



PROF. MADYA DR. ABDUL RAHIM BIN ZUMRAH

PENSYARAH UNIVERSITI DS14

CONTACT

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Address: Fakulti Kepimpinan
Dan Pengurusan

SUPERVISION

PhD - Completed: 38, Ongoing: 15

Master - Completed: 1, Ongoing: 1

AREAS OF EXPERTISE

Human Resource Planning And Talent Development (including Action Learning, Trainability, Training Design, Training Management And Workplace Learning)

International, Transnational And Multinational Management (including Strategic Management, Operations Management And Human Resource Management)

Governance Of Public Sector Organizations

BIOGRAPHY

A lecturer from Fakulti Kepimpinan Dan Pengurusan. Holds a Phd in Human Resource Management.

ACADEMIC QUALIFICATION

Phd in Human Resource Management (2012)

Master in Pembangunan Sumber Manusia (2006)

Bachelor in Pembangunan Sumber Manusia (2004)

RESEARCH

1. MODEL PEMBANGUNAN KESEJAHTERAAN PENJAWAT AWAM DI MALAYSIA

2024 ON GOING MAIN RESEARCHER

2. MEMBANGUNKAN INSTRUMEN PENILAIAN BAGI PROGRAM-PROGRAM LATIHAN ANJURAN INSTITUT LATIHAN ISLAM MALAYSIA (ILIM)

2023 COMPLETED MAIN RESEARCHER

3. DEVELOPING A TEACHERS' DEVELOPMENT MODEL BASED ON ISLAMIC MANAGEMENT PERSPECTIVE

2019 COMPLETED MAIN RESEARCHER

4. MENGENALPASTI FAKTOR-FAKTOR YANG MEMPENGARUHI KEBERHUTANGAN DAN KESANNYA KE ATAS BELIA B40 DI KUALA LUMPUR

2017 COMPLETED MAIN RESEARCHER

5. DEVELOPING A FUNDAMENTAL MODEL OF ISLAMIC HUMAN CAPITAL DEVELOPMENT (IHCD) FOR PUBLIC SECTOR ORGANIZATION IN MALAYSIA

2014 COMPLETED MAIN RESEARCHER

6. THE NEEDS ASSESSMENT OF HUMAN CAPITAL DEVELOPMENT AT MALAYSIAN TOURISM COMPANIES: CUSTOMER'S PERSPECTIVE

2014 COMPLETED MAIN RESEARCHER

7. MEMBANGUNKAN MODEL LATIHAN UNTUK MENINGKATKAN KUALITI CALON IJAZAH PHD DI KALANGAN KAKITANGAN AKADEMIK INSTITUT PENGAJIAN TINGGI AWAM (IPTA), MALAYSIA

2013 COMPLETED MAIN RESEARCHER

8. THE DEVELOPMENT OF ISLAMIC TRAINING TRANSFER MODEL

2013 COMPLETED MAIN RESEARCHER

PUBLICATION

1. DOES PERCEIVED ORGANIZATIONAL SUPPORT MODERATE THE EFFECT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION? EVIDENCE FROM MALAYSIA

2025 JOURNAL

2. SAINT AUGUSTINE AND AL-GHAZALI ON ACHIEVING BALANCE IN THE OBSERVANCE OF GOOD WORKS: ANALYZING THEIR INNER CONDITIONS

2025 JOURNAL

3. CADANGAN PELAKSANAAN PUSINGAN KERJA DI SEKTOR AWAM

2025 PROCEEDING

4. TINGKAHLAKU PEMIMPIN YANG MEMPENGARUHI KESEJAHTERAAN PEKERJA DARI PERSPEKTIF PENJAWAT AWAM DI MALAYSIA

2025 PROCEEDING

5. FACTORS INFLUENCING LEARNING IN MALAYSIAN PUBLIC SECTOR TRAINING CENTRE

2024 JOURNAL

6. DEVELOPING A MODEL OF BALANCING GOOD WORKS ACROSS RELIGIONS WITH SPECIAL REFERENCE TO IMAM AL-GHAZALI AND SAINT AUGUSTINE

