

Conference Schedule

Day 1: Saturday, December 3, 2011

Time	Programme	Venue/Room
08:30 – 17:00	Registration	Outside Lotus
09:00 – 10:45	Pre-conference Workshop 1 – An Introduction of Structural Equation Modeling (SEM) using AMOS By Dr. Zoharah Omar, <i>Universiti Putra Malaysia, Malaysia</i>	Lotus
10:45 – 11:00	Tea Break	Foyer
11:00 – 13:00	Pre-conference Workshop 1 - An Introduction of Structural Equation Modeling (SEM) using AMOS	Lotus
13:00 – 14:00	Lunch	Café Serena (Lobby Floor)
14:00 – 15:30	Meeting of Conference Management Team	Sakura
14:00 – 15:30	Pre-conference Workshop 1 - An Introduction of Structural Equation Modeling (SEM) using AMOS	Lotus
15:30 – 15:45	Tea Break	Foyer
15:45 – 17:00	Pre-conference Workshop 1 - An Introduction of Structural Equation Modeling (SEM) using AMOS	Lotus

Day 2: Sunday, December 4, 2011 (Concurrent Session Workshop)

Time	Programme	Venue/Room
08:30 – 17:00	Registration	Outside Lotus
09:00 – 10:45	Pre-conference Workshop 2 – Qualitative Research Methodology By Professor Dr. Azimi Hamzah and Dr. Shamsuddin Ahmad, <i>Universiti Putra Malaysia, Malaysia</i>	Lotus
10:45 – 11:00	Tea Break	Foyer
11:00 – 13:00	Pre-conference Workshop 2 - Qualitative Research Methodology	Lotus
13:00 – 14:00	Lunch	Café Serena (Lobby Floor)
14:00 – 15:30	Pre-conference Workshop 2 - Qualitative Research Methodology	Lotus
15:30 – 15:45	Tea Break	Foyer
15:45 – 17:00	Pre-conference Workshop 2 - Qualitative Research Methodology	Lotus

Day 2: Sunday, December 4, 2011 (Concurrent Session Workshop)

Time	Programme	Venue/Room
08:30 – 17:00	Registration	Outside Orchid
09:00 – 12.30	Pre-conference Workshop 3 – Action Learning: A Powerful Tool for Developing Leaders, Solving Problems & Transforming Organizations By Professor Dr. Michael J. Marquardt , <i>George Washington University, Washington, USA</i>	Orchid
13:00 – 14:00	Lunch	Café Serena (Lobby Floor)
15:00 – 17:00	Pre-conference Workshop 4 – Structured On-the-Job Training: Theory and Implementation By Professor Dr. Ronald L. Jacobs, <i>University of Illinois at Urbana Champaign, USA</i>	Orchid
17:00 – 19:00	Complimentary City Tour to Putrajaya Waiting area: InterContinental Side Entrance, Jalan Binjai	Putrajaya
19:30 – 20:00	Meeting of Session Chairs	Sakura

Day 3: Monday, December 5, 2011

Time	Programme	Venue/Room
08:00 – 17:00	Conference Registration	Near Ballroom
08:00	Opening Ceremony Arrival of Guests	Ballroom 1
08:50	Arrival of: Y. Bhg. Dato' Ir. Dr. Radin Umar Radin Sohadi, Vice Chancellor, Universiti Putra Malaysia, and Y. Bhg. Mr. Johan Mahmood Merican, CEO of Talent Corporation Malaysia Bhd.	
09:00	Negaraku and Putra Gemilang Recitation of Du'a	
09:05	Welcoming Speech by: <i>AHRD (Asia Chapter) & Conference CEO, Professor Dr. AAhad M. Osman-Gani</i>	
09:15	Speech by Y. Bhg. Dato' Ir. Dr. Radin Umar Radin Sohadi, Vice Chancellor, Universiti Putra Malaysia	
09:25	Opening Address by Guest of Honour, Y. Bhg. Mr. Johan Mahmood Merican, CEO of Talent Corporation Malaysia Bhd.	
09:40	Book Launch: "HRD in Malaysia"	
09:45	Photograph session with conference collaborators	
10:00 – 10:15	Refreshments/Tea Break – Networking	Foyer

10:15 – 11:15	Keynote Speech 1 –Strategic HRD and Post-Training Interventions towards Greater Return on Investment Mr. Neela Mehan Deputy Chief Executive Officer, Human Resource Development Berhad (HRDB) Malaysia <i>Chair : Professor Dr. Ab. Rahim Bakar – Dean, Faculty of Educational Studies, Universiti Putra Malaysia</i>	Ballroom 1
11:15 – 12:00	Photograph Session with Conference Leaders & Delegates	Ballroom 2
12:00 – 13:15	Lunch	Ballroom 3
13:15 – 14:15	Keynote Speech 2 – Breakthrough Problem Solving with Action Learning Dr. Michael J. Marquardt Professor of HRD and International Affairs Graduate School for Education and Human Development, George Washington University, Washington, USA <i>Chair: Prof. Tan Sri Dato' Sri Dr. Haji Mohd Nasir bin Mohd Ashraf, Universiti Putra Malaysia</i>	Ballroom 1
14:15 – 15:30	Parallel Session 1	
	Session 1 – 1: Innovation and Creativity in HRD/Decent Work & Quality Work Life (F)	Ballroom 1
	Session 1 – 2 : Others/HRD Theories and Practices (W)	Ballroom 2
	Session 1 – 3 : Learning & Performance Development (F)	Lotus
	Session 1 – 4 : Talent Development, Engagement & Retention/Gender, Ethnicity, Diversity & HRD (W)	Dahlia
	Session 1 – 5 : Decent Work & Quality of Work Life (F)	Tulip
	Session 1 – 6 : Leadership & HRD (F)	Orchid
15.30 – 15.45	Tea/Coffee Break – Networking	Sakura Foyer
15:45 – 17:15	Parallel Session 2	
	Session 2 – 1: Others (F)	Ballroom 1
	Session 2 – 2 : Performance & Career Development (F)	Ballroom 2
	Session 2 – 3 : Training & Organization Development/Performance & Career Development/Decent Work & Quality of Work Life (W)	Lotus
	Session 2 – 4 : Decent Work & Quality of Work Life (W)	Dahlia
	Session 2 – 5 : Learning & Performance Development/Leadership & HRD/Decent Work/Quality Work Life (F)	Tulip
	Session 2 – 6 : Innovation and Creativity in HRD/Sustainable Development & HRD/Gender, Ethnicity, Diversity & HRD (W)	Orchid
17:15 -18:00	Publishing in HRD Journals: Meet the Editors <i>Chair: Prof Dr. AAhad M. Osman-Gani</i>	Ballroom 1

