



SYAZLIANA ASTRAH MOHD IDRIS

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PROFESSIONAL PROFILE

Have 10 years of professional experience from Business Development and Education including 4 years of experience in Research and Development during PhD study (full sponsorship by Ministry of Education). Experienced in feasibility studies and research works focused on Strategic Human Resource Management, Organisational Behavior and Organisational Performance specifically in Mergers and Acquisitions (M&A).

AREAS OF EXPERTISE

- Highly developed good interpersonal and leadership skills with a positive working attitude.
- Proven ability to work independently in a fast paced and rapidly changing environment, mature, analytical and results oriented.
- Advanced skills in teaching, research and data analysis (SmartPLS; SEM-PLS, SPSS)
- Having the negotiation skills; understanding a client’s needs and issues from a business point of view and having the patience to deal with multi decision maker processes.
- Ability to always maintain self-motivation and be consistently pro-active.

ACADEMIC QUALIFICATIONS

PhD in Business Management

Universiti Teknologi MARA (UiTM), Shah Alam, Malaysia

November, 2016

PhD Thesis:

“The Influence of Human Resource Management Practices, Corporate Cultures and Tasks Integration on The Performance of Acquiring Companies in Malaysia”

Master of Business Administration (MBA), Applied Business Research

Universiti Teknologi MARA (UiTM), Shah Alam, Malaysia

May, 2011

Bachelor of Chemical Engineering (Hons)

Universiti Teknologi Malaysia (UTM), Skudai, Johor, Malaysia

April, 2004

SCHOLARSHIPS AND AWARD

Full Scholarships: MyPhD, MyBrain15 by Ministry of Education, Malaysia.

Sept 2011-Sept 2015

Awards: i) Silver award for Penang Invention, Innovation & Design (PIID)

Dec 2014

*-Human Resource Management Practices and Corporate Cultures
Integration Framework for Mergers & Acquisitions (M&A) In Malaysia*

ii) Best Papers Award for 1st AAGBS International Conference

April 2014

on Business Management (AiCoBM) Springer Science+Business
Media Singapore - *HRM Practices and Organizational Performance:
A Conceptual Model on the Performance of Acquiring Companies*

PUBLICATIONS / WORK IN PROGRESS

| No. | Title of Paper / Article | Name of Publisher / Journal | Date |
|------------|--|---|----------------------|
| 1. | The Mechanism of Managing Corporate Cultures Issues in M&A (Work in Progress) | Chapter in Book by International Publisher on “Corporate Strategy and Planning”, InTech Open Access Book | Expected in mid-2017 |
| 2. | The Effect of Corporate Cultures and Task Integrations on the Post-M&A Performance (Work in Progress) | International Journal of Multidisciplinary Research and Development | February 2017 |
| 3. | The Post-M&A Performance of Industrial Companies in Malaysia (Work in Progress) | International Journal of Applied Business and Economic Research | March 2017 |
| 4. | HRM Practices and Organizational Performance: A Conceptual Model on the Performance of Acquiring Companies (Best Papers Award) | Proceedings of the 1st AAGBS International Conference on Business Management 2014 (AiCoBM 2014) IEEE, Springer Science+Business Media Singapore | 30 July 2015 |
| 5. | Corporate Cultures Integration and Organizational Performance: A Conceptual Model on the Performance of Acquiring Companies | Elsevier Procedia - Social and Behavioral Sciences Contemporary Issues in Management and Social Science Research.172 (2015)591-595 | 27 January 2015 |
| 6. | Human Resource Management Practices And Corporate Cultures Integration Framework For Mergers And Acquisitions In Malaysia (Silver Award) | e-Proceedings of Penang Invention, Innovation & Design 2014 (PIID2014) ISBN 978-967-11647-9-2 | 4 December 2014 |
| 7. | The HRM Practices and Organization Performance: A Conceptual Framework | Proceedings of International Accounting and Business Conference, Persada Johor | 23 April 2013 |

PRESENTATIONS / CONFERENCES / POSTERS

| No. | Title of Paper / Article | Name of Conference/Seminar /Workshop | Date |
|-----|--|--|---------------------|
| 1. | Corporate Cultures Integration and Organizational Performance: A Conceptual Model on the Performance of Acquiring Companies | Global Conference On Business & Social Science (GCBSS) | 15-16 December 2014 |
| 2. | A Proposed HRM Practices Framework For Mergers & Acquisitions In Malaysia | Penang Invention, Innovation & Design (PIID 2014) | 3-4 December 2014 |
| 3. | HRM Practices and Organizational Performance: A Conceptual Model on the Performance of Acquiring Companies (Best Papers Award) | 1st AAGBS International Conference on Business Management 2014 (AiCoBM) | 6-8 April 2014 |
| 4. | The HRM Practices and Organization Performance: A Conceptual Framework | Proceedings of International Accounting and Business Conference, Persada Johor | 23 April 2013 |

