

PERSONAL DETAILS

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ACADEMIC QUALIFICATION

- Philips University of Marburg, Marburg, Germany
Doctor of Natural Science (Dr. rer. nat.) **Work and Organizational Psychology**
- University of Wisconsin-Stout, WI, United States of America
Master of Science Degree: **Applied Psychology (Industrial Psychology)**, May 2010
- Universiti Malaysia Sarawak, Sarawak, Malaysia
Bachelor of Science Degree: **Cognitive Science**, Aug. 2006

RESEARCH INTEREST

Interpersonal Mistreatment (Work Incivility, Organizational Behavior, and Justice);

Well-Being (Employees' Mental Health, Conflict Management Styles and Unethical Behavior);

Employees' Development (Performance Appraisals, Training and Assessment);

Individual Differences (Cross-cultural, Gender and Hierarchical Position);

Cognition (Memory, Personality and Emotional Intelligence);

Research Methods (PLS-SEM and Triangulation of Qualitative Data)

RESEARCH, CONSULTATION GRANTS AND CURRENT PROJECTS

Leader: Online Incivility and Teachers' Work Stress, Negative Moods and Problem Solving Conflict Management Styles. (2017-2019) [Code: RCRP 2017-0049-106-61]

Leader: Developing and Testing Self -Help Guide for Stress Management Strategies E-learning Module for Ksg3101, Ksr3203 and Ksr3013 Classes. (2018-2019) [Code: GPU 2018-0182-107-01]

Leader: Guidelines, Framework and Recommendations on Protective Vulnerable Groups (PVG) in Malaysia (2017-present)

Leader: The Role of Interpersonal Justice in the Relationships of Incivility on Lecturers? Job Satisfaction and Depressive Symptoms (2016-2017) [Code: GPU 2016-0171-106-01]

Member: Projek Kelestarian Sistem Pusat Data Kanak-kanak Kebangsaan (National Child Data Centre - NCDC) (2016-2017) [Code: 2018-0068-106-04]

Member: Projek Pengumpulan Data Pusat Data Kanak-kanak Kebangsaan (National Child Data Centre - NCDC) Phase 2 and 3 (2017-present) [Code: 2015-0027-106-04]

Member: Determining Contributing Factors of Quality Early Childhood and Education Center (ECCE) (2016-present) [Code: LRGS 2015-0024-106-04-3]

Member: Developing Emotional Competence Module to Handle Youth Emotional Issues for Psychological Well-being (2017-2019) [Code: FRGS 2017-0067-106-02]

Member: Examining the essentials of psycho-spiritual competencies within the training module for disaster worker in Malaysia (2017-2019) [01.11.2017 -01.11.2019]

Member: A salt water activated portable battery as Flood relief device (2017-2019) [Code: RCRP 2018-0092-104-77]

Member: Combining the Al-Ghazali Concept of Tarbiyatul Awlad with Quality Data Analysis to Develop an Islamic Content on Mobile Application for Preschool (2018-2020) [Code: RCRP 2017-0339-109-77]

Member: Programme in Transferring Knowledge of Emotional Well-Being Among Destitute Children to Wardens of Asrama Baitul Hasanah (2017-2018) [Code: KTP 057007-2017-001-01]

Member: Peranan Faktor Sikap Mementingkan Kesempurnaan, Dimensi Personaliti dan Kesihatan Mental dalam Gejala Pengangguaran Siswazah Universiti Awam) (2017-2019) [13-04-2016 to 13-04-2017]

LIST OF PUBLICATIONS

Refereed Journal Articles

1. **Abas, N.A.H.**, Otto, K., & Ramayah, T. (2018). A supporting hand in dealing with interpersonal conflicts: The role of interactional justice. *Asian Academy of Management Journal*, 23(1), 79–99. <https://doi.org/10.21315/aamj2018.23.1.4>
2. **Abas, N. A. H.**, & Awang, M. A. (2017). Online incivility: Exploring from Malaysian Academic Perspective. *International Journal of Academic Research in Business and Social Sciences*, 12(7). 1235–245. doi:10.6007/IJARBSS/v7-i12/3759
3. Perveen, A., Khan, R. W., Shahadan, M. A., Hamzah, H. B., **Abas, N. A. H.**, & Khan, A. M. (2017). Prevalence of psychological disorders among patients attending community health centers, Perak, Malaysia. *Indian Journal of Community Health*, 29(3), 292-296.
4. **Abas, N. A. H.**, & Otto, K. (2015). Interpersonal mistreatment organizational attitudes and well-being: The impact of instigator's hierarchical position and demographic characteristics. *Organisation Management Journal*, 13(1). 05-20. doi: 10.1080/15416518.2015.1129307
5. **Abas, N. A. H.**, Otto, K. & Ramayah, K. (2015). The relationship between depressive symptoms and job satisfaction in a collectivistic culture: The moderating role of cultural embeddedness. *Jurnal Psikologi Malaysia*, 29(1). 01-20.
6. **Abas, N. A. H.** (2018). *A conceptual model of academic incivility in educational institution*. Manuscript submitted for publication (R&R Journal of Sains Humanika).