F: Full Refereed Paper; W: Work in Progress Paper

***All parallel session rooms are located at level 2 except for Tulip Room**

Day 4: Tuesday, December 6, 2011

Time	Programme	Venue/Room
08:30 – 12:30	Conference Registration	Near Ballroom
08:30 – 09:30	Keynote Speech 3 – Organizing Workplace Learning: Looking at HRD from an Employee Perspective Dr. Rob Poell <i>Professor of Human Resource Development, Faculty of Social and Behavioral Science, University of Tilburg, Netherlands</i> Editor, Human Resource Development International <i>Chair: Professor Dr. Ronald Jacobs, University of Illinois at Urbana Champaign, USA</i>	Ballroom 1
09:30 – 09:45	Tea/Coffee Break – Networking	Foyer
09:45 – 11:15	Parallel Session-3	
	Session 3 – 1 : Others/Performance and Career Development (F)	Ballroom 1
	Session 3 – 2 : Training & Organization Development (F)	Ballroom 2
	Session 3 – 3 : Training & Organization Development/Values, Politics, Power, Ethics & HRD (F)	Lotus
	Session 3 – 4 : Gender, Ethnicity, Diversity & HRD /Learning & Performance Development/ Leadership & HRD (W)	Dahlia
	Session 3 – 5 : Gender, Ethnicity, Diversity & HRD /Performance & Career Development/ HRD Theories & Practices relevant to Asian & Malaysian contexts (F)	Orchid
	Session 3 – 6 : Leadership & HRD (F)	Sakura
11:15 – 12:45	Parallel Session-4	
	Session 4 – 1 : Decent Work & Quality Work Life /Sustainable Development/HRD Theories & Practices relevant to Asian & Malaysian contexts (F)	Ballroom 1
	Session 4 – 2 : Talent Development, Engagement & Retention (F)	Ballroom 2
	Session 4 – 3 : Spirituality, Religiosity & HRD /Others (F)	Lotus
	Session 4 – 4 : Learning & Performance Development (W)	Dahlia
	Session 4 – 5 : Gender, Ethnicity, Diversity & HRD /Performance & Career Development (F)	Orchid
	Session 4 – 6 : Emerging Issues in HRD / National HRD Policies & Strategies / Spirituality, Religiosity & HRD (W)	Sakura
12:45 – 14:15	Lunch	Café Serena (Lobby Level)
13:00 – 14:15	HRDI Editorial Board Meeting (for members only)	Sakura
14:15 – 15:15	Keynote Speech 4 – Towards an Innovation Nation: Challenges and Strategies Y.Bhg Dato' Madinah Mohamad <i>Secretary General, Ministry of Science, Technology and Innovation (MOSTI), Putrajaya, Federal Territory, Malaysia</i> <i>Chair: Professor Dr. Mohamed Sulaiman, International Islamic University Malaysia</i>	Ballroom 1
15:15 – 15:30	Tea/Coffee Break	Foyer
15:30 – 17:00	Parallel Session- 5	
	Session 5 – 1 : Learning & Performance Development/Others/Performance & Career Development/ Gender, Ethnicity, Diversity & HRD (W)	Ballroom 1
	Session 5 – 2 : National HRD Policies & Strategies (F)	Ballroom 2
	Session 5 – 3 : Others (F)	Lotus
	Session 5 – 4 : HRD Theories & Practices relevant to Asian & Malaysian contexts /Global & Cross-Cultural HRD/Emerging Issues in HRD (F)	Dahlia
	Session 5 – 5 : HRD Theories & Practices relevant to Asian & Malaysian contexts (F)	Orchid
	Session 5 – 6 : HRD Theories & Practices relevant to Asian & Malaysian contexts/Others/ Decent Work & Quality of Work Life (W)	Sakura
17:00 – 18:00	Parallel Session- 6	
	Session 6 – 1 : Learning & Performance Development (F)	Ballroom 1
	Session 6 – 2 : Training & Organization Development (F)	Ballroom 2
	Session 6 – 3 : Training & Organization Development /Learning & Performance Development/ Global & Cross- Cultural HRD (F)	Lotus
	Session 6 –4 : Training & Organization Development / HRD Theories & Practices relevant to Asian & Malaysian contexts /Others (F)	Dahlia
	Session 6 – 5 : Values, Politics, Power, Ethics & HRD /Performance & Career Development /Others/ Learning & Performance Development (F)	Orchid
19:30 - 22:30	Concluding Session: Closing Dinner, Cultural Function & Awards Presentation Arrival of Guests Recitation of Du'a Words of Thanks Dinner/Cultural Show Awards Ceremony Handing Over ceremony	Ballroom 2&3

