ANNUAR KHALID  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA (KEDAH BRANCH)**

### PERSONAL PARTICULARS

Date of Birth : July 13, 1965  
Place of Birth : Alor Setar, Kedah, Malaysia  
Marital Status : Married with three children  
Correspondence Address : 49, Jalan Melur 3,  
Taman Melur  
06000 Jitra  
Kedah  
Malaysia

Telephone No. : 604- 9882882(Office)  
6019-4748234 (Mobile)

Date of Employment  
As Lecturer at UiTM Perlis : October 1, 1992

Date of Confirmation : October 1, 1995

Email: shaiful@.uitm.edu.my

### ACADEMIC QUALIFICATIONS

Doctor of Philosophy  
(Management) : Universiti Utara Malaysia (2005)

Master of Science (Mgt)  
BBA (Mgt) : Universiti Utara Malaysia (1999)  
Universiti Kebangsaan Malaysia (1990)

### AREAS OF EXPERTISE

- Organizational Citizenship Behavior
- Withdrawal Behaviors
- Human Resource Management
- Organizational Behavior

- Entrepreneurship

## WORK EXPERIENCE

Associate Professor	Faculty of Business and Management Universiti Teknologi MARA UiTM Perlis	October 1, 1992 - Present
Executive	MUI Finance, Kuala Lumpur	1991 - 1992

## ADMINISTRATIVE POSITIONS IN UiTM

Rector of UiTM Kedah Branch	1 January 2018 until present
Deputy Rector (Academic Affairs)	1 October 2015
UiTM Perlis Branch Acting Rector	1 December 2015 - 15 April 2016
Deputy Rector (Academic Affairs)	1 July 2010 – 31 August 2012
Head of UiTM Perlis Strategic Planning Unit	2013-2014
Head of Post Graduate Studies UiTM Perlis	1 February 2010 – 30 June 2010
Head of Academic Program - KPP (Marketing / HRM)	15 February 2007 - 15 January 2009
Head of Quality Unit UiTM Perlis	January – December 2006
Head of Academic Program – KP Diploma in Business Studies	31 January 1999 - 28 February 2002

## CONTRIBUTIONS / EXPERIENCES AS HIGHER EDUCATION ADMINISTRATOR

I have gained experiences in enhancing the University's visibility through various well planned activities.

Types of Activities	Examples of Executed Events	Main Activities/Achievement	Role
Organizing international academic events	International Conference and Competition on Teaching and Learning 2017 UiTM Perlis Branch	Innovation competition  Conference	leader / team member

Initiating the signing of memorandum of understanding and memorandum of agreement	MoA with Suan Sunandha Rajabhat University, Bangkok  MoU with Sarjanawiyata Tamansiswa University, Yogyakarta  MoA with University of National and World Economy, Bulgaria	Matching Research Grant  Student / academicians exchange  Dual PhD Program	Leader / team member
Establishment of an Entrepreneurial Campus	The launching of UiTM Kedah as an Entrepreneurial Campus 2018  Wining a third place in UiTM Vice Chancellor Quality Award (AKNC)	Suruhanjaya Syarikat Malaysia BizGrant  "Study and Work" program  "1 Student 1 Business" Program	Leader
Generating university's income through business activities.	Strategic Business Unit of Batik Merbuk	Batik Merbuk Textiles and souvenirs  Edu-Tourism  Large scale plantation of pineapple	Leader
Achievement of Campus Performance Index	Campus strategic planning	2017 – 47%  2018 – 72%  2019 – 78%	Leader
Achievement of Campus Happiness Index	Happiness Index activities	2018 - 72%  2019 – 75%  10,000 Steps Walk Monthly Event  5 km cycling event	Leader

## SUBJECTS TAUGHT

Diploma Level : Entrepreneurship, Principles of Management, Principles of Marketing, Principle of Public Relations, Operations Management

- Bachelor Degree : Quality Management, Research Methodology, Introduction to Human Resource Management, Quantitative Analysis for Management, International Business, Global Marketing, Marketing research
- Post Graduate : Human Resource Management, Organizational Behavior, Quantitative Analysis for Business (Decision Analysis)

## AWARDS

- Excellence Service Award (Anugerah Perkhidmatan Cemerlang) 2013
- Excellence Service Award (Anugerah Perkhidmatan Cemerlang) 2008
- Excellence Service Award (Anugerah Perkhidmatan Cemerlang) 1996
- Pingat Mahkota Perlis (PMP) 2012