2024 PROCEEDING

7. JOB DESCRIPTION AS A TEACHER IN MALAYSIA IN THE ERA OF POST PANDEMIC COVID-19: A QUALITATIVE STUDY

2023 JOURNAL

8. THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON MOTIVATION TO TRANSFER: EVIDENCE FROM THE MALAYSIAN PUBLIC SECTOR

2022 JOURNAL

9. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

2022 JOURNAL

10. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

2022 JOURNAL

11. DETERMINING THE FACTORS INFLUENCING JOB SATISFACTION OF MANAGEMENT AND PROFESSIONAL EMPLOYEES IN PUBLIC SECTOR MALAYSIA

2022 CHAPTER IN BOOK

12. PERCEIVED ORGANIZATIONAL SUPPORT AS A MODERATOR IN THE ASSOCIATION BETWEEN WORK-LIFE BALANCE AND EMPLOYEE RETENTION

2021 PROCEEDING

13. IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE RETENTION: HOME MORTGAGE AS MODERATOR

2021 PROCEEDING

14. THE EFFECT OF RELIGIOSITY ON TRAINEES' REACTION AND MOTIVATION TO TRANSFER: EVIDENCE FROM MALAYSIA

2020 JOURNAL

15. IMPACT OF TRANSFORMATIONAL LEADERSHIP AND PSYCHOLOGICAL EMPOWERMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIORS: A PLS-SEM APPROACH

2020 JOURNAL

16. THE WORK ENVIRONMENT FACTORS THAT INFLUENCE JOB SATISFACTION, AND ITS IMPACT ON TURNOVER INTENTION: THE CASE OF EXECUTIVE LEVEL EMPLOYEES IN THE MALAYSIAN PUBLIC SECTOR ORGANIZATIONS

2017 JOURNAL

17. WHAT ARE THE WORK ENVIRONMENT FACTORS THAT INFLUENCE EMPLOYEES? COMMITMENT? EMPIRICAL EVIDENCE FROM PUBLIC SECTOR IN MALAYSIA

2017 PROCEEDING

18. ANTECEDENTS AND OUTCOME OF TURNOVER INTENTION: EVIDENCE FROM PUBLIC SECTOR IN MALAYSIA

2017 PROCEEDING

19. INTERNATIONAL CONFERENCE ON DA'WAH AND ISLAMIC MANAGEMENT: A MEANS FOR WASATIYYAH LEADERSHIP

2017 BOOK

20. EXAMINE THE FACTOR THAT INFLUENCE TRAINING REACTION, AND ITS CONSEQUENCES ON EMPLOYEE

2016 JOURNAL

21. EXAMINE THE FACTOR THAT INFLUENCE TRAINING REACTION, AND ITS CONSEQUENCES ON EMPLOYEE

2016 PROCEEDING

22. HRM PRACTICES, MOTIVATION TO LEARN AND MOTIVATION TO TRANSFER IN MALAYSIA

2016 PROCEEDING

23. DOES RELIGIOSITY GENERATE EMPLOYEE MOTIVATION? THE CASE OF PUBLIC SECTOR IN MALAYSIA

2016 PROCEEDING

24. HOW TO TRANSFER THE TRAINING OUTCOMES IN THE WORKPLACE

2016 BOOK

25. TRAINING, JOB SATISFACTION, POS AND SERVICE QUALITY: THE CASE OF MALAYSIA

2015 JOURNAL

26. THE EFFECTS OF PERCEIVED ORGANIZATIONAL SUPPORT AND JOB SATISFACTION ON TRANSFER OF TRAINING

2015 JOURNAL

27. HOW TO ENHANCE THE IMPACT OF TRAINING ON SERVICE QUALITY? EVIDENCE FROM MALAYSIAN PUBLIC SECTOR CONTEXT

2015 JOURNAL

28. EXAMINING THE RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT, TRANSFER OF TRAINING AND SERVICE QUALITY IN THE MALAYSIAN PUBLIC SECTOR

2015 JOURNAL

29. STRES DALAM KALANGAN PELAJAR INSTITUSI PENGAJIAN TINGGI ISLAM DI MALAYSIA

2015 JOURNAL

30. THE ROLE OF JOB SATISFACTION AND PERCEIVED ORGANIZATIONAL SUPPORT IN THE RELATIONSHIP BETWEEN TRAINING AND SERVICE QUALITY: EVIDENCE FROM MALAYSIAN PUBLIC SECTOR

