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**Professor of Human Resource Development**

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**SCOPUS h-index = 16; GOOGLE SCHOLAR h-index = 28**

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### **ACADEMIC QUALIFICATION**

2009 Doctor of Philosophy (Human Resource Development), Universiti Putra Malaysia

2005 Master of Science (Extension Education), Universiti Putra Malaysia

1993 Bachelor of Science (Human Development), University of Agriculture Malaysia

### **BOARD MEMBERSHIP**

2019-2022 Board Member of Directors, *Academy of Human Resource Development (AHRD), USA* [www.ahrd.org](http://www.ahrd.org)

### **EDITOR-IN-CHIEF**

**Pertanika Journal of Social Sciences & Humanities (Scopus), Universiti Putra Malaysia**

### **ASSOCIATE EDITOR**

**Human Resource Development Review, (SAGE Publications) SSCI, Impact Factor: 4.742**

### **EDITORIAL BOARD MEMBERSHIP**

Human Resource Development Quarterly, (Wiley Online Library) SSCI, Impact Factor: 3.688

European Journal of Training and Development (Emerald) (SCOPUS)

International Journal of Training and Development (WILEY) (SCOPUS)

Kelaniya Journal of Human Resource Management

## PROFESSIONAL CERTIFICATION

2021 Certified Trainer (MoHR – HRDC) (Certificate no: 8433)

2020 Certified Practitioner Psycho-Matrixology - I Psychology and Counselling Academy

2019 Certified LAB Profile Practitioner – The Academy of NLP Malaysia

2018 Certified NLP Coach – The Association of NLP Coaching Malaysia

2018 Certified Basic NLP Practitioner – The Academy of NLP Malaysia

## PROFESSIONAL AWARDS

### International Level

1. **Best Poster Award** entitled “What Motivates Public Service Managers to Share Knowledge?”, presented at The Joint Virtual Conference of AHRD-ARACD 2021, hosted by Faculty of Educational Studies, UPM, in collaboration with National Youth Policy Institute, South Korea, 16-18 November 2021.
2. **Outstanding Reviewer in the 2020 Emerald Literati Awards for Excellence**, European Journal of Training and Development, Emerald Publishing.
3. **Best Paper Award** for the article “Inculcating Knowledge Sharing Behavior in Organization: Roles of Intrinsic and Extrinsic Motivations”, presented at the 5th International Conference on Educational Research and Practice ICERP, 2019, held at Palm Garden Hotel, Putrajaya, 22–23 October 2019.
4. **Award Winner VIWA 2018, Distinguished Woman in Humanities and Social Sciences for the contribution and achievement in the field of Human Resource Development**, Centre for Advanced Research and Design, Venus International Foundation, Chennai, India. 12 February 2018.
5. **Award for Visiting Fellowship**, Department of Human Resource Management, University of Kelaniya, Sri Lanka, from 23 February 2017 to 9 March 2017.
6. **Certificate of Excellence**, in recognition of distinguished services to the academic community by serving on the International Committee Board of the 27<sup>th</sup> IBIMA International Conference, 4-5 May 2016, Milan, Italy (ISBN: 978-0-9860419-6-9).
7. **Certificate of Excellence**, in recognition of distinguished services to the academic community by serving on the International Committee Board of the 28<sup>th</sup> IBIMA International Conference, 9-10 November 2016, Seville, Spain (ISBN: 978-0-9860419-8-3).
8. **The Alan Moon Memorial Prize** (shortlisted) for the article “Predictors of Career Aspiration of Malaysian Returnees from European and Non-European Countries”, presented at 15<sup>th</sup> International Conference on Human Resources Development Research and Practice across Europe, held at Edinburgh Napier University, Scotland, United Kingdom, 3 – 6 June 2014.