## POST GRADUATE SUPERVISION

- Luqman Mahmud. (PhD – 2020 - ongoing). Directed leadership, social capital and organizational citizenship behavior, Universiti Teknologi MARA.
- Noraiffa Md Yusuf. (PhD – 2020 - ongoing). Employee engagement and organizational effectiveness, Universiti Teknologi MARA.
- Muhammad Faiz Noor Ramlee (Master – ongoing). Thriving at work: The role of workplace spirituality and organizational citizenship behavior.
- Ahmad Nizan Mat Noor (**PhD – Graduated 2015**). Human Resource Management Practices and Organizational Citizenship Behavior, Universiti Teknologi MARA Perlis.
- Ummi Naiemah Saraih (**PhD – Graduated 2015**). Task Performance and Organizational Citizenship Behaviors as Predictors of Career Advancement. Universiti Utara Malaysia.
- Siti Farhana Hasanudin (**Master – Graduated 2016**) Reinforcing, Enabling and Predisposing Factors as Determinants of Safety Behaviors: A Study on SMEs Manufacturing Chemical Products in Northern Region of Peninsular Malaysia, Universiti Teknologi MARA Perlis.
- Nor Irwani Abdul Rahman (**Master – Graduated 2016**) Environmental Oriented Corporate Social Responsibility (CSR) and Customer Loyalty: Corporate Image As Mediator, Universiti Teknologi MARA Perlis.

## SUPERVISION (DISERTATION FOR MASTER)

- Nurulhuda Derahim, Tuan Hasnida Ludin and Zakidah Abdullah (2007). Organizational commitment and turnover intention among lecturer in UiTM Perlis.
- Norzariah Abu Bakar and Nirwani Mustafa (2007). Service Quality and Customer Loyalty: Evidence from Hotel Industry.
- Md Shahid Salleh, Normiza Mohd Noor and Safirol Hisham Said (2009). Satisfaction of career development, reward recognition and fairness on implementation of key performance indicator (KPI)
- Eliy Nazira Mat Nazir (2010). The influence of corporate culture on strategic planning: Case study for government link companies (GLC) in Kedah.
- Wan Norlita Md Noor (2010). Exploring individual innovativeness and organizational citizenship behavior
- Nani Azreen Azmi and Syafizah Ghazali (2013). Factors Influencing Absenteeism and Lateness
- Muhammad Firdaus Abd Nasir and Lizawati Munaman (2013). A Comparative Study of Job Satisfaction in the Malaysian Public and Private Services.

## APPOINTMENT AS EXAMINER

- 2014 – Appointment as internal examiner for Nurul 'Izzah Muhamad Noh (BM780 – Master by Research). Title of the thesis: Leadership styles and safety performance role of employee attitude towards safety (UiTM Perlis)
- 2015 – Appointment as external examiner for Mirwise Khan (Master by Research). Title of the thesis : The relationship between job performance, job security, organizational support, reward and job satisfaction among doctors in Pakistan (UUM)
- 2015 – Appointment as external examiner for Nor Atma Shahida bt Nafi. Title of the thesis : Career competencies and personality as determinants of career among hotel employees: Job performance as mediator (UMK)
- 2017 – Appointment as external examiner for Munir Shehu Mashi (PhD). The effect of management commitment to safety, and safety communication and feedback on safety behavior of nrses (UUM).
- 2017 – Appointment as external examiner for Nor Effa Dalilati Zulkafli (DBA). Title of the thesis : Hubungan antara kesukaran, pengetahuan perakaunan dan efikasi sendiri terhadap hasrat menjadi akauntan professional (UUM)
- 2017 – Appointment as external examiner for Manivannan a/l Tachina Moorthi (DBA). Title of thesis : Work-life balance and retention of exempt employees: a case study of Lumileds Malaysia Sdn Bhd (UUM).
- 2018 – Internal examiner for Idris Osman (PhD). Title of thesis: The influence of individual entrepreneurial orientation and social relationship on intention to stay amongst engineers (UiTM)
- 2019 - Appointment as external examiner for Abdul Samad Dahri (PhD). Title of thesis : Effect of Workplace incivility and despotic leadership on job satisfaction, among nurses: Mediating role of emotional exhaustion (UUM)
- 2019 – External examiner for Goh Lin Kin (PhD). Title of thesis: The relationship between transformational leadership, organizational culture, organizational commitment and turnover intention of employees in Malaysia retail and service industry (UUM)
- 2020 – Internal Examiner for UiTM PhD candidate – Yusmazida Mohd Yusoff (2014466588) – The mediating role of organizational learning in the relationship between green intellectual capital and business sustainability.
- 2020 – External Examiner for UUM PhD candidate – Ghazanfar Ali (902883) – The mediating effect of affective commitment between justice, job crafting, appreciative leadership and workplace belongingness.

