ACADEMIC WRITING AND PUBLICATIONS
19 & 20 March 2014, UTHM

Indexed conference proceeding and journal publication."

GERIC

Global Entrepreneurship Research
And Innovation Center

UNIVERSITI MALAYSIA KELANTAN

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Procedia - Social and Behavioral Sciences 00 (2012) 000–000

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The International Journal of
Entrepreneurship
Management and
Innovation Research

Program

Masa	Aktiviti
8.30 - 10.20 am	**Pengenalan** **Bengkel Penulisan** • *Abstract* • *Introduction* • *Literature Review* • *Theoretical Framework and Research Design* • *Measurement Development* • *Data Analysis and Results* • *Implications to the Theory and Body of Knowledge* • *Conclusions* • *Acknowledgement* • *References*
10.20 – 10.45 am	Rehat dan minum pagi

Program

Masa	Aktiviti
10.45– 12.30 pm	Sambungan Bengkel Penulisan
12.45 - 2.30 pm	Makan Tengahari dan Rehat
2.30 - 5.00 pm	Sambungan Bengkel Penulisan
5.00 – 5.30pm	Bersurai

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Universiti Malaysia Kelantan secured closed to RM5million of Long Term Research Grant Scheme on Nation Youth Issues

💬 0 Comments   👤 admin   🗓 22-11-2013

Alhamdulillah, on the early Suboh time in Boston, I received the approval note from MOE on the Long Term Research Grant Proposal we presented last 28 August, 2013. The research which was recommended, entitled "Youth in the Marginalized Communities: towards Regenerating Youth Development," with a total amount closed to RM5 million. The leading university is University Malaysia Kelantan with Prof. Dr. Raja Suzana Raja Kasim as the Program Leader and team projects consist of Universiti

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Final day of Awarding Certificate for Educating Entrepreneurship Educators

0 Comments   admin   14-3-2014

The five day full of passionate on teaching entrepreneurship educators. Today is the presentation and learning best model from Israel social entrepreneur perspectives. Award of certificate of completion was given away.

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Micro and small business blooming well in Plovdiv, Bulgaria

0 Comments   admin   14-3-2014

Micro-enterprises blooming in Plovdiv, Bulgaria Courtesy of Wikipedia: Plovdiv's history spans 6,000 years, with traces of a Neolithic settlement dating to roughly 4000 BC,[4] ranking it among the world's oldest cities. Plovdiv was known in the West for most of its recorded history by the Greek name Philippopolis, which was introduced in 340 BC.[5] Plovdiv was originally a Thracian city before later becoming a Greek and a major Roman one. In the Middle Ages, it

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How I wish to be on the top of the world!

0 Comments   admin   14-3-2014

On top of the world of heritage and cultural enterprise city of Plovdiv, the ancient city.

READ MORE →

Met Allan Gibb, the proponent of the entrepreneurial university definition

0 Comments   admin   14-3-2014

Allan Gibb, talked about the entrepreneurial university challenge to entrepreneurship education. In shaping the entrepreneurial university, the

▶ Penyelesaian kepada masalah belia yang di pinggirkan dan isu pengangguran

Keusahawanan sosial di Malaysia

ELPIIC2013 is now published under the Procedia Social and Behavioral Sciences, The Elsevier

💬 0 Comments   👤 admin   📅 27-2-2014

The Proceeding of the Evaluation of Learning for Performance Improvement International Conference had been published under the Procedia Social and Behavioral Science, The Elsevier.

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Social Innovation: our commitment and the regeneration roadmap for youth in Malaysia

💬 0 Comments   👤 admin   📅 26-2-2014

Our youth researcher team moving forward to execute a three-year research on the regeneration roadmap for youth issues in Malaysia. The scale and scope of the issues to be solved include the plan to develop social innovation activities as the indicator on how well established are social innovation related programmes and what are the types of community in which social innovation mostly work and the economic sectors in which they trade. In explaining the inside

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Social Enterprise Malaysia: embracing social innovation

💬 0 Comments   👤 admin   📅 26-2-2014

At Social Enterprise Malaysia our social innovation mission activity is offered through our product and service offering that delivers economic, social, and environmental mission aligned to public and community benefit. One of the programmes is to promote al entrepreneurship literacy for those youth most in need. This is particularly important for the young people from low-income communities to uplift their standard of living and to enhance their economic productivity by improving their social, academic and

Social Innovation: via ruralpreneurship for rural people in Malaysia

💬 0 Comments   👤 admin   📅 26-2-2014

At the Ministry of Rural and Regional Development. Discussion on how value is created to society of rural people as a whole. We share similar interest on novel solution to issues on rural social problem. Many strategies and programmes were introduced to promote the well-being of rural people for their betterment of living. As approach in promoting social innovation is geared towards the agenda of social enterprise. Social enterprise are often motivated to grow and

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Most Admired Knowledge Enterprise: MAKE Model from Universiti Malaysia Kelantan

💬 0 Comments   👤 admin   📅 26-2-2014

MAKE Model: the Most Admired Knowledge Enterprise is a model that Universiti Malaysia Kelantan is developing for one of the marketing organisation in Malaysia. The flexible system of indexing, tagging, searching and documenting could help to improve productivity, particularly to increase the participation of the latent workforce and documents that permeate every single path of the process in organisation. The system is available via android, IOS, apple users, and Windows 8.

READ MORE →

SOCIAL ENTERPRISE MALAYSIA

💬 0 Comments   👤 admin   📅 26-2-2014

Social Enterprise Malaysia (SEM) and Malaysian Professional and Entrepreneurs (MYPEC) via its social innovation effort addressing increasing concern about the escalating issues on ethics and organisational dilemma, social problems, and of course strengthening professional moves between GLCs, SMEs and governments as budgets come under further pressure. To sail on water is to constantly adjust course in response to changing conditions and thus continue in the best

Coneeect Educating Entrepreneurship Educators at Sofia University, Bulgaria

💬 0 Comments   👤 admin   🗓 11-3-2014

Educating Entrepreneurship Educators through CONEEECT is an international network of universities that offers training courses for academic entrepreneurship teachers to improve entrepreneurship education through Europe.

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Keusahawanan Sosial di Malaysia: Penyelesaian kepada Masalah Belia yang Dipinggirkan dan Isu Pengangguran

💬 0 Comments   👤 admin   🗓 6-3-2014

Keusahawanan Sosial di Malaysia: Penyelesaian kepada Masalah Belia yang Dipinggirkan dan Isu Pengangguran Dengar kadar pengangguran berada di sekitar 3.4 peratus seperti yang dikongsikan oleh data Jabatan Statistik Malaysia hingga Januari, 2014, belia Malaysia kini berada di dalam dilema dan terjerumus di dalam satu bentuk definisi belia yang seolah-olah telah kehilangan generasi mereka. Pernahkah kita semua memikirkan kesan jangka panjang kepada belia-belia terutama mereka yang tinggal di dalam strata kompleks yang membuatkan mereka benar-benar berasa

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Social Enterprise Malaysia embracing Social Innovation to help the marginalised youth to participate in the Economy via Youth Enterprise Malaysia programme

💬 0 Comments   👤 admin   🗓 3-3-2014

At Social Enterprise Malaysia, our Youth Enterprise Malaysia Programmes employ social innovation to help the need young people living in the marginalised communities to participate in the economy and assist them to open a start-up venture. We act as change agent and provide youth with the following solutions in fulfilling their interest to open

Social Enterprise in the Developed Countries: UK perspectives

💬 0 Comments   👤 admin   🗓 2-3-2014

Social entrepreneurialism is an emerging economy in developed countries. The economy is emerging in a way that it can help to build more big social enterprise to value their prevention, emergency, cure and care (PECC). 90% money in the UK is spent on emergency and 1% only on prevention. The speaker, John Big share his experience when he was at once homeless at the age of five and has been in prison and on the

READ MORE →

Find out more about measuring Social Value and its impact at Social Enterprise Malaysia

💬 0 Comments   👤 admin   🗓 2-3-2014

A social impact measurement tool exercise was discussed and examined on how to resolve the problems that social enterprise are trying to resolve and how the team work together to plan how to measure the impact of their work. A lot of activities will be organised to help social entrepreneur to measure their social values, gather the information they need, come to decision about how they will go forward and assess their findings. Find out

READ MORE →

Social Impact of Social Enterprise: measuring the impact

💬 0 Comments   👤 admin   🗓 2-3-2014

Measuring the social impact of social enterprise and making a difference is the mission of Social Enterprise Malaysia. Similar to the approach in the UK, we explore how Social Enterprise East of England uses different tools. Outcome tool, monitoring and evaluation system, use proper impact tools and developing social impact framework will make

Now, back to the workshop!

