

## CURRICULUM VITAE



### **DR.HISHAMUDDIN MD SOM**

*Bsc.MBA (San Francisco USA), Ph.D (Stirling UK), AEVP,ATP (ILM,UK), CiT. CHRP, PLF, CHI CH,CHt, Rk, Rhs, CP-NNLP, CMP-NNLP, CT-NNLP, CT.NCA NLP-C, C.NLP(USA) CPN, CPnP., CPSAT CPFA, CBHA C-QHP(GM), CT-QHP, M.CTC, C.PDM, C.DM, C.Neo Mg, C.TSSA, CHLDp. C.GL, CLMA, Grad ISM (UK),MMIHRM, AFMIM(Mal)*

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### PROFILE SUMMARY

Hishamuddin Md. Som obtained his Bsc in Business Administration and M.B.A. from University of San Francisco, United State Of America and a PhD in Human Resource Management from University of Stirling, United Kingdom. Prior to joining Academia at Universiti Teknologi Malaysia in 1989, he has had extensive experiences in various capacities in the manufacturing sector and as a banker for Standard Chartered Bank, Empire of America (San Francisco, USA) and Central Bank Malaysia .

He is an editorial board member of several journals and have held several administrative posts as Assistant Dean (Postgraduate Studies) & Head Of Department as well as a Senate member and Committee members at the University & Faculty level of various universities. He is actively involved in numerous research and consultation activities at home and abroad and has also written several books and published in refereed international and national journal as well as proceedings. He has been an external examiner for a Master's and PhD thesis evaluation from local and overseas universities. He regularly received an invitation to evaluate academic staff for promotion to Professor or Associate Professor from local and abroad.

Due to his intense desire in pursuing personal transformation, performance excellence and leadership development, as an Accredited Trainer (ATP, UK) and a Certified HRDF/PSMB trainer, he conduct and facilitate courses and training programs for various organisations and institutions in Malaysia. Apart from being a Certified Human Resource Practitioner (CHRP), a certified practitioner/coach in Neo NLP/NLP (Neuro - linguistic programming), a Reiki Master (Sufi Hikmah and Kundalini) he possessed numerous certifications related to profiling and human potentials which reflect his strong passion in personal development specifically on areas related to Metaphysics such as 'MINDPOWER', 'BIOENERGY' and 'ESQ' (Emotional Spiritual Quotient). He is currently the Chairman of Kolej Antarabangsa Mighty Skills and is a Professor in Management at Putra Business School, Universiti Putra Malaysia.

## **1. PERSONAL DETAILS**

Citizenship	Malaysia
Marital	Married
Name Of Current Post	Professor
Name Of Organization/Address	Putra Business School (PBS) 43400 UPM Serdang Selangor Malaysia

## **2. ACADEMIC QUALIFICATION**

1999	University of Stirling, Scotland, U.K. Ph.D (Human Resource Management)
1987	University of San Francisco, California, U.S.A. M.B.A. (General Business)
1985	University of San Francisco, California, U.S.A. B.Sc.B.A. (General Business)

### **Field of Specialisation /Interest :**

**Management** [*HRM* (Talent Management, Profiling, Evaluation of Training's Effectiveness, Program Evaluation,TNA, Human Potential and other HRM related topics ). *Leadership, Job Behaviour* (Job Performance, Citizenship Behaviour) *Work Attitudes* (Work Engagement, Organizational Commitment, Job Satisfaction), *Psychological States* (Burn out, Work life Balance, Quality Of Life focusing on Wellness and Mental Health)], **Entrepreneurship** (Islamic Entrepreneurship, Entrepreneurial Behaviour), **Ethics, Defence Management, Social Sciences/Impact Study.**

**Accreditation/Practitioner  
/Graduates :**

**Human Resource Management**

- Certified Professional HR Transformation NLP (CHRNLN) No 213/CHRNLN/IV/2021
- Certified Professional Training Needs Analyst (CPTNA) No CPTNA-017082021
- Certified Hypno Career Practitioner No 19001
- CHRP (Certified Human Resource Practitioner), Malaysian Institute Of Human Resource Management
- Certified PSMB/HRDF Trainer (TTT/13810)
- Accredited International Training Professional (ILM, UK Accreditation No : ATP11/3/OP-KL/019)
- Accredited International Evaluation Professional (SMR Accreditation No : AEVP07/KL/015)
- Certified/Licensed Practitioner of Thomas DISC (personal profile analysis tool developed by Thomas International, UK)
- Certified/Licensed Practitioner of Credo Personality Profiling (No: 100261)
- Certified/Licensed Practitioner of QPR Balance Scorecard
- The Professional Learning Facilitator Graduate (Aug. 2009)

**Leadership**

- Certified Leadership Management Associate (CLMA) No CLMA-054072021
- Certified Hypnoleadership Practitioner (CHLdP) No 3008
- Certified Great Leadership (C.GL) No 11/GL5-STMI/VII/2021

**Human Potential/Personal Development**

- Certified Hypno Tahfidz Practitioner (CHdzP) No 180049
- Certified Mastery in Personality Development (C.PDM) No 02/PDM4-STMI/VII/2021
- Certified Daily Mindfulness (C.DM) NO. 01/DM1-STMI/VII/2021
- Certified Neo Magnetisme (C.Neo Mg) NO 07/NM4-STMI/VII/2021
- Certified Ice Breaker (CIB) No.041/RMI/CIB/VII/2021
- Certified The Secret of Signature Analysis (C.TSSA) No 05/TSSA3- STMI/VII/2021
- Certified Basic Handwriting Analyst (CBHA), April 2018
- Certified Practitioner in Fingerprint Analysis (CPFA)
- ADHTP-Graphology Alumni, February 2018

- Spiritual Rich Magnet Alumni, October 2017
- Certified Practitioner Spiritual Awakening Therapy (June 2017)
- Certified Psycho-Numerology Practitioner (CPNP) ID No: 536
- Certified Practitioner Application Of The Power Of Numerology for Helpers (CPN 00001)
- Certified NLP Basic Practitioner (NFNLP, USA) (Reg. No : 1108-306183 NLP, Nov.2008)
- Certified Neo NLP Practitioner (Reg.No : 5933)
- Certified NLP Coach (Reg. No. 0271)
- Certified Trainer NLP Coach Association (NCA) Reg. No. 027
- Michael Losier Law Of Attraction Alumni (Oct. 2015)
- Silva (Mind Control )Method Graduate (A/0300/09/2292 - Feb.2009)
- Kudalini Reiki Master Practitioner (Reiki Asia Reg. No : 1100481)
- Reiki Hikmah Sufi Master Practitioner
- Aura Therapy Graduate (Reg. No : TROQ 3696-p)
- TENDAI(Tenaga Dalam Ilahi) Master
- S-EFT (Spiritual Emotional Freedom Technique) Practitioner (M005 1 002)
- EFT (Emotional Freedom Technique) Graduate (Nov.2009) Practitioner of SCM ( Subconscious Management) - Basic SCM Reg. No : 12/09/09 / Advance SCM Reg. No : 6/10/09)
- Certified Hypnotist, Certified Hypnotherapist & Certified Hypnosis Instructor (MAH Reg. No :0058) Practitioner of SCM ( Subconscious Management) - Basic SCM Reg. No : 12/09/09 / Advance SCM Reg. No : 6/10/09)
- Certified Hypnotist, Certified Hypnotherapist & Certified Hypnosis Instructor (MAH Reg. No :0058)
- Pyra Quanta Touch Graduate (Basic & Advance)
- Success Mind Programming (SMP) Graduate
- Pancaran Nur Syifa Graduate / Menguasai Keajaiban Frekuensi Asma Ilahi (MKFAI) Alumni / PenderitaNurcahya Alumni (Alternative Medicine)
- Therapy & Ruqyah Syar'iyah Graduate (Part 1)

### 3. PROFESSIONAL MEMBERSHIP

- AsiaHRM (Membership No : IS-21-1046)
- Malaysian Institute Of Human Resource Management (MMIHRM/ID No : 100633)
- Malaysian Institute Of Management (AFMIM / FA017126)
- Advanced Analytics & SPSS User's Association Of KL/Selangor (AS 03039)
- National Federation of Neuro Linguistic Programming, U.S.A. (Reg. no : 1108-306183)
- Neo NLP Society, Indonesia (Reg. no : 5933)
- Malaysian Academy Of Hypnosis (Reg No. 0058)

### 4. PROFESSIONAL EXPERIENCES

- Universiti Malaysia Kelantan (May 2012 – September 2017)
- Universiti Pertahanan Nasional Malaysia (Oct. 2009- May 2012)
- Universiti Teknologi Malaysia (July 1989-Sept. 2009)
- Bank Negara Malaysia, Kuala Lumpur (Oct., 1988 – Aug., 1989)
- Empire Of America, San Francisco USA (Dec., 1987 – Mar., 1988)
- Standard Chartered Bank, Kuala Lumpur (Aug., 1982 – Aug., 1983)
- Harris Advance Technology, Kuala Lumpur (Nov., 1980 - Aug., 1982 )

### 5 AWARD

*(Academic/Service)*

- International Award, 9<sup>th</sup> World Education Congress, "Most Outstanding Professor" 27<sup>th</sup> October, 2020
- International Award, The Golden Globe Tigers, "Best Professor in Management Studies" (Education Leadership), 24<sup>th</sup> April, 2019
- 'Jasa Bakti' awarded by Universiti Malaysia Kelantan, 2012
- Outstanding Achievement in Services awarded by University Of Teknologi Malaysia, 2007
- Outstanding Achievement in Research (Appreciation) awarded by Faculty Of Management & HRD, UTM 2006
- Outstanding Achievement in Research (Group) awarded by Universiti Of Teknologi Malaysia, 2004 (*DIM-SUM International Research on Innovative Decision Making for Sustainable Management of Water in Developing Countries*)- a project under the European Commission (EC), UT
- Outstanding Achievement in Services awarded by University Of Teknologi Malaysia, 2002
- Outstanding Achievement in Research awarded by Faculty Of Management & HRD, UTM 2002

- Outstanding Achievement in Research (Special) awarded by Faculty Of Management & HRD, UTM 2002
- Outstanding Achievement in Publication awarded by Faculty Of Management & HRD, UTM 2001
- Awarded the British Scholarship Scheme, jointly funded by the Foreign and Commonwealth Office, the British Council, the Department of Trade and Industry and University of Stirling, UK, 1998
- Best Paper awarded at 3<sup>rd</sup> National Human Resource Management Conference, November, 2006 titled "Engineering Recruitment and Selection : A Survey in the Malaysian Electrical and Electronic Sectors".