OTHER PROFESSIONAL EXPERIENCE

Reviewer

- i) Reviewed a manuscript entitled "*The Influence of Leaders' Interpersonal Communication Skills on Employees' Innovative Behavior: A Pilot Study*" manuscript submitted to the Business and Management Journal (BMRJ-16-0070), November 29, 2016.
- ii) Reviewed a manuscript entitled "*Analysis of Employees' Retention Strategies As Used By Ausdrill Limited Company, Tanzania,*" manuscript submitted to the Business and Management Journal (BMRJ-16-0067), November 24, 2016.
- iii) Reviewed a manuscript entitled "*The Relationship between Organizational Culture and Organizational Agility in Zahedan University of Medical Science,*" manuscript submitted to the Global Journal of Health Science, Canada, April 22, 2015.

Attended the Course of International Toastmasters Club, sponsored by Iskandar Regional Development Authority (IRDA), 2009-2010.

Completed the Courses of International Therapy of Examination Council (ITEC), United Kingdom namely Diploma in Aromatherapy and Diploma in Holistic Massage sponsored by Chemical Engineering Pilot Plant, University of Technology Malaysia (UTM), Johor.

EMPLOYMENT HISTORY

1) *American International Assurance Bhd (AIA)*
Unit Manager (Business Development)

Duration: 2007-2010

Responsible in business development unit; builds market position by developing, defining, negotiating, and closing business relationships.

- Responsible to improve agents and personal technical competency; empower with proven and tested selling skill in order to achieve breakthrough in sales performance.
- Handled the responsibilities of explaining new products and services to the team members
- Assist in train and facilitate wide variety of workshops/training, including product sales training and self-motivation for new agents recruited/team members.
- Motivated and encouraged the team to reach the insurance company's sales goals.
- Assigned the tasks of compiling reports and discussing strategies to meet and exceed sales objectives.
- Performed review of sales reports and paperwork gathered from agents
- Responsible for updating daily activities of sales agents to upper-level management.
- Ensured that the agents follow company policies and adhere to the insurance regulation as stated by Bank Negara.
- Generating new business both in face to face meetings and over the phone.
- Completing all documentation and administrative records, fully and accurately.
- Developing and maintaining a database of all contacts.

2) *SAL Group of Colleges Sdn Bhd*
Lecturer (Mathematic & Sciences)

Duration: 2006-2007

Responsible to teach the UiTM Franchise Diploma programme in Computer Science.

- Subjects taught: Mathematics Discrete/Statistics and Calculus II.
- Researches and selects learning materials, textbooks, software and equipment to facilitate lecturing including advises and supports student academic success in subject area for academic growth and personal development for students.
- To engage in examining duties, i.e. the production of exam questions/papers and exam marking.

3) *Phyto Biznet Sdn Bhd*

Duration: 2004-2007

Chemical Engineering Pilot Plant Wellness Centre, UTM

Assistant Manager and Course Tutor (Education and Business Development)

Responsible in assisting the development of new management of Chemical Engineering Pilot Plant Wellness Centre that provides training, ITEC Diploma and short courses as well as services that related to lifelong learning and wellness education.

- Manages the student affairs to foster an environment supporting learning, healthy lifestyles, leaderships and personal growth.
- Manages the daily financial activities which include budget preparation and control, purchasing, business planning and management, ensures compliance with university policies and procedures.
- Participate in development of new courses related to wellness including proposal preparation and relevant marketing activities.
- As a course tutor for International Therapy Examination Council (ITEC) Diploma programs and short courses. Subjects taught: Business Awareness and Professional Conduct.
- Involved in formulates and develops courses aids including courses outlines, work assignments and exam questions.
- Involved in recruitment and selection process of new staffs for wellness centre.
- Dealing with students/clients in solving problems/ issues pertaining to management in order to effectively and efficiently support students learning and achieve clients' satisfaction.

REFERENCES

Associate Professor Dr Rabiah Abdul Wahab
Faculty of Business Management
University Technology of MARA (UiTM)
40450 Shah Alam, Selangor
603-55444737
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Associate Professor Dr Aini Jaapar
Faculty of Architecture, Surveying & Planning Unit
University Technology of MARA (UiTM)
40450 Shah Alam, Selangor
603-55444214
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