Paper Titles, Authors & Sessions Chairs

Parallel Session 1 – Monday, December 5, 2011

Note: F - Full Refereed Paper; W - Work in Progress Paper

Session 1 – 1: Innovation and Creativity in HRD/Decent Work & Quality Work Life (F) Time: 14:15 – 15:30	
Room: Ballroom 1 Chair: Jamilah Othman	
AC-150	The vital roles of teamwork, leadership style and career commitment in unlocking teachers' innovative behavior <i>Aduni Johari, Nor Wahiza Abdul Wahat & Ismi Arif Ismail</i>
AC-35	Innovation of intellectual capital impact on Taiwan MICE industry <i>Chen-Ping Shih & Hao-Yuan Lin</i>
AC-65	How employee happiness facilitates creativity at work: Unpacking multiple pathways <i>Eunjin Jung, Jieun Pai, Jinhee Choi & Sujin Lee</i>
AC-155	Optimism, self-efficacy and social support as predictors of work-family enrichment <i>Ng Swee Fung & Aminah Ahmad</i>
Session 1 – 2 : Others/HRD Theories and Practices (W) Time: 14:15 – 15:30 Room: Ballroom 2	
Chair: Norsiah Aminudin	
AC-15	Analytical study of human resource development and HRM <i>Dinesh D. Bhakkad</i>
AC-90	The missing link of human capital development in national system of innovation – The Malaysian case <i>Suriyani Muhamad & Nik Fuad Nik Mohd Kamil</i>
AC-130	Best practices in management education-perception of students <i>Ghousia Khatoon & Mohammed Faisal</i>
AC-92	Competency based Curriculum (CBC) for leadership development program: Best practice of Hyundai insurance <i>Chan Lee, Jae-Eun Lee, Soo-Kyoung Yeo & Chang-Hee Kim</i>
Session 1 – 3 : Learning & Performance Development (F) Time: 14:15 – 15:30 Room: Lotus Chair: Turiman Suandi	
AC-83	The causal relationship among informal learning, empowerment, self-efficacy, and learning motivation of workers in large corporations of Korea <i>Jong-sun Park & Jin-Mo Kim</i>
AC-141	A study on value based management and ethical issues – Ethical issues in human resource management <i>K. Jayalakshamma</i>
AC-52	Relationships between selected factors of rating dissatisfaction and employees' satisfaction on the performance appraisal decisions. A study in a broadcasting agency, Malaysia <i>Rusli Ahmad, Lydia Paya & Ali Baig</i>
AC-103	A research on the mediation effect of learning motivation from the relationship between learners' reaction and learning achievement <i>Chan Lee, Young Jun Choi & Hae Sun Park</i>
Session 1 – 4 : Talent Development, Engagement & Retention/Gender, Ethnicity, Diversity & HRD (W)	
Time: 14:15 – 15:30 Room: Dahlia Chair: Zabeda Abdul Hamid	
AC-50	Talent management and succession planning in engaging and retaining Malaysian higher education institutions (HEIs) employee <i>Bidayatul Akmal Mustafa Kamil, Zabeda Abdul Hamid & Junaidah Hashim</i>
AC-06	Core competencies in professional service sector employees: A HRD perspective <i>Hana Hamidi</i>
NAC-17	Organizational diversity and organizational creativity: Are they related? <i>Mariya Gavrilova Aguilar & Ashwini Joshua Gojer</i>
NAC-18	Comparative analysis of participation of women in leadership in India, Philippines and Taiwan <i>Ashwini Joshua-Gojer & Hsin-Ling Tsai</i>
Session 1 – 5 : Decent Work & Quality of Work Life (F) Time: 14:15 – 15:30 Room: Tulip Chair: Aminah Ahmad	
AC-12	Quality of work life and its association with work efficiency: a study with reference to women bus conductors of BMTC <i>Usha Devi.N & Bhargavi V. R</i>
AC-79	The correlations of emotional intelligence towards the quality of work life <i>Zanariah Abdul Rahman, Fatin Aina Leong Abdullah & Ishak Md Shah</i>
AC-114	Organizational support and work-family enrichment among professional women: A Malaysian case <i>Surena Sabil, Sabitha Marican & Sheilla Lim Omar Lim</i>
AC-171	Work-family psychological contract as a mediator in the relationships between organizational family support factors and organizational commitment <i>Abdul Mutalib Mohamed Azim, Aminah Ahmad & Zoharah Omar</i>

Session 1 – 6 : Leadership & HRD (F) Time: 14:15 – 15:30 Room: Orchid Chair : Abu Daud Silong	
AC-59	Issues and challenges affecting village leadership effectiveness for rural community development <i>Ani Ahmad & Abu Daud Silong</i>
AC-54	The influence of cognitive style on leadership effectiveness <i>Abdul Halim Busari</i>
AC-56	Understanding heads of departments leadership styles and lecturers' job satisfaction: Improving human resource development in research universities <i>Amir Sadeghi, Zaidatul Akmaliah Lope Pihie, Habibah Elias & Foo Say Fooi</i>
AC-146	A preliminary examination of the relationship between emotional intelligence, leadership style, personality, and organizational culture: evidence from Bruneian SMEs <i>Afzaal H. Seyal & Taha Afzaal</i>
Session 1 – 7 : Social Networking & HRD/Community Resource Development and CSR/Others (F) Time: 14:15 – 15:30 Room: Sakura Chair: Khulida Kirana Yahya	
AC-60	The influence of social networks on the cultural adjustment of Thai expatriates in the Lao PDR and Indonesia <i>Oranuch (Jued) Pruetipibultham & Gary N. McLean</i>
AC-36	Corporate social responsibility practices in relation to organizational culture and business ethics -an empirical investigation in information technology industry of India <i>Leena James</i>
AC-172	An innovative strategy in community development through corporate social responsibility: Practices and outcomes <i>Siti Noormi Alias, Maimunah Ismail & Roziah Mohd Rasdi</i>
AC-26	Training and innovation among knowledge-based companies in Malaysia <i>Izyani Zulkifli</i>