*(Exhibition)*

- Gold medal, "Saka from the perspective of Culture, Religion, and Scence" Carnival Research & Innovation", UMK. 2020
- Silver Medal, "Alquran and Selawat Energy based on Aura's colour", UMK Innovation & Research Exhibition, 2018
- Silver Medal, "Spirit's Phenomena identification based on Aura's colour" (SPIBAC), UMK Innovation & Research Exhibition, 2016
- Gold Medal "Top FIVE SATELLITE 'A' Medal "I- Coach : A Tool for Striking Work-Life Balance" International Innovation, Design and Articulation (i-IDEA 2013), 28-30 May 2013
- Silver Medal "Quranic Innovative Treatment System (QITS), 24<sup>th</sup> International Invention, Innovation & Technology Exhibition (ITEX), 9-11 May 2013
- Silver Medal "SIAPA : Tracking & Monitoring System KPI of PBT by ADUAN based on Web Technology" Malaysia Technology Expo 2013/Invention & Innovation Awards 2013, 21-23<sup>rd</sup> February 2013
- Silver Medal "AI-Quran Therapy in Increasing Awareness Amongst Drowsy Drivers : An Experimental Design" 3<sup>rd</sup> Exposition on Islamic Innovation i-Innova 2012, 20 - 21 October, 2012

## 6. ADVISORS (National/Universities)

- Chairman Kolej Antarabangsa Mighty Skillss (2010-current)
- Honorary Advisor, Silat Cekak Pusaka Ustaz Hanafi, (Kelantan), 2015 - 2016
- Advisor, Persatuan Sekretariat Mahasiswa Waris (SEWARIS) UMK, 2015 - 2017
- Advisor, Persatuan Silat Cekak Pusaka Ustaz Hanafi UMK, 2013 – 2017
- Advisor, Persatuan Seni Silat Cekak Pusaka Ustaz Hanafi, UPM, 2011 – 2012
- Advisor, Persatuan Seni Silat Cekak Pusaka Ustaz Hanafi, UTM, 1999 – Oct 2009
- Advisory Committee/Consultant Panel Malaysian Institute Of Human Resource Management (MIHRM) Johore Bahru (2001/2)

## 7. LECTURING/SUBJECT

### 7.1 Lecturing

#### Undergraduate (UTM/UPNM/OUM/UMK)

- Entrepreneurial Strategy
- Entrepreneurial Behaviour
- Human Resource Development
- Qualitative Research Methodology
- Performance Evaluation & Development
- Business Mathematics
- Human Resource Management
- Human Resource Recruitment
- Introduction to Operations Management
- Introduction to Statistics
- Management Science
- Operational Research
- Operations Management
- Organizational Behavior
- Performance Appraisal
- Principle Of Management
- Principle Of Marketing
- Strategic Management
- Training and Development

#### PostGraduate/MBA(UTM/UTM(IFS)/OUM/UMK-MGSEB/PBSUPM)

- Strategic Human Resource Management
- Human Centrality in Organisation
- Human Resource Management
- Human Resource Development
- Human Resource Planning and Development
- Training & Development Management
- Industrial Relations
- Managing Human Resources in an Engineering Organisation
- Organisation and Technology
- Research Methodology
- Technology and Operations Management
- Management Science

### 7.2 .THESIS SUPERVISION (MASTERS & PHD)/INSTITUTIONS

- Universiti Teknologi Malaysia (UTM)
- Universiti Pertahanan Nasional Malaysia (UPNM)
- Universiti Malaysia Kelantan (UMK)
- Central Queensland University, Perth, Australia (CQ University)

## 8. RESEARCH GRANT

### (Principal Researcher)

- Assessment Of Manpower Resource and Development of Palm Oil Industrial Cluster (POIC) in East Coast Economic Region (ECER) commissioned by Malaysian Industry-Government Group for High Technology (MIGHT) RM50,000 (Principal Researcher)
- TNA Entrepreneurship (Program Evaluation using KirkPatrick Model) commissioned by Institut Keushawanan Negara (INSKEN) BIP Vote 63095 RM 499,972.00 (Principal researcher)
- Problems of Insurance Practitioners in Johore Bahru : A Preliminary Investigation commissioned by MII (UTSB Vote No. 293) worth RM10,000 (Principal researcher)
- Training Needs Analysis (TNA) Study on Faculty Of Management & HRD Academic staff based on 'Performance-Deficiency' needs worth RM15,000.00 (UTM RMC Vote 73034) (Principal researcher)

- Discipline Violation – Drug Abuse Study in the Royal Malaysian Navy (Contract research Vote 68715) awarded by Royal Malaysian Navy worth RM48, 250.00 (Principal Researcher)
- Discipline Violation – Absent Without Leave (Contract research Vote 68716) awarded by Royal Malaysian Navy worth RM48,375.00 (Principal Researcher)
- Training Needs Assessment for Non-Academic Staff in Universiti Teknologi Malaysia (UTM) Skudai, (without grant) JB (FRGS Vote no (78302) (Principal Researcher)
- Ethical Awareness Amongst Engineering Students in Malaysian Public Universities worth RM166,400.00 (IRPA Vote 74143) (Principal Researcher)
- Assessment and Needs of Staff towards Facilities and Services provided at UTM (without grant) (UTM RMC Vote 71961) (Principal researcher)
- Evaluation of Supervisory Management Training programmes using KirkPatrick Model level 3, commissioned by MSE Johor worth RM3,000 2001(UTSB Vote No: 224) (Principal researcher)
- Evaluation of Executive Development Programmes, commissioned by MSE Johor worth RM3,000 (UTSB Vote No: 224) (Principal researcher)
- Assessment of IT Training and Professional Development Needs of Administrative Assistants of Higher Education Institutions worth RM13,788.00 (UTM RMC Vote 71757) (Principal researcher)
- Job Analysis Study on UTM ‘Hartabina’ Unit worth RM17,000.00 (UTM RMC Vote 73027) (without grant) (Principal researcher)
- Selection of Academic Staff from public and private institutions of learning in Peninsular Malaysia worth RM17,600 (UTM RMC Vote 71575) (Principal researcher)
- Management selection study in the Manufacturing sectors (UTM RMC Vote 71053) worth RM25,000 (Principal researcher)

### (Co-Researcher)

- Innovative Decision-Making for Sustainable Management of Water in Developing Countries (Contract Research Vote 68411) awarded by European Commission worth RM341,560.72 (Co-researcher)
- Tracer Study on the Academic & Holistic Development amongst the 1<sup>st</sup> cohort of PERMATA NEGARA programme (*Kajian Pengesanan Lulusan Kohort Pertama Program PERMATA NEGARA daripada Aspek Akademik dan Perkembangan Holistik*), Kod Kajian : 2017-0000-106-04 Worth RM48,500. Contract grant awarded by NCDRC, UPSI (Co-Researcher)
- Youth and National Spirit : Mapping of spirit of Nationalism & Devotion towards the country amongst Malaysian Youth (*Belia dan Semangat Kebangsaan : Pemetaan Sikap Nasionalisme dan Cinta Tanah Air di kalangan Belia Malaysia*). Contract grant awarded by Institut Penyelidikan Pembangunan Belia Malaysia (IYRES) 2014/5 worth RM27,000 (Co-researcher)
- Socio Economic study amongst Kelantanese (*Kajian Sosio Ekonomi Masyarakat Kelantan secara Usahasama Universiti Malaysia Kelantan – Yayasan Sejahtera*) (No.Kod YS-PGM-KT03-1309/03) (Co-researcher)
- Investigating the Aura Changes in accordance to the different verses of Al-Quran and the Daruud (Salawat on the Prophet) leading to Quality Of Life enhancement Awarded by Ministry of Higher Education, Malaysia (RACE/F1/SS12/UMK/4) worth RM49,840.00 (Co-researcher)
- An Ethnographic study on culture of medium (spirit) amongst followers of Tao Teaching in Kelantan (*Fenomena Budaya Menurun di kalangan Pengikut Ajaran Tao di Kelantan : Satu Kajian Etnografi*) SGJP (2016) worth RM6,040 (Co-Researcher)
- Development of “Saka” profile based on cultural psychological approach amongst Malay Ethnic group (*Pembangunan Profil Pemilik Saka Berdasarkan Pendekatan Psikobudaya Di Kalangan Kaum Melayu*) FRGS (206-1 ID :138915-163474) worth RM44,500 (Co-researcher)
- Understanding Malaysian Law : A study on Prison Department & Immigration Detention Centre (*Pemahaman Undang-undang Malaysia : Satu Kajian di Jabatan Penjara & Pusat Tahanan Imigresen*). Contract Grant awarded by Majlis Profesor Negara (Ref: MPN/1042/21/8/1/1) worth RM10,000 (Co-researcher)
- Kepimpinan Tunas Akademia 2011 (*Profiling of Young Academician, Lecture, & Workshop Series*) Contract Grant Awarded by Akademi Kepimpinan Pengajian Tinggi (AKEPT) worth RM298,800 (Co-researcher)