2015 PROCEEDING

31. TRAINING NEEDS ASSESSMENT OF PHD CANDIDATE: A CASE STUDY AT THE MALAYSIAN PUBLIC INSTITUTION OF HIGHER EDUCATION

2015 PROCEEDING

32. TRAINING NEEDS OF A PHD CANDIDATE FROM THE PERSPECTIVE OF CANDIDATE IN THE FIELD OF SCIENCE AND TECHNOLOGY

2015 PROCEEDING

33. WHAT ARE THE NEEDS OF PHD CANDIDATE: AN EXPLORATORY STUDY

2015 PROCEEDING

34. SERVICE QUALITY IN MALAYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING

2014 JOURNAL

35. TRANSFER OF TRAINING: THE FACTOR THAT INFLUENCE ITS EFFECTIVENESS AND ITS IMPACT ON EMPLOYEE

2014 PROCEEDING

36. SERVICE QUALITY IN MALAYSIAN PUBLIC SECTOR: THE ROLE OF TRANSFER OF TRAINING

2014 PROCEEDING

37. IS JOB SATISFACTION ENHANCING LEARNING - TRAINING TRANSFER RELATIONSHIP?

2013 JOURNAL

38. THE CONSEQUENCES OF TRANSFER OF TRAINING FOR SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN THE MALAYSIAN PUBLIC SECTOR

2013 JOURNAL

39. THE MEDIATING ROLE OF JOB SATISFACTION ON PERCEIVED ORGANIZATIONAL SUPPORT - TRANSFER OF TRAINING RELATIONSHIP: A CASE STUDY OF MALAYSIAN PUBLIC SECTOR

2013 PROCEEDING

40. LEARNING AND TRANSFER OF TRAINING IN PUBLIC SECTOR: THE MODERATING ROLE OF JOB SATISFACTION

2013 PROCEEDING

41. THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON THE TRANSFER OF TRAINING OUTCOMES TO THE WORKPLACE

2012 JOURNAL

42. THE CONSEQUENCES OF TRANSFER OF TRAINING ON SERVICE QUALITY AND JOB SATISFACTION: AN EMPIRICAL STUDY IN MALAYSIAN PUBLIC SECTOR

2012 PROCEEDING

43. THE MODERATING EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON THE RELATIONSHIP BETWEEN LEARNING AND TRANSFER OF TRAINING

2012 PROCEEDING

CONSULTATION/ADULATION

1. PROJEK LIBATSAMA MASYARAKAT - PROGRAM TAHSINUR ROHANIAH

2023 NATIONAL FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

2. PROJEK LIBATSAMA MASYARAKAT - PROGRAM LET'S NOT BREAK THE CHAIN

2023 NATIONAL FAKULTI KEPIMPINAN DAN PENGURUSAN, USIM

3. TRAIN-THE-TRAINER (TTT) CERTIFIED TRAINERS

2023 NATIONAL KEMENTERIAN PENGAJIAN TINGGI

4. PELANTIKAN SEBAGAI PEMERIKSA LUAR BAGI PROGRAM DIPLOMA PENGURUSAN SUMBER MANUSIA DAN IJAZAH SARJANA MUDA PENTADBIRAN PERNIAGAAN (PENGURUSAN SUMBER MANUSIA)

2023

NATIONAL

KOLEJ UNIVERSITI ANTARABANGSA MAIWP

5. PENILAI LUAR PROGRAM SARJANA PENGURUSAN, FAKULTI PERNIAGAAN, EKONOMI DAN PEMBANGUNAN SOSIAL, UMT

2022

NATIONAL

FAKULTI PERNIAGAAN, EKONOMI DAN PEMBANGUNAN SOSIAL, UNIVERSITI MALAYSIA TERENGGANU

AWARDS/RECOGNITION

1. SIJIL PEMBERITAHUAN HAK CIPTA (CERTIFICATE OF NOTIFICATION OF COPYRIGHT)

2025

NATIONAL

2. SILVER AWARD

2025

NATIONAL

3. ACADEMIC PROGRAM ADVISOR

2025

NATIONAL

4. ACADEMIC PROGRAM ADVISOR

2025

NATIONAL

5. ADJUNCT PROFESSOR

2025

INTERNATIONAL