Parallel Session 2 – Monday, December 5, 2011

Session 2 – 1: Others (F) Time: 15:45 – 17:15 Room: Ballroom 1 Chair: Saodah Wok	
AC-85	The relationship between emotional intelligent, leadership, and reward with job satisfaction in the private organizations <i>Mariani Mohd Nor, Mazni Alias & Al-Mansur Abu Said</i>
AC-32	Attrition Of B-school faculty-A study in Bangalore city <i>Ghousia Khatoon</i>
AC-115	Perceived organizational support, organizational commitment, and organizational performance: A survey study in a large Iranian bank <i>Mina Beigi & Melika Shirmohammadi</i>
AC-118	Impact Of HR Practices on union management relationship: Evidence from India <i>Manoranjan Dhal</i>
AC-20	Internal customer satisfaction towards HRM practices and its influence on external customers and organizational outcomes <i>Saodah Wok & Junaidah Hashim</i>
Session 2 – 2 : Performance & Career Development/Others (F) Time: 15:45 – 17:15 Room: Ballroom 2 Chair: Chiraprapha Tan Akaraborworn	
AC-143	HR trends in Thailand 2010-2011 <i>Chiraprapha Tan Akaraborworn</i>
AC-08	The influence of human resource management practices on career commitment: A study on Malaysian MNC's <i>Khulida Kirana Yahya & Tan Fee Yean</i>
AC-11	Organizational structure and job performance: A prediction study <i>Johanim Johari & Khulida Kirana Yahya</i>
AC-142	Social support, self efficacy, goal orientation and trainee motivation: Further evidence of gender variations <i>Norsiah Aminudin & Nik Mutasim Abd Rahman</i>
AC-124	Needs analysis on the role and competency of HRD practitioners in the large enterprise of China <i>Shuai Yin & Chan Lee</i>
Session 2 – 3 : Training & Organization Development/Performance & Career Development/ Decent Work & Quality of Work Life (W) Time: 15:45 – 17:15 Room: Lotus Chair: Rusli Ahmad	
AC-53	Managerial competencies gap in competency needs and training demands <i>Rusli Ahmad, Zuraina Mohamad Jahar & Ali Baig</i>
AC-39	A framework for the mediation effect of comprehensive training motivation <i>Siti Fardaniah Abdul Aziz, Shamsuddin Ahmad, Norhasni Zainal Abiddin, Sidek Mohd Noah & Bahaman Abu Samah</i>
AC-105	Determinants of Return on Investment (ROI) approach in training programs within small and medium enterprises (SMEs) in Malaysia <i>Satiman, L.H., Abu Mansor, N.N., Mohamed, A</i>
AC-69	Be happy or be upset? The dual effects of high performance work systems on employees' affective states <i>Han-Hsiao Hsu, Tai-Kuang Peng & Chen-Chen Lin</i>

NAC-23	Work well-being as a challenge in HR work in the year 2015 – manifold discourses of well-being in working life <i>Liisa Mäkelä & Timo-Pekka Uotila</i>
Session 2 – 4 : Decent Work & Quality of Work Life/Training & Organization Development (W) Time: 15:45 – 17:15 Room: Dahlia Chair: Khairuddin Idris	
AC-07	The relationship between transformational leadership and organizational health in Golestan province of Iran <i>Mohammad Khademfar & Khairuddin Idris</i>
AC-18	Spiritual leadership: The guru mantra for managing the inner and outer life of the people <i>Usha Devi.N</i>
AC-75	A critical role and effectiveness of leadership on organizational performance in Malaysia <i>Zahra Sadeghi</i>
AC-113	How and why follower behavior and affect influence leader behavior: the mediating role of leader regulatory focus <i>Hsin-Yi Huan, T. K. Peng & Timothy C. C. Lin</i>
AC-136	Influence of culture orientation on the relationship between leadership styles and effective performance upon sales managers and salespersons <i>Javeria fazal, Sara Ghaffari, Faisa & Ishak Md Shah</i>
AC-128	Augmenting organizational development at a faculty through teambuilding activities <i>Ahmad Yahya Mohammed Musa, Ismi Arif Ismail, Turiman Suandi & Steven Eric Krauss</i>
Session 2 – 5 : Learning & Performance Development/Leadership & HRD/Decent Work & Quality Work Life (F) Time: 15:45 – 17:15 Room: Tulip Chair: Azizan Asmuni	
AC-156	The influence of intellectual ability, individual learning and internal locus of control to competence and performance of lecturers <i>Anis Eliyana, Munir Rachman, SE, M.Si & Ria Mardiana Yusuf</i>
NAC-28	Aiming for effective `Industrial Operational Management` through `Transformational Leadership` Quest for the BEST FIT as optimal team <i>S. Asiya Z.Kazmi & Josutakala</i>
AC-111	Relationship between service quality and customer's perceived value in military peace keeping mission management <i>Azman Ismail, Nur Ilyani Ranlan Rose & Ahmad Azan Ridzuan</i>
AC-157	Organizational strategy, higher education advocacy and effective academic leadership in a Malaysian research university <i>Elham Shahmandi & Abu Daud Silong</i>
AC-125	The relationship between strategic role of human resource department and performance on organizational learning and growth <i>Yewon Moon & Chan Lee</i>
Session 2 – 6 : Innovation and Creativity in HRD/Sustainable Development & HRD/Gender, Ethnicity, Diversity & HRD (W) Time: 15:45 – 17:15 Room: Orchid Chair: Zainal Ariffin Ahmad	
AC-173	In search of a leadership framework for innovation in Malaysia <i>Zainal Ariffin Ahmad & Adel Tajasom</i>
AC-24	Women leadership from Islamic Perspective <i>Zaharah Hassan, Abu Daud Silong & Siti Fardaniah Abdul Aziz</i>
AC-21	Measuring technical innovation competency of Casa Pella company in Nicaragua <i>Cheng-Ping Shih & Jocelynn Gutierrez</i>
AC-88	Does culture matter? Investigating the dynamics of Impression Management (IM) in Chinese society <i>Pei-Chuan Mao</i>
AC-98	The Impact of Gender on Impression Management <i>Pei-Chuan Mao</i>