9. **Best Paper Finalist Award** for the article “Career Success of Academics at Malaysian Research Universities: The Mediating Roles of Proactive Behaviour and Extrinsic Career Success”, presented at The 12<sup>th</sup> International Conference of Academy of Human Resources Development (Asia Chapter), held at Regent Hotel, Taipei, Taiwan, 5 – 8 November 2013.
10. **The Alan Moon Memorial Prize** (shortlisted) for the article “Reverse Brain Drain: Evidence in selected developing countries and implication on Human Resource Development”, presented at 14<sup>th</sup> International Conference on Human Resources Development Research and Practice across Europe, held at Brighton Business School, Brighton, United Kingdom, 5 – 7 July 2013.
11. **Award for Highly Commended Paper** for the article “Roles, attitudes and competencies of managers of CSR implementing companies in Malaysia”, presented at 14<sup>th</sup> International Conference on Human Resources Development Research and Practice across Europe, held at Brighton Business School, Brighton, United Kingdom, 5 – 7 July 2013.
12. **Best Paper Finalist Award** (second runner-up) for the article “Influences of Individual-related Factors and Job Satisfaction on Workplace Deviant Behaviour among Support Personnel in Malaysian Public Sector Organizations”, presented at 11<sup>th</sup> International Conference of the Academy of Human Resources Development, held at Dogus University, Istanbul, Turkey, 8 – 10 November 2012.
13. **Award for Highly Commended Paper** for the article “Managerial Career Success in the Malaysian Public Sector Organizations: Does Gender Matter?”, presented at 12<sup>th</sup> International Conference on Human Resources Development Research and Practice across Europe, held at University of Gloucestershire, Cheltenham, United Kingdom, 25 – 27 May 2011.
14. **Best Paper Award** for the article “Networking Behaviours and Managers’ Career Success: Moderating Effect of Managerial Level”, presented at 8<sup>th</sup> International Conference of the Academy of Human Resources Development, held at Manama, Kingdom of Bahrain, 12–15 December 2009.
15. **Best Paper Finalist Award** for the article “Networking as a Strategy for Career Development: Experience of High-Flying Women Academics”, presented at 4<sup>th</sup> International Conference of the Academy of Human Resources Development, held at College of Management, Yuan Ze University, Taipei, Taiwan, 4 – 6 December 2005.

## National Level

1. **Best Paper Award** for the article “Opt-out” or Pushed Out? Factors Influencing Married Women Professionals’ Decision in Leaving the Workforce, presented at The 8<sup>th</sup> National Human Resource Management Conference 2018, organized by

Department of Human Resource Management, School of Business Management,  
Universiti Utara Malaysia, 18 September 2018.

2. **Best Paper Award** for the article “Preference on Sustainable Housing towards Consumer’s Well-Being”, presented at 16<sup>th</sup> National MACFEA (The Malaysian Consumer and Family Economics Association) Seminar, held at Palm Garden Hotel, IOI Resort, Putrajaya, 10 – 11 July 2012.

### University Level

1. Copyright Award (Anugerah Hak Cipta) 2022, Faculty of Educational Studies, Universiti Putra Malaysia.
2. Gold Medal at the International Putra InnoCreative Poster Competition – International Putra InnoCreative Carnival in Teaching and Learning 2021 (21-28 October 2021). Noris Mohd Norowi, Ain Arissa Zainuddin, Rahmita Wirza O.K. Rahmat, Mas Nida Khambari, Azrina Kamaruddin, Roziah Mohd Rasdi & Ahmad Suhaizi Mat Su with poster title “Bridging the urban-rural divide on knowledge dissemination and learning process of secondary school children from rural areas of Malaysia”.
3. Certificate of Excellent Service 2021 by Universiti Putra Malaysia.
4. Certificate of Excellent Service 2020 by Universiti Putra Malaysia.
5. Certificate of Excellent Service 2019 by Universiti Putra Malaysia.
6. High Impact Industry Linkages and Community Award 2018, High Impact Industrial Projects for the "Fishery Fund Impact Review" project with the Malaysian Fisheries Development Authority; by Universiti Putra Malaysia.
7. Certificate of Appreciation, to certify that Assoc. Prof. Dr. Roziah Mohd Rasdi has supervised PhD candidates (Yong See Chen and Wan Ismahanini binti Ismail) who have successfully graduated on time in 2018, by School of Graduate Studies, UPM.
8. Certificate of Excellent Service 2018 by Universiti Putra Malaysia.
9. Certificate of Excellent Service 2017 by Universiti Putra Malaysia.
10. Certificate of Excellent Service 2016 by Universiti Putra Malaysia.
11. Winner of Silver Medal for the research entitled “Preference on Sustainable Housing towards Consumer’s Well-Being” at the Creation, Research and Innovation Exposition 2016 of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 15 – 16 November 2016.

12. Winner of Gold Medal for the research entitled “Mediating Role of Organizational and Government Support in Influence of Talent Development Environment on Workplace Adaptation” at the Creation, Research and Innovation Exposition 2016 of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 15 – 16 November 2016.
13. Certificate of Excellent Service 2015 by Universiti Putra Malaysia.
14. Certificate of Excellent Service 2014 by Universiti Putra Malaysia.
15. Certificate of Excellent Service 2013 by Universiti Putra Malaysia.
16. Dean Fellowship Award 2012, an award for innovation category (Sustainable Housing Towards Consumer Well-being), by Faculty of Human Ecology, Universiti Putra Malaysia, 1 December 2014.
17. Certificate of Excellent Service 2012 by Universiti Putra Malaysia.
18. Winner of Silver Medal for the research entitled “Gender and Managerial Level as Career Success Moderators: The Role of Managers’ Proactive Career Behaviours” at the Creation, Research and Innovation Exposition of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 17 – 19 July 2012.
19. Vice Chancellor Fellowship Award 2011, an award for journal publication in Science Social and Humanities Cluster, by Universiti Putra Malaysia, 23 May 2012.
20. Excellent Service Award 2011 by Universiti Putra Malaysia.
21. Winner of Gold Medal for the research entitled “Career Success of Managers: Public versus Private” at the Creation, Research and Innovation Exposition of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 19 – 21 July, 2011.
22. Certificate of Excellent Service, Universiti Putra Malaysia, 2010.
23. Winner of Silver Medal for the research entitled “A Profile of Malaysian Managers’ Career Success” at the Creation, Research and Innovation Exposition of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 20 – 22 July 2010.
24. Certificate of Excellent Service, Universiti Putra Malaysia, 2005.
25. Winner of Silver Medal for the research entitled “High-Flying Women Academics: A Question of Career Mobility” at the Creation, Research and Innovation Exposition of Universiti Putra Malaysia, organized by the Research Management Centre, Universiti Putra Malaysia, 1 – 19 Mac 2005.