Peer Reviewed Proceeding and Abstracts:

Abas, N. A. H. (2017). Workplace Incivility among academia. In (Ed.), (pp. 99). ICETVESS.

Abas, N. A. H., Surdick, R., Otto, K., Wood, S., & Budd, D. (2012). Emotional intelligence and conflict management styles. In C. Dan (Ed.), *Knowledge, culture and society* (pp. 18-22). IACSIT Press.

CONFERENCE PRESENTATIONS

- **Abas, N. A.**, Otto, K., & Ramayah, T. (2018). *The Role of Interpersonal Justice in the Relationships of Incivility on Lecturers' Depressive Symptoms and Job Satisfaction*. Paper presented The 9th Asian Association of Indigenous and Cultural Psychology Conference (AAICP) in Sabah, Malaysia.
- **Abas, N. A.** (2017). *Workplace incivility among academia: a conceptual framework*. Paper presented at the International Conference on Engineering Technology Vocational Education and Social Science (ICETVESS 2017) in Perak, Malaysia.
- **Abas, N. A.**, & Lin, Mei-Hwa (2017). *The development a prevention model of online incivility for well-being at work place (OIWW)*. Paper presented at the 12th Industrial and Organizational Psychology Conference in Melbourne, Australia.
- Jusoh, Jazimin., Yatim, Aziz., Taquddin, Abd Mukti., **Abas, N.A.H.** & Sayyiditina, Rozubi. (2017). *Kesejahteraan Emosi (KE) Dalam Kalangan Warden di Asrama Baitul Hasanah*. Paper presented at Seminat Kaunseling Antarabangsa Malindo 5 in Bangi, Malaysia.
- **Abas, N. A.**, Otto, K. & Thurasamy (2016). *A supporting hand in dealing with workplace conflicts: The role of supervisors' interactional justice*. Paper presented at the 4th Scientific Conference on Occupational Safety and Health in Johor Baharu, Malaysia.
- **Abas, N. A.**, Otto, K. & Thurasamy (2015). *Cultural Embeddedness as a moderator between depressive symptoms and job satisfaction in a collectivist culture*. Paper presented at the Asian Conference on Psychology and Behavioral Science in Osaka, Japan.
- **Abas, N. A.**, & Otto, K. (2015). *Justice as a moderator in conflict management styles and well-being relationship*. Paper presented at the 28th Conference of the European Health Psychology Society in Innsbruck, Austria.
- **Abas, N. A.**, Otto, K. & Thurasamy (2015). *How to support employees with low campaign for own interests when solving conflicts? Interactional justice as buffer*. Paper presented at Kongress der Deutschen Gesellschaft Conference in Bochum, Germany.
- **Abas, N. A.**, Piciu, C. & Otto, K. (2013). *Consequences of the rival's position & gender in dealing with interpersonal conflict*. Paper presented at European Congress of Psychology at Stockholm, Sweden.

Conference Poster:

- **Abas, N. A.** & Otto, K. (2015). *Interactional justice as a moderator in the conflict management style and work stress relationship: a multi-cultural perspective*. Poster presented at European Association of Work and Organizational Psychology at Oslo, Norway.
- **Abas, N. A.**, Piciu, C. & Otto, K. (2013). *Interpersonal Conflicts and Their Impacts on Organizational Attitudes and Health*. Poster presented at European of Work and Organizational Psychology at Münster, Germany.
- **Abas, N. A.**, Otto, K., Wood, S. & Budd, D. (2012). *Emotional Intelligence and Conflict Management Style*. Paper presented at International Conference on Knowledge, Culture and Society

- **Abas, N. A.**, Surdick, R., Budd, D. & Wood, S. (2010). *Emotional Intelligence and Conflict Management Styles*. Poster presented at University of Wisconsin-Stout Research Day 2010, Wisconsin, USA.
- **Abas, N. A.**, Surdick, R., Budd, D. & Wood, S. (2006). *Gender Differences in Memory Test Performance: Verbal and Spatial Memory*. Poster presented at the UNIMAS Undergraduate and Postgraduate Research Day, Malaysia.