AIMS OF THE WORKSHOP

- **To get you to share your knowledge, i.e. to get you writing!**
- **To provide tips, insider knowledge and key questions to maximize your chances of publication**
- **To encourage some of you to go beyond publishing, e.g. reviewing!**
- **Publish in SELECTED Impact Factor Journals**

Background

- **Editor – IJEMIR – Managing Editor/international program committee**

- an international program committee/conference general chair/chair; associate editor, international reviewer/international advisory board for several indexed conferences such as the IEEE Malaysia Computer Chapter/Society locally and in UK, Singapore, Beijing, Ghuangzhou, Chengdu, Egypt, Puerto Rico, India, Taiwan, Korea and Japan. Additionally, World Multi-Conference on Systemics, Cybernetics and Informatics: WMSCI, Florida, U.S.A. Had reviewed more than hundred papers in these international conferences.

- **Conference General Chair – ELPIIC2012 , AIMC2013, WORMED 2013–and IEEE-ICIMTR2012 & ICIMTR2013**

- **Associate Editor**
- The Institute for Small Business Entrepreneurship (ISBE, London, UK)
- The Academy of Management US
- The International Journal of Knowledge, Culture and Change Management (Australia)
- The International Journal on Business (Hawaii, the U.S.A)
- The Institute of Scientific and Engineering Management Society (India)
- The International Association of Science and Technology for Development (IASTED, Canada),
- The International Association of Computer Science and Information Technology (Singapore/China)
- The IEEE Malaysia Computer Chapter
- The Management Conference (Australia),
- e-CASE (Taiwan).
- The International Journal of Cyber Society and Education (Taiwan)
- The International Conference on Applied and Theoretical Information Systems Research (Taipei)
- **The Sinhgad Institute of Management and Computer Application (India)**
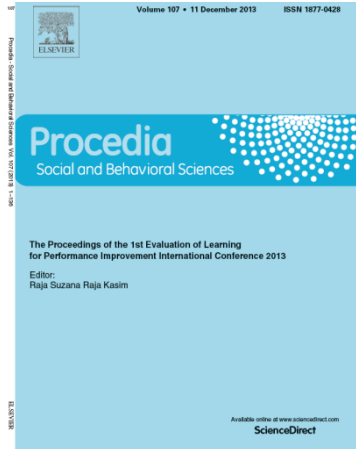
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Social and Behavioral Sciences

The Proceedings of the 1st Evaluation of Learning
for Performance Improvement International Conference 2013

Editor:
Raja Suzana Raja Kasim

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http://www.journals.elsevier.com/umk-procedia/

UMK Procedia

What is UMK Procedia?

Launched in January 2013, UMK Procedia publishes all conferences, symposia and workshops held by the Universiti Malaysia Kelantan (UMK). It reports state of the art results in areas related to the scope of Universiti Malaysia Kelantan.

UMK Procedia enables fast dissemination so conference delegates can publish their papers in a dedicated online issue onScienceDirect, which is then made freely available worldwide.

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For authors publishing in UMK Procedia, accepted manuscript will be governed by CC BY-NC-ND. For further details see our copyright information.

Scope of the journal includes: entrepreneurship and innovation, social entrepreneurship, creative art and technology, agro-based and agribusiness, veterinary medicines, art and humanities, biology, chemistry, physics, environmental, business and economics, finance, mathematics and statistics, geology, engineering, computer science, social sciences, natural and technological sciences, linguistics, medicine, and architecture.

UMK's conferences, symposia and workshops are organized according to the procedures outlined on this page and belowhttp://elpiic2013.profrajasuzana.com/http://icimtr2013.profrajasuzana.com/

If you have any questions for UMK Procedia Journal and UMK conferences, please contact
Professor Dr. Raja Suzana Raja Kasim
Director
Research and Innovation Management Center
Email: rajasuzana@umk.edu.my

Shuaib Hussain
Publisher, Elsevier
Email: S.Vaiyanna@elsevier.com

Hide full aims and scope

Imprint: ELSEVIER

ISSN: 2214-0115

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UMK Procedia's publishing policy

- **Inclusive, international, innovative & independent**
- **Supportive of scholarly research**
- **Committed to improving author & reader experience**
- **Committed to publishing "research you can use"**

Sources: In collaboration with the Editor of Journals from Emerald Insight

What do we mean by research you can use?

- **Research that has an impact:**
  - **teaching & learning**
  - **Knowledge**
  - **Practice**
  - **Public policy**
  - **Economy**
  - **Society & environment**
  - **Knowledge**

Ideas: where to start??

- **Are you working on a doctoral or master's theses?**
- **Have you completed a project which concluded successfully??**
- **Are you wrestling with a problem with no clear solution?**
- **Do you have an opinion or observation on a subject?**
- **Have you given a presentation or conference paper?**

If so, you have the basis for a publishable paper!

What journal/indexed proceeding should you submit to?

- **A GOOD CHOICE of journal/indexed publications can enhance the impact of your work & your reputation**

- **Considerations…be political…**

- **Thomson Reuters ISI is the most well known ranking, but others exist:**
  - **Citations are a good, but not complete, guide to quality**
  - **Usage is a better measure of utility**
  - **Other factors to consider are recent articles, most communicative, societies & internationality, likelihood of acceptance, circulation, time from submission to publication**
  - **Be strategic (e.g. five articles in 'low' ranked journal VS one in 'top' ranked journal)**

Guide to Authors

- **Points to note on formatting your MS Word file**

- Files should be in MS Word format only and should be formatted for direct printing, using the CRC MS Word template provided. Figures and tables should be embedded and not supplied separately.

- Please make sure that you use as much as possible normal fonts in your documents. Special fonts, such as fonts used in the Far East (Japanese, Chinese, Korean, etc.) may cause problems during processing. To avoid unnecessary errors you are strongly advised to use the 'spellchecker' function of MS Word.

Guide to Authors

1. How to download the CRC MS Word template

- Please obtain the "MS Word Template" from the conference organiser

- Do not make any changes to the structure of the template as this can lead to production errors.

Guide to Authors

2. Paper structure

- Papers should be prepared in the following order:

- **Introduction**: to explain the background work, the practical applications and the nature and purpose of the paper.
  Body: to contain the primary message, with clear lines of thought and validation of the techniques described.
  Conclusion
  Acknowledgements (when appropriate)
  References
  Appendices (when appropriate)
  Section headings: should be left justified, with the first letter capitalised and numbered consecutively, starting with the Introduction. Sub-section headings should be in capital and lower-case italic letters, numbered 1.1, 1.2, etc, and left justified, with second and subsequent lines indented.

Guide to Authors

3. Formatting your document

- Please do not alter the formatting and style layouts which have been set up in the template document *UMK Procedia* .

- As indicated in the template, papers should be prepared in single column format (192 mm × 262 mm). Do not number pages on the front, as page numbers will be added separately for the preprints and the Proceedings. Leave a line clear between paragraphs.

Guide to Authors

All the required style templates are provided in the file "MS Word Template" with the appropriate name supplied, e.g. choose 1. Els1st-order-head for your first order heading text, els-abstract-text for the abstract text etc.

- **i. Title page**
- The first page should include:
- (a) **Conference Title**
  Click on the existing text and enter the name of the congress.
- (b) **Title**
  Click on the existing text and enter the title of the paper using sentence case.

Guide to Authors

- (c) **Each author's name and affiliation**, including present address
  • Authors' names: Remember to include the correct superscript linking to the appropriate affiliation details.
  • Affiliations: Remember to include the correct superscript linking to the appropriate author details.