## JOURNAL ARTICLES

1. Maimunah Ismail, **RoZIAH Mohd Rasdi** and Nor Wahiza Abd Wahat (2005). High-flyer women academicians: Factors contributing to success. *Women in Management Review*, Vol. 20 (2), pp. 117-132.
2. Maimunah Ismail and **RoZIAH Mohd Rasdi** (2006). Career mobility of high-flying women academics: A study at selected universities in Malaysia. *Asia Pacific Journal of Education*, Vol. 26 (2), pp. 155-171.
3. Maimunah Ismail and **RoZIAH Mohd Rasdi**. (2006). Uniqueness of career in academia: Experience of high-flying women academics. *The Journal of Global Business Management*, Vol. 2 (2), pp. 175-181.
4. Maimunah Ismail and **RoZIAH Mohd Rasdi**. (2007). Impact of networking on career development: Experience of high-flying women academics. *Human Resource Development International*, Vol. 10 (2), pp. 153-168.
5. **RoZIAH Mohd Rasdi** and Maimunah Ismail. (2007). Gender differences in management style: A Malaysian perspective. *Journal of International Management Studies*, Vol. 2 (1), pp. 93-102.
6. Maimunah Ismail and **RoZIAH Mohd Rasdi**. (2008). Leadership in an academic career: Unveiling the experience of women professors. *International Studies in Educational Administration: Journal of the Commonwealth Council for Educational Administration and Management*, Vol. 36 (3), pp. 87-103.
7. Maimunah Ismail, Efizah Sofiah Ramly and **RoZIAH Mohd Rasdi**. (2008). Career aspirations of R&D professionals in Malaysian organizations. *The Journal of Human Resource and Adult Learning*, Vol. 4 (1), pp. 210-217.
8. **RoZIAH Mohd Rasdi**, Maimunah Ismail, Jegak Uli and Sidek Mohd Noah (2009). Towards developing a theoretical framework for measuring public sector managers' career success. *Journal of European Industrial Training*. Vol. 33 (3), pp. 232-254. (EMERALD)
9. **RoZIAH Mohd Rasdi**, Maimunah Ismail, Jegak Uli and Sidek Mohd Noah (2009). Career Aspiration and Career Success among Managers in the Malaysian Public Sector. *Research Journal of International Studies*. Issue 9, pp. 21-35.
10. **RoZIAH Mohd Rasdi**, Maimunah Ismail and Thomas Garavan. (2011). Predicting Malaysian Managers' Objective and Subjective Career Success. *The International Journal of Human Resource Management*. Vol. 22 (17), pp. 3528-3549. **Impact Factor = 0.869**.
11. Maimunah Ismail, **RoZIAH Mohd Rasdi** and Akhmal Nadirah Abd Jamal. (2011). Gender Empowerment Measures in Political Achievement in Developed and Developing Countries, *Gender in Management*, Vol. 26 (5), pp. 380-392.