## PUBLICATION (BOOKS)

- Khalid, S.A.**, Mohamed Kassim, K., Ismail, M., Fuad, N., Shekh Zain, R. & Tahir, M.S. (2014). Pengenalan Kepada Pengurusan Operasi, Malaysia: Pearson.
- Abdul Rahman, I., Mohamad Kassim, K., **Khalid, S.A.**, Mohamad Nor, S. (2014) Data Analysis and interpretations for beginners: A comprehensive guide. Malaysia: Percetakan Perlis
- Nik Abdullah, A.A., Sheikh Zain, R., Fuad, N., Hasanudin, S.F., Mat Noor, A.N. & **Khalid, S.A.** (2015). Human Resource Management. Malaysia: Percetakan Perlis.
- Shekh Zain, R., Nik Abdullah, N.A., Fuad, N., Bohari, A.M., Hasanudin, S.F., Mat Noor, A.N., **Khalid, S.A.**, Abg Abdullah, D.N.M. (2016), Human Resource Management, Malaysia: Pearson.
- Khalid, S.A.** & Ismail, M. (2017). Easy Approach To Write A Research Proposal, Malaysia: UMK Press.
- Ismail, M., & **Khalid, S.A.** (2020). Ases Penyelidikan, UMP Press (in-progess)

## RESEARCH/PUBLICATION IN REFEREED JOURNALS

1. **Khalid, S.A.** & Ali, H. (2005). Self and superior ratings of organizational citizenship behavior: Are there differences in the source of ratings?. *Problems and Perspectives in Management*, 4, 147-153.
2. **Khalid, S.A.** & Ali, H. (2005). An exploratory analysis of organizational citizenship behavior factor structure in a Malaysian Context. *Jurnal Intelek*, 3(1), 21-34.
3. **Khalid, S.A.** & Ali, H. (2005). The effects of organizational citizenship behavior on withdrawal behavior: A Malaysian study, *International Journal of Management & Entrepreneurship*, 1(1), 30-40.
4. **Khalid, S.A.** & Ali, H. (2006). The importance of organizational citizenship behavior among hotel employees, *Jurnal Intelek*, 4(1), 43-56.
5. **Khalid, S.A.** & Ali, H. (2006). Organizational citizenship behavior, turnover intention and absenteeism among hotel employees, *Malaysian Management Review*, 41(1), 90-102.
6. **Khalid, S.A.**, Abdul Rahman, A.R. & Othman, M. (2006). Undergraduate success factors: The role of OCBI and OCBO, *Jurnal Intelek*, 4(2), 81-96.
7. Ismail, M., Tahir, M.S., **Khalid, S.A.** & Mohamed Yusoff, N. (2007). Relationship of organizational tenure, job satisfaction and organizational commitment with turnover intention among employees in small medium enterprise. *Jurnal Intelek (Special Issue, EMIC 2007)*.
8. **Khalid, S.A.**, Abdul Rahman, A.R. & Mahmud, S. (2007). Personality, demographic factors and entrepreneurial intention among student: Some Malaysian evidence. *Jurnal Intelek (Special Issue, EMIC 2007)*.
9. Ismail, M., **Khalid, S.A.**, Othman, M., Jusoff, K., Abdul Rahman, N., Mohamed Kassim, K. & Shekh Zain, R. (2009). Entrepreneurial Intention among Malaysian Undergraduates, *International Journal of Business and Management*, 4(10), 54-60.
10. Awang, A., **Khalid, S.A.**, Yusof, A.A, Mohamed Kassim, K., Ismail, M., Shekh Zain, R. & Sintha Madar, A.R. (2009). Entrepreneurial Orientation and Performance Relations of Malaysian Bumiputera SMEs: The Impact of Some Perceived Environmental Factors, *International Journal of Business and Management*, 4(9), 84-96.
11. Othman, M., **Khalid, S.A.**, Ismail, M., Abdul Rahman, N. & Yahya, M.F. (2009). Fuzzy Evaluation of Weapons System, *Computer and Information Science*, 2(3), 24-31.
12. **Khalid, S.A.**, Mohamed Kassim, K., Ismail, M., Md Noor, A.N., Abdul Rahman, N. & Shekh Zain, R. (2009). Emotional Intelligence and Organizational Citizenship Behavior as Antecedents of Students' Deviance, *International Journal of Business and Management*, 4 (7), 117-125.
13. **Khalid, S.A.**, Ali, H., Mohamed Kassim, K., Ismail, M., Abdul Rahman, N. & Shekh Zain, R. (2009). Organizational Citizenship Behavior Factor Structure among Employees in Hotel Industry, *International Journal of Psychological Studies*, 1(1), 16-25.
14. **Khalid, S.A.**, Jusoff, K., Ali, H., Ismail, M., Mohamed Kassim, K., Abdul Rahman, N. (2009). Gender as a Moderator of the Relationship between OCB and Turnover Intention. *Asian Social Science*, 5(6), 108-117.
15. **Khalid, S.A.**, Jusoff, K., Othman, M., Ismail, M. & Abdul Rahman, N. (2010). Organizational Citizenship Behavior as a Predictor of Student Academic Achievement, *International Journal of Economics and Finance*, 2(1) 65-71.
16. Mohamed Kassim, K., **Khalid, S.A.**, Abd Ghani, B. & Sintha Madar, A.R. (2010). Pengaruh orientasi keagamaan intrinsik dan ekstrinsik terhadap kecenderungan keusahawanan. *Jurnal Intelek*, 5(2),
17. Nasirun, N., **Khalid, S.A.** & Sum, T.L. (2011). The Adoption of Wireless Classroom Technology Among Undergraduates, *International Journal of Business and Technopreneurship*, 1(1), 15-24.
18. **Khalid, S.A.**, Abdul Rahman, N. & Sinthamadar, A.R. (2012). Undergraduates' Organizational Citizenship Behavior and Academic Dishonesty, *Jurnal Intelek*, 7(1), 1-8.
19. **Khalid, S.A.**, Md Nor, M.N., Ismail, M. & Mohd Razali, M.F. (2013). Organizational Citizenship Behavior and Generation Y Turnover Intention, *International Journal of Academic Research in Business and Social Sciences*, 3 (7), 132-141.
20. **Khalid, S.A.**, Abdul Rahman, N., Sintha Madar, A.R. & Ismail, M. (2013). Undergraduates' Organizational Citizenship Behavior: The Role of Religiosity, *International Journal of Academic Research in Business and Social Sciences*, 3(7), 572-584.