- (d) **Abstract** (50–100 words)
  Insert an abstract of 50–100 words, giving a brief account of the most relevant aspects of the paper.

- (e) *Keywords* (5–10)
  Insert 5–10 keywords.
  Please follow the template style for all the above features.

Guide to Authors

- (e) *Keywords* (5–10)
  Insert 5–10 keywords.
  Please follow the template style for all the above features.

- **ii. Tables**

- All tables should be numbered with Arabic numerals. Headings should be placed above tables, left justified. Leave one line space between the heading and the table. Only horizontal lines should be used within a table, to distinguish the column headings from the body of the table, and immediately above and below the table. Tables must be embedded into the text and not supplied separately.

Guide to Authors

iii. Illustrations

- All figures should be numbered with Arabic numerals (1, 2, …). All photographs, schemas, graphs and diagrams are to be referred to as figures.

- Line drawings should be good quality scans or true electronic output. Low-quality scans are not acceptable. Figures must be embedded into the text and not supplied separately.

- Lettering and symbols should be clearly defined either in the caption or in a legend provided as part of the figure. Figures should be placed at the top or bottom of a page wherever possible, as close as possible to the first reference to them in the paper.

Guide to Authors

iv. Equations

- Equations and formulae should be typed in Mathtype, and numbered consecutively with Arabic numerals in parentheses on the right hand side of the page (if referred to explicitly in the text). They should also be separated from the surrounding text by one space.

Guide to Authors

v. References

- Here is an example of some references listed according to the sequential numeric system:

- [1] Van der Geer J, Hanraads JAJ, Lupton RA. The art of writing a scientific article. *J Sci Commun* 2000;163:51–9.
[2] Strunk Jr W, White EB. *The elements of style*. 3rd ed. New York: Macmillan; 1979.
[3] Mettam GR, Adams LB. How to prepare an electronic version of your article. In: Jones BS, Smith RZ, editors.*Introduction to the electronic age*, New York: E-Publishing Inc; 1999, p. 281–304.

Guide to Authors

vii. General guidelines for the preparation of your text

- Avoid hyphenation at the end of a line. Symbols denoting vectors and matrices should be indicated in bold type. Scalar variable names should normally be expressed using italics. Weights and measures should be expressed in SI units. All non-standard abbreviations or symbols must be defined when first mentioned, or a glossary provided.

Guide to Authors

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Model of Renewal in the Academic Knowledge Systems

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Research papers from all over the world are published in thousands of science journals every year. The quality of these papers clearly has to be evaluated, not only to determine their accuracy and contribution to fields of research, but also to help make informed decisions about rewarding scientists with funding and appointments to research positions. The citation-based metric or impact analysis is meant to rank scientific journals, but there have been numerous criticisms over the years of its use as a measure of the quality of individual research papers. A number of Higher education institutions are using bibliometrics based on journal impact factors to rank universities and research institutions which appear to create pressure among social sciences and humanities researchers. The researchers argue that the prevailing system of impact is deeply flawed. The transformation of the academic journal and modelling the creation of new knowledge systems are indeed apt and timely.
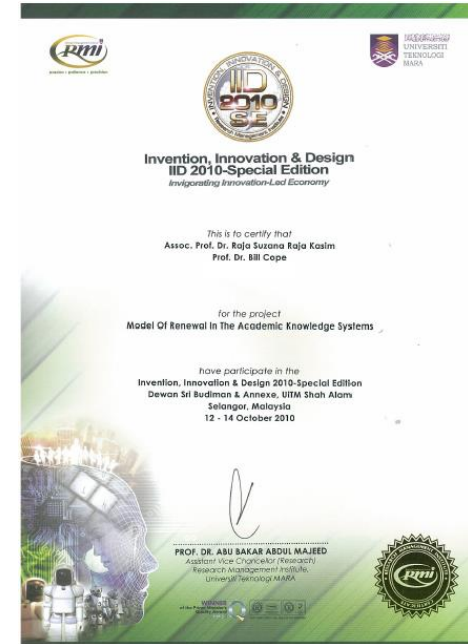
- Thompson Reuters only dominates the citation count business—a company with journal publishing associations itself and no transparency in its processes of selecting which journals' citations it will count and which it will not. And bibliometrics, despite its name, completely ignores books, and thus favors to disciplines in which more journal articles are published over those where books are also a significant publication venue.

-

- Thus, if taken into account the citation count business views based on Thompson Reuters, none of this will count on holistic actual impacts in measuring academic publication. Most importantly, in the humanities and arts, only 34 percent of citations are to journal articles, of which only 50% are counted in the Web of Knowledge, producing a mere 17 percent coverage (Craig and Ferguson, 2009). Alternative model to measure actual impacts of academic publications is needed.

- 1. will distinguish between positive citation on the one hand and negative citation or self-citation on the other.

- 2. are not limited in what the count – as compared to citation counts where in citation counts, even the most famous authors have citation counts that are unrealistically low, and less famous authors have citation counts which are not statistically valid.

- 3. are not the preserve of one company. Thompson Reuters dominates the citation count business—a company with journal publishing associations itself and no transparency in its processes of selecting which journals' citations it will count and which it will not.

- 4. will measure intellectual quality not measure popularity—intellectual best sellers as practice in existing measure of impact factor.

- 5. will clearly indicate whether a work cited has actually been read or not.

- 6. will not favour controversial minority positions, as been practiced in the current measure of citation count where; even when tendentious, as authors seek to provide balance (straw people, even) in their framing of the relevant literature.

- 8. will not create a false sense of prestige for some journals, where in the current impact factor model, certain articles may be cited frequently. However, others lightly cited or not cited at all are nevertheless credited for the journal's impact factor.

- 10. will not be skewed by sales and access factors: e.g. in the existing practice of Web of Knowledge, the association that gives away copies of its journal to members, open access journals where articles can be found on the web more easily. They also favour journals that are able to market themselves most effectively, particularly in the cross-over populist magazine part of the journals market.

- 11. will not heavily biased to the Anglophone world and established international networks; rather the higher education in Malaysia will differentiate themselves with the new approach through the PHPIF-DSS.

Citation Counts/H-index/Impact factors

- **Count the # of citations during this year to articles you have published in the 2 preceding years and divide this by the total # of articles you have published in these 2 years.**

- **Drawbacks—if it takes more than 2 years to get citations for your articles, they are not counted.**

- **JORGE HIRSCH – h-index**

- **WHERE, h= 5 when you have published 5 articles in your career which have received 5 citations or 20 if you have 20 articles cited on average 20 time.**

- **This measure to evaluate whole career & value scholars who have produced consistently highly-cited articles.**

- **Flaws of citation counts-they are poor measures indeed. A valid assessment is one where the evidence collected can support the intepretative burgen placed upon it.**

- **The assessment in other words, measures what it purports to measure**

- **A reliable assessment will consistently produce the same results when repeated in the same or similar population**

- **The assessment, in other words, is not fraught by inaccuracy in its implementaion. Citation counts and impact factors fail on both criteria**

e.g.
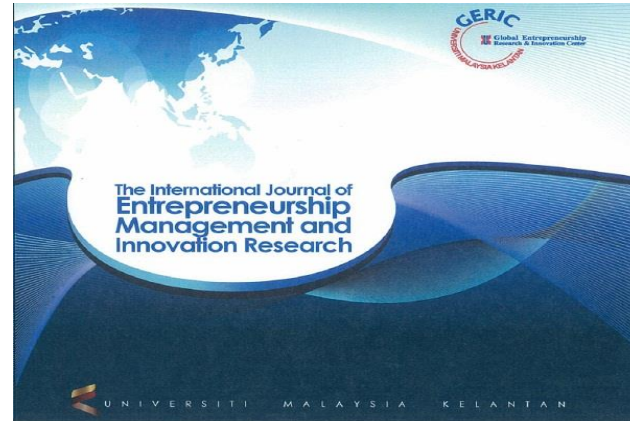
- **Follow the author guidelines – scope, type of paper, word length, reference**
- **Find out who to send your paper to (editor, regional editor, subject area editor)**
- **Confirm how to submit your manuscript – email, hard copy or online**
- **If still unsure, send an outline or abstract and ask if this looks suitable & interesting**
- **Include a cover letter—this is your opportunity to speak directly to the editor**

Guidelines for author

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29 Aug 2012 - 6 Sep 2012

Guidelines

Edit

Manuscripts should be prepared consistent with the following guidelines. Manuscripts which do not conform to these guidelines may be returned to the author(s) without review for reformatting.