- Development of a (New) Leadership Model with Justice features as a Moderating Factor for a Malaysian Military Organizations (FRGS) Awarded by Ministry of Higher Education, Malaysia worth RM27,000.00 (Co-researcher)
- Relationship between Employees' Career, Career Development and Job satisfaction : A Mediating Model Testing (FRGS) Awarded by Ministry of Higher Education, Malaysia worth RM40,000 (Co-researcher)
- Developing Evaluation Models for University-Industry Technological Links (FRGS Vote No. 78380) Awarded by Ministry of Higher Education, Malaysia worth RM40,000 (Co-researcher)
- Program Impact Assessment of 'Kemajuan Ekonomi Luar Bandar (KELB)' commissioned by Ministry of Rural and Regional Development BIP Vote 63309 worth RM284,949 (Co-researcher)
- Program Evaluation of "Housing Aids PPRT in Malaysia" commissioned by Pusat Pengajian Kemiskinan dan Pembangunan Fakulti Ekonomi dan Pentadbiran Universiti Malaya, A/C No GAO24/2009A RM30,000 (Co-researcher)
- Social Impact Assessment at Port of Tanjung Pelepas Gelang Patah (BIP Vote No.63638) RM 50,710.00 (Co-researcher)
- Program Evaluation of "Kerajaan Prihatin PPRT/Kemiskinan Negeri Selangor" commissioned by Selangor State Government RM 76,800.00 (BIP Vote 63055) (Co-researcher)
- Social and Economic Impact Assessment RMK-8 commissioned by Selangor State Government (BIP Vote 63041) RM 49,600.00 (Co-researcher)
- Training Needs Analysis Practices: A Survey on Malaysian Top 1000 Corporate companies worth RM25,000.00 (UTM RMC Vote 75171) (Co-researcher)
- Application of Intellectual Capital and Organizational Knowledge in Management Accounting and Finance worth RM16,000.00 (UTM RMC Vote 71974) (Co-researcher)
- Factors that Affect the Transfer of IT Training Towards Professional Development of Clerical Staff at Higher Education Institutions worth RM69,000.00 (IRPA Vote 74144) (Co-researcher)

- Entrepreneurial Activities among Single Mother in Johore worth RM17,500.00 (UTM RMC Vote 71946) (Co-researcher)
- Service Quality in Education : A Case Study of Management Students at Faculty of Management & HRD, UTM worth RM13,000.00 (UTM RMC Vote 71982) (Co-researcher)
- A Study of the Viability of the *Rakan Muda Tani* programme by FAMA worth RM19,968 (UTM RMC Vote 71531) (Co-researcher)
- A Study on Sexual Harassment in Small and Medium Enterprises of Malaysia worth RM18,000.00 (UTM RMC Vote 71875) (Co-researcher)
- An Assessment of the Levels of Ethical Perception among Public University Students in Malaysia worth RM17,600.00 (UTM RMC Vote 71876) (Co-researcher)
- Knowledge Sharing Amongst Malaysian Small and Medium Enterprise worth RM17,520.00 (UTM RMC Vote 71849) (Co-researcher)
- Learning style of UTM's student across Faculty worth RM10,000.00 (UTM RMC Vote 71674) (Co-researcher)
- Assessment of Computer-related In-House Training Programmes for Professional Development of Supporting staff in UTM worth RM13,788.00 (UTM RMC Vote 71799) (Co-researcher)
- An Analysis on the Readiness of Bumiputra Small and Medium Industry (SMI) in Johore Bahru using E-Commerce as a marketing tools worth RM16,500.00 (UTM RMC Vote 71781) (Co-researcher)
- A Study on the Marketability of UTM's Undergraduate Bachelor Of Business Administration Programme 2001 (without grant) (Faculty Vote 21000) Co-researcher
- A study of the effectiveness of the University's subjects: Client perspective worth RM9,100.00 (UTM RMC Vote 73021) (Co-researcher)
- A study of the effectiveness of the University's subjects: Graduate perspective worth RM9,700.00 (UTM RMC Vote 73022) (Co-researcher)
- Analysis of Integration of Kulim Hi-Tech Industrial Park's Components and Industrial survey on demand for R&D and Training Facilities in Kedah, commissioned by Kedah State Development Corporation (UTSB Vote No : 056) worth RM70,000 (Co-researcher)

- Industrial Survey on new Technical courses preferred by industries in Johor offered by Industrial Training Institute Pasir Gudang, commissioned by Industrial Training Institute Pasir Gudang Johor 1990 (UTSB Vote No : 033) worth RM6050.000 (Co-researcher)
- A Study on the establishment of Entrepreneurship Development Movement (Gerakan Pembangunan Usahawan, commissioned by Urusetia Akademik UTM Skudai 1989 (without grant)(Co-researcher)

#### ModuleConsultant)

- Module Consultants in Executive Development Programmes (General Management), commissioned by MSE Johor ( Vote No. 68903)
- Module Consultants in Executive Development Programmes (HRM), commissioned by MSE Johor ( Vote No. 68903)
- Module Consultants in 12<sup>th</sup> Johor Tourist Guide Training course (Effective decision-making module', commissioned by BIP, UTM Skudai (1990)
- Module Consultants in Management Development Programmes, commissioned by Sime Sembawang, Johor (1990)

## 9. PUBLICATION

### (Books)

Bukari, Z., Hamid, A. B. A., & **HishamuddinMd.Som** (2020). Political Marketing: Ghana Voters' Behaviour, Trust, Loyalty and Intention to Vote. Partridge Publishing Singapore.

**HishamuddinMd.Som** (2005) "Panduan Mudah Analisis Data Menggunakan SPSS Window" Book Penerbit UTM 2005

Zulkarnian Zakaria dan **HishamuddinMd.Som** (2001) "Analisis Data Menggunakan SPSS Window" Book, Unit Penerbit UTM

**HishamuddinMd.Som (2000)** " Handbook on Managerial Selection Techniques" Book, Unit Penerbit UTM

### (Journals/Proceedings/Articles)

Rogis Baker, **Hishamuddin Md Som**, Norashikin Sahol Hamid and Mohd Hamran Mohamad " The Mediating Function of Career Development on Job Satisfaction and Career Management in the Malaysian Armed Forces" (Manuscript Pending) *Revista de Administracao de Empresas*

Hameed Saeed, **Hishamuddin Md Som**, Rosli Mahmood "Organizational Innovation & Leadership style: The mediating Role Of Organizational Culture" (Manuscript Pending) *The Asia Pacific Scholar*

Hasan Al-Banna Mohamed, **Hishamuddin Md Som**, Norashikin Sahol Hamid and Mohd Hamran Mohamad (2023) "Perceived Career Planning and Job Satisfaction in Malaysian Armed Forces" *International Journal Of Management Studies (IJMS)* vol 30. No.2, July 2023

Thabbit Abdul Aziz, **Hishamuddin Md Som**, Rosli Mahmood, Devika Nadarajah (2023) "Leadership effectiveness as a mediator between Leadership Development interventions and Organizational Performance in Saudi service firms" *Change Management : An International journal* Vol 23:1, 182-217

Thabbit Abdul Aziz, **Hishamuddin Md Som**, Rosli Mahmood, Devika Nadarajah (2023) "The moderating role of job satisfaction between Leadership Development interventions and Organisational Performance" *Mechanism and Machine Science* Vol15:1, 133-164

Hameed Saeed, **Hishamuddin Md Som**, Rosli Mahmood, Hamza Hamid (2023) "Organizational Innovation & Leadership styles in Healthcare with the mediating role of Organizational Culture", *Journal Of Health Administration*, Vol.25, issue 4, 69-74

Md.Siddikur Rahman, **Hishamuddin Md Som** (2023) "Procedural Justice, Distributive Justice, Perceived Organizational Support, Organizational Commitment and Academicians' Turnover Intention in the Private Universities of Bangladesh: A Conceptual Framework" *International Journal Of Academic Research in Business & Social Sciences*, Vol. 13, No. 4, 2023, Pg. 569 – 588

Muhammad Imran Majeed, Rosli Mahmood, **Hishamuddin Md Som**, Sahar Munir (2023) "To evaluate the Impact of Project Management Success Factor & Project Complexity as a Moderator on the Project Success" *Journal Of International Management* Vol.29, Issue 2. ISSN: 10754253

Muhammad Imran Majeed, Rosli Mahmood, **Hishamuddin Md Som**, Sahar Munir (2023)"Impact of Project Management Strategies and Project Complexity", DOI: 10.54254/2754-1169/6/20220145, p.283-294

Mohammad Masudur Rahman, Raduan Che Rose, **HishamuddinMd.Som**, Abdul Awal Khan, H.T.M. Quader Niwaz (2023) "Effects of Work Ethics and Communication Climate on Job Satisfaction amongst Muslim Workers in Bangladesh Readymade Garment". 3<sup>rd</sup> IOU Conference on Research & Integrated Sciences (IOUCRIS-Hybrid).

