

# JUNAIDAH BINTI HASHIM



- KULLIYAH OF ECONOMICS AND MANAGEMENT SCIENCES
- IIUM Gombak Campus
- Email address: [junaidah@iium.edu.my](mailto:junaidah@iium.edu.my)

## ACADEMIC QUALIFICATION

- Doctor of Philosophy in Training Management
- Master of Business Administration
- Diploma in Education
- Bachelor of Business Administration

## TEACHING RESPONSIBILITIES

COMPENSATION MANAGEMENT	1999/2000 2000/2001 2001/2002 2002/2003 2003/2004 2004/2005 2007/2008 2015/2016 2016/2017 2017/2018 2018/2019 2019/2020
ENTREPRENEURSHIP	2013/2014 2014/2015
FINANCIAL MANAGEMENT I	1997/1998
HUMAN RESOURCE MANAGEMENT	1998/1999 1999/2000 2000/2001 2001/2002 2002/2003 2003/2004 2004/2005 2006/2007 2007/2008 2008/2009 2009/2010 2010/2011 2012/2013 2013/2014 2014/2015 2015/2016 2016/2017 2017/2018 2018/2019 2019/2020
MARKETING PRINCIPLES	1999/2000
ORGANIZATIONAL BEHAVIOUR	1995/1996
PRACTICAL TRAINING (BBA)	2009/2010 2010/2011
PRINCIPLES AND PRACTICE OF MANAGEMENT	1998/1999 1999/2000 2000/2001 2002/2003
SEMINAR ON COMTEMPORARY ISSUES IN MANAGEMENT	2013/2014 2014/2015 2015/2016
TRAINING MANAGEMENT	2001/2002 2002/2003 2003/2004 2004/2005 2006/2007 2007/2008 2009/2010 2012/2013 2014/2015 2015/2016 2016/2017 2017/2018 2018/2019
TRANNING MANAGEMENT	2000/2001 2009/2010

## RESEARCH PROJECTS

In Progress

**2017 - Present** Formulating A Retention Model by Using The Job Embeddedness Theory in Private Islamic Schools in Malaysia

**Unknown - Present** Women for Progress Research Unit (WPRU)

### **Completed**

**2016 - 2017** National Survey of Research and Development (R&D) 2016

**2016 - -1** National Survey of Research and Development (R&D) 2016

**2015 - 2017** Constructing and Validating Measures of Islamic Human Resource Management Practices

**2015 - -1** Projek Kaji Selidik Indeks Kepuasan Pelanggan Jabatan Perkhidmatan Korporat, Bahagian Perkhidmatan & hal Ehwat Korporat, Tenaga Nasional Berhad

**2015 - 2016** Strategi Kesejahteraan Ekonomi di Kalangan Belia Malaysia

**2014 - 2015** Formulating Career Women Retention Model in Malaysia

**2013 - 2014** Reconceptualising Social Skills in Organizations: Exploring the Relationship Between Networking, Mentoring, Personality and Career Success

**2013 - 2015** Self-Determination and Entrepreneurial Intention: Examining the Role of Attitude, Subjective Norms, and Perceived Behavioural Control as Mediator

**2012 - 2013** Spirituality, Integrity and Counterproductive Work Behaviors among Employees of Selected Organisations in Malaysia

**2011 - 2012** HRM Practices Of Knowledge Intensive And Non-Knowledge Intensive SMEs and Its Relationship With Employees Competencies