1. Double-space, use a 12 point font with normal text spacing, and one-inch margins throughout the entire manuscript. Manuscripts should not exceed 30 pages, all-inclusive. We cannot, however, consider notes, briefs, or commentaries. All pages, save the title page, should include pagination. Page numbers should appear centered at the bottom of each page.

2. The first page of the manuscript should include the title of the manuscript and complete contact information for each author with author name, affiliation, full postal mail address, email address, telephone number, and fax number. The corresponding author should be clearly noted in the case of multiple authors.

What makes a good paper? Editors & Reviewers look for…

- **Originality—what's new about subject, treatment or results?**
- **Relevance to & extension of existing knowledge**
- **Research methodology—are conclusions valid & objective?**
- **Clarity, structure & quality of writing-does it communicate well?**
- **Sound, logical progression of argument**
- **Theoretical & practical implication (the 'so what?' factors!)**
- **Recency & relevance of references**
- **Internationally/global focus**
- **Adherence to the editorial scope & objectives of the journal**
- **A good title, keywords & a well written abstract**

How to increase electronic dissemination?

- **Use a short descriptive title—main keyword—don't mislead**

- **Write a clear & descriptive abstract containing the main keywords & following any instructions as to content & length**

- **Provide relevant & known keywords—not obscure new jargon**

- **Make your references complete & correct – vital for reference linking & citation indices**

- **All of this will make your paper more discoverable which means more dissemination & possibly more citation**

Our structured abstracts

- **A structured abstract-in 250 words or less**

- **Purpose- reasons/aims of paper**

- **Design-methodology/how it was done/scope of study**

- **Findings-discussion/results**

- **Research limitations/implications (if applicable) – exclusions/next steps**

- **Practical implications (if applicable) – applications to practice/so what?**

- **Social implications (if applicable) – impact of society/policy**

- **Originality/value- who would benefit from this and what is new about it?**

- **www.emeraldinsight.com/structuredabstracts**

Other Useful resources

- **www.isiwebofknowledge.com** **(ISI ranking lists & impact factors)**

- **www.harzing.com** **(Anne-Wil harzing's site about academic publishing & the assessment of research & journal quality, as well as software to conduct citation analysis)**

- **www.scopus.com** **(abstract & citation database of research literature & quality web sources)**

- **www.cabells.com** **(address, phone, email & websites for a large number of journals as well as information on publication guidelines & review information)**

- **www.phrasebank.manchestoer.ac.uk** **(a general resource for academic writers, designed primarily with international students who first language is NOT English in mind)**

Things to Ponder!

- TEACHING IS NOT ENOUGH...

NEED TO DO:

RESEARCH & PUBLICATION

Megat ahmad kamal (2010)

A Quality Lecturer

- Teaching / Supervising Post grad. students
- Research & Innovation
- Consultancy
- Publication (National & International level)
- Recognized as the expert in his/her field
- Leadership
- International collaboration
- Academic awards

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Questions related to R & P...

- Where to start?
- How to find a research topic?
- How to get the related journals/articles, etc?
- How to narrow a research topic?
- Experimental design?
- Who are the experts?
- How many publications in my research field/university?
- Quality publications?

JOURNAL WRITING

1. Benefits of journal publication (Impact Factor)
2. Tips on choosing journals
3. Category of article
4. Format of writing
5. Online submission
6. Reviewing process
7. Article Tracking
8. Proofs & Copyright
9. Rejection...reasons?

List of Top 60 Business and Management related journals* in 2012

(sorted by 5-Year Impact Factor)

Rank	Journal title	2012 Total Cites	2012 Impact Factor	5-Year Impact Factor	Immediacy Index	2012 Articles	Cited Half-life	Eigenfactor® Score	Article Influence® Score
1	ACADEMY OF MANAGEMENT REVIEW	16810	7.895	11.578	1.2	30	>10.0	0.0205	6.252
2	JOURNAL OF ECONOMIC LITERATURE	5012	6.667	10.16	1.083	24	>10.0	0.01765	10.708
3	ACADEMY OF MANAGEMENT JOURNAL	18591	5.906	10.031	0.55	60	>10.0	0.02884	5.594
4	QUARTERLY JOURNAL OF ECONOMICS	15000	5.278	8.147	1	41	>10.0	0.04703	12.301
5	JOURNAL OF MANAGEMENT	8294	6.704	7.754	0.842	57	>10.0	0.01719	4.084
6	ADMINISTRATIVE SCIENCE QUARTERLY	11743	4.182	7.693	0.375	16	>10.0	0.00867	5.621
7	MIS QUARTERLY	7277	4.659	7.474	0.705	61	9.9	0.01036	3.077
8	JOURNAL OF APPLIED PSYCHOLOGY	21544	4.758	7.313	0.548	84	>10.0	0.03467	3.702
9	JOURNAL OF OPERATIONS MANAGEMENT	4825	4.4	7.13	0.351	37	8	0.00988	2.282
10	ACADEMY OF MANAGEMENT ANNALS	487	4.103	7.03	1.364	11	4.1	0.00549	4.67
11	STRATEGIC MANAGEMENT JOURNAL	16677	3.367	6.393	0.397	78	>10.0	0.01948	3.137
12	JOURNAL OF FINANCE	18729	4.333	6.185	0.867	60	>10.0	0.05799	8.889
13	PERSONNEL PSYCHOLOGY	4387	3.702	6.045	0.174	23	>10.0	0.00857	3.645
14	JOURNAL OF ECONOMIC PERSPECTIVES	6047	3.489	5.864	0.295	44	>10.0	0.02618	6.756
15	JOURNAL OF MARKETING	13275	3.368	5.717	0.25	48	>10.0	0.01237	2.622
16	ECONOMETRICA	21481	3.823	5.702	0.74	77	>10.0	0.0462	9.684
17	BROOKINGS PAPERS ON ECONOMIC ACTIVITY	1776	3.68	5.556			>10.0	0.00799	7.235
18	JOURNAL OF POLITICAL ECONOMY	15801	3.483	5.506	0.2	25	>10.0	0.0251	9.295
18	ORGANIZATION SCIENCE	9893	3.351	5.506	1.052	97	>10.0	0.02072	3.435

20	REVIEW OF FINANCIAL STUDIES	6280	3.256	5.367	0.421	95	7.4	0.06553	7.298
21	JOURNAL OF INTERNATIONAL BUSINESS STUDIES	6345	3.062	5.183	0.512	41	9.9	0.01173	1.827
22	JOURNAL OF FINANCIAL ECONOMICS	13075	3.424	5.087	0.669	124	>10.0	0.05904	6.376
23	INTERNATIONAL JOURNAL OF MANAGEMENT REVIEWS	915	3.333	4.981	0.25	24	5.6	0.00335	1.852
24	ECONOMIC GEOGRAPHY	1560	3.389	4.897	0.5	16	>10.0	0.0026	1.704
25	ORGANIZATIONAL RESEARCH METHODS	2274	3.926	4.888	0.607	28	7.3	0.00815	2.75
26	JOURNAL OF MANAGEMENT STUDIES	5000	3.799	4.744	1.127	63	8.5	0.01056	1.93
27	JOURNAL OF CONSUMER RESEARCH	10337	3.542	4.641	0.452	84	>10.0	0.01411	2.223
28	RESEARCH POLICY	9291	2.85	4.387	0.847	131	9.1	0.016	1.554
29	RESEARCH IN ORGANIZATIONAL BEHAVIOR	2067	1.474	4.351			>10.0	0.00193	2.969
30	WORK AND STRESS	1322	1.95	4.275	0.091	22	8.1	0.00276	1.544
31	JOURNAL OF ORGANIZATIONAL BEHAVIOR	5433	3.626	4.226	0.516	64	>10.0	0.00974	2.096
32	AMERICAN ECONOMIC REVIEW	27876	2.792	4.16	1.009	235	>10.0	0.1015	5.691
33	REVIEW OF ECONOMIC STUDIES	7565	2.86	4.111	0.712	52	>10.0	0.03098	7.24
34	AMERICAN ECONOMIC JOURNAL-MARCOECONOMICS	409	3.191	4.092	1.733	30	2.6	0.01061	6.952

Research Article/Full paper

- **Based on your research work, detail discussion**

- **Normally > 6 pages (final print)**

- **Elements:**
  - **of high scientific quality**
  - **Originality**
  - **novelty**

Content

- Title, Author names, Affiliation

- Abstract

- Introduction

- Materials & Methods

- Results & Discussion

- Conclusion

- Acknowledgment

- References

Writing Style

- i) Title (< 20 words)

-

- ii) Authors' names, affiliation, address, email address, fax/phone no.