Mohammad Masudur Rahman, Raduan Che Rose, **Hishamuddin Md.Som**, , H.T.M. Quader Niwaz (2023) "Assessing Job Satisfaction in the Bangladeshi Readymade Garment Industry: A Study of Shams Styling Wears Limited Using PLS-SEM Modeling" *International Journal Of Management and Accounting*,5(4), p.53-65

Shahinur Begum, Raemah Abdullah Hashim, Hishamuddin Md. Som (2023) " Effects Of Job Demands, Job Resources and Psychological Capital on work engagement among Nurses in Bangladesh" *The Asian Journal of Professional and Business Studies*, Volume 1, Eds 1 e-ISSN: 2716-666X, p.1-16

Hameed Saeed, **Hishamuddin Md Som**, Rosli Mahmood (2022) "Leadership styles, Organizational Culture, and Innovation in Healthcare : A conceptual Framework" *International Journal Of Academic Research in Business & Social Sciences*, 12 (8).1390-1408

Abdullah Alsharif, **Hishamuddin Md Som**, Rosli Mahmood (2022) "The Relationship between Employee Participation, Career Planning, Training and Development and Private University Performance : The Mediating Role of Organisational Learning" *International Journal Of Academic Research in Business & Social Sciences*, 12 (11) 2093-2014

Bukari, Z, Abdul Hamid, A, **Hishamuddin Md Som**, George Cudjoe Agbemabiese & Fidelis Quansah (2022) Does Political Issues matter in Voting Intention in Ghana? A Political Marketing Perspective, *Cogent Business & Management*, 9: 1, 2034227

Mohammad Masudur Rahman, Raduan Che Rose, **Hishamuddin Md Som** (Aug.2022), "Factors Influencing Effective Communication in the Readymade Garment Sector of Bangladesh" *Business Innovation and Engineering Conference (BIEC)*

Muhammad Imran Majeed, Rosli Mahmood, **Hishamuddin Md Som**, Sahir Munir (2022) "To Evaluate the Impact of Project Management Success & Project Complexity as Moderator on the Project Success" *Journal Of Tianjin University Science and Technology*, 55(12) ISS (OnLine) 0493-2137

Muhammad Imran Majeed, Rosli Mahmood, **Hishamuddin Md Som**, Sahir Munir (2022) An Empirical Impact of Project Management Competencies on the Project Success" *International Journal Of Science, mathematics and Technology Learning*, 30(2) ISS (OnLine) 2327-915X

Renuka Vitapamoorthy, Rosli Mahmood and **Hishamuddin Md Som** (2021)"The Role of Self-Efficacy and Innovative Work Behaviour in Civil Servants' Work Performance : A conceptual Paper" *Inetrnational Journal Of Academic Research in Business and Social Sciences*, 11(3), 749-761

Ifrah Harun, Rosli Mahmood and **Hishamuddin Md. Som** (2020)"Role Stressors and turnover intention among Doctors in Malaysian Public Hospitals : Work-family conflict and work engagement as mediators" Available at <https://www.emerald.com/insight/2399-1747.htm> September 2020

Bukari, Z, Abdul Hamid, A , **HishamuddinMd.Som** (2019) Determinants of Voters` Behavior and Voting Intention in Ghana; Mediating and Moderating role of voters` trust and Voters` Loyalty Respectively. *Journal of International Conference Proceedings* Vol 2, No 1

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Yohan Kurniawan, **HishamuddinMd.Som**, Wan Mohamad Wan Abdullah, Balakrishnan Parasuraman "Employing Industrial Cluster Concept as a Strategy to Improve Small Industries in Kelantan, Malaysia, *Journa I Of Arts, Science Commerce* (E-ISSN:2229 – 4686/ ISSN : 2231 – 4172), Vol.4 ((2) April 2013

Yohan Kurniawan, Abdul Sidek Halim, **Hishamuddin Md. Som** : A study of Authenticity Of Children Memory based on Piaget's Cognitive Level, *International Journal Of Multidiciplinary Thought*, 31(3), 2013

Yohan Kurniawan, Salasiah Omar, **HishamuddinMd.Som**, Nik Mutassim Nik Abdul Rahman, Othman Innayatullah, Azuki Yusuff, Nik Yusri Musa (2013)"Relationship Between The Color Change Of Aura For Individual After Listening to Surah Al-Fatihah Recitation" *International Conference on Islamization in Modern Science & Scientification Of The Studies in Islamic Revealed Knowledge (2<sup>nd</sup> ICIMSIS 2013)*, Kulliyah Of Science, IIUM.

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**Hishamuddin Md Som**, Roland Yeow, Sazali Abdul Wahab, Rashid Nordin, Azizol Mashkuri "The Implementation of Learning Organization Elements and Their Impact Towards Organizational Performance Amongst NPOs in Singapore ", *International Journal Of Business and Management*, August 2012 Vol.7 No.12 June 2012

Mohd. Faisal Keling, Mohd. Na'eim Ajis, Md. Shukri Shuib, Muhammad Fuad Othman, and **HishamuddinMd.Som** "The Malaysian Government's Effort in Managing Military and Defence Development" *International journal Of Business and Social Science*, Vol.2 No.12 July 2011

Mohd.Faisal Keling, **HishamuddinMd.Som**,Mohamad Nasir Saludin, Md.Shukri Shuib and Mohd.Na'eim Ajis "The Development Of ASEAN from Historical Approach" *Asian Social Sciences*, Vol.2 No.7 July 2011.

Mohd Na'eim Ajis, **HishamuddinMd.Som**, Mohd.Nasir Saludin, Azman Ismail, Md.Shukri Shuib dan Mohamad Faisal Keling "Dasar dan Pengurusan Pekerja Asing di Negara- Negara Asia Tenggara : Realiti dan Cabaran" *Intan Management Journal*, Vol.11, No.1, 2010

**Hishamuddin Md.Som**, Mohamad Nasir Saludin,Md.Shukri Shuib.Mohamad Faisal Keling.Mohd. Na'eim Ajis, Roland Yeow Theng Nam "Learning Organization Elements as Determinants of Organizational Performance Of Non-Profit Organization NPO's) in Singapore" *International NGO Journal (INGOJ-10-019)*, Vol.5(5),pp.116-127 June 2010

Abdul Rahman Shaik, **HishamuddinMd.Som**,Mohamad Nasir Saludin,Hassan Al-Banna Mohamed,Rashid Nordin and Noor Fazzura Ain Zainudin "Relationship between Leaders and Followers as a Predictor Of Organizational Commitment and Job Satisfaction". *Proceedings of the 5<sup>th</sup> National HRM Conference*, June 2010

Mohd. Nasir Saludin, **HishamuddinMd.Som**, Norashikin Sahol Hamid and Rika Fatimah "Quality-Family Deployment : Strategic Human Resources Management in Military Organisation" *Zulfaqar ASEAN Journal Defence and Security*, Jil1, Bil 1p41-56, 2010

Mohd. Nasir Saludin,Rashid Nordin and **HishamuddinMd.Som** "Relationship Between Occupational Stress,Emotional Intelligence And Personal Outcomes in Higher Education : An Empirical Study in Malaysia" *Proceedings of the 5<sup>th</sup> International Conference on Global Research on Economics and Business*, December 2009

**HishamuddinMd.Som** and Roland Yeow Theng Nam "An Exploratory Research on the Relationship between Organizational Learning attributes on Non-Profit Organisations Performance in Singapore" Vol.8 issue 2, *Europeon Journal Of Social Sciences*, 2009

**HishamuddinMd.Som** and Roland Yeow Theng Nam, "Organizational Level Training Needs Analysis (TNA) : Findings from the Top 1000 Companies in Malaysia" Vol.5 number 1. *Journal Of Global Business Management*, 2009

Rossilah Jamil and **HishamuddinMd.Som** "Training Needs Analysis (TNA) Practices of the Top Companies in Malaysia", *International Review of Business Research Papers* (ISSN : 1832-95430) Vol.3(3) p162-175 August 2007

Mohd.Hassan Osman,**HishamuddinMd.Som**, Rosman Md.Yusoff, Durrishah Idrus, Kamariah Ismail, Aslan Amat Senin, Noraini Abu Talib, Mohd Mohar Muhammad, Aminah Ahmad Khalid, Azamudin Badri, and Umar Haiyat Abd. Kohar "Kajian Pengesanan Siswazah dalam Kerjaya Keusahawanan dan Program Skim Usahawan Siswazah (SUS )" (*Translation : Tracer Study on Graduates in Entrepreneurship Career and Graduates Entrepreneurship Scheme*) *Proceedings of Seminar Kebangsaan Hasil Penyelidikan Pembangunan Usahawan*, March 2009

Thuaiabah @ Suaibah bt Abu Bakar, Azlah bin Md Ali, dan **HishamuddinMd.Som** "Aktiviti Keusahawanan di Kalangan Ibu Tunggal di Negeri Johor : Kajian terhadap Faktor Penglibatan dan Kejayaan Dalam Bidang Perniagaan" (*Translation : Entrepreneurial Activities amongst Single Mother in the Johor State : Study on Involvement and Success Factors in Business*), *Jurnal Kemanusiaan*, Bil. 4, Jan 2005

Thuaiabah @ Suaibah bt Abu Bakar, Azlah bin Md Ali, **HishamuddinMd.Som**, dan Siti Mariam Bujang "Aktiviti Keusahawanan di Kalangan Ibu Tunggal : Kajian terhadap Masalah yang dihadapi oleh Ibu Tunggal dalam Bidang Perniagaan" (*Translation : Entrepreneurial Activities Amongst Single Mother : Study on Problems Faced in Business*), *Proceedings of Seminar Za'baMengenai Alam Melayu II*, Feb. 2005

**HishamuddinMd.Som**, Norliza Mohd Salleh, Azlah Mohd.Salleh, Siti Zaleha Omain, and Thuaiabah @Suaibah Abu Bakar "Knowledge Management Practices Amongst Top Malaysian Organisation : An Insight", *Proceedings of International Business Management Conference*, December 2004

Ahmad Jusoh ,Siti Zaleha Omain, **Hishamuddin Md Som**, Norazman Abdul Majid, and Ahmad Sharifuddin Shamsuddin "Service Quality in Education" *Proceedings of ASEAN/Asian Symposium on Educational Management and Leadership*" December 2004

Amran Rasli, **HishamuddinMd.Som**, and Shakir Ramli "A Study on Differences in University Administrative Assistants' Perceptions on Organizational Climate and Incentives For Transfer Of Information Technology Training", *Proceedings of the 7<sup>th</sup> International symposium on Human Factors in Organizational Design and Management*, October 2003

Amran Rasli, **HishamuddinMd.Som**, and Ebi Shahrein Suleiman "A Reevaluation of Criteria for the Malaysian Prime Minister's Quality Award", *Proceedings of the 7<sup>th</sup> International symposium on Human Factors in Organizational Design and Management*, October 2003

Ahmad Shukri Mohd Nain, Amran Md. Rasli, Ebi Shahrin Suleiman, Husain Mahmood, Faruk Muhammad, **Hishamuddin Md Som**, Thuaibah @ Suaibah Abu Bakar and Siti Aisyah Abd. Rahman "A Delphi Assessment On the Factors Affecting The Transfer Of IT Training Among Clerical Staff In the Higher Education Institutions", *Proceedings of the MERA Conference*, September 2003