12. **Roziah Mohd Rasdi**, Thomas N. Garavan and Maimunah Ismail. (2011). Understanding Proactive Behaviours and Career Success: Evidence from an Emerging Economy. *Organizations and Markets in Emerging Economies*. Vol. 2(4), pp. 53-71.
13. **Roziah Mohd Rasdi**, Thomas N. Garavan and Maimunah Ismail. (2012). Networking and Managers' Career Success in the Malaysian Public Sector: The Moderating Effect of Managerial Level. *European Journal of Training and Development* (EMERALD). Vol. 36(2/3), pp. 195-212.
14. Mazni Alias, **Roziah Mohd Rasdi** and Al-Mansor Abu Said. (2012). The Impact of Negative Affectivity, Job Satisfaction and Interpersonal Justice on Workplace Deviance in Private Organizations. *Journal of Social Sciences and Humanities*, Vol. 20 (3) September 2012, pp. 829-846. (SCOPUS).
15. Ariyamuni Priyanthi Silva, Aminah Ahmad, Zoharah Omar and **Roziah Mohd Rasdi**. (2012). Personal Social Support and Non-Support in Career Aspirations towards Senior Management amongst Women in Middle Management: Multiple Dimensions and Implications on Measurement. *Asian Social Science*, Vol. 8 (11), pp. 205-218. Impact Factor = 0.159
16. Al-Mansor Abu Said dan **Roziah Mohd Rasdi**. (2012). Tinjauan Faktor-faktor Pendorong Kejayaan Kerjaya Ahli Akademik: Konteks Universiti Penyelidikan di Malaysia. *SOSIOHUMANIKA*, Vol. 5 (2), pp. 185-202.
17. Zuroni Md Jusoh, Husniyah Abd Rahim, Elistina Abu Bakar, Askiah Jamaluddin, **Roziah Mohd Rasdi** and Zalika Md Zaini. (2012). The Choice of Sustainable Housing towards Sustainable Development: A Case Study in Malaysia. *International Journal of Sustainable Development*. Vol. 5(5), pp. 83-98.
18. Zuroni Md Jusoh, Elistina Abu Bakar, Husniyah Abd Rahim, Askiah Jamaluddin, **Roziah Mohd Rasdi** and Norzalika Md Zaini. (2012). Sustainable Housing Practices Towards Consumer Well-Being. *Malaysian Journal of Consumer*. Vol 18, pp 38-49.
19. Mazni Alias, **Roziah Mohd Rasdi**, Maimunah Ismail and Bahaman Abu Samah. (2013). Predictors of Workplace Deviant Behaviour: HRD Agenda for Malaysian Support Personnel. *European Journal of Training and Development*, Vol. 37 (2), 161-182.
20. **Roziah Mohd Rasdi**, Thomas N. Garavan and Maimunah Ismail. (2013). Networking Behaviours and Managers' Career Success in the Malaysian public service: The Moderating Effect of Gender. *Personnel Review*. Vol. 42 (6), pp. 684-703, **Impact Factor = 0.825**.
21. Mazni Alias, **Roziah Mohd Rasdi**, Maimunah Ismail and Bahaman Abu Samah. (2013). Influences of Individual-Related Factors and Job Satisfaction on Workplace Deviant Behaviour among Support Personnel in Malaysian Public Service Organizations. *Human Resource Development International*. Vol. 16 (5), pp. 538-557.

22. Punitha, S. and **RoZIAH Mohd Rasdi**. (2013). Corporate Social Responsibility: Adoption of Green Marketing by Hotel Industry, *Asian Social Science*. Vol. 9 (17), pp. 79-93. (SCOPUS)
23. Maimunah Ismail, Ratna Fauzi Ahmad Johar, **RoZIAH Mohd Rasdi** and Siti Noormi Alias. (2014). School as stakeholder of corporate social responsibility: Teacher's perspective on outcome in school development. *The Asia Pacific Education Researcher*. Vol. 23 (2), pp. 321-331. DOI 10.1007/s40299-013-0107-8. **Impact Factor = 0.933**.
24. Maimunah Ismail, Mageswari Kunasegaran and **RoZIAH Mohd Rasdi**. (2014). Evidence of reverse brain drain in selected Asian countries: Human resource management lessons for Malaysia, *Organizations and Markets in Emerging Economies*. Vol. 5 (1/9), pp. 31-48.
25. Maimunah Ismail, Mohd Rozi Mohd Amit, Muhammad Ibnu Kassim, and **RoZIAH Mohd Rasdi**. (2014). Orientation, Attitude, and Competency as Predictors of Manager's Role of CSR-Implementing Companies in Malaysia. *European Journal of Training and Development*, Scopus, EMERALD. Vol. 38 (5), pp. 1-32
26. Wong Siew Chin and **RoZIAH Mohd Rasdi**. (2014). Protean Career Development: Exploring the Individuals, Organizational and Job-related Factors. *Asian Social Science*. Vol. 10 (21), pp. 203-215. doi:10.5539/ass.v10n21p203
27. Pouria Salehi, **RoZIAH Mohd Rasdi** and Aminah Ahmad. (2015). Personal and Environmental Predictors of Academics' Work-Family Enrichment at Malaysian Research Universities. *The Asia Pacific Education Researcher*, Springer. Vol 24 (2), pp. 1-10. Published online. DOI number: (10.1007/s40299-014-0190-5). **Impact Factor = 0.793**
28. Al-Mansor Abu Said, **RoZIAH Mohd Rasdi**, Bahaman Abu Samah and Abu Daud Silong. (2015). Pembangunan kerangka kerja bagi kejayaan kerjaya ahli akademik di universiti penyelidikan di Malaysia. *Jurnal Kajian Malaysia*. Vol. 33 No. 1. SCOPUS.
29. Maimunah Ismail, Siti Noormi Alias and **RoZIAH Mohd Rasdi**. (2015) Community as stakeholder of corporate social responsibility in Malaysian community development. *Social Responsibility Journal*. Vol. 11 (1), Published online. DOI number (10.1108/SRJ-05-2013-0053). In press, Scopus, EMERALD.
30. Gangeswari d/o Tangaraja, **RoZIAH Mohd Rasdi**, Maimunah Ismail and Bahaman Abu Samah. (2015). Fostering knowledge sharing behaviour among public sector managers: A proposed model for the Malaysian public service. *Journal of Knowledge Management*. Vol. 19 (1). Published online. DOI number (10.1108/JKM-11-2014-0449) **Impact Factor = 1.257**.
31. Mazni Alias and **RoZIAH Mohd Rasdi**. (2015). Organizational Predictors of Workplace Deviance among Support Staff. *Social and Behavioral Sciences*. Vol. 172, 126-133. Published online. DOI number (10.1016/j.sbspro.2015.01.345).