PUBLICATION REVIEW

- Article reviewer "The effects of personality trait and competitive setting on the escalation of commitment" for *Economic Research-Ekonomika Istraživanja* (April, 2018)
- Article reviewer "'IT Personnel's Conflict Resolution Facilitation and Software Development Outsourcing Outcomes" for *International Journal of Conflict Management* (Nov, 2017)
- Book reviewer "Konseptualisasi kes kaunseling berdasarkan teori dan bidang" (2017)
- Article reviewer "Hubungan antara beban tugas dan tekanan kerja dengan komitmen guru sekolah kategori bandar" for *Jurnal Pendidikan BITARA, UPSI* (May 7, 2018)

SPECIALIST

- Secretary for UPSI Human Ethics Committee Board *Jawatankuasa Kerja Etika Manusia* UPSI (June 2018 – present)
- Head of Protecting Vulnerable Groups (PVG) project group under NCDC grant (2018-present)
- Interview panel for USM-UPSI Clinical Psychology programme (July 1 – July 2, 2018)
- Judge for Innovations Colloquium UPSI 2018 (May 31, 2018)
- Judge for Seminar Antarabangsa Intervesi Pengujian Psikologi dalam Pendidikan dan Organisasi (November 8-10, 2017)
- Invited speaker for Program Keharmonian dan Kesejahteraan Jabatan Psikologi dan Kaunseling bertemakan "Wellness for everyone" (November 23, 2016)
- Judge for Innovations and Creativity in Teaching Practice UPSI 2016 (June 2, 2016)
- Judge for Posters Presentation in Seminar Refleksi Kaunseling Kebangsaan 2016 (May 25-26, 2016)
- Advisory Board for UPSI Ethics Committee Boards (April 2016 – Present)

AWARDS AND DISTINCTIONS

- Excellence Service Recognition Certs *Sijil Penghargaan Perkhidmatan Cemerlang (APC)* for graduating Doctoral degree on-time at Universiti Pendidikan Sultan Idris [28-04-2016]
- Best Paper Award for Emotional Intelligence and Conflict Management Style at conference on Knowledge, Culture and Society, Jeju, Korea [2012]
- Blue Chip Employee Award as the "Most Outstanding Employee" for the first quarter of the organization's operation at Averis Sdn Bhd. [Aug 2007]

- Award received for thesis poster presentation Emotional Intelligence and Conflict Management at University of Wisconsin-Stout, WI, United States of America (April 30, 2010)
- Dean's Award received for academic excellence (two semesters) in Universiti Malaysia Sarawak, Sarawak, Malaysia [Aug, 2016]

PROFESSIONAL CAREER

Deputy Director (Academic and Consultation) of Center of Knowledge and Professional Studies (CEKAPS) Universiti Pendidikan Sultan Idris (Sep 2017 – Sep 2019)

- Responsible in administering, managing, organizing and supervising academic programmes, professional short courses and staffs of the center.
- Monitoring academic programmes held off-campus to ensure the learning facilities are in check, and also in compliance with Teaching and Learning (PdP) requirement
- Supervise and monitor examination progress starting from the exam date, preparation of exam schedules, appointments of chief invigilators and invigilators, and also the submission of the exam scripts.
- Secretary for all the accounts under the center

Senior Lecturer Universiti Pendidikan Sultan Idris (Aug. 2010 – Present)

- Member of Penyelidikan, Penerbitan, Perundangan dan Pengkomersilan *Research, Publication, Consultation and Commercialization* of Faculty Human Development UPSI (Sep 2017 – present)
- Head and member of Psychology programme review complying MQA and KPM requirements (Sep 2017 – present)
- Coordinator for Mobility Programme Faculty of Human Development (June 2016 – Sep 2017)
- Portfolio Research and Publication, Department of Psychology and Counseling starting (January 2016-Present)
- Assist in proposing a new psychology programme for Bachelor of Science in Psychology at Universiti Pendidikan Sultan Idris (2010-2011)

Tutor Universiti Malaysia Sarawak (Aug. 2007 – July 2008)

- Conducted administrative tasks by processing relevant materials for students' internships (Cognitive Science students 2008), allocation and organization of students' final grades as well as ongoing projects with the management of the Faculty of Cognitive Science and Human Development

Human Resource Analyst Averis Sdn. Bhd. (Nov. 2006 – Aug. 2007)

- Provided quality services to more than 20 organizations that cover 6,000 external employees in Indonesia, Singapore, and China
- Emphasized in Reporting & Employee Relations' tasks included: headcount reporting, organization chart production and maintenance, ad-hoc reports, policy maintenance, and general inquiries regarding human resource policies

UNDERGRADUATE INTERN RESEARCHER Silva Method M Sdn Bhd (2006)

- Conducted a research on the effectiveness of mind development and stress control techniques to people who have undergone the therapy
- Assisted with the staffing of local programs, therapies, and events