Ahmad Shukri Mohd Nain, Amran Md. Rasli, Ebi Shahrin Suleiman, **Hishamuddin Md Som**, Husain Mahmood, Faruk Muhammad, Thuaibah @ Suaibah Abu Bakar and Siti Aisyah Abd. Rahman "A Model Of IT Competence Among Clerical Staff in Higher Education Institutions", *Proceedings of the MERA Conference*, September 2003

Low Hock Heng, **HishamuddinMd.Som**, Siti Zaleha Omain "Barriers to Knowledge Sharing : A Study Of Manufacturing Sector in Johor Bahru", *Proceedings of the 1<sup>st</sup> International Conference on Asian Academy Of Applied Business Conference*, July 2003

**Hishamuddin Md.Som** and Shukri Mohd Nain "Competency-based Training Needs Analysis (TNA) : A Case Study Of a Faculty in a Malaysian University", *Proceedings of the International Conference on Asia Pacific Business Environment : Innovative Response to Regional Events*, January 2003

Amran Md.Rasli and **HishamuddinMd.Som** "A Study on Administrative Assistants' Receptivity Towards IT-based Human Resource Development Initiatives", *Proceedings of the 1<sup>st</sup> International Conference on HR in Asia, Bangalore India*, September 2002

Ahmad Jusoh and **Hishamuddin Md.Som** "Tahap Kefahaman Pekerja ke atas TQM dan Faktor-19actor Penentunya (*Translation : Level of Employee's understanding towards TQM and its Determinant Factor*)", *Proceedings of the National Seminar of Management and Human Resource Development*, October 2002

**HishamuddinMd.Som**, Low Hock Heng, and Siti Zaleha Omain "Knowledge Sharing : A Case Study of the Manufacturing Sector in Malaysia", *Proceedings of the the Asia Pacific and Business Conference*, October 2002

Siti Zaleha Omain, **HishamuddinMd.Som**, and Low Hock Heng "Time-Based Competition : A study of the Malaysian Electrical and Electronic Industry", *Proceedings of the Asia Pacific and Business Conference*, October 2002

Abu Bakar Hamid and **Hishamuddin Md.Som** "E-Commerce Application : A survey on Malaysian Based Small and Medium Enterprises. *Proceedings of the Adelaide Conference* , September 2002

**Hishamuddin Md.Som** "Managerial selection techniques of local and foreign MNC's in Malaysia", *Jurnal Teknologi Bil. 30*, UTM

**HishamuddinMd.Som** and Rosman Yusoff "Structured Interviewing Techniques : Trends in the Malaysian Industry", *Jurnal Teknologi Bil.33*, UTM

Amran Mohd.Rasli, **Hishamuddin Md.Som**, Rosman Md. Yusoff "Assessing IT Training and Professional Development Needs of Administrative Assistants at UTM" *Proceedings of International Conference on Technology and Vocational Technical Education*, Nov.2001

**Hishamuddin Md.Som** "Outdoor Management Development Programmes : Cases from Malaysia", *Proceedings of the 4<sup>th</sup> Asian Academy of Management International Conference* Nov.2001

**Hishamuddin Md.Som** and Azamudin Badri "Career Development in Japanese MNC's : Anecdotal evidence", *Proceedings of Graduate and Trainees of Look East Policy Seminar*, 2001

Hamdan Said and **HishamuddinMd.Som** "Educational Globalisation and its Effect on Student's Development", *Proceedings of International Conference of Challenges and Prospects in Teacher Education*, July 2001

**Hishamuddin Md.Som** "Factors influencing the choice of selection techniques in Malaysia", *Proceedings of Management Simposium*, 2000

Hamdan Said, **Hishamuddin Md.Som**, Raja Sulaiman Raja Hassan, Zurinah Yaakub "Role of Head of Mathematics *Panitia* in Secondary School : An Evaluation", *Proceedings of Education Seminar*, 2000

**HishamuddinMd.Som** "Managerial Selection techniques : Some evidence from the Malaysian Manufacturing Firms", *Proceedings of the 3<sup>d</sup> Asian Academy of Management International Conference*, 1999

**Hishamuddin Md.Som** "Human Resource Development in Malaysia : Challenges", Paper presented at *Bengkel Pemantapan & Pengkayaan Sumber Manusia*, 1999

**HishamuddinMd.Som** "New Employee's Orientation", *Human Resource Newsletter – MIHRM*, Jan –Mar., 2001 issue

**HishamuddinMd.Som** "Biodata and references : Selection tools", *Berita Personnel – MIHRM*, Newsletter April – Jun., 1999 issue

**HishamuddinMd.Som** "Graphology : Valid or reliable as a selection tool?, *Berita Personnel – MIHRM Newsletter*, Oct.- Dec., 1999 issue

**HishamuddinMd.Som** "Applying Theory into Practice", *New Straits Times*, 25/12/1999

**HishamuddinMd.Som** "JIT (Just in Time) : A brief overview of the Malaysian experience", *URUSAN*, 1994

**HishamuddinMd.Som** "Entrepreneurial Rehabilitation Fund : An Overview", *URUSAN*, 1990

## 10. ADMINISTRATIVE POST/ADDITIONAL RESPONSIBILITY

- Senate Member, Putra Business School (PBS) (Feb. 2018 – Current)
- Senate Committee Member, Universiti Malaysia Kelantan (UMK) (May 2012 – May 2014)
- Senate Committee Member, Universiti Pertahanan Nasional Malaysia (UPNM) (Dec 2009- May 2012)
- Deputy Dean, Postgraduate Studies, UMK (2013 - 2015)
- Head, Management Department, Faculty Of Management & HRD, Universiti Teknologi Malaysia (UTM) (2001 – 2003)

### Putra Business School

- Programme Coordinator for MBA, Human Potential Management (March 2021 – March 2023)
- PBS Strategic Plan Working Committee Putra Business School (PBS) (Aug 2022-July 2023)
- Member, Learning and Facilitation Committee, Putra Business School (PBS), UPM (July 2018 – Current)
- Member, Curriculum Review Committee , Putra Business School (PBS), UPM (July 2018 – Current)
- Member, Examination Committee, Putra Business School (PBS), UPM (July 2018 – Oct.2021)

- Member, Research & Publication Committee, Putra Business School (PBS), UPM (July 2018 – July 2019)
- Member, Thesis Review Committee, Putra Business School (PBS), UPM (July 2018 – Oct. 2021)

### Universiti Malaysia Kelantan (UMK)

- Member, Committee Member, Decentralization Management & Administration Of Jeli Campus, UMK (Oct. 2015 - current)
- Member, *Jawatankuasa Kerja* ICT (JKICT), UMK (July 2014 – 30 June 2016)
- Member, Environmental Safety and Health Work, UMK (Dec. 2014 - Feb. 2015)
- Head, Environmental Safety and Health, Centre Of Postgraduate Studies CPS (Nov. 2014- Nov 2015)
- Member, Academic Quality Postgraduate Centre Of Postgraduate Studies CPS, UMK (Nov. 2014 – Nov 2015)
- Member, Post-Graduate Committee, Faculty Of Business & Entrepreneurship (FBE) UMK UMK (May 2012 – May 2014)
- Member, Review Committee on UMK Entrepreneurship courses (May 2013 – April 2015)
- Member, Quality Assurance & Accreditation, Faculty Of Business & Entrepreneurship (FBE) UMK (May 2013 – April 2015)
- Coordinator, Post Graduate Program, FBE, UMK (Oct 2013 – March 2014)
- Member, Academic Committee, FBE, UMK (July 2012 – April 2015)
- Member, Executive Committee, FBE ,UMK (July 2012 – April 2015)
- Head of Entrepreneurship & Innovation Cluster, FBE UMK (July 2012 –April 2015)

### **Universiti Pertahanan Malaysia (UPNM)**

- Head Social Science and Humanities Cluster UPNM (January 2010 - January 2011)
- Member, Committee in establishing Criteria for Promotion of Professor. UPNM (May 2011- May 2012)
- Member, Committee in Developing Master in Business Administration (MBA Programme, UPNM (October 2011)
- Member, Workshop in 'Developing Syllabus-Programme Msc. in Engineering Business Management for Defence Universiti Warwick, UK' UPNM Jan 2011
- Member, Committee *Penyambut Tetamu Sempena Perbarisan Di Raja & Watikah Tauliah Pegawai Kadet 2011*, UPNM
- Member, Quality Committee, UPNM (May 2010- May 2012)
- Member, Pengajian Siswazah Committee, Faculty Of Defence and Management Studies UPNM (January 2011 – May 2011)
- Member, Research and Consultation Committee, Faculty Of Defence and Management Studies, UPNM (January 2011- May 2011)
- Coordinator, Setting up Of Centre Of Defence Management (CEDEM) Committee (May 2010 – May 2011)
- Chairman, Research and Consultation Committee, Faculty Of Defence and Management Studies, UPNM (November 2009- November 2010)
- 

### **Universiti Teknologi Malaysia (UTM)**

- Head, Panel (Management), Faculty Of Management & HRD, UTM (2007-2009)
- Head, Social Analysis Study and HR, Faculty Of Management & HRD, UTM (2006-2009)

- Head, Socio Economic Programme, Institute of Environmental & Water Resource Management (IPASA), UTM (1 Nov.2006 – 31 Oct. 2008)
- Coordinator, Human Resource Management Committee, Management Department, Faculty of Management & HRD, UTM (2005-2009)
- Editor, Journal of Technology (Management and Social Science), UTM (1999 – 2003)
- Head/Chairperson of Quality Assurance (Academic Staff) Committee, Faculty Of Management and Human Resource Development, UTM (2009-2011)
- Head/Chairperson of Quality Assurance (Planning) Committee, Faculty Of Management and Human Resource Development, UTM (2003-2004)
- Head of Task Force Training Needs Analysis (TNA) Committee, Faculty Of Management and Human Resource Development, UTM (2002)
- Head of Task Force Job Analysis Study Committee on unit Hartabina, Faculty of Management and Human Resource Development, UTM (2002)
- Head of Curriculum & Syllabus Committee (Bsc. Human Resource Development), Faculty of Management and Human Resource Development, UTM (1999-2001)
- Coordinator of Masters programme UTM-L&G Twintech and Kolej Negeri, Faculty Of Management and Human Resource Development, UTM (1999-2002)
- Coordinator Of Consultation Unit (Management Dept.), Faculty of Management and Human Resource Development, UTM (2000-2001)
- Coordinator of Quantitative Panel (Management Dept.), Faculty of Management and Human Resource Development, UTM (1992-1994)
- Coordinator of Short Courses (Management Dept.), Faculty of Management and Human Resource Development, UTM (1991 – 1992)
- Coordinator of Student's Industrial Training (Management Dept.), Faculty of Management and Human Resource Development, UTM (1991 – 1992)
- Member, UTM HR Audit Task Force (2006-2007)
- Member, Post-Graduate Program Development, Management Department, Faculty of Management and Human Resource Development (2007-2009)