21. Mat Noor, A.N., **Khalid, S.A.** & Nik Abdul Rashid, N.R. (2013). Human Resource Diversity Management Practices and Organizational Citizenship Behavior : A Conceptual Model, *International Journal of Academic Research in Business and Social Sciences*, 3(8), 301-308.
22. Saraih, U. N., Ali, H., & **Khalid, S. A.** (2014). Task Performance and Organizational Citizenship Behavior (OCB) as Predictors of Career Satisfaction, *International Review of Social Sciences*, 2(2), 62-73.
23. Mat Noor, A.N., **Khalid, S.A.** & Nik Abdul Rashid, N.R. (2014). Clarifying the effects of human resource diversity management practices on organizational citizenship behavior: The mediating role of diversity receptiveness, *Journal of Arts and Humanities*, 3(5), 25-38.
24. Saraih, U. N., Ali, H., & **Khalid, S. A.** (2014). Organizational justice as moderator in the relationship between job performance factor and career satisfaction. *International Journal of Technical Research and Applications*, 2(1), 70-77.
25. Abdul Rashid, N.R., Abdul Rahman, N.I. & **Khalid, S.A.** (2014). Environmental Corporate Social Responsibility (ECSR) as a Strategic Marketing Initiatives. *Procedia – Social and Behavioral Sciences*, 130, 499-508.
26. Saraih, U. N., Ali, H., & **Khalid, S. A.** (2014). Relationship between organizational citizenship behavior, organizational justice, number of promotion and career satisfaction.
27. **Khalid, S.A.**, Norshimah Abdul Rahman, Ahmad Nizan Mat Noor, Abdul Rashid Sintha Madar, Nur Hazwani Ibrahim. (2015). Job Burnout and Work Values as Antecedents of Organizational Citizenship Behaviours, *Jurnal Intelek*, 9(2), 37-42.
28. Awang, A., Kassim, A., Mohd Noor, A., Shukor, A., Shaari, A. Z., Amran, S., Selamat, S.M. **Khalid, S.A.** (2015). Strategic entrepreneurship model for economic transformation: Malaysian evidence. *Asian Social Science*, 11 (7), 19-34.
29. Mat Noor, A.N., **Khalid, S.A.**, Md Nor, Mohamad Niza, Ahmad, Z., & Fuad, N. (2019). High-involvement human resource practices and innovative work behavior, *Advance Science*.
30. **Khalid, S.A.**, Abdul Rahman, N. (2020). Cohesiveness and a moderator of the relationship between organizational citizenship behavior and withdrawal behavior. *FBM Insights*, 1(1), UiTM Kedah.
31. **Khalid, S.A.**, Abdul Rahman, N., & Darus, N.A. (2020). Lecturers' organizational citizenship behaviours during e-learning environment, submitted to *Asian Journal of University Education*.
32. **Khalid, S.A.**, Abdul Rahman, N., & Shaharuddin, R. (2020). does cohesiveness moderates relationship between organizational citizenship behaviour and withdrawal behaviors? – a conceptual paper, submitted to *International Journal of Business and Society*.
33. Atiqah, A., & **Khalid, S.A.** (2021). Relationship between elements of e-training and job performance during movement control order, submitted to *Jurnal of Voice of Academia*, UiTM Kedah.