TEACHING EXPERIENCE

- *Universiti Pendidikan Sultan Idris with Universiti Pendidikan Sultan Idris*, (Feb. 2016 – present). KSG3103, Introduction to Psychology; KSG3603 Ethics, Current Issues and Advanced Topics; KSR3013 Industrial Psychology; KSR 3503, Group Dynamics; KSD 3503 Learning and Cognition; KKD2063 Personality Development
- *Jyväskylä, Finland* (5-18 May 2013). Leadership and Well Being for Erasmus-Shift It programme.
- *Universiti Pendidikan Sultan Idris*, (Aug. 2010 – Sep. 2011). KKD 2063, Student Learning and Development; KKD 2063, Character Development (in-class and distance learning program)
- *Universiti Malaysia Sarawak at Malaysia*, (Aug. 2007-July 2008). TMX 2012, IT Tools for Knowledge Workers; KMF 1023, Cognitive Psychology; KMF 1013, Introduction to Cognitive Science

PROFESSIONAL MEMBERSHIP

Member of American Psychological Association (APA): [Member Num.: 25641277]

Member of Persatuan Psikologi Malaysia (PSIMA) : [Member Num.: 217000102]

SELECTED POSTGRADUATE STUDENTS SUPERVISION**Doctoral Students**

1. Reny Yuniasanti (Ph.D), (Antecedents and Consequences of Experienced Workplace Incivility Among Millennial Employees), (24-10-2016 - in progress)
2. Metty Verasari (Ph.D.), (Effects of experienced incivility towards instigated incivility, psychological distress, job satisfaction, and social support as moderator variable), (24-10-2016 - in progress)
3. Nadhirotul Laily (Ph.D.), (The Relationship between Self Efficacy and Workplace Incivility, Job Stress, Job Satisfaction and Conflict Management Styles with Social Support as Moderator Variable on Early Childhood Education Teacher.) (24-10-2016 - in progress)

Master's Students

1. Ang Siew Kim, (Mod C), (Hubungan Natara Tahap Kekeperapan Dan Tahap Kepuasan Penggunaan Frog Vle Dlm Pengajaran Dan Pembelajaran Di Kalangan Guru Sek. Ren.Jenis Keb. Cina Di Kawasan Jinjang, KL), 27-06-2016 until 01-08-2017, (Completed)
2. Barathy A/P Sockanathan, (Mod C), (Tahap Stress Dalam Kalangan Pelajar Tingkatan4 Mengikuti Jantina Di Sebuah Sekolah Menengah Daerah Klang), 27-06-2016 until 13-02-2018, (Completed)
3. Muhamad Shahmil Bin Mohaizat, (Mod B), (Sumber Tekanan Pekerjaan dan Kesannya ke Atas Kepuasan Kerja, Kesihatan Fizikal dan Kesihatan Mental) (In Progress)
4. Nor Aini Binti Mat Nasir, (Mod A), (The Relationship Between Depression, Anxiety and Emotion Regulation Among University Students) (In Progress)
5. Wan Kok Pin, (Mod B), (Ketidaksopanan atas Talian, Tekanan Kerja dan Kepuasan Kerja dalam Kalangan Guru) (In Progress)
6. Siti Aishah Nor Binti Marabi, (Mod B), (Post Partum Depression)(In Progress)

SELECTED STUDENT SUPERVISED FIELD WORK AND TEACHING PRACTICE

1. Nurul Faraheen binti Rosli (University Negeri Semarang, Indonesia; 2.7.2018-19.7.2018)
2. Wan Nur Afiqah binti Wan Zakaria (University Negeri Semarang, Indonesia; 2.7.2018 – 19.7.2018)
3. Fatin Syahirah binti Nordin (Pusat Perkembangan Kanak-kanak 3C Sunway, Selangor; 3.7.2017 – 13.12.2017)
4. Nur Fatin Azira binti Azhar (Tadika and Taska MARA, Kuala Lumpur; 3.7.2017 – 13.12.2017)
5. Siti Haziqah binti Shukri (Psychology and Counseling Unit, Pejabat Setiausaha Kerajaan Negeri Selangor; 3.7.2017-20.10.2017)
6. Hum Ee Von (Psychology and Counseling Unit, Ampang Hospiyal; 10.7.2016 – 28.10.2016)

RELEVANT RESEARCH AND APPLIED PROJECTS

- **Master of Science Thesis**
Title: Emotional Intelligence and Conflict Management Styles
Supervisor: Dr. Renee Surdick (Organizational Development, Saint Mary University, USA)
- **Undergraduate Thesis**
Title: Gender Differences in Memory Test Performance: Spatial and Verbal Memory
Supervisor: Dr. Norehan Zulkipli (Cognitive Psychology, University of Queensland, Australia)
- **Organizational Development**
Title: Big Dot of Happiness™ (Menomonie, USA) Website Usability Testing
Organization: Big Dot of Happiness™
- **Program Evaluation**
Title: Chicago Department of Human Services (Domestic Violence) Summative Evaluation
Organization: Chicago Department of Human Services (Domestic Violence)