- Member, Quality Assurance, Faculty of Management and Human Resource Development (2007-2009)
- Member, Set-up of New Faculty Committee, Faculty of Management and Human Resource Development (2006-2007)
- Member, Pengajian Siswazah Panel, Faculty of Management and Human Resource Development, UTM (2006 – 2007)
- Member, Publication Committee, Faculty of Management and Human Resource Development, UTM (2005 – 2007)
- Member, UTM Environmental Technology Focus Group, (2005 – 2009)
- Member of UTM Curriculum Development Committee for Assessment of Academician (SSM) Competency (2003)
- Member of UTM Development and Evaluation Committee of Module in Assessing Competency Level Of Staff under SSM Scheme (2003)
- Member of UTM Working Committee for Assessment of Staff Competency Level (2002)
- Member of UTM HRM Committee for Human Resource Blue Print (2002)
- Member of the Academic Board, Faculty of Management and Human Resource Development, UTM (2000 – 2003)
- Member of Executive, Faculty of Management and Human Resource Development, UTM (2002 – 2003)
- Member of Publication Committee, Faculty of Management and Human Resource Development, UTM (2001 – 2003)
- Member of Executive (*Penyelarasan*), Faculty of Management and Human Resource Development, UTM (2001 – 2003)
- Member of Curriculum Development Committee for University's General Subjects, Faculty of Management and Human Resource Development, UTM (2000-2001)
- Member of Graduate's Programme Intake Evaluation Committee, Faculty of Management and Human Resource Development, UTM (2000 – 2003)
- Member of Graduate's Programme Committee, Faculty of Management and Human Resource Development, UTM (2000-2001)

- Member of Curriculum and Syllabus Committee for Certificate in Supervisory Management, Faculty of Management and Human Resource Development, UTM (1999 – 2001)
- Member of Research Committee, Faculty of Management and Human Resource Development, UTM (1992 – 1994)
- Member of Welfare Unit (Badan Kebajikan Masyarakat), Faculty of Management and Human Resource Development, UTM (1989-1990)
- Member of Strategic Planning Committee, Faculty of Management and Human Resource Development, UTM (1989-1990)
- Member of BBA Programmes Committee (Management Dept.), Faculty of Management and Human Resource Development, UTM (2000-2001)
- Member of Curriculum & Syllabus Committee for Bsc. Of Management of Technology, Faculty of Management and Human Resource Development, UTM (1989-1990)
- Member of Recruitment & Admission Committee for Bsc. Management of Technology, Faculty of Management and Human Resource Development, UTM (1989-1990)
- Member of Gerakan Pembangunan Usahawan (GERPU) Committee, UTM (1989-1990)

## **11. OTHERS**

- Panel, Interviewer for Selection of Academician Grade DS 53/52, FKP UMK 9 July 2013
- Panel Evaluator, MOHE Grant Proposal (FRGS/ERGS/RAGS/PRGS), UMK Jan.2013-Jan. 2015
- Panel Evaluator FRGS Proposal under Electronics, Communications & Information Technology for Society Cluster UTM (ECOITS) 23 April,2009
- Panel, Interviewer for Selection of Academician Grade DS 45 (Management Dept, Fakulti Pengurusan & Pembangunan Manusia (FPPSM) UTM, 8 August, 2007
- Panel, Interviewer for Selection of Academician Grade DS 45 (Management Dept, FPPSM UTM) 26 September, 2006
- Panel, Evaluator for Academic Staff Promotion to Grade DS 54 (Modern Language Dept, FPPSM UTM) 16<sup>th</sup> June, 2006

- Panel, Evaluator for Academic Staff Promotion to Grade DS 54 (Management Dept, FPPSM UTM) 15 June, 2006
- Panel, Evaluator for Academic Staff Promotion to Grade DS 52 (Modern Language Dept, FPPSM UTM ) 26<sup>th</sup> September, 2005
- Panel, Evaluator for Academic Staff Promotion to Grade DS 52 (Management Dept, FPPSM UTM) 26 September, 2005
- Panel, Interviewer for Selection of Academician Grade DS 45 (Management Dept, FPPSM UTM) 15 - 16 March, 2005
- Panel, Evaluator for Academic Staff Promotion to Grade DS 54 (HRD Dept, FPPSM UTM) 24<sup>th</sup> July, 2003
- Panel, Evaluator for Academic Staff Promotion to Grade DS 54 (Management Dept, FPPSM UTM) 23<sup>rd</sup> July, 2003
- Panel, Performance Appraisal Evaluator for Academic Staff (Management Dept, FPPSM UTM), 2003
- Panel, Performance Appraisal Evaluator, FPPSM UTM (1992 –1994)

## 12. OTHERS (Outside UMK/UPNM/UUM/Overseas University)

- Panel, Evaluator for Academic Staff Promotion to full Professor (Yanbu University College)
- Panel, Evaluator for Academic Staff Promotion to Grade DS 54 :
  - a) Norazuwa bte Mat (UUM, 14//8/2012)
  - b) Ooi Eng Kiat (UUM, 27/5/2015)
  - c) Siti Zubaidah Othman (UUM, 14/3/2016)
  - d) Johanim Johari (UUM, 21/3/2017)
  - e) Lt. Col. Ungku Azly Ungku Zahar (UPNM, 25/8/2015)
  - f) Mej. Dr. Ahmad Azan Ridzuan (UPNM, 28/6/2016)
  - g) Zulkiflee Daud (13/1/2019)
  - h) Mohd Na'eim Ajis (20/3/2019)
  - i) Mohd Hamran Mohamad (1/10/2020)
- External Supervisor, Central Queensland University Australia 2017
- External Examiner & Adjunct Lecturer, International College of Automation (ICAM), 2014

- Panel, Establishing Standards for Educational Programmes in The Field Of Business and Commerce, (Quality Assurance) Ministry of Education.(2004)
- Panel (Evaluator), Lembaga Akreditasi Negara (LAN) in the Field of Human Resource Management (2005 - 2007)

## 12.1 Editorial Board

- Head, Honorary Editorial Committee member (Social Science) UMK Publications, Jan. 2017 – Sept. 2017
- Editorial Board Member , Journal Of Entrepreneurship and Business (JEB) 15<sup>th</sup> Dec 2014 - 16<sup>th</sup> July 2017
- Editorial Board Member, Jurnal Teknologi (Social Sciences) Jan-2013 – Dec. 2015
- Editorial Board Member, Journal Of Human Capital Development 1 April 2013 – 31<sup>st</sup> March 2017
- Panel (Editorial Board of Reviewers) McGraw-Hill (Malaysia) (2001 – 2003)

## 13. CO-CURRICULUM

### 13.1 University/Social Services

- Chairman, Viva Voce, Masters (research), UMK (8 Oct, 2015)
- Chairman, Viva Voce, Masters (research), UMK (12 Mac, 2015)
- Panel Evaluator, Postgraduate Jabatan Sains Kemanusiaan, Pusat Pengajian Bahasa & Pembangunan Insaniah, Universiti Malaysia Kelantan, 8 Jan. 2013
- Panel, Jawatankuasa Siasatan Kes Cuai, FKP, Universiti Malaysia Kelantan, Ogos 2012
- Judge, *Ekspo Ciptaan Institut Pengajian Tinggi Antarabangsa* PENCIPTA September 2011
- Faculty Of Defence Management and Studies Panel Interviewer for UPNM Student Intake Category STPM/Matrikulasi for Academic Year 2011/2012
- Urusetia, 12<sup>th</sup> Defence Services Asia (DSA) Exhibition & Conference 2010
- Chairman, National Conference on Human Resources(NCHR 2009), 14-15 July 2009
- Internal Auditor, Koperasi Alumni UTM Bhd (2005)
- Head of Workshop for Task Force Committee on HRM for Human Resource Blue Print, UTM (2002)
- Head of Data Analysis Workshop for Task Force Committee on Human Resource Welfare, UTM (2002)
- Member, Badan Kebajikan Anak-Anak Melayu, N.Sembilan (No:1505)
- Member of "Foreign Workers Recruitment : Problems and Solutions" Committee Johore Economic Planning Unit (2002)
- University Representative, Bengkel 'Kajian Penyelidikan Pentaksiran Penbidikan' (Organised by Lembaga Peperiksaan Malaysia on 16 – 18/2/2003)
- University Representative , Panel Of Expert in Area Of Management (organised by Quality Assurance Department, Education Ministry of Malaysia)

- Faculty representative, University of Calgary, Canada Delegation Visit (organised by BIP, UTM Skudai on 15/11/2000)
- Faculty Representative “Bengkel Perancangan Penubuhan Keusahawanan : Pelajar” (organised by HEP, UTM Skudai) on 26/5/1999
- Represented Faculty as chairperson for Masters in Management Of Technology (by research) viva on 28/7/1999
- Represented Faculty as chairperson for Masters in Management Of Technology (by research) first draft on 23/11/99
- Judge, Debate between UTM. Colleges, Skudai (organised by Kampung Resak)
- Committee member of Seminar on “Majlis Dialog Usahawan Bumiputera” organised by Urusetia Akademik UTM, 1989
- Committee member of Seminar on “Penubuhan Syarikat dan Pengurusan Perniagaan Kecil” organised by Pusat Pengajian Kemanusiaan, 1990