## CONFERENCES

1. Awang, A., **Khalid, S.A.** & Idris, M.Z. (2003, 21-22 January). Entrepreneurial success factors and firm performance – A cross sectional study among entrepreneurs in Perlis. *Proceedings of the Conference on Asia Pacific Business Environment: Innovative Responses To Regional Events*. (on CD). Universiti Teknologi MARA and Auckland University of Technology. Shah Alam, Malaysia.
2. Abdul Rahman, A.R., **Khalid, S.A.** & Othman, M. (2006, 20-22 November). Relationship between Faculty organizational citizenship behavior and student academic achievement, *The Science and Art of Language in Teaching International Conference*, Penang, Malaysia.
3. Ismail, M., Tahir, M.S., **Khalid, S.A.** & Muhamed Yusoff, N. (2007, 5-7 December). Relationships of organizational tenure, job satisfaction and organizational commitment with turnover intention among employees in small medium enterprise, *Entrepreneurship and Management International Conference*, Perlis, Malaysia.

4. **Khalid, S.A.**, Awang, A., Abdul Rahman, A.R. & Mahmud, S. (2007, 5-7 December). Personality, demographic factors and entrepreneurial intention among students: Some Malaysian evidence, Entrepreneurship and Management International Conference, Perlis, Malaysia.
5. Awang, A., **Khalid, S.A.**, Ismail, M., Tahir, M.S., Mahmud, S. & Mohd Kassim, K. (2008, 3-4 July). Personality and contextual factors as determinants of entrepreneurial intention among Malaysian students, SME - Entrepreneurship Global Conference. Australia.
6. Shekh Zain, R., **Khalid, S.A.**, Nik Abdullah, N.A., Shekh Zain, R. & Adi Zuraini, I.I. (2010, 28-29 December). Some antecedents of career satisfaction. UiTM Sarawak Conference 2010 Proceeding, Sarawak, Malaysia.
7. Nasirun, N., **Khalid, S.A.**, Sam, T.L. & Ahmad, Z. (2010, 12-14 November). The adoption of wireless classroom technology among undergraduates students. International Conference on the Roles of the Humanities and Social Sciences in Engineering (ICoHSE 2010), Pulau Pinang, Malaysia.
8. Md Nor, M.N., **Khalid, S.A.**, Mohd Razali, M.F., Ismail, M. & Ramli, N.A. (2010, 15-16 Mac). Service quality and customer satisfaction. The public sector perspective. International Conference on Business and Economic Research (ICBER), Sarawak, Malaysia.
9. Shekh Zain, R., **Khalid, S.A.**, Shekh Zain, R., Ismail, I. & Ahmad, Z. (2010, 19-22 December). Seminar Sustainable Business Performance, Universitas Muslim Nusantara Al-Washliyah, Indonesia.
10. Abdul Ghani, B., Mohamed Kassim, K. & **Khalid, S.A.** (2009, 8-9 December). Kesan orientasi keagamaan ke atas kecenderungan keusahawanan di kalangan pelajar IPTA, Seminar Kebangsaan Ketamadunan Islam, Perak, Malaysia.
11. Abdul Rahman, R., Othman, N.H. & **Khalid, S.A.** (2010, 24-25 February). Students' perception of the service quality, cost, teaching quality and the image of InED UiTM Perlis, International Conference on Arts, Social Sciences & Technology, Penang, Malaysia.
12. **Khalid, S.A.**, Mohamed Kassim, K., Md Noor, A.N., Sintha Madar, A.R. & Nasirun, N. (2010, 1-2 June). Students' deviance: Emotional intelligence and organizational citizenship behavior as the antecedents. Regional Seminar: Moving Forward and Beyond, Transcending Boundaries and Interfacing Realms, Pahang, Malaysia.
13. **Khalid, S.A.**, Sheikh Zain, R. & Baharudin, N. (2011, 17-19 September). Some antecedents of employees' job stress. The 2<sup>nd</sup> Entrepreneurship and Management International Conference, Perlis, Malaysia.
14. Saraih, U.N., Ali, H. & **Khalid, S.A.** (2013, September). The roles of organizational citizenship behavior on career advancement. Proceeding of the International Conference on Education and Social Sciences, Singapore.
15. Sudin, S.F., Abdul Rahman, A.M., Shuib, M. & **Khalid, S.A.** Sintha Madar, A.R., & Abdul Rahman, N. (2013, 30-31 January). *Penguasaan Jawi dan Al Quran di kalangan pelajar pra UiTM Perlis*, Proceeding of Academic Conference 2013, Universiti Teknologi Mara, Shah Alam, Malaysia.
16. Abdul Rashid, N.R., Abdul Rahman, N.I. & **Khalid, S.A.** (2013, 3-5 December). Environmental Corporate Social Responsibility (ECSR) as a Strategic Marketing Initiatives. International Conference on Marketing and Retailing 2013 (INCOMaR), Shah Alam, Malaysia.
17. Mat Noor, A.N., **Khalid, S.A.** & Nik Abdul Rashid, N.R. (2014, 6-8 April). ) The relationship between human resource management practices and organizational citizenship behavior, Arshad Ayob Graduate Business School International Conference on Business Management, Penang, Malaysia.
18. **Khalid, S.A.**, Abdul Rahman, N., Mat Noor, A.N., Sintha Madar, A.R. & Hasan, F.N. (2015, 27-28 October). Organizational commitment and organizational culture as determinants of turnover intentions. International Conference on the Future of ASEAN, Kangar, Malaysia.
19. **Khalid, S.A.**, Abdul Rahman, N. (2019, 11-12 February). Organizational citizenship behavior: Some research directions. The 1<sup>st</sup> International Academic Conference on Science, Arts and Research for Sustainable Development, Thepsatri Rajabhat University, Bangkok, Thailand.
20. **Khalid, S.A.**, Abdul Rahman, N. (2019, 5 April). Organizational citizenship behavior and turnover intention among operation employees. Panel Discussion Intercultural Collaboration: Indonesia – Malaysia Implementation of Tamansiswa Philosophy. Yogyakarta, Indonesia.