-

-

- iii) Abstract (200 – 300 words)

    - problems investigated, purpose of study, methods, important findings & short conclusion

    - no reference

iv)   Keywords (max: 5 - 6 keywords)

vi)   **Experimental (Materials & methods)**

vii)   **Results & discussion**

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- tec

  - Detail discussion on your findings / significance of your findings

  - Support your findings with reference from previous works

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  - If there's any difference from previous works, explain

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  - Equations, mathematical symbols, molecular structure (ChemWindow), use SI unit

viii) Conclusion

ix)   Acknowledgements

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- Research grants(FRGS/SAGA/short term grant, etc.)

- companies/institution

- individuals

x) Reference

Acknowledgment

References

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FINISH WRITING..WHAT YOU SHOULD DO?

- Check again!!!
  - → every sentence, every table, every figure!!!

  - → all members must read

  - → send to English lecturer?
    (article can simply be rejected just because of language)

TYPES of FRAUD

- Plagiarism – copying data, work, etc. without giving credit

- Falsification – Manipulating results

- Fabrication – Inventing or faking results, can be detected if someone repeats the experiment

- Conflict of interest

Mengapa artikel ditolak?

1.

2.

3.

4.

5.

6.   Banyak kesilapan dalam format penulisan

7.   Penyelidikan yang dibuat tiada nilai 'novelty'

8.   Data-data yang ada belum mencukupi untuk diterbitkan

9.   Tamat tempoh masa melakukan pembetulan (revised period)

'Rejected article' - TIDAK BOLEH MERAYU.....

Contoh surat 'rejected article'

Ms. Ref. No.:   -D-08-01543

Title:

Dear

I have briefly reviewed your manuscript. Although the manuscript is clearly written, there seems to be <u>little scientific or technical novelty</u>. Since we are receiving too many articles on adsorption, any studies on this topic should clearly <u>demonstrate its scientific merit to warrant the publication</u>. This is considered rather a technical report which is not very suitable for the publication in JHM. Therefore, I return your submission without sending out for review. Please consider other journals specialized in adsorption processes.

I regret being unable to give you a positive response but I want to thank you for your interest in Journal of Hazardous Materials.

Yours sincerely,

Wonyong Choi, Ph.D.
Editor

MAKLUMAN TAMBAHAN

- Walaupun artikel telah diterbitkan, masih ada kemungkinan artikel boleh ditarik balik.

  Contoh:

  - Retracted article: sekiranya dikesan ada plagiarism atau tiada persetujuan sesama penulis/penaja penyelidikan

  - Withdrawn article: kesilapan daripada pihak penerbit (penerbitan 2X) atau penulis menerbitkan artikel dalam dua jurnal berlainan

KESIMPULAN

- Penerbitan Jurnal IF – salah satu kriteria 'ranking' universiti dunia

- Jurnal IF – berperanan penting dalam meningkatkan nama universiti dan kesarjanaan pensyarah

- Menulis jurnal IF memerlukan pengetahuan mendalam dalam bidang penyelidikan yang dijalankan

- Kesabaran, ketelitian dan kemahiran menulis adalah penting

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Home   ToC   Résumé   Research   Publications   Living abroad   Resources   A-Z index   < Previous   Next >

Resources > Publish or Perish > Publish or Perish on Microsoft Windows

Publish or Perish on Microsoft Windows
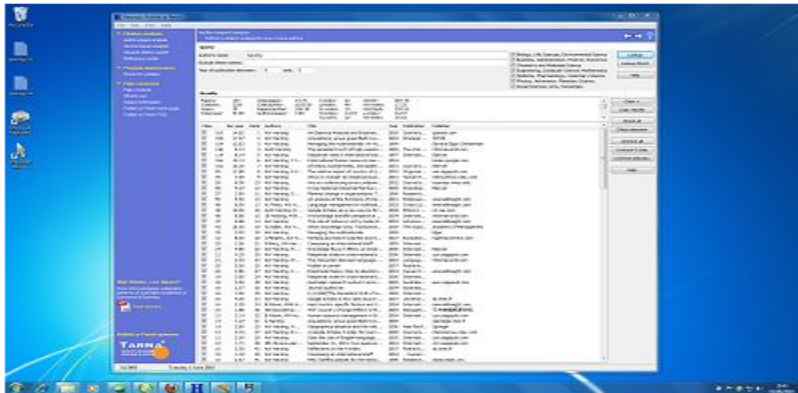
The Windows version of Publish or Perish is available for downloading by using the link below. The download package contains an installer for Microsoft Windows and is digitally signed by Tarma Software Research Pty Ltd ☒.

Note: The Publish or Perish software installer does **not** require administrator rights. You can install the Publish or Perish software on your computer even as a non-privileged user.

How to cite the Publish or Perish software

If you are using the Publish or Perish software in one of your research articles or otherwise want to refer to it, please use the following format:

> Harzing, A.W. (2007) **Publish or Perish**, available from http://www.harzing.com/pop.htm
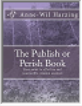
A 15-minute audio & slide presentation on citation analysis and Publish or Perish can be found on slideshare ☒.

A recording of "From publication to impact: Using Google Scholar and Publish or Perish to measure research impact" ☒ is available on the website of Centre for Learning & Technology at the London School of Economics.

HARAPAN THRUST = KPI FAKULTI = UMK

1
Staff
Indexed Proceeding
Journal Article
Book

The IEEE-Indexed Conference (Scopus and ISI)

1). Evaluation of Learning for Performance Improvement International Conference

2). The International Journal of Entrepreneurship, Management and Innovation Research (IJEMIR)