**2010 - 2011** The Effects of Religiosity, Sprituality and Personal Values on Employees' Commitment and Performance

**2010 - 2011** HRM Practices in Micro Enterprise Focusing on Employees' Satisfaction & Comitment

**2009 - 2010** A Textbook on "Human Resource Development"

**2008 - 2010** Academic Excellence as Selection Criteria Among Selected Malaysian Employers

**2008 - 2011** Competence, Performance and Train ability of Older Civil Servants in Malaysia

**2008 - 2011** Perception of Selected Young Employee towards an Extension of Retirement Age in Malaysia

**2008 - 2010** Motivation to Learn ICT among Senior Public Service Officers in Malaysia

**2008 - 2011** Towards a Model of Succession Planning in the East Coast Region

**2008 - 2009** Graduates Employment in Malaysian SMES

**2008 - 2011** Employability Model of Disabled Employees in Malaysia

- 2008 - 2009** Graduates Employment in Malaysian SMES
- 2007 - 2009** The Influence of Islamic Human Resource Management Practices on Organizational Commitment, Job Satisfaction and Turnover Intention among Selected Employees in Malaysia
- 2007 - 2009** An Investigation of Self-Directed Learning among Muslim Managers.
- 2007 - 2009** SME Owner-Manager's Dilemma in Succession Planning: Malaysian Case
- 2006 - 2006** The Influence of Learning Styles and Learning Barriers in Information Communication Technology Adoption among Working Women in Malaysia
- 2006 - 2010** Islamic Human Resource Practices Among Selected Muslim-Owned Organization in Malaysia

## PUBLICATIONS

### Article

- 2018** [Factors influencing digital skill competencies among persons with disabilities in Malaysia.](#) Human Communication A Journal of the Pacific and Asian Communication Association , 1 (2) pp.54-72
- 2018** [Mediating effect of technological innovation on the relationship between HRM, and performance in selected SMEs in Malaysia.](#) International Journal of Business and Tehnoproneurship , 8 (1) pp.77-94
- 2018** [Exploring factors of adult disabilities satisfaction towards motives of internet use in Malaysia.](#) International Journal for Studies on Children, Women, Elderly And Disabled , 4 pp.251-259
- 2017** [Mediating effect of communication power on the relationships between networking and career success: a structural equation modeling approach.](#) Communications of the IBIMA , 2017 pp.424146-1
- 2017** [The role of autonomy as a predictor of entrepreneurial intention among university students in Yemen.](#) International Journal of Entrepreneurship and Small Business , 30 (3) pp.325-340
- 2016** [Social media influence on Malay families resilience towards the challenges of internet.](#) Jurnal Komunikasi Malaysian Journal of Communication , 32 (2) pp.648-669
- 2016** [Servant leadership towards career success: An Islamic approach.](#) Gading Journal for the Social Sciences , 1 (2) pp.1-7
- 2015** [The moderating effect of employee relations on networking towards workplace happiness among married women in Malaysia.](#) Procedia Social and Behavioral Sciences , 211 (1) pp.306-312
- 2014** [Competence, performance and trainability of older workers of higher educational institutions in Malaysia.](#) Employee Relations , 36 (1) pp.82-106

- 2014** [Predictors to employees with disabilities' organisational behaviour and involvement in employment .](#) Equality, Diversity and Inclusion , 33 (2) pp.193-209
- 2014** [Communication networks, organizational contacts and communication power in grooming professionals for career success.](#) Jurnal Komunikasi: Malaysian Journal of Communication , 30 pp.219-242
- 2014** [Predictors to employees with disabilities' organisational behaviour and involvement in employment.](#) Equality, Diversity and Inclusion , 33 (2) pp.193-209
- 2014** [Islamic spirituality development and ethical workplace conduct: conceptual paper.](#) International Journal of Global Management Studies Professional , 5 (1) pp.42-60
- 2013** [Who benefits from training: big guy or small fry?.](#) Development and Learning in Organizations , 27 (3) pp.14-17
- 2013** [Establishing linkages between religiosity and spirituality on employee performance.](#) Employee Relations , 35 (4) pp.360-376
- 2013** [I am worth more and I deserve more.](#) IIUM Journal of Case Studies in Management , 4 (1) pp.13-20
- 2013** [Communicating and sharing working relationships with older employees.](#) Journal of Communication Management , 17 (2) pp.100-121
- 2013** [Authentic leadership, trust, and employees' work engagement: a comparative study of Islamic and conventional banks in Malaysia.](#) Journal of Global Business Advancement , 6 (2) pp.152-166
- 2012** [Academic excellence as selection criteria among Malaysian employers.](#) Higher Education, Skills and Work-Based Learning , 2 (1) pp.63-73
- 2011** [A study on the implementation of talent management practices at Malaysia companies..](#) Asian Journal of Business and Management Sciences , 1 (4) pp.147-162
- 2011** [Role of organizational justice in determining work outcomes of national and expatriate academic staff in Malaysia.](#) International Journal of Commerce and Management , 21 (1) pp.82-93
- 2011** [Family-owned businesses: towards a model of succession planning in Malaysia.](#) International Review of Business Research Papers , 7 (1) pp.251-264
- 2011** [Perception of young employees on communicating and sharing working relationships with older employees in higher learning institutions in Malaysia .](#) Jurnal Komunikasi Malaysian Journal of Communication , 28 (2) pp.51-71
- 2010** [Human resource management practices on organisational commitment: the Islamic perspective.](#) Personnel Review , 39 (6) pp.785-799
- 2009** [Islamic revival in human resource management practices among selected Islamic organisations in Malaysia.](#) International Journal of Islamic and Middle Eastern Finance and Management , 2 (3) pp.251-267
- 2008** [Organisational behaviour associated with emotional contagion among direct selling members.](#) Direct Marketing : an International Journal , 2 (3) pp.144-158