Parallel Session 3 – Tuesday, December 6, 2011

Session 3 – 1 : Others/Performance and Career Development (F) Time: 09:45 – 11:15 Room: Ballroom 1 Chair: Zoharah Omar	
AC-182	Psychological Contract Breach and Its Influence on Employee Perception of Organizational Justice <i>Zoharah Omar & Rahma Jamiah Abdul Rahman</i>
AC-76	The relationships between psychological strain and job performance: The mediating effects of job satisfaction, affective commitment, and turnover intentions <i>Siti Aisyah Panatik @ Abdul Rahman & Wan Mohd Azam Wan Mohd Yunus</i>
NAC-32	Factorial validation of human resource management practices in the cross cultural context <i>Ramudu Bhanugopan</i>
NAC-33	A path analytic model and measurement of job satisfaction among frontline employees <i>Khaled Aladwan</i>
AC-176	A study on the impact of human resource practices on organizational citizenship behavior among health care professionals <i>T.J.Kamalanabhan, Sumathi G.N. & M. Thenmozhi</i>

Session 3 – 2 : Training & Organization Development/Decent Work & Quality Worklife (F) Time: 09:45 – 11:15	
Room: Ballroom 2 Chair: Ronald L. Jacobs	
NAC-14	Using system theory to evaluate organizational change in a furniture retailer in the United States: A case study <i>Frederick Kauser, Aaron Minnick & Ronald L. Jacobs</i>
AC-71	Informal learning engagement in selected Malaysian SMEs <i>Victoria Jonathan, Agnes Lim & Dayang Kartini Abang Ibrahim</i>
AC-169	Work life balance: Perspective of Generation Y <i>Zaiton Hassan, Dayang Kartini Abang Ibrahim & Sheilla Lim Omar Lim</i>
AC-168	Towards developing a theoretical framework for measuring academics' career success <i>Al-Mansur Abu Said & Roziah Mohd Rasdi</i>

Session 3 – 3 : Training & Organization Development/Values, Politics, Power, Ethics & HRD (F) Time: 09:45 – 11:15	
Room: Lotus Chair: Darlene Russ-Eft	
AC-67	Impact of personal attributes and personality traits of owner managers on micro enterprise performance in Sri Lanka <i>Wanigasekara, W.M. Saroja.K.</i>
AC-178	Personal moral philosophy of human resources practitioners in Malaysia's hotel industry <i>Ling Meng Chan, Jamilah Othman & Rusinah Joned</i>
AC-101	Relationship between performance appraisal politics and distributive justice: An empirical study in a national postal service company <i>Azman Ismail, Nurhana Mohamad Rafiuddin, Norashikin Sahol Hamid & Awangku Mohamad Najib</i>
AC-37	Role of host institute on visiting fellow program for young Asian researchers <i>Shigesaburo Kabe</i>
AC-51	The mediating role of motivation to learn in the relationship between supervisor's role in training programs and transfer of training: A study in four city-based local authorities in East Malaysia <i>Ng Kueh Hua & Rusli Ahmad</i>

Session 3 – 4 : Gender, Ethnicity, Diversity & HRD /Learning & Performance Development/ Leadership & HRD (W) Time: 09:45 – 11:15 Room: Dahlia Chair : Ismi Arif Ismail	
AC-132	Understanding of women managers' competence acquisition <i>Tan Sui Hong, Norhalimah Idris & Nur Naha Abu Mansor</i>
AC-145	Relationship between employee competency, work climate and work efficiency among registrars at Malaysia land offices <i>Mazrina Mohd Ibramsah, Khairuddin Idris, Jegak Uli & Zoharah Omar</i>
AC-181	Impacts of emotional intelligence on transformational leadership style: A conceptual analysis <i>Mohamed Sulaiman, AAhad M. Osman-Gani & Md. Aftab Anwar</i>
AC-107	A integrative literature review of a system view of structured OJT <i>Young Jun Choi, Chan Lee & Ji Min Lee</i>

Session 3 – 5 : Gender, Ethnicity, Diversity & HRD /Performance & Career Development/ HRD Theories & Practices relevant to Asian & Malaysian Contexts (F) Time: 09:45 – 11:15 Room: Orchid Chair : Zaharah Hassan	
AC-74	Gender and leadership among the female students in Universiti Kebangsaan Malaysia <i>Zaharah Hassan, Abu Daud Silong & Siti Fardaniah Abdul Aziz</i>
AC-127	Underutilized female capital: Female labour force participation of Sri Lanka <i>B. Anne Kanchana M. Mendis</i>
AC-161	What is it like for a Korean woman to leave one's career for her domestic roles? <i>Yujin Lee & Gary N. McLean</i>
AC-73	The role of informal mentoring in a large software organization in India: A case study <i>Nidhi Dhanju & Rhiannon Catapano</i>
AC-10	Work-life balance: Experiences of professional working mothers <i>Dayang Kartini Abang Ibrahim, Farida Abdul Halim & Hii Hiong Ling</i>