The Hour Glass Model & the King Model of paper structure
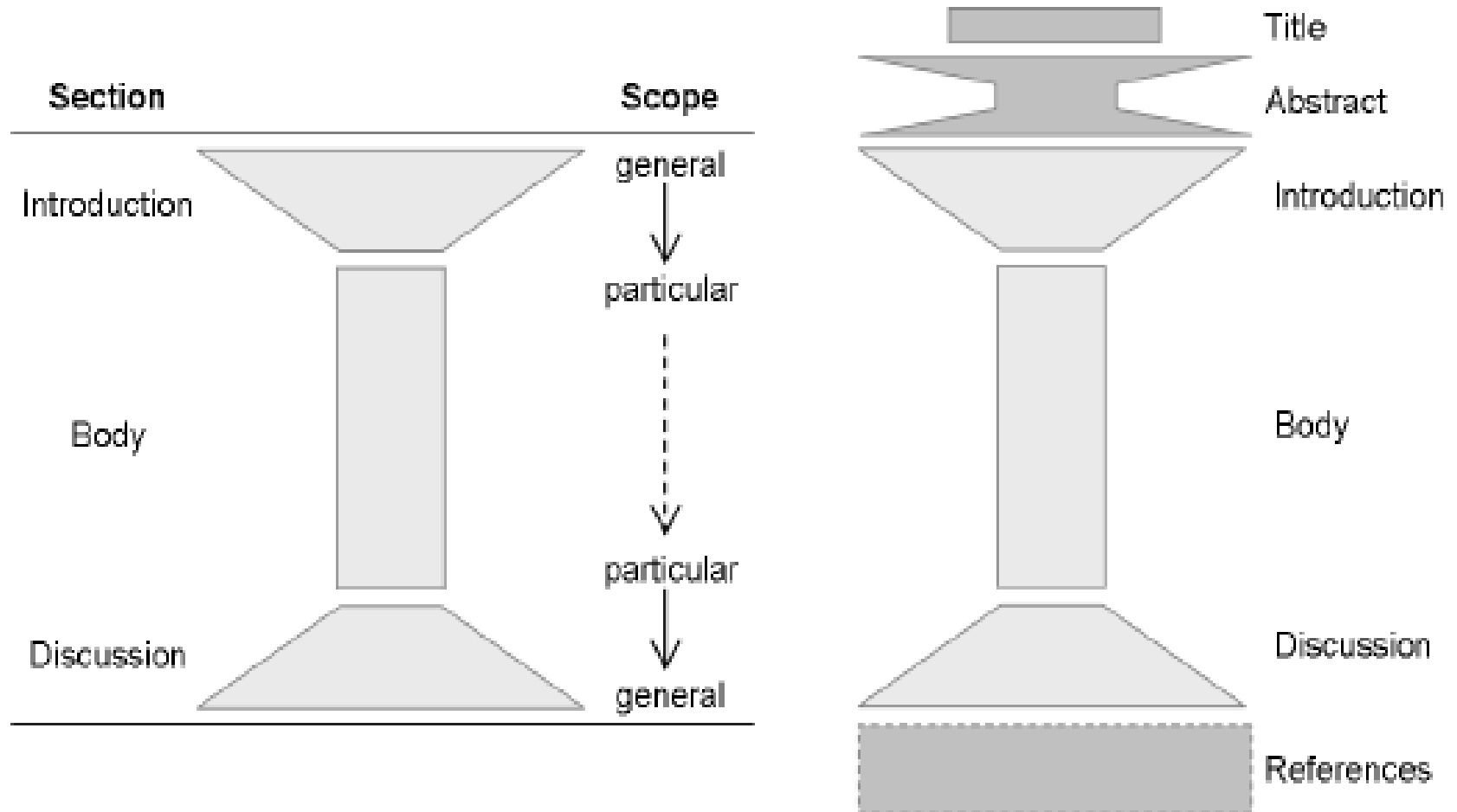
Source: Swales (1993)

Paper Organization

- The introduction leads the reader from general motivations and a broad subject to a particular research question to be dealt with in the paper.

- The body of the paper stays within a tight thematic scope, describes the research methods and results in detail.

- Finally, the discussion section aims to draw general conclusions from the particular results.

Paper Title

- Titles can be long and descriptive

- or short and sweet

- The title is without doubt the part of a paper that is read most, and usually it is read first.

- Day (1993) defines a good title, "as the fewest possible words that adequately describe the contents of the paper"

- If the title is too long it usually contains to many waste words, e.g., "Investigations on …" at the beginning of the title.

- On the other hand, titles which are too short often use words which are too general, e.g., the title "Writing Reports" does not provide any information on which kind of reports the paper focuses on.

The Abstract

- comprises a one-paragraph summary of the whole paper.

- An informative abstract extracts everything relevant from the paper, such as primary research objectives addressed, methods employed in solving the problems, results obtained, and conclusions drawn.

- You should submit an abstract to a conference when you have (1) data and (2) an analysis of your data.

- You should not submit an abstract in the early stages of your data collection, and

- you should never submit an abstract if you have not started your study!

Key Process elements:

- **Reason for writing:** What is the importance of the research? Why would a reader be interested in the larger work?

- **Problem:** What problem does this work attempt to solve? What is the scope of the project? What is the main argument/thesis/claim?

- **Methodology:** An abstract of a scientific work may include specific models or approaches used in the larger study. Other abstracts may describe the types of evidence used in the research.

- **Results:** Again, an abstract of a scientific work may include specific data that indicates the results of the project. Other abstracts may discuss the findings in a more general way.

- **Implications:** What changes should be implemented as a result of the findings of the work? How does this work add to the body of knowledge on the topic?

The Abstract (cont)

1. **Motivation:** Why do we care about the problem and the results?

2. **Problem statement:** What problem is the paper trying to solve and what is the scope of the work?

3. **Approach**: What was done to solve the problem?

4. **Results**: What is the answer to the problem?

5. **Conclusions**: What implications does the answer imply?

The Abstract (cont)

1. **Motivation: Why do we care about the problem and the results?**

- If the problem isn't obviously "interesting" it might be better to put motivation first; but if your work is incremental progress on a problem that is widely recognized as important, then it is probably better to put the problem statement first to indicate which piece of the larger problem you are breaking off to work on.

- This section should include the importance of your work, the difficulty of the area, and the impact it might have if successful.

The Abstract (cont)

2. Problem statement: What problem is the paper trying to solve and what is the scope of the work?

(a generalized approach, or for a specific situation)?

- Be careful not to use too much jargon.

- In some cases it is appropriate to put the problem statement before the motivation, but usually this only works if most readers already understand why the problem is important.

The Abstract (cont)

3. Approach: What was done to solve the problem?

- Did you use simulation, analytic models, prototype construction, or analysis of field data for an actual product?

- What was the *extent* of your work (did you look at one application program or a hundred programs in twenty different programming languages?)

- What important *variables* did you control, ignore, or measure?

The Abstract (cont)

4. Results: What is the answer to the problem?

- Specifically, most good computer architecture papers conclude that something is so many percent faster, cheaper, smaller, or otherwise better than something else. Put the result there, in numbers.

- Avoid vague, hand-waving results such as "very", "small", or "significant."

The Abstract (cont)

5. Conclusions: What implications does the answer imply?

- Is it going to change the world (unlikely), be a significant "win", be a nice hack, or simply serve as a road sign indicating that this path is a waste of time (all of the previous results are useful).

- Are your results *general*, potentially generalizable, or specific to a particular case?

The Abstract (cont)

1. Motivation: Why do we care about the problem and the results?

2. Problem statement: What problem is the paper trying to solve and what is the scope of the work?

3. Approach: What was done to solve the problem?

4. Results: What is the answer to the problem?

5. Conclusions: What implications does the answer imply?

The Introduction

- should guide the reader to current state-of-the-art in the field and should allow the reader to understand the rest of the paper without referring to previous publications on the topic.

- By the time a referee has finished the Introduction, he's probably made an initial decision about whether to accept or reject the paper -- he'll read the rest of the paper looking for evidence to support his decision.

- A casual reader will continue on if the Introduction captivated him, and will set the paper aside otherwise. Again, *the Introduction is crucially important.*

The Introduction (cont)

- The Introduction should consist of five paragraphs answering the following five questions:

  - *What is the problem?*

  - *Why is it interesting and important?*

  - *Why is it hard?* (E.g., why do naive approaches fail?)

  - *Why hasn't it been solved before?* (Or, what's wrong with previous proposed solutions? How does mine differ?)

  - *What are the key components of my approach and results?* Also include any specific limitations.

v) Introduction

- introduce briefly the topic of research, importance of your work / problems addressed

- hypothesis

- previous research works

- problem statements

- objectives

The Body

- The body of a paper reports on the actual research done to answer the research question or problem identified in the introduction.

vii)   Results & discussion

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- Detail discussion on your findings / significance of your findings

- Support your findings with reference from previous works

- If there's any difference from previous works, explain

- Equations, mathematical symbols, molecular structure (ChemWindow), use SI unit

The Body (cont)

- **In empirical papers**, the paper body describes the material and data used for the study, the methodologies applied to answer the research questions, and the results obtained. It is very important that the study is described in a way that makes it possible for peers to repeat or to reproduce it (Day, 1983)

- **Case study papers** describe the application of existing methods, theory or tools. Crucial is the value of the reflections abstracted from the experience and their relevance to other designers or to researchers working on related methods, theories or tools.

The Body (cont)

- **Methodology papers** describe a novel method which may be intended for use in research or practical settings (or both), but the paper should be clear

- **Theory papers** describe principles, concepts or models on which work in the field (empirical, experience, methodology) is based; authors of theoretical papers are expected to position their ideas within a broad context of related frameworks and theories. Important criteria are the originality or soundness of the analysis provided as well as the relevance of the theoretical content to practice and/or research in the field.