- 2008 [Competencies acquisition through self-directed learning among Malaysian managers.](#) Journal of Workplace Learning , 20 (4) pp.259-271
- 2008 [Learning barriers in adopting ICT among selected working women in Malaysia.](#) Gender in Management: An International Journal , 23 (5) pp.317-336
- 2006 [Human resource development practices as determinant of HRD climate and quality orientation .](#) Journal of European Industrial Training , 30 (1) pp.4-18
- 2001 [Training Evaluation: Clients Roles.](#) Journal of European Industrial Training , 25 (7) pp.374-379

#### **Conference or Workshop Item**

- 2018 [Family influence on disabled children exposure towards digital acceptance.](#) In: **4th Putrajaya International Conference on Children, Women, Elderly and People with Disabilities (PICCWED 4) 2018**
- 2018 [Factors influencing digital skill competencies among persons with disabilities in Malaysia.](#) In: **12th Biennial Convention of the Pacific and Asian Communication (PACA): Communication and Industrial Revolution 4.0**
- 2018 [Internet and persons with disabilities: implication towards digital inclusion policy.](#) In: **MCMC Research Symposium: Maximising Individual and Societal Participation in the Digital Economy through Digital Inclusion 2018**
- 2018 [Job embeddedness and retention: a study among teachers in private Islamic schools in Malaysia.](#) In: **3rd Applied International Business Conference 2018 (AIBC 2018)**
- 2018 [Factors of adult disabilities satisfaction towards motives of internet use in Malaysia.](#) In: **4th Putrajaya International Conference on Children, Women, Elderly and People with Disabilities (PICCWED 4) 2018**
- 2016 [Constructing and validating measures of Islamic human resource management practices.](#) In: **"28th International Business Information Management Association Conference - Vision 2020: Innovation Management, Development Sustainability, and Competitive Economic Growth"**
- 2016 [Islamic HRM, creativity and innovativeness: workplace happiness as a mediator.](#) In: **7th International Conference on Economics, Business and Management (ICEBM 2016)**
- 2015 [Boosting workplace happiness among married working women through employees training and career growth.](#) In: **3rd International Conference on Educational Research And Practice Professional Educators as Global Leaders (ICERP 2015)**
- 2015 [Workplace bullying in Malaysia: incidence, consequences and role of organisational support.](#) In: **13th Eurasia Business Economics Society Conference (EBES)**
- 2013 [Spirituality, integrity and counterproductive work behaviours among employees of selected Islamic organisations in Malaysia.](#) In: **2012 GEBF Annual on Global Economics, Business and Finance**
- 2013 [Conceptualising the evaluation of HRIS in public sector .](#) In: **2013 International Conference on Information Processing, Management and Intelligent Information Technology**