Session 3 – 6 : Leadership & HRD (F) Time: 09:45 – 11:15 Room: Sakura Chair : Louis N. Quast	
NAC-07	Patterns of self-other rating discrepancies and predictions of managerial career derailment: Comparing Asian occurrences to those in the United States <i>Louis N. Quast</i>
AC-42	Leader-Member Exchange (LMX) and Organizational Citizenship Behavior (OCB): The mediating impact of Global Self-Esteem (GSE) and Organizational Based Self-Esteem (OBSE) <i>Kamani .Seyed Mohammad Hossein & Sarami Alireza</i>
AC-57	Transformational leadership and organizational performance: The mediating roles of organizational learning and creativity and the moderating role of psychological safety <i>Mohammad Sadegh Sharifirad & Vahid Ataei</i>
NAC-06	Identifying leadership talent: Perspectives of frontline managers in the Australian rail industry <i>Janene Piip</i>

Parallel Session 4 – Tuesday, December 6, 2011

Session 4 – 1 : Decent Work & Quality Work Life /Sustainable Development/HRD Theories & Practices relevant to Asian & Malaysian contexts (F) Time: 11:15 – 12.45 Room: Ballroom 1 Chair: Siriporn Yamnill	
AC-120	Creating happiness at work in the Thai public sector: A Case study of Faculty of Graduate Studies, Mahidol University, Thailand <i>Siriporn Yamnill, Sriruen Kosalwat, Amomrat Phunakorn & Antariya Dressel</i>
AC-27	Work stress as an antecedent of work interference with family conflict in a defence based university, Malaysia <i>Azman Ismail, Mohamad Nasir Saludin, Aniza Wamin, Ummu Fahri Abd. Rauf, Ungku Azly Ungku Zahar & Zulkifli Yahya</i>
AC-70	The relationship between types of bullying and job stress: A case study in private sector in Kuching <i>Sopian Bujang, Masitah Mohamed & Abg Izhar Abg Ahmad</i>
AC-122	A pilot study of a qualitative analysis of experiences of employees in the organization that has adopted the philosophy of the sufficiency economy: The case study of the ancient Siam <i>Sumrit Yipyintum</i>
AC-100	To Share or not to Share: An exploration of organizational knowledge-sharing in a Malaysian Context <i>Chye Kok Ho</i>
Session 4 – 2 : Talent Development, Engagement & Retention (F) Time: 11:15 – 12.45 Room: Ballroom 2 Chair: Kenneth R. Bartlett	
AC-09	The direct and indirect influence of human resource management (HRM) practices on organizational commitment and turnover intention of academics in Malaysia: A proposed model <i>Tek-Yew Lew</i>
AC-40	The relationship between employee engagement and organizational citizenship behavior in Thailand <i>Suthinee Rurkkhum & Kenneth R. Bartlett</i>
AC-94	An empirical study on the success of Malaysian expatriates on foreign assignments <i>Mohamed Sulaiman, Azura Oma & Osman Abdulkarim Yussuf</i>
AC-135	Malaysia's Talent Corporation: A Noble Idea or Just Idealism? <i>Mohmad Yazam Sharif</i>
Session 4 – 3 : Spirituality, Religiosity & HRD /Others (F) Time: 11:15 – 12.45 Room: Lotus Chair : Rahim M. Sail	
AC-47	Religious education and training in developing future human resource professionals: View from experts and teachers <i>Rahim M. Sail, Khadijah Alavi, Lukman Abdul Mutalib, Anwar Ahmad, Shamsul Shah Tarjo & Nor Ellina Ab Razak</i>
AC-25	The influence of Islamic spirituality in the training of co-operatives' managers in Malaysia <i>Suhaimi Mhd. Sarif & Yusof Ismail</i>
AC-162	Entrepreneurial motivation, performance and commitment to social responsibility: A conceptual analysis on the influence of Islamic religiosity <i>Isa Mohammed Adamu, Zulkarnain Kedah & AAhad Osman-Gani</i>
AC-163	Spirituality in entrepreneurship from Islamic perspectives: A conceptual analysis on the effects on entrepreneurial motivation and social responsibility <i>Isa Mohammed Adamu, Zulkarnain Kedah & AAhad Osman-Gani</i>
NAC-09	Evaluating health services research capacity building programs: Implications for human resource development <i>Roger Levine, Darlene Russ-Eft, Andrea Burling, Jennifer Stephens & Joanna Downey</i>
Session 4 – 4 : Learning & Performance Development (W) Time: 11:15 – 12.45 Room: Dahlia Chair : Shamsuddin Ahmad	
AC-78	Professional journey of expert teacher educator <i>Hashimah Hashim, Shamsuddin Ahmad & Ismi Arif Ismail</i>
AC-81	Relationship between organizational antecedents, job satisfaction, work performance and knowledge sharing practices among academicians at Malaysia research universities <i>Nurfarahin Jasmine See Abdullah & Ismi Arif Ismail</i>
AC-61	Influences of adult learners' reaction on learning performance of Thai adult learners <i>Dawisa Sritanyarat</i>
AC-140	An Analysis of Marsick and Watkins theory in comparison with other learning theories <i>Sara Ghaffari, Javeria Fazal, Imran Abbas Jadoon, Ishak Md Sha & Roziana Shaari</i>
AC-87	Literature review of learning effects on corporate E-learning in South Korea <i>Gaeun Seo & Jeeyon Paek</i>
Session 4 – 5 : Gender, Ethnicity, Diversity & HRD /Performance & Career Development (F) Time: 11:15 – 12.45 Room: Orchid Chair : Ahasanul Haque	
AC-164	Multicultural awareness among multicultural society in Malaysia: A scale validation <i>A.S. Awang-Rozaimie, M.E. Isma-Izza & A.J. Ali</i>
AC-48	The impact of organizational support on three dimensions of achievement motivation in leadership role of extension agents in Iran <i>Roya Karami, Maimunah Ismail, Zoharah Omar, Mohammad Badsar & Nor Wahiza Abdul Wahat</i>
AC-152	Work adjustment of practitioner-turn-academics in Malaysian research universities: Preliminary findings <i>Rouzil Armiza Shamsir & Maimunah Ismail</i>
AC-129	The relationship between department heads' duties and the performance of the academic staff members <i>Majid Khalilnaghadeh, Rasol Ranjbarian, Karim Esgandari & Jafar Beikzad</i>