32. Wong Siew Chin and **Roziyah Mohd Rasdi**. (2015). Predictors of Protean Career and the Moderating Role of Career Strategies among professionals in Malaysian Electrical and Electronics (E&E) Industry. *European Journal of Training and Development*. Vol. 39 (5). DOI 10.1108/EJTD-02-2015-0009.
33. Al-Mansor Abu Said, Tengku Shahranaiza Tengku Abdul Jalal, Roziyah Mohd Rasdi, Mazni Alias, Suzaimah Sulaiman (2015). Academics' Career Success at Malaysian Research Universities: A Literature Review. *Australian Journal of Basic and Applied Sciences*, Vol. 9(25), pp. 16-23. (Indexed in DOAJ & Ulrich Periodicals).
34. Shabnam Hamdi, Abu Daud Silong, **Roziyah Mohd Rasdi** and Zoharah Omar (2015). Moderating effect of technology uncertainty on relationship between innovation speed and product success: A survey in Malaysian Biotechnology Industry. *International Journal of Management Sciences*, Vol. 6(8), pp. 375-383.
35. Al-Mansor Abu Said, **Roziyah Mohd Rasdi**, Bahaman Abu Samah, Abu Daud Silong and Suzaimah Sulaiman (2015). A career success model for academics at Malaysian Research Universities. *European Journal of Training and Development*, Vol. 39(9), pp. 815-835.
36. Najmina Md Isa and **Roziyah Mohd Rasdi** (2015). Predictors of Career Transition Success of Second-Career Novice Teachers in Selangor. *International Journal of Academic Research in Business and Social Sciences*, Vol. 5(8), pp. 257-273.
37. Tangaraja, G., **Roziyah Mohd Rasdi**, Bahaman Abu Samah and Maimunah Ismail. (2016). Knowledge sharing is knowledge transfer: A misconception in the literature. *Journal of Knowledge Management*, 20(4), pp. 653 – 670. **Impact Factor = 1.689**.
38. Kunasegaran, M., Maimunah Ismail, **Roziyah Mohd Rasdi**, Ismi Arif Ismail and Ramayah, T. (2016). Talent development environment and workplace adaptation: The mediating effects of organisational support. *European Journal of Training and Development*, 40(6), pp.370-389.
39. Kunasegaran, M., Maimunah Ismail, **Roziyah Mohd Rasdi** and Ismi Arif Ismail. (2016). Intercultural and workplace adaption: A case study of Malaysian Professional Returnees. *Procedia Social and Behavioral Sciences*, 219, pp. 448-454.
40. Ahmad Fauzi Abdul Wahab, Husniyah Abdul Rahim, Mohamad Fazli Sabri, Mohd. Amim Othman and **Roziyah Mohd Rasdi**. (2016). Gold investment intention among urban public sector employees in Malaysia. *Malaysian Journal of Consumer and Family Economics*, 19, pp. 101-114.
41. Muhammad Aiman Arifin and **Roziyah Mohd Rasdi**. (2017). The Competent Vocational College Teacher: A Proposed Model for Effective Job Performance. *International Journal of Academic Research in Business and Social Sciences*, Vol. 7(2), pp. 829-837.