## 14. OTHER CONTRIBUTIONS

### 14.1 (Evaluator of Journal/Proceedings/Manuscript)

- Business Management Review Journal “Does Organization Learning Capacity influence the Organization Effectiveness : Moderating role Of Absorptive Capacity”, Aug.2016 BMRJ-16-0035
- 8<sup>th</sup> Knowledge Management International Conference (KMICe), “Critical Analysis in Proposing Multimedia Model Of Truancy Awareness (PMTA), PID166, May 2016
- Journal Of Entrepreneurship & Business, FKP, UMK “The impact Of Infrastructure on Trade in Malaysia” May 2015
- National Symposium & Exhibition on Business & Accounting “A Study Of Flexible Working Arrangements & Employee Productivity in Malaysian GLC” March 2014
- CPS Journals Manuscript JTE082013001 “Establishing Effective Mentoring Culture Among Professional University Administrators in Nigeria” June 2013
- Basic Research of Social and Political Sciences No. BRJSPS-41-213 “Factors affecting the use of donor aid by international NGOs in Kenya : A Case of USAID” March 2013
- Journal Of Human Capital Development “ Equal Employment Opportunity for the Disabilities : A case Of Indonesia and Malaysia” April 2013
- Journal Of Human Capital Development “ Designing and Explaining the Model of Knowledge Workers retention with emphasis on HRM Practices” April 2013
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- Universiti Tenaga Nasional International Business Management Conference “High involvement Of HRM Practices of Service Organisations in Malaysia” December 2007
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- Jurnal Teknologi UTM (E) “Pengurusan Pengetahuan Dalam Industri Insurans di Malaysia : Di Mana Amalanya? UTM.01.06/18.10/17 Jld.33 (185), May 2006
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- Utara Mangement Review (UMR) “Empirical Findings on the Relationship Between HRM and Information Technology Effectiveness” UUM/SP/M-5/20. June, 2003
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- Jurnal Teknologi UTM (E) “The Effectiveness of Business Simulation in Business Administration Program” UTM.01.06/18.10/17 Jld.12(124) April 2002

- Journal Teknologi UTM (E) "A Study on the Efficiency Of Industrial Managers and Management Of Learning Environment on Project Management" UTM.01.06/18.10/17 Jld.11(90) January 2002
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- Journal Teknologi UTM (E) "How effective is Computer Assisted Language Learning? : English as a Foreign Language Learner's Perspectives" UTM.01.06/18.10/17 Jld.3(115), December 1999
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- Manuscript/Book McGraw-Hill (Malaysia) Sdn. Bhd "Pengurusan Sumber Manusia" April 2001

#### 14.2 (Evaluator others)

- UTM RMC Vot 71335 "Effects Of The Islamic Values Of Entrepreneurs In Information Industry Technology UTM.29/25.10/2(86) Jan 2001
- UTM Anugerah Buku Karya Asli 2006 "Data Analysis and Interpretation : A Handbook for Postgraduate Social Scientist
- UTM Anugerah Buku Karya Asli 2009 "Human Capital Management Practices in Malaysia : Local & Foreign Perspectives"

#### 15. OTHER CONTRIBUTIONS (facilitator / guest speaker )

- Putra Business School 30 Minutes Talk Series "Sampling in PhD : Common Misconceptions" ' 23rd May,2023
- Putra Business School Trainer for Pre-requisite Course "Managing People", 28th August, 2022
- Professorial Talk 'Utilizing Non-typical Selection Tools to Enhance Employment Decision : A Fallacy? ' 23rd July, 2017, UMK
- Facilitator, "Program Pematapan Potensi Pelajar Orang Asli Sekolah Menengah Gambang" 16 Nov. 2016
- Trainer/Facilitator "Menjana Kuasa Minda, Energi & Emosi utk Kejayaan Diri "Lembaga Pertubuhan Peladang Negeri Kelantan"28 Okt. 2015
- Facilitator "Lecturer's Research & Competency" Course, UMK 16 April – 9 July 2013
- Trainer/Facilitator "Triple Q-Mind Programming for Success" MARA Entrepreneurship Development Programme 25 Jun, 2013
- Trainer/Facilitator SME@UMK "Quantum Mindset Programming for Success" 16 Nov 2012
- Facilitator Program AKEPT Julai 2012(UMK)
- Facilitator Program AKEPT 2011(UPNM)

- Guest Panel Program Assalamualaikum "Kepentingan Modul Kerohanian" TV Al-Hijrah, 1 July, 2011
- Trainer/Facilitator "SEFT in Stress & Emotional Management", UPNM, 8 April, 2011
- Trainer/Facilitator "Workshop on Stress Management and Learning through Psychology and Spiritual Emotional Freedom Technique (SEFT)", UPNM, 9 April 2011
- Trainer/Facilitator "Kewibawaan Akal & Minda" Hospital Serdang, KL 27 April,2011
- Facilitator, Research Methodology, UPNM, 22 Dec, 2010
- Facilitator, Workshop for FRGS Application fasa 1/2010, FPPP, UPNM Nov.2010
- Guest Speaker 'Career Development Of Administrative Staff based on Training Needs Analysis', UTM Skudai, 16/4/09
- Facilitator Research Methodology (Instrumentation, Sampling, Data Gathering & Analysis) for UTM Graduate/Doctoral Students, organized by SPS UTM, 17/2/2007
- Chairman, Viva Master (Management Of Technology), Norhidayah Mohamad, 16/6/06
- Facilitator SPSS Workshop (organized by Pusat Pengajian Sains., KUiTHO, Batu Pahat) on 12-14/6/2006
- Facilitator Research Methodology UTM, 2006 (Sampling, Data Analysis)
- Facilitator Research Methodology (Instrumentation, Sampling, Data Gathering & Analysis) for UTM Graduate/Doctoral Students, organized by SPS UTM, 24/2/2006
- Facilitator SPSS Workshop (organized by Mathematics Dept., KUiTHO, Batu Pahat) on 11-12/3/2005
- Facilitator "Teaching Portfolio" Workshop (organised by UNIPEN, UTM Skudai) on 10-11/4/2003
- Facilitator SLAB Programmes, UTM 2002
- Moderator, Seminar on 'Competitive Compensation System towards Globalisation' organised by MIHRM, JB (5/11/2001)
- Facilitator Workshop 'Seminar Mahasiswa dan Pelatih Dasar Pandang ke Timur' (14/4/2001)
- Facilitator Research Methodology "Sampling" (MHM 1743), 2000
- Guest Speaker, Colloquium "Guidelines to get a PhD : Tips from past experiences (organised by Management Dept., Faculty Of Management and Human Resource Development), 1999
- Facilitator, Management series "Management Of Change" for X-ray trainees year 3, Radiography College, Sultan Aminah Hospital, Johore Bahru, 1999
- Facilitator, Entrepreneurship Development Programmes, Module 2, 3 (1990/2) organised by HEP, UTM



### **Testimony (PhD student)**

I consider myself fortunate to be supervised by Prof Dr Hishamuddin Md Som at the Putra Business School, UPM, Malaysia. The time I spent under his supervision were crucial in shaping my career. I have learnt a lot during my PhD. I got the freedom to work on the topics of my interest that gave me immense satisfaction. Instead of rushing the students to provide quick research results, Prof. Hishamuddin gave me sufficient time to develop all the necessary fundamentals through his guidance. We had a very friendly, comfortable, and collaborative relationship throughout my PhD studies. I admired the way he has been responding to my questions and correcting the mistakes. I will immensely cherish the memories that we had during our meetings whether online or in-person. He has been an excellent advisor and collaborator and I would wish to continue to work and interact with him on my research even after my PhD.

**Dr Hamid Saeed**  
**PBS18222089**

"Prof. Dr Hishamuddin Has helped me a lot through my journey towards finishing my PHD. Dr Hishamuddin Has been following up with me, motivating and guiding me step by step towards PD. Am so glad That he was my main supervisor and without him I would not be able to work so hard on my thesis.

One of the most important things I liked that Dr Hishamuddin Read every single word and provide me with written notes on my thesis so I can go back and improve my thesis".

**Thabit Abdulaziz (Awaiting Viva)**  
**PBS16241444**

Professor Hishamuddin is a very supportive advisor in many aspects. His mentoring style is very flexible. He would allow the student to take independent decisions about the research and then critique them so that the student can become a better independent researcher. He is always willing to help you develop your thesis, and give you guidance and feedback to progress successfully in your research".

**Abdullah Alsharif (Final write up)**  
**PBS18122184**

### **Testimony (MBA Student)**

"Prof. Hishamudin is a professor with extensive experience in the field of human resources. I regarded him as a man of great integrity, always supportive and would give his best in navigating his supervisees' postgraduate journey. He is approachable, and I would highly recommend students to take him as a supervisor if they wish to complete their project paper/thesis on time and according to the set standards. Your master or PhD journey will definitely be worthwhile with Prof. Hishamuddin".

**Anwar Halim Nor Hashim**  
**PBS 17107016**

"I had my MBA dissertation successfully completed on 2019. It was supervised by Prof Dr Hishamuddin Md Som. I am considered lucky to have him as my supervisor since he guided me with his best efforts, through thick and thin. I understand there were few hurdles which at later time I realized it was meant to develop me as a good researcher and an established professional. I would highly recommend to work with him for a credible research project".

**Mahmud Ulwan Salehan**  
**PBS17211060**

"Prof. Hisham was my supervisor for my MBA final year project paper for Putra Business School. He gave me comments and critiques that helped me build a strong paper which finally earned me an A. He is always available when I have any questions and doubts and always shares materials that was most helpful for my project paper. I am lucky that he was my supervisor. Thank you, Prof Hisham!"