Session 4 – 6 : Emerging Issues in HRD / National HRD Policies & Strategies / Spirituality, Religiosity & HRD (W) Time: 11:15 – 12.45 Room: Sakura Chair : Ibrahim Guran Yumusak	
AC-165	Spirituality in corporate leadership from Islamic perspective: A conceptual model <i>Lokman Effendi Ramli & AAhad M. Osman-Gani</i>
AC-31	The extent of brain drain <i>Ibrahim Guran Yumusak & Ozlem Tosuner</i>
AC-104	Proposed competency study of Theravada Buddhist monks in Thailand <i>Sallaya Ratanopas</i>
NAC-30	The extent and limits of a 'developmental state's impact on HRD practices: Evidence from Mauritius <i>Ram Goolaup & Dhirajen Ramasawmy</i>

Parallel Session 5 – Tuesday, December 6, 2011

Session 5 – 1 : Learning & Performance Development/Others/Performance & Career Development/ Gender, Ethnicity, Diversity & HRD (W) Time: 15:30 – 17:00 Room: Ballroom 1 Chair: Md. AbuTaher	
NAC-31	Conflict management through third party mediation: An organization perspective <i>Gary N. McLean & Md. AbuTaher</i>
AC-147	A review of workplace deviance from the human resource perspective <i>Mazni Alias & Roziah Mohd Rasdi</i>
AC-148	Factors influencing in selection of MBA programs: An empirical investigation in Malaysian higher learning's institutions <i>Abdullah Al Mamun Sarwar & Ahasanul Haque</i>
NAC-16	Women Expatriates: Why are there so few in the workplace? <i>Ashwini Joshua-Gojer</i>
Session 5 – 2 : National HRD Policies & Strategies (F) Time: 15:30 – 17:00 Room: Ballroom 2 Chair : Park, Sang Wook	
NAC-01	National HRD Strategies: A Comparative Analysis of BRICS (Brazil, Russia, India, and China) <i>Vera Minina, Alexandre Ardichvili & Elena Zavyalova</i>
AC-22	Contribution of higher education to labor productivity : Analysis using company-based panel data <i>Park, Sang Wook & Jung, Dae Bum</i>
AC-110	The influence of globalization on the VET system in South Korea <i>Taekyung Song</i>
AC-174	Constructing the meaning for national human resources development in Malaysia <i>Udaya Mohan Devadas, Abu Daud Silong, Ismi Arif Ismail & Steven Eric Kraus</i>
AC-175	Should all staff be recruited in the same way? An evaluative case study of traditional & e-recruitment methods in garment industry of Bangladesh <i>Mohammad Abul Bashar</i>
Session 5 – 3 : Others (F) Time: 15:30 – 17:00 Room: Lotus Chair :Suhaimi Mhd. Sarif	
NAC-34	Personal goal awareness matters in job well-being <i>Timo-Pekka Uotila, Riitta Viitala, Liisa Mäkelä & Jussi Tanskanen</i>
AC-109	Effect of the interaction between occupational stress and emotional intelligence on work attitudes and behavior <i>Azman Ismail & Najmi Mohd Radzi</i>
AC-80	The relationship of perceived school environment and self-esteem on academic self-efficacy of university college students <i>Chyul-Young Jyung & Ji Young Yun</i>
AC-131	Maximizing human resources in rural community development in Sri Lanka: Effectiveness of microfinance in empowering marginalized women <i>Poornima Gayangani Wasana Jayawardana</i>
Session 5 – 4 : HRD Theories & Practices relevant to Asian & Malaysian contexts /Global & Cross- Cultural HRD/ Emerging Issues in HRD (F) Time: 15:30 – 17:00 Room: Dahlia Chair : Mohamed Sulaiman	
AC-126	Exploring the relationship between distributive justice, open organizational culture and benefits level satisfaction <i>Azman Ismail, Abdul Rahman Shaik & Ernawati Toba</i>
AC-160	The Dimensionality of Organizational Citizenship Behavior from Islamic Perspective (OCBP): Empirical analysis of business organizations in South-East Asia <i>Naa'il Mohammed Kamil, Mohamed Sulaiman, AAhad M. Osman-Gani & M.Khaliq Ahmad</i>
NAC-25	The Relationship between community and expatriate adjustment <i>Hye-Seung (Theresa) Kang & K. Peter Kuchinke</i>
AC-28	Transitional changes of labor migration for Asia- Pacific developed countries <i>Cheng Ping Shih & Yi-Ching Tsai</i>