The conclusions

- In general a short summarizing paragraph will do, and under no circumstances should the paragraph simply repeat material from the Abstract or Introduction.

- In some cases it's possible to now make the original claims more concrete, e.g., by referring to quantitative performance results. .

NOW....

Let us take a look

at your abstract!

Influence on Employee Perceptions of Organizational Work Life Support: Signals and Resources

This study examined predictors of employee perceptions of organizational work life support. Using organizational support theory and conservation of resources theory, we reasoned that workplace demands and resources shape employees perceptions of work life support through two mechanisms: signaling that the organization cares about their work life balance and helping them develop and conserve resources needed to meet work and non-work responsibilities. Consistent with our hypotheses, we found that higher demands (work hours and work overload) were associated with reduced perceptions that the organization was supportive of work-life integration. Resources (job security, fit between employees' needs and the flexible work options available to them, supervisor support and work group support) were positively associated with perceptions of organizational work-life support. The results of this study urge further scholarly attention to work based demands and resources as predictors of perceived organizational work life support and yield implications for managerial practices. (wc: 148)

Perceived Attributes And The Level Of Information And Communication Technology (ICT) Usage Among Academicians: A Comparison Between UITM And UNISEL (wc: 227)

Despite of the promising perspective of the usage of ICT in education, Zulkifli Zakaria (2001) has discovered that although the attitude of the lecturers towards the use of ICT in their lecture is positive, all the lecturers tend not to use ICT in their lecture. Nowadays it has been recognised that Information and Communication Technology (ICT) is inseparable in the management and delivery of knowledge and more so in the academic sector. This paper that applies Structural Equation Model for ICT usage in Higher Education (Usluel, Askar & Bass 2008) attempts to identify the level of ICT usage among academicians in UiTM and UNISEL, two higher learning institution representing the public and private sector respectively. Subsequently, the relationship between the perceived attributes and the level of ICT usage among academicians is presented. This paper goes a bit further by comparing the difference and the most influential attributes of the aforementioned between the public and private learning institution. This paper concludes that there is a significant relationship between perceived attributes and the level of ICT usage among UITM and UNISEL academicians. However, UiTM registers compatibility whilst UNISEL records observability as their most influential perceived attribute that leads to the level of ICT usage. The findings of this research were made through questionnaire distributed to academicians from both institutions and the analysis was carried out to verify the hypotheses.

84

HIGH PERFORMANCE WORKFORCE: THE INFLUENCE OF EMOTIONAL INTELLIGENCE AND SOFT SKILLS

- The primary cause of leadership failure in business organization today is poor interpersonal skills. Especially technicians promoted into leadership positions without much thought as to their readiness or suitability for leading people. These managers fail due to underdeveloped soft skills and lack of emotional intelligence. Emotional Intelligence is about knowing how to manage inter-intra personal relationships successfully. In order to get on in the work place you need to know your own strengths and weaknesses, your own true beliefs and then you need to know those of other people in order to get on with them and motivate them to produce the best work they possibly can. The 'soft' leadership principles are the major factor in what makes a high-performance team or organization. A manager needs to know how to perceive their staff and they need to be able to trust you. As Dr. Reuven Bar-on concludes that 'one's ability to succeed in coping with environmental demands and pressures is a function of one's emotional intelligence. One of the reasons people leave organizations is because of a poor relationship with their boss. A systematic and step-by-step experiential approach is needed to assist individuals to develop positive personal attributes and to take charge of their lives. Developing emotional intelligence and soft skills takes work and practice just like any other behavior modification. For organization serious about developing their human capital—it is absolutely essential that the soft skills and emotional intelligence be identified and integrated. With a well developed EI workforce, there are tremendous rewards. (wc:254)

Let us do more.......

Job Mobility among academicians at Private Colleges in Malaysia: An analysis of job related and non-job related issues.

- Job mobility is a pattern of intra and inters organizational movement over the course of a person's work life. The study aim to examine the relationship between job related issues and non-job related issues toward job mobility among academicians at selected private colleges in Subang Jaya, Selangor Darul Ehsan. Job related issues that comprises predictors such as job satisfaction, specialization, promotion, salary, job tenure and education level were the major contribution to job mobility among academicians. Interestingly, job satisfaction and specialization were the most influential predictors in job related issues. The evidence contribute to a better understanding toward job mobility issues among academicians and exposure regarding career development in increasing organization's productivity. (wc: 112)

Event management in Meeting, Incentive, Convention and Exhibition (MICE) Tourism Sector: A discussion in environmental Issues

- Abstract—This paper aims to discuss on environmental issues in event management. Four main sections are subsequently presented. Firstly, it begins with the growth of special events tourism sector. Secondly, this paper elaborates on the challenges arise i.e. the implication of the growth of this sector toward environment. Thirdly, it also identifies the environmental practices in event management issues of implications of this study towards community development and event sectors. (wc: 69)

88

An Empirical Examination of Supervisor Support, Work-Family Conflict and Employee Satisfaction in Health Care Service.

- The present study aims to validate the hypothesized interrelationships among the constructs of social support, work-family conflict and satisfaction outcomes among nurses. In addition, it is also to examine the likely mediation effect of work-family conflict on support-satisfaction relationship. Hence, survey questionnaire was administered to 689 married nurses employed in five regional public hospitals in Malaysia. A full structural modeling testing was utilized with AMOS (Version 17) maximum likelihood estimation, supported the hypothesized relationship. The results established statistically substantial and significant path coefficients with a good-fitting model. (wc: 87)

Religiosity in the Workplace as a Contributing Factor towards Turnover Intention

- In Malaysia, the statistics of turnover cases are considerably high with 6,606 cases reported in 2010 alone. Various reasons were given for the cases of turnover, but the reason highlighted in this study is the existence of religious discrimination in the workplace. Employee turnover continues to dominate literature on job satisfaction and turnover. The phenomenon of immigration from Africa, Asia and the Middle East is increasingly bringing members of diverse religious backgrounds into the workplace. Such a scenario signals the importance of relgiousity in the workplace as a new dimension contributing to job satisfaction. The study was undertaken to measure the dimension of religiosity and turnover intention on 135 employees of a wholesale company in Shah Alam, Malaysia. Evidence from the survey suggests that policies and procedures on religiousity, level of religious calling and leadership style explained 16% of the variance in turnover intention. An implication of this study suggests that policies and procedures with regards to religion and level of religious calling are not enough to predict employee turnover. It appears that leader tolerance in employee's religious beliefs can contribute in decisions to stay or leave the company. (wc: 189)

Next....

Read abstract taken from…

SOCIAL AND MANAGEMENT RESEARCH JOURNAL

ISSN: 1675-7017

GUIDELINE

SMRJ: Volume 7 No. 2 Dec 2010

* Social Issues in ICT Project Implementation in the Local Authorities of Selangor, Malaysia

* Assessing Multicollinearity via Identification of High Leverage Points in Financial Accounting Data

* Exploratory and Confirmatory Factor Validation and Psychometric Properties of the HR Roles for HR Managers in Malaysia

* The Impacts of International, National and Institutional Conditions for Higher Education on the Primary Processes of Teaching and Learning in the Higher Education Institutions in Vietnam

* The Leadership Performance of Departmental Heads in an Institution of Higher Learning in Malaysia

Social Issues in ICT Project Implementation in the Local Authorities of Selangor, Malaysia

This paper seeks to provide insights of social issues in implementing ICT-based projects in twelve local authorities of Selangor, Malaysia. It also describes a framework of social inhibitors of ICT project implementation. In the study, this framework merged a number of sub-issues to construct a broader higher-level schema in information system planning, procurement and execution. Deploying a mixed method approach, the analyses highlighted eight sub-issues, which are, human resource, organizational environment, organizational culture, organizational directives, management process, interdepartmental coordination, organizational support and resistance to change. The identification of these social inhibitors would provide a better path to successful implementation of ICT projects by local authorities. As the ICT implementation framework is relatively new, guidelines and examples were also identified to manage the difficulties and profundities of executing ICT initiatives.