- 2013 [Use of social networks sites \(SNS\), career success and information power.](#) In: **2013 International Conference on Information Processing, Management and Intelligent Information Technology**
- 2013 [Employability skills, job performance and promotability of employees working in SMEs Malaysia.](#) In: **ASEAN Consortium on Department of Economics Conference 2013**
- 2012 [Mediating effect of integrity on workplace spirituality and counterproductive work behaviours.](#) In: **Terengganu International Business and Economics Conference 2012 (TIBEC III)**
- 2012 [Job performance and academic excellence of graduates.](#) In: **Fifth International Conference of Education, Research and Innovation**
- 2012 [Authentic leadership, trust, and employees' work engagement: a comparative study of Islamic and conventional banks in Malaysia.](#) In: **9th Academy of Global Business Advancement Conference**
- 2012 [Mediating effect of integrity on workplace spirituality and counterproductive work behaviours.](#) In: **Terengganu International Business and Economics Conference 2012 (TIBEC III)**
- 2011 [The accessibility of workplace built environment to the disabled employees in Malaysia.](#) In: **International Conference on Universal Design for Built Environment 2011 (ICUDBE 2011)**
- 2011 [The accessibility of workplace built environment to the disable employees in Malaysia.](#) In: **International Conference on Universal Design in Built Environment (ICUDBE 2011)**
- 2011 [Young and older workers: competence, performance and trainability .](#) In: **Eurasia Business and Economics Society (EBES) 2011 Conference**
- 2011 [Internal customer satisfaction towards HRM practices and its influence on external customers and organisational outcomes.](#) In: **10th International Conference of the Academy of HRD (Asia Chapter)**
- 2011 [HRM practices in micro enterprises focusing on employees' satisfaction and commitment.](#) In: **10th International Conference of the Academy of HRD (Asia Chapter)**
- 2011 [Working in multicultural environments: a conceptual analysis of the effects of spirituality, religiosity, and personal values on employee performance.](#) In: **AIB 2011 Annual Meeting Nagoya, Japan June 24-28, 2011**
- 2010 [Learning behaviours and motivation to learn in various cultural backgrounds.](#) In: **2nd Paris International Conference on Education, Economy and Society**
- 2010 [Effects of religiosity, spirituality, and personal values on employee performance: a conceptual analysis.](#) In: **9th International Conference of the Academy of HRD (Asia Chapter)**
- 2010 [Motivation to learn ICT among senior public service officials in Malaysia : a conceptual framework .](#) In: **14th International Business Information Management Conference ( IBIMA)**

- 2009 [Academic excellence as selection criteria among selected Malaysian employers.](#) In: **International Conference on Business & Information (BAI 2009)**
- 2009 [Motivation to learn ICT among senior public service officials in Malaysia : A conceptual framework in Khalid Soliman .](#) In: **12th IBIMA Conference on Creating Global Economies through Innovation and Knowledge Management**
- 2009 [Cultural influences on self-directed learning readiness among selected university students.](#) In: **International Conference on Teaching and Learning in Higher Education 2009 (ICTLHE09)**

#### Book

- 2018 [National survey of Research and Development in Malaysian 2016.](#) Ministry of Science, Technology and Innovation (MOSTI)
- 2012 [Succession planning in SMEs.](#) IIUM Press . ISBN 9789670225135
- 2006 [Training in organisations.](#) Prentice Hall . ISBN 978-983-3655-70-0

#### Book Section

- 2017 [Use of Social Network Sites \(SNS\), career success and information power.](#) In: **Religion, culture, society: readings in the humanities and revealed knowledge** Silverfish Books . ISBN 978-983-3221-64-6 , pp.170-184
- 2011 [Workplace accessibility to disabled employees in Malaysia .](#) In: **Universal design: philosophy and selected applications in Malaysia** IIUM Press . ISBN 9789674181307 , pp.11-19
- 2011 [Case studies in Human Resource Management.](#) In: **Case studies as a teaching-learning tool in management courses: an instructor's perspective** IIUM Press . ISBN 9789674181871 , pp.23-28
- 2011 [Human resource management practices in Islam and organisational outcomes.](#) In: **Spirituality in Management from Islamic Perspectives** IIUM Press . ISBN 9789675272943 , pp.55-86
- 2011 [Workplace spirituality and human capital development from Islamic perspective.](#) In: **Spirituality in Management from Islamic Perspectives** IIUM Press . ISBN 9789675272943 , pp.87-117
- 2011 [Human resource development and technology.](#) In: **Human Resource Development in Malaysia** Pearson Malaysia Sdn. Bhd. . ISBN 9789673491773 , pp.183-215
- 2011 [Human resource development from an Islamic perspective.](#) In: **Human Resource Development in Malaysia** Pearson Malaysia Sdn. Bhd. . ISBN 9789673491773 , pp.217-240
- 2011 [Muslim small business owner : opportunities and threats.](#) In: **Issues in Islamic Management : Theories and Practices** IIUM Press . ISBN 978-967-5272-81-3 , pp.395-403