Session 5 – 5 : HRD Theories & Practices relevant to Asian & Malaysian contexts (F) Time: 15:30 – 17:00	
Room: Orchid Chair :Junaidah Hashim	
AC-33	HRM practices in micro enterprises focusing on employees' satisfaction and commitment <i>Junaidah Hashim & Yusof Ismail</i>
AC-86	Study on competencies for subject matter expert (SME) trainers: A case study of South Korean company <i>Jihye Park & Jeeyon Paek</i>
AC-99	The determinants of Thai Auto parts makers' decision to participate in the training program: The case of automotive human resource development program <i>Yoshi Takahashi Sajee Sirikrai & Sanda Win</i>
AC-64	The influence factors of training motivation, peer support, supervisory support that affect transfer of training : Case Study at a private college in Kuching, Sarawak <i>Jason Wong Tee Hock & Mark Edmund Kasa</i>
Session 5 – 6 : HRD Theories & Practices relevant to Asian & Malaysian contexts/Others/ Decent Work & Quality of Work Life (W) Time: 15:30 – 17:00 Room: Sakura Chair : Rob Poell	
AC-68	Innovation and creativity in HRD to increase economic growth of biotechnology companies by helix model <i>Hadi Farid & Abu Daud Silong</i>
AC-153	The relationship between organizational citizenship behavior and organizational justice from a Malaysian employee's perspectives <i>Vanisa Karupaiah & Zaiton Hassan</i>
AC-102	Applying university- industry collaboration and organizational context to speed up innovation in biotechnological industry in Malaysia <i>Shabnam Hamdi & Abu Daud Silong</i>

Parallel Session 6 – Tuesday, December 6, 2011

Session 6 – 1 : Learning & Performance Development (F) Time: 17:00 – 18:00 Room: Ballroom 1	
Chair: Jamaliah Abdul Hamid	
AC-117	Relationship between teaching competence and knowledge sharing behavior in MARA professional colleges in Malaysia <i>Jamaliah Abdul Hamid & Sarinah Sulaiman</i>
AC-96	Exploring the relationship between mentoring program practices, self-efficacy and mentee outcomes in Malaysian institutions of higher learning in Sarawak <i>Azman Ismail , Norashikin Sahol Hamid , Zulkifli Yahya & Michael Kho Khian Jui</i>
AC-116	Studying the effect of an innovative live-case HRM course on students' HRM knowledge and attitude <i>Mina Beigi, Amir Hedayati Mehdi Abadi & Melika Shirmohammadi</i>
Session 6 – 2 : Training & Organization Development (F) Time: 17:00 – 18:00 Room: Ballroom2	
Chair: T.J.Kamalanabhan	
AC-93	Exploring the relationship between training assignment, motivation to learn and training transfer in a Sarawak local authority sector <i>Azman Ismail, Ng Kueh Hua & Nurul Afiqah Foboy</i>
AC-23	A new movement in "On the Job Training" in Iran's industry: Development of Competency-Based Training (CBT) systems <i>Parisa Razeghi & Muhammad Madi Abdullah</i>
AC-82	The relationship between trainee's characteristics and work environmental factors towards transfer of training <i>Sopian Bujang, Rusli Ahmad, Florence Cassandra Swyny & Abg Izhar Abg Ahmad</i>
Session 6 – 3 : Training & Organization Development /Learning & Performance Development/ Global & Cross- Cultural HRD (F) Time: 17:00 – 18:00 Room: Lotus Chair: Chan Lee	
AC-158	The effects of using the instructional systems design process on transfer of training: A developmental study in Malaysia <i>Robabeh Malekzadeh, Maimunah Ismail & Aminah Ahmad</i>
AC-149	Adult learners' critical thinking in blended learning environment: A community of inquiry perspective <i>Sedigheh Jafarian, Maimunah Ismail, Azizan Asmuni & Zoharah Omar</i>
AC-138	Employability of HRD graduates: Bridging theory to practice through industrial training experience <i>Siti Raba'ah Hamzah, Zoharah Omar, Turiman Suandi & Khairul Anwar Ishak</i>

Session 6 –4 : Training & Organization Development / HRD Theories & Practices relevant to Asian & Malaysian contexts /Others (F) Time: 17:00 – 18:00 Room: Sakura Chair: Patricia Yin Yin Lau	
AC-84	The role of organizational culture and learning organization on affective commitment: A preliminary study in Malaysia <i>Patricia Yin Yin Lau & Gary N. McLean</i>
AC-119	Managing stakeholders: An integrative perspective on the source of competitive advantage <i>Minyu Wu</i>
AC-123	Beliefs about language learning and foreign language anxiety: A study of adult Iranian corporate English language learners <i>Nasser Jabbari, Melika Shirmohammadi & Mina Beigi</i>
Session 6 – 5 : Values, Politics, Power, Ethics & HRD /Performance & Career Development/ Learning & Performance Development (F) Time: 17:00 – 18:00 Room: Orchid Chair: Roziah Mohd Rasdi	
AC-167	A comparative study on managers' career success between public and private organizations <i>Roziah Mohd Rasdi</i>
AC-139	Determinants of career advancement of academics in private institutions of higher learning in Malaysia <i>Lawrence Arokiasamy, Jamilah Othman, Maimunah Ismail & Aminah Ahmad</i>
AC-46	Organizational citizenship behavior and high performance organization: Are they relevant? <i>Mohd Faizal Mohd Isa, Wan Shakizah Wan Mohd Noor, Zulkiflee Daud, Maz Jamilah Masnan & Azmi Ali</i>