Assessing Multicollinearity via Identification of High Leverage Points in Financial Accounting Data

ABSTRACT

Inaccurate and invalid statistical inferences in regression analysis may be caused by multicollinearity due to the presence of high leverage points (HLP) in a data set. Therefore, it is important that high leverage point which is a form of outlier be detected because its existence can lead to misfitting of a regression model, thus resulting in inaccuracy of regression results. In this paper, several methods have been proposed to identify HLP in a financial accounting data set prior to conducting further analysis of regression and other multivariate analysis. The Pearson's correlation coefficient and variance inflation factors (VIF) were used to measure the success of a detection method. Numerical analysis showed that common diagnostics like the twice-mean and thrice-mean rules failed to detect HLP in the given data set whilst robust approaches such as the potentials and diagnostic-robust generalized potentials (DRGP) methods were found to be successful in identifying high leverage point as indicated by lower values of the Pearson's correlation coefficient and variance inflation factors.

Exploratory and Confirmatory Factor Validation and Psychometric Properties of the HR Roles for HR Managers in Malaysia

ABSTRACT

The effectiveness of the Human Role Assessment Survey Questionnaire, HRASQ, (Conner and Ulrich, 1996) was investigated with a sample of 108 Human Resource (HR) managers. The exploratory and confirmatory factor analyses showed that the 3-subscale structure of the HRASQ was valid. In addition, the results verified that the HRASQ had high internal reliability. These results indicated that the HRASQ and its subscales can be used in research related to role of the HR in Malaysia.

Keywords: HR roles, reliability, validity, HR managers, HRASQ

The Impacts of International, National and Institutional Conditions for Higher Education on the Primary Processes of Teaching and Learning in the Higher Education Institutions in Vietnam

ABSTRACT

This paper describes how the international, national and institutional conditions affect the primary processes of teaching and learning in the Vietnamese higher education institutions. Under such influences, the Vietnamese higher education institutions are facing both challenges and opportunities in terms of the competitions among institutions, establishment of credit-based system, quality assurance and accreditation.

Keywords: *Marketization, globalization, quality assurance and accreditation*

The Leadership Performance of Departmental Heads in an Institution of Higher Learning in Malaysia

ABSTRACT

Higher learning institutions in Malaysia recently became a subject of scrutiny by stakeholders and the public at large. Its managerial and leadership performance were being assessed through various perspectives. A pilot study was conducted to measure the performance of the heads of department leadership, with an objective to identify factors that drive their leadership performance. One hundred and twenty two full-time managerial/professional and supervisory staff in Universiti Teknologi MARA (UiTM) Terengganu, Malaysia, participated in this survey. The questionnaire was adopted from an international management survey to measure the effectiveness of the management capability of Malaysian organizations. The results from the survey showed that there were different perceptions between the academic and non-academic staff in UiTM of the ability of the heads of department leadership performance in developing the organization's capability. The survey also concluded that visionary & strategic leadership; and leadership skills & personality traits of these department heads were pivotal in shaping their leadership performance in UiTM Terengganu.

What Concept Papers Are?

- Concept papers are summaries of projects or issues that reflect the interests, experience and expertise of the writer or organization.

- Concept papers generally serve the purpose of providing in-depth discussion of a topic that the writer has a strong position on, usually with the intent of obtaining funding for that project from donors.

- a concept paper could also discuss best practices, philosophies and other related issues that the writer believes action should be taken on in the near future

Linking generativity and disruptive innovation to conceptualize ICTs

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Abstract

Purpose – This paper focuses on two prominent theoretically grounded approaches to this subject matter, namely disruptive innovations and generativity of the internet. This paper seeks to explicitly link these conceptual approaches in order to contribute to the epistemology on the development of ICTs.

Design/methodology/approach – This paper is structured in three primary and functional sections. The first section provides a theoretically grounded literature review on the research on the generativity of the internet and on disruptive innovation as well as the research base and links and forwards these two lines of discourse. The second section describes how the conceptual foundations and assumptions of Zittrain's generativity of the internet and Christensen's disruptive innovation share common precepts and conceptual assumptions. The third section suggests that the discourse for each of the two approaches could be furthered by more deliberately and concretely drawing on the value of complementarities.

Findings – This paper offers argumentation suggesting that the theoretical concepts of hierarchies and markets are also useful in drawing conceptual linkages between the disruptive innovations and generativity of the internet approaches.

Research limitations – Since this paper is intended to focus on conceptual issues a possible limitation is that an empirical discussion of this subject matter lies outside the scope of this paper's thesis.

Practical implications – This conceptual paper has practical implications for academics, executives in the private sector and policy officials who are interested in conceptually grounded implications of ICTs and attended issues of innovation and technological change.

Social implications – The implications mainly pertain to how the process of innovation and technological change impacts the interactions among these firms both in terms of competition and collaboration.

Originality/value – This paper seeks to explicitly link conceptual approaches in order to contribute to the epistemology on the development of ICTs. The conceptual contribution of this paper goes one step further by suggesting how the discourse for each of the two approaches could be furthered by more deliberately and concretely drawing on the value of complementarities.

Keywords Information technology, Communication technologies, Disruptive innovation, Generativity of the internet, Complementarities

Paper type Conceptual paper

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Basis for a general theory of organizations

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Abstract

Purpose – The purpose of this paper is to identify the conceptual basis shared by different theories, regardless of the unit of analysis they specifically adopt. The different ontological choice (or different segment of reality studied by each theory) does not hinder conceptual common ground for a good number of organisational theories.

Design/methodology/approach – The paper highlights the importance of hierarchical, social and institutional relations and of the technological, cognitive, social and institutional contents. It looks at the common conceptual contents of the two main theories examined, and those of a wide set of other theories addressed here. Both of the theories examined are interpreted in terms of relations and contents, taking a closer look at the passageways and walls that exist between them.

Findings – Ontological and conceptual bases for the analysis of organisational theories are established.

Research limitations/implications – The proposal of a common background from which one can examine different organisational theories is, in principle, important. The limitation inherent is that, given the infinite nature of reality, in the material world and in the world of thought, no one can be sure of having proposed the best possible methodological basis.

Originality/value – Relations and contents, as a basis for analysing theories, is an innovative proposal that attempts to gain insights on the basic materials (ontological and conceptual) that go to make up theories. From this point, the path towards a higher order theory can be based on the fundamental aspects (the way in which they interpret reality) of the theories themselves, not by formulating more generalist concepts or constructs.

Keywords Organizational theory, Critical thinking

Paper type Conceptual paper

Towards an understanding of discernment: a conceptual paper

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Abstract

Purpose – The purpose of this paper is to define the concept of "discernment".

Design/methodology/approach – The paper defines and presents discernment in a manner that sheds light on the construct and sets the stage for future research.

Findings – Discernment, is a significantly more involving kind of approach to decision making for the leader. It does not rely on precedents, best practices, or benchmarking. It is to understand the self and organization in a holistic way, inviting constant self-evaluation and adjustments in order to make good judgments that serve the greater whole.

Research limitations/implications – Additional research is needed to empirically validate the concept through systematic investigations and devise a means to measure it.

Practical implications – The paper assists leaders in understanding the "what" and "why" of discernment and provides an opportunity for self-evaluation by leaders as to how well each leader engages in discernment.

Originality/value – The paper is original and makes the foundational contribution for a beginning stream of research.

Keywords Decision making, Leadership

Paper type Conceptual paper

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Coercive deinternationalisation and host institutional legitimacy

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Abstract

Purpose – The aim of this paper is to identify the major coercive forces driving the enforced reconfiguration of the multinational company. This is explored through the conceptual development of coercive deinternationalisation via the literature on legitimacy. Through a multi-case study approach, the concept is developed within the context of counteracting non-market strategies. This material is used to develop a conceptual framework through which the drivers and reactions to these coercive pressures can be more fully explored.

Design/methodology/approach – The paper presents a conceptual, multi-case study.

Findings – The paper uses the link between case material and the literature on legitimacy to generate testable hypotheses to guide future research. These are based on the causes, conditions and effectiveness of counteracting coercive deinternationalisation.

Originality/value – The paper offers a strategic framework to guide further research and highlights an under-explored area within the increasingly complex internationalised system.

Keywords Multinational companies, Organizational structures, Market forces

Paper type Conceptual paper