21. Hashim, A.M., **Khalid, S.A.** (2019, 5 April). Campus entrepreneurial ideas as a catalyst for students' future careers. Panel Discussion Intercultural Collaboration: Indonesia – Malaysia Implementation of Tamansiswa Philosophy. Yogyakarta, Indonesia.

## **PUBLICATION (MONOGRAPH)**

- Guideline - Statistical Procedure For Social Sciences (SPSS) Workshop for Master and PhD Candidates, UiTM Perlis.
- Guideline - Statistical Procedure For Social Sciences (SPSS) Workshop for FBM Lecturers UiTM Perlis - Factor Analysis and Reliability Analysis, UiTM Perlis.
- Data Analysis Untuk Pelajar Kertas Projek, UiTM Perlis.
- Human Resource Management, Study Guide.
- International Marketing, Students' Guide
- Operations Management (Exercises)
- Industrial Marketing (Students' Guide)
- Principles of Public Relations

## **PROFESIONAL MEMBERSHIP**

- Institut Pengurusan Malaysia (22978-D)
- The Chartered Institute of Marketing (38456690)
- Associate member of Accounting Research Institute (ARI) UiTM

## **APPOINTMENT AS REVIEWER (JOURNAL ARTICLES)**

- 2006 – Appointment as a reviewer for Jurnal Intelek
- 2007 – Appointment as a reviewer for Malaysian Management Journal. Title of the article - “The impact of market orientation on customer performance: Evidence from a developing country”
- 2012 – Invitation as a reviewer for Jurnal Intelek UiTM Perlis. The article entitled “The level of stress amonglecturer: A case study in UiTM Perlis”
- 2012 – Invitation as a reviewer for Jurnal Intelek UiTM Perlis. The article entitled “Peranan dan sumbangan pusat internet desa dalam pembangunan sosio-ekonomi komuniti: Kajian kes di Simpang Empat, Perlis”
- 2012 – Appointment by the International Journal of Hospitality Management as reviewer for an article entitled “Justice perceptions and drives of hotel employee social loafing behavior”
- 2012 – Appointment as Editorial Board for Jurnal Intelek UiTM Perlis
- 2013 – Invitation as a reviewer for Jurnal Intelek UiTM Perlis. The article entitled “Where do Malays owner managers of SMEs located in the logit Ruler of Rasch Model”
- 2013 – Appointment as a reviewer by African Journal of Business Management. The article entitled “The effect of demographic characteristics on organizational citizenship behavior in the selected teaching hospitals in Tehran”