**Nuganeswary Ramachandran**  
**PBS16111326**

"I completed my MBA (Human Potential Management) under the supervision of Prof Dr Hishamuddin Md Som. He is one of the best supervisors I have had during my academic years. He is an excellent mentor and is very approachable whenever his advice or input is needed. Prof Hisham had always been engaged with what I had written each time and guided me to areas of discussions that I hadn't previously thought. Apart from providing me with good guidance and encouragement, he also ensured that I succeed in my academic endeavours".

**Nishaalini Krishna**  
**PBS18107178**

"I completed my MBA (Human Potential Management) under the supervision of Prof Dr Hishamuddin Md Som. He is one of the best supervisors/lecturers I have had during my academic years. He is always ready and willing to help whenever there are questions from students. He is approachable and always provide constructive & effective feedbacks for the students' improvement in terms of assignments or any academic writings. He is also an experienced in his field of studies, whereby he always share his knowledge and wisdom".

**Goh Her Jun**  
**PBS18107179**

### **Testimony (MBA Student)**

"I am ever indebted to the kind advise, patient and persistent guidance given by my supervisor, Professor Dr Hishamuddin Md Som. My heartfelt appreciation to him and may his contribution benefit future generations. Without his guidance I would be quite loss to prepare a good research paper."

**Hazrina Khalip,**  
**PBS18112242**

"Being under Prof Hisham's supervision during my Final Year Project was a great experience. He was very helpful in letting me understand the ways to produce a high quality thesis. He is ever ready to help me at times when I am stuck. I am really grateful to be under his supervision as he made this FYP journey a smooth sailing experience".

**Jacqueline Teyew Ywan Xing**  
**PBS17211050**

Prof Hisham is a very attentive and helpful supervisor . He sends message to remind us to send our projects for review so that he can give feedback. He also answers our questions readily and will check our work to ensure that the answers are as accurate as possible. He also cares for his students and give enough time for us before submit our draft for every each chapter. Last but not least, my journey of finalising my FYP was so smooth and easy under Prof Hisyam supervision".

**Sharifah Nurulafina**  
**PBS17211006**

"Prof. Hisham supervised me for my MBA final year project. He is one of the supervisor who oversees HR subject related papers. I was struggling initially to find a topic even, and he gave clarity on how I can get a topic for my research paper. It was easy to work with him as he understood working adult's student life. He gave constructive feedback so that I can improve on my content. Helpful materials were also shared as a guide. We even had a small group who were supervised by Prof to help each other whenever we're stuck.The whole journey was great and I learnt a lot from him. Definitely would recommend Prof as your supervisor "

**Abbyrami Raja Retinam**  
**PBS 16211406**

Prof Hisham has really helped me throughout my project paper. He'll guide you step by step and gives very comprehensive advice and supervision. His guidance makes your project paper, which might seem daunting and intimidating, much more manageable and achievable. I highly recommend him to anyone looking for a friendly and helpful guidance for your project paper."

**Muhammad Saddiq**  
**PBS18107205**

### **Testimony (MBA Student)**

I did my project paper under the supervision of Prof Dr Hishamuddin Md Som as the final step to complete my MBA (Human Potential Management). An excellent mentor with vast knowledge in the field of human resources, Prof. Hisham monitored and guided me since the first day I suggested my topic until the day I submitted the paper to PBS. He is approachable and full of advices especially during online meet-ups where he discussed in details the areas that needed to be polished, changed or more research added in".

**Zuliana Mohd Akob**  
**PBS 18107170**

"I am thankful to Prof Dr Hishamuddin Md Som, as supervisor for my MBA final year project paper. This research would not have been possible if Prof Dr Hishamuddin did not provide me with his constant encouragement, academic guidance, constructive comments and motivation.

I would always appreciate the intellectually stimulating conversations with him and his deep concern on my research's write-up for the betterment of the project paper. Personally, I would recommend students to work with him for a research paper."

**Muhamad Faizal Saidin**  
**PBS17207058**

"I write to give a brief testimony for Prof Hishamuddin Md Som. I have known Prof Hisham for almost a year since he taught me a course, HPM7205-Total rewards management and he was as well a supervisor for my RSM7102-Project Paper.

To the best of my knowledge as his former student and supervisee and from the feedback of course mates alike, Prof Hisham is regarded as humble, very attentive and engaging towards student. He is an excellent lecturer that allows me to enhance my thinking capability and sparks passion in me to do my best in course subjects. We can easily converse with him for useful feedbacks and always receive helpful advices. He always ensures to make lesson interesting and useful for us. He takes great effort to go through each student performance in class and provides appropriate and constructive feedback for us to improve. Prof Hisham is very dedicated and passionate in what he is teaching and has genuine intention to help his students improve"

**Piriya Gopalan**  
**PBS18107156**

### **Testimony (MBA Student)**

"It's been an absolute pleasure to be Prof Hishamuddin's student. I've completed my MBA in Human Potential Management under his supervision. He is very helpful, an expert in the field, and a well-respected lecturer in PBS. Prof Hisham often goes above and beyond to guide his students, has extensive experience and knowledge, and always brings great perspective and insights to my questions. He's always extending his help to make sure I complete my project paper on time. I have learned so much from Prof Hisham, and gained something new and valuable from every class I've taken with him. I'm very grateful and honoured to have been his student".

**Kalpanaa Nair**  
**PBS18207055**

I completed my MBA (Human Potential Management) under the supervision of Prof Dr Hishamuddin Md Som. He is a high-level, very serious and responsible professor. He is very patient, strictly requires students, and often encourages me to work hard to complete my studies. I had many problems in the process of completing the project paper, and he gave me great guidance and help.

Thank you very much Professor Hishamuddin!

**Wang Rui**  
**PBS19201149**

Prof. Dr. Hishamuddin has really helped me throughout my project paper. Prof Hisham has been a very good teacher, teaching and guided me with his vast knowledge and experience in HR field. He is very supportive, very resourceful and attentive. For me, Prof Hisham is more like fatherly figure to me. Prof Hisham monitored and guided me and he is always mindful. Definitely would recommend Prof Hisham as your supervisor.

**Faezah binti Mohd Afandi**  
**PBS19101066**

I manage to complete my final year project paper in MBA (human potential management) under supervision of Prof Hishamuddin. Prof Hisham guides me in proper manner to finish off my project paper and answer every question that I have for him. He will give time to correct my mistakes and after that he will check the amended part accordingly for me to get good results. Prof Hisham did help me in focusing my target population as well as changing the important part such hypothesis and study objectives. Although our meetings using online method, but he did make sure that I get enough explanation and justification in order for me to complete my project paper. Thank you for everything Prof.

**Muhammad Razlany Md Rizam**  
**PBS18307121**

### **Testimony (MBA Student)**

I was blessed to be under the supervision of Prof Dr Hisham for my MBA final year project paper for Putra Business School. He was always there for me to advise and provide comments that helped me to build a strong project paper. Even when I get stuck with my work, he will always look out for me to help me out to complete the project paper which really becomes a motivation form me to keep pushing myself towards completing the project paper. Words could not describe how lucky for me to have him as my supervisor and if one day I pursue my PhD at Putra Business School. He will be my choice of supervisor again. From deep of my heart, thank you Prof. Hisham!

**Balasingam A/L Murugiah**  
**PBS 17307072**

Prof. Hishamuddin is a professor who made the knowledge simple to grasp, and he is very good at what he does. I was struggling with my Project Paper at first, but Prof. Hishamuddin was able to simplify the topic. He guided me in better understanding the key concepts for the project paper.

At first, I didn't think I could complete it successfully, but with Prof's encouragement, I managed to finish this Project Paper with flying colours. I honestly would not have succeeded if it hadn't been for his guidance. He is amazing at what he does. His passion and dedication are beyond words. From weakness to strength, from grass to grace, and from nothing to something. The knowledge that Prof. Hishamuddin has imparted to me has been a great asset throughout my MBA journey.

Prof. Hishamuddin is an excellent choice as a supervisor, and I definitely recommend him to all students. Thank you once again, Professor Hishamuddin. It has been an honour to be your student.

**Norazazah Jamin**  
**PBS19101083**

In my journey to complete my FYP, I have had ups and downs, but mostly down, and even thought of giving up due to health and personal issues. Luckily, Prof. Hisham, my supervisor, didn't give up on me; he kept pushing me to complete my paper, and with his charisma, knowledge, and experience, he was able to convince me and pull me up from the slump, so I was able to complete my FYP.

When I think back, I've made a great decision in choosing Prof. Hisham as my supervisor, and I feel grateful that he took me under his wing, as he is approachable and very knowledgeable in the area of my study and research. Without proper guidance and mentoring, I've never been able to complete my paper. He always and diligently reminded his students to stay low and quiet, and for me, that was a great attitude and sense of responsibility and integrity as a professor and father figure for his students. He set a very high standard for his student, and I feel relieved that I was able to fulfil his high standard, and I can say that I didn't breach his trust in me along this journey.

**Hafez Fikri Md Redza**  
**PBS20101046**

### **Testimony (MBA Student)**

Under the mentorship of Prof Hishamuddin, I embarked on a transformative academic journey, crafting my project paper with unparalleled guidance and support. His profound wisdom and unwavering dedication breathed life into my ideas, nurturing them into fruition. With each insightful conversation, I delved deeper into the subject matter, honing my critical thinking and analytical skills. Prof Hishamuddin's mentorship transcended traditional teaching, fostering an environment of intellectual growth and curiosity. I am eternally grateful for his impact on my academic pursuits, as he embodies the essence of a true educator, leaving an indelible mark on my intellectual development.

**Ros Zulaikha Zafira Mohammad Zamzam**  
**PBS20101085**

I am extremely thankful and grateful to Prof Hisham for helping me have a positive project paper journey. From the very beginning till the end, he provided me with guidance and was extremely helpful in providing me with continuous feedback to help me finish the project paper on time. He would reply to any questions I have and he would always guide me when my approach was wrong. Working under his guidance has been an absolute pleasure. His expertise, encouragement, and support made my project a very smooth and easy journey. I am beyond grateful for the opportunity to learn and grow under his mentorship. Thank you very much Prof Hisham!

**Taasha Ganesan**  
**PBS20301277**