42. Tan Yen Ying and **RoZIAH Mohd Rasdi**. (2017). Antecedents of employees' E-training participation in a Malaysian private company. *Pertanika Journal of Social Sciences and Humanities*, 25(2), pp. 553-576.
43. Brooke, J., **RoZIAH Mohd Rasdi** and Bahaman Abu Samah. (2017). Modelling knowledge sharing behaviour using self-efficacy as a mediator. *European Journal of Training and Development*. Vol. 41 (2), pp. 144-159.
44. Siew Chin, Wong, **RoZIAH Mohd Rasdi**, Bahaman Abu Samah and Nor Wahiza Abdul Wahat. (2017). Promoting protean career through employability culture and mentoring career strategies as moderator. *European Journal of Training and Development*. Vol. 41 (3), pp. 277-302.
45. Muhammad Aiman Arifin, RoZIAH Mohd Rasdi, Ashraff Mohd Anuar, Muhd Khaizer Omar (2017). Addressing Competency Gaps for Vocational Instructor through Competency Modelling. *International Journal of Academic Research in Business and Social Sciences*. 7(4): 1201-1216.
46. Yong See Chen, RoZIAH Mohd Rasdi, Maimunah Ismail, Azizan Asmuni (2017). Understanding the Influence of Role Conflict and Role Ambiguity on Intention to Stay. *International Journal of Information, Business and Management*. 9(4): 77-83.
47. Yong See Chen, **RoZIAH Mohd Rasdi**, Maimunah Ismail and Azizan Asmuni. (2017). Predictors of Intention to Stay and Moderating Role of Gender among Executives in the Malaysian Manufacturing Organizations. *Journal of Academic Research in Business and Social Sciences*. 7(14): 135-146.
48. Muhammad Aiman Arifin, **RoZIAH Mohd Rasdi**, Mohd Ashraff Mohd Anuar and Muhd Khaizer Omar. (2017). Competencies of Vocational Teacher: A Personnel Measurement Framework. *Journal of Academic Research in Business and Social Sciences*. 7(14): 147-164.
49. Jenefer Brooke, **RoZIAH Mohd Rasdi** and Bahaman Abu Samah. (2017). Mediation Test for Self-Efficacy on the Relationship between Individual-Related Factors and Knowledge Sharing Behaviour among Malaysian Farmers. *Journal of Academic Research in Business and Social Sciences*. 7(14): 550-563.
50. **RoZIAH Mohd Rasdi**, Nurhazimah Kusnin and Yong See Chen. (2018). Predictors and Intervening Variables of Talent Retention. *International Journal of Academic Research in Business & Social Sciences*. 8(12): 210-220.
51. Nurhazimah Kusnin and **RoZIAH Mohd Rasdi**. (2018). The Influence of Personal Factors on Professional Employees' Intention to Stay: Job Satisfaction as Mediator. *International Journal of Academic Research in Business & Social Sciences*. 8(10): 989-1004.
52. Siti Zainab Tauhed, **RoZIAH Mohd. Rasdi**, Bahaman Abu Samah and Rahinah Ibrahim. (2018). The Influence of Organizational Factors on Work Engagement among

Academics at Malaysian Research Universities. *Journal of Academic Research in Business & Social Sciences*. 8(10): 973-988.

53. Wan Ismahanini Ismail, **RoZIAH Mohd. Rasdi**, Rahinah Ibrahim and Bahaman Abu Samah. (2018). Application of Rasch Model Measurement in the content validation of the intention to stay scale (ITSS) among medical academics at public universities, *Herald NAMSCA* 1, 754-760.
54. Siti Zainab Tauhed, **RoZIAH Mohd. Rasdi**, Rahinah Ibrahim, Bahaman Abu Samah. (2019). The Influence of Networking, Individual Effort, and Time Management on Research Performance of Academics at Malaysian Research Universities, *Revista Publicando*, 6(19): 325-338. ISSN 1390-9304.
55. Wong Siew Chin and **RoZIAH Mohd Rasdi**. (2019). Influences of Career Establishment Strategies on Generation Y's Self-Directedness Career: Can Gender make a Difference? *European Journal of Training and Development*, 43(5/6): 435-455.
56. Lim Wee Ling and **RoZIAH Mohd Rasdi**. (2019). Opt-Out" or Pushed Out? Factors Influencing Married Women Professionals' Decision in Leaving the Workforce. *European Journal of Training and Development*, 43(9): 785-800.
57. Muhd Khaizer Omar, Muhammad Aiman Arifin, **RoZIAH Mohd Rasdi**, MohdAshraff Mohd Anuar, Abdullah Mat Rashid, Mohd Hazwan Mohd Puad. (2019). The Dynamics of Disposition in the Teaching Profession: Exploring Narrative from Technical and Vocational Education and Training (TVET) Teachers, *International Journal of Recent Technology and Engineering*, 7(6S5): 838-845.
58. Emmanuel, A.A., Mansor, Z.D., **Mohd Rasdi, R.**, and Abdullah, A.R. (2020), Conceptual viewpoint on the needs for creating green human resource management practices awareness of hotel industry in Nigeria; issues and challenges, *International Journal of Management*, 11(4): 295-304. [doi.org/10.34218/IJM.11.4.2020.030](https://doi.org/10.34218/IJM.11.4.2020.030)
59. **RoZIAH Mohd Rasdi**, Siti Raba'ah Hamzah and Tan Fee Yean. (2020). Exploring Self-leadership Development of Malaysian Women Entrepreneurs. *Advances in Developing Human Resources*, 22(2): 189-200. <https://doi.org/10.1177/1523422320907048>
60. **RoZIAH Mohd Rasdi** and Gangeswari Tangaraja. (2020). Determinants of administrators' knowledge sharing behaviour in public service organizations, *European Journal of Training and Development*, DOI 10.1108/EJTD-02-2020-0028
61. **Mohd Rasdi, R.** and Ahrari, S. (2020). The applicability of social cognitive career theory in predicting life satisfaction of university students: A meta-analytic path analysis. *PLoS ONE* 15(8): e0237838. <https://doi.org/10.1371/journal.pone.0237838>  
**Impact Factor = 2.740 (PLoS ONE is listed as Q2 journal – JCR)**
62. Ho Hsin Hung, **Mohd Rasdi, R.**, Ibrahim, R. and Khambari, M. (2020). Developing and Evaluating the Effectiveness of Mobile Phone-Based Career Intervention for Career Competencies of Malaysian Public Managers: Protocol for a Mixed Method Study.