- 2013 – Invitation to review manuscript for British Journal of Economics, Management & Trade. The article entitled “Methodological techniques in the study of relationships between servant leadership, psychological ownership and organizational citizenship behaviors in Nigerian utility organizations”
- 2013 – Invitation to review manuscript for Advances in Research. The article entitled “The supportive relationship behavior management by supportive style consultant”
- 2014 – Appointment by the Jurnal Pengurusan (UKM) as reviewer for an article entitled “Creating good citizen through ethical values”
- 2015 – Appointment by Journal of Global Economics, Management and Business Research. Title of the manuscript: “Determining the relevance of strategic management research in developing countries”
- 2015 – Appointment by British Journal of Education, Society & Behavioral Science. Title of the manuscript: “Philosophers’ and historians’ searching vs. the development of the doctrine of human resources management as one of economic disciplines”
- 2015 – Appointment by the British Journal of Economics, Management & Trade. Title of the manuscript: “How does matter lost and misplace items and its technological solution in 2015 – A review study.
- 2015 – Appointment by African Journal of Business Management. Title of the manuscript: “The role of rural and micro finance banks in the development of small and medium scale enterprises in Ghana: The case of North Tongu Rural Bank”
- 2015 – Appointment by Journal of Basic and Applied Research International. Title of the manuscript: “A review of organizational effectiveness in NGOs.
- 2015 – Appointment by British Journal of Economics, Management & Trade. Title of the manuscript: “Who works for entrepreneur?: Disparities in organizational attractiveness status of youth in Nigeria”
- 2015 – Appointment by British Journal of Economics, Management & Trade. Title of the manuscript: “Business image improvement and quality of products of meatballs household and catering”
- 2015 – Appointment by British Journal of Applied Science & Technology. Title of the manuscript: “Mobile technology: A revolutionary solution in the human resources management”
- 2015 – Appointment by African Journal of Business Management. Title of the manuscript: “The link between financial performance and loan repayment management in Tanzanian Saccos”
- 2015 – Appointment by British Journal of Economics, Management & Trade. Title of the manuscript: “A reappraisal of the Nexus between investment in human capital development and economic growth in Nigeria”

#### **APPOINTMENT AS REVIEWER (CONFERENCE ARTICLES)**

- 2007 – Appointment as a reviewer for the Entrepreneurship and Management International Conference, Faculty of Business Management, Perlis, Malaysia.
- 2011 – Appointment as a reviewer for International Conference on Arts, Social Sciences and Technology (iCAST 2012). The article entitled “Organizational stress: Managing the impact”
- 2011 – Appointment as a reviewer for International Conference on Arts, Social Sciences and Technology (iCAST 2012). The article entitled “Perceived quality and brand awareness in brand equity among the Y generation”
- 2014 – Appointment as a reviewer by Research, Industrial, Community and Alumni Unit. Title of the article - “Promoting Employees’ Performance Through Motivational Factors – A Proposed Framework”
- 2020 – Appointment as a reviewer for International Social Science Conference: Business Management And Entrepreneurship (ISSC-BizMent 2020). The article entitled Survey on Entrepreneurial Intention Among Students in UiTM Cawangan Terengganu, Kampus Dungun.

## APPOINTMENT AS REVIEWER (RESEARCH PROPOSAL/COLLOQUIUM)

- Examiner for research proposal, Unit of Research, Development and Commercialization (URDC) (2007)
- Examiner for research proposal, Unit of Research, Development and Commercialization (URDC) (2008)
- Examiner for Dana Kecemerlangan Fasa 2 / 2009 (2009)
- Panel for Research Colloquium UiTM Perlis (2009)
- Panel for Research Colloquium, Post Graduate (2010)
- Examiner for research proposal FRGS Grant (2012)
- Panel for ABR 796 (Applied Business Research) (2013)
- Panel for research proposal presentation for PhD candidate (UiTM Young Lecturer Scheme) (2013)
- Panel for research proposal for post graduate (2010)
- Appointment as research mentor (2008)

## RESEARCH GRANTS

- 2019 – Appointment as a member of Impact Study of 20 Years of UiTM.
- 2019 – Research grant received from Institute of Public Security of Malaysia (IPSOM), Kementerian Dalam Negeri, Malaysia, RM45,000.
- 2019 – Research grant received from Accounting Research Institute (ARI), High Centre of Excellence, UiTM, RM5,000.
- 2019 – research grant received from Malaysia
- March 2010, Hybrid Fuzzy Technique For Multicriteria Subjective Evaluation, FRGS, RM40,000, Mahmud Othman (Leader) - Members - Shaiful Annuar Khalid and Prof Dr Ku Ruhana Ku Mahamud.
- June 2009, Emotional Intelligence and Workplace Deviant Behavior, Dana Kecemerlangan, RM5,000, Ahmad Nizan Mat Noor (Leader) - Members - Dr Shaiful Annuar Khalid and Kamsol Mohamed Kassim.
- November 2008, Student Perception of the Service Quality, Cost and the Image of InED, UiTM Perlis, Dana Kecemerlangan, RM5,000, Rosnalina Abdul Rahman (Leader) - Members - Dr Shaiful Annuar Khalid and Norhayati Othman.
- May 2008, Service Quality, Organizational Image and Organizational Citizenship Behavior as Determinants of Customer Satisfaction, Dana Kecemerlangan, RM 10,000, Kamsol Mohamed Kassim (Leader) - Members - Dr Shaiful Annuar Khalid and Prof Madya Rohana Alias.

## INNOVATIONS

ACHIEVEMENTS	ORGANIZER	LEVEL	YEAR
Silver Medal - Development of OCB-S Instrument: A Malaysian Perspective	International Innovation, Design and Articulation (i-IDEA 2013) UiTM Perlis	University	2013
Bronze Medal - Practical C&CT Guideline	Invention, Innovation & Design 2012, UiTM Perlis	University	2012
Silver Medal - Mini Entrepreneur Transformation Model	Invention, Innovation & Design 2012, UiTM Perlis	University	2012
Gold Medal - Developing a Modified Version of Organizational Citizenship Behavior Instrument	7th Invention, Innovation & Design, UiTM	University	2010

ITEX Bronze Medal	Developing a Modified Version of Organizational Citizenship Behavior Instrument, Ministry of Science, Technology & Innovation	National	2010
Bronze Proze - i-SUMP (The Invention of Smart Utility Mesra Product)	UNIMAP	Inter University	2012

## CONSULTATION WORKS

SPONSORSHIP	TITLE OF THE CONSULTATION WORK	FINANCIAL	COMPLETION YEAR
Majlis Amanah Rakyat (MARA) Perlis	The Challenge of AFTA 2003 Seminar	-	2001
Ummul Travel and Tours Sdn Bhd, Arau, Perlis Ummul Travel and Tours Sdn Bhd, Arau, Perlis	Consultant for tourism and transportation	-	2010
Red Frame Multimedia, Kangar, Perlis	Consultant for Red Frame Multimedia	-	2008
Nil	Bengkel Latihan Penulisan Buku Ilmiah	7,000	2008
Pasaraya Hafifah Sdn Bhd Perlis	Market Survey for Pasaraya Hafifah (M) Sdn Bhd	2,500	2009
Jabatan Pembangunan Wanita Negeri Perlis	Single Parent Incubator Program (i-KIT 1)	7,200	2009
Jabatan Pembangunan Wanita Negeri Perlis	Single Parent Incubator Program (i-KIT 2)	RM48,000	2012
-	The 2nd Entrepreneurship and Management Conference (EMIC2) 2011	RM43,360	2011
-	Consultant for TOI Critical Thinking MGT312 For UiTM & UiTM Franchise Lecturers	20,000	2012

## INVITATIONS AS SPEAKER/TRAINER

- 2007 – Asas Keusahawanan Siswa and Latihan Keusahawanan Siswazah Courses
- 2007 – Research workshop – research proposal, Faculty of Business Management, UiTM Perlis
- 2007 – Participant Development Program (PDP), Faculty of Business Management, UiTM Perlis
- 2007 - Hasta La Vista, Faculty of Business Management, UiTM Perlis
- 2008 – Asas Keusahawanan Siswazah (KAKS) Course, UiTM Perlis
- 2008 - The Art of Writing the Literature Review, UiTM Perlis
- 2008 – Participant Development Program, Faculty of Business Management, UiTM Perlis.
- 2008 – Hasta La Vista, Faculty of Business Management, UiTM Perlis

- 2009 - MEDEC UiTM Perlis, Bengkel Penulisan Akhbar dan Majalah
- 2009 – Bengkel Penulisan Latihan Praktik Program BBA (Finance), Faculty of Business Management, UiTM Perlis
- 2009 – Bengkel Research Proposal, Faculty of Business Management, UiTM Perlis
- 2009 - Asas Keusahawanan Siswa (KAKS) Course, UiTM Perlis
- 2009 - Fakulti Pengurusan Perniagaan, UiTM Perlis, Factor Analysis Course
- 2010 – The Writing of abstract and article, Faculty of Business Management, UiTM Perlis
- 2011 – Institute of Graduate Studies – Identifying the Research Questions
- 2012 – Bengkel Research Proposal, Faculty of Business Management, UiTM Perlis
- 2012 – Bengkel SPSS: Data Interpretation”, Faculty of Business Management, UiTM Perlis
- 2013 – Motivation for research work and proses of research proposal, Faculty of Business Management, UiTM Perlis
- 2013 – Speaker for parallel session project paper, Faculty of Business Management, UiTM Perlis
- 2014 – Entrepreneurship course
- 2015 – Data Collection, Data Analysis and Interpretation Workshop (SPSS) & Converting Research to Article.
- 2015 – Testing the present of moderator in social sciences research

## REFEREES

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