63. Amiruzie Ramli and **RoZIAH Mohd Rasdi**. (2021). Leveraging Intellectual Capital Dimensions for Promoting Learning Organization in a Rural Development Agency, *Pertanika Journal of Social Sciences and Humanities*, 29 (1), 669-688.
64. **RoZIAH Mohd Rasdi**, Zeinab, Z. and Ahrari, S. (February 2021). Financial Insecurity during COVID-19 Pandemic: Spillover Effects on Burnout-Disengagement Relationships and Performance of Employees who Moonlight, *Frontiers in Psychology, section Organizational Psychology*, 12, Article 610138. doi: 10.3389/fpsyg.2021.610138. **Impact Factor = 2.39 (listed as Q2 journal – JCR)**
65. Mona Adlina Adanan, **RoZIAH Mohd Rasdi**, and Asmah Ismail. (2021). Effectiveness of Career Development Intervention Module in Enhancing Career Competencies of Unskilled Workers in Malaysia, *International Journal of Current Science Research and Review*, 04 (04), 01-02, doi: 10.47191/ijcsrr/V3-i00-00.
66. Seyedali Ahrari, Samsilah Roslan, Zeinab Zaremohzzabieh, **RoZIAH Mohd Rasdi** and Asnarulkhadi Abu Samah. (2021). Relationship between teacher empowerment and job satisfaction: A Meta-Analytic path analysis. *Cogent Education*, 8 (1), 1898737, DOI: 10.1080/2331186X.2021.1898737.
67. Mona Adlina Adanan, **RoZIAH Mohd Rasdi**, and Asmah Ismail. (2021). Career Development Intervention Module: Towards Enhancing Unskilled Workers in Malaysia. *Journal of Advances in Social Science and Humanities*, 07 (03): 1428-1433. DOI: <https://doi.org/10.15520/jassh.v7i03.584>.
68. Baba Kachalla Wujema, **RoZIAH Mohd Rasdi**, Bahaman Abu Samah, Abdul Lateef Krauss Abdullah and Mohd Faiq Abdul Aziz. (2021). Examining the Mediating Effect of Self-efficacy on the Relationship between Work Experience, ICT Acceptance and Employability among Undergraduate Students in Nigerian Universities. *Journal of Academic Research in Business & Social Sciences*. 11 (3): 1228-1251. DOI:10.6007/IJARBS/v11-i3/9217.
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## BOOK CHAPTERS

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## RESEARCH AND CONSULTATIONS

<i>Project Title</i>	<i>Role</i>	<i>Year</i>	<i>Source of fund</i>
Determinants of Managers' Career Success: A Comparison between Public and Private Organizations	Project Leader	2010 - 2011	Research University Grant Scheme UPM (RM30,000)
Sustainable housing towards consumers well being	Co-researcher	2010 - 2012	Research University Grant Scheme (RUGS), RM70,000
Corporate social responsibility: status and impact on community development	Co-researcher	2010 - 2012	Research University Grant Scheme (RUGS), RM86,000
Reverse brain drain: Malaysian returnees' profile and career aspiration	Co-researcher	2011 - 2014	Exploratory Research Grant Scheme (ERGS) RM50,000

The impact of organizational related factors on workplace deviance in a public service organization	Co-researcher	2012 - 2012	Multimedia University, Fund Research Cycle 2/2012 RM5600
Managing the Boundaryless Career: Experience of Second Career Academics	Project Leader	2012 - 2015	Research University Grant Scheme, RM31,000
Predictors of protean career and the moderating role of career strategies among professionals in Malaysian electrical and electronics (E&E) industry	Project Leader	2013 - 2015	Geran Universiti Putra Malaysia 2013 RM15,000
Developing A Predictive Model on Gold Investment Behaviour among Income Earners	Co-researcher	2013 – 2015	Fundamental Research Grant Scheme (FRGS) RM 67, 000.00
Kajian impak kawasan getah tidak bertoreh	Co-researcher	2014 - 2014	RISDA RM 49, 590
Pembekalan perkhidmatan guna tenaga kaji semula keberkesanan kampung pengembangan	Co-researcher	2014 - 2014	RISDA RM 42, 000
Development of a Talent Retention Model for Skilled Workers in Malaysian Manufacturing Sector: Intrinsic Rewards as Mediator and Generational Cohort as Moderator	Project Leader	2014- 2016	Fundamental Research Grant Scheme RM 79,150.00
Development of A Job Productivity Model For Service Sector Employees: Integration of Personal Finance-Related and Job-Related Factors	Co-researcher	2015 – 2017	Fundamental Research Grant Scheme (FRGS) RM 56, 000
Developing Safety Training Programme Prototype for Low-Skilled Workforce Using Serious Games in Industrialised Construction	Co-researcher	2016	Prototype Development Research Grant Scheme (PRGS) RM 120, 000. 00
Kajian Impak Dana Nelayan 2017	Project Leader	2017	Lembaga Kemajuan Ikan Malaysia RM295,208.03
The Mediating Effect of Work Engagement between its Antecedents and Outcomes among	Project Leader	2017 – 2018	Geran Putra UPM GP-IPS RM15,000.00

Academics in Research and  
Development at Malaysian Public  
Universities

Development and Validation of Intention to Stay and Leave Scale for Medical Academic in Malaysian Public Universities using Rasch Model	Project Leader	2017 – 2019	Geran Putra GP-IPS RM15,000.00
Understanding Risks Factors, Prevalence and Elements of Trajectories Among Adolescent Involved in Poly-drugs and ATS Abuse at Selected Hot Spots in Malaysia,	Co-researcher	2019 - 2023	Long Term Research Grant Scheme (LRGS) RM524,300.00
Redesigning Future Works in the Age of Artificial Intelligence: A Framework of Employees' Competencies	Project Leader	2020 – 2022	Fundamental Research Grant Scheme RM 77,950.00
Bridging the urban-rural divide on knowledge dissemination and learning process of secondary school children from lower income families working in the agricultural sector in the rural area of Malaysia	Co-researcher	2020 - 2021	Seed Fund for Research and Training (SFRT) Program of the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) (USD12,230.00)
Factors Influencing Career Decisions among Malaysian Married Women Professionals and the Moderating Effect of Career Stages	Project Leader	2021 - 2022	Geran Inisiatif Putra RM20,000.00
Assessment of MyOHUN One Health training impact	Project Leader	2020 – 2021	MYOHUN OHW-NG Year 2 United States Agency for International Development (USAID) USD 8000
The Integration of Work Ethics and Technology Acceptance towards Enhancing Online Learning Environment among Lecturers	Co-researcher	2020 – 2023	Geran Universiti Putra Malaysia GP-IPM (RM29,500.00)
Longitudinal and Crossover Effect on Burnout and Depression among Malaysian Workers	Co-researcher	2020 – 2023	Geran Universiti Putra Malaysia GP-IPM (RM36,000.00)

Model Pembangunan Kepemimpinan Komuniti Luar Bandar	Co-researcher	2020 – 2023	Geran Universiti Putra Malaysia GP-IPM (RM36,000.00)
Pembentukan Model Komunikasi Preventif Penyalahgunaan Dadah dalam Kalangan Pelajar di Kawasan Berisiko	Co-researcher	2020 – 2022	Fundamental Research Grant Scheme FRGS 2020-1 (RM65000.00)
The Effects of Gamification-based Teaching and Learning Practices on Mathematics Achievement and Students' Perception toward Mathematics Lessons in Low Enrollment Primary Schools at Rural Area of Sarawak	Co-researcher	2022 - 2024	Geran Universiti Putra Malaysia GP-IPS (RM20,000.00)
Biography of Tan Sri Wan Zulkiflee bin Wan Ariffin (Chairman of DRB-HICOM Berhad)	Project Leader	2023 - 2024	Tan Sri Wan Zulkiflee bin Wan Ariffin (RM75,900.00)
Predictors of Turnover Intention among Professional Working Women in Malaysian Private Sector: Organizational Commitment, Work Family Conflict as Mediator and Position Level as Moderator	Project Leader	2023 – 2026	Geran Universiti Putra Malaysia GP-IPS (RM15,000.00)
HRD Transformation in Southeast Asia – Extending A Transnational Study	Co-researcher	September 2024 and February 2025	Korea HRD SIG Team-Up Grant (USD \$500)