



**UNIVERSITI PUTRA MALAYSIA
CURRICULUM VITAE**

A. BUTIR-BUTIR PERIBADI (*Personal Details*)

Nama Penuh (<i>Full Name</i>)	NURUL AFIQAH ZULKIFLY		Gelaran (<i>Title</i>) DR.
No. MyKad / No. Pasport (<i>Mykad No. / Passport No.</i>) 920731-05-5374	Warganegara (<i>Citizenship</i>) MALAYSIA	Bangsa (<i>Race</i>) MALAY	Jantina (<i>Gender</i>) FEMALE
Jawatan (<i>Designation</i>) SENIOR LECTURER	Tarikh Lahir (<i>Date of Birth</i>) 31 JULY 1992		

Alamat Semasa (<i>Current Address</i>)	Jabatan/Fakulti (<i>Department/Faculty</i>)	E-mel dan URL (<i>E-mail Address and URL</i>)
G32, DEPARTMENT OF PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION, FACULTY OF EDUCATIONAL STUDIES, UNIVERSITI PUTRA MALAYSIA, 43400 SERDANG, SELANGOR.	DEPARTMENT OF PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION (JPPPL), FACULTY OF EDUCATIONAL STUDIES (FPP)	E-mail: nurulafiah@upm.edu.my URL: https://afiqahzulkifly.wixsite.com/afiqah

B. KELAYAKAN AKADEMIK (*Academic Qualification*)

Nama Sijil / Kelayakan (<i>Certificate / Qualification obtained</i>)	Nama Sekolah / Institusi (<i>Name of School / Institution</i>)	Tahun (<i>Year obtained</i>)	Bidang pengkhususan (<i>Area of Specialization</i>)
Doctor Of Philosophy (Ph.D)	Universiti Putra Malaysia (UPM)	2021	Human Resource Development
Master of Science	Universiti Putra Malaysia (UPM)	2017	Human Resource Development
Bachelor of Business Administration	International Islamic University of Malaysia (IIUM)	2015	Human Resource Management
<i>Sijil Pelajaran Malaysia</i> (SPM)	King George V Cluster Secondary School (SMK KGV)	2009	Science and Accounting

C. BIDANG KEPAKARAN (*Area of Expertise*)

1. Human Resource Development
2. Training and Development
3. Leadership
4. Technology in HRD and Education
5. Human Resource Management

D. KELAYAKAN PROFESIONAL (Professional Qualification)			
Nama Sijil / Kelayakan (Certificate / Qualification obtained)	Nama Sekolah Institusi (Name of School / Institution)	Tahun (Year obtained)	Bidang pengkhususan (Area of Specialization)
London Chamber of Commerce and Industry International Qualifications (LCCI)	LCCI	2009 – Current	Level 2, Certificate of Bookkeeping and Accounts

E. KEMAHIRAN BAHASA (Language Proficiency)					
Bahasa / Language	Lemah Poor (1)	Sederhana Moderate (2)	Baik Good (3)	Amat Baik Very good (4)	Cemerlang Excellent (5)
English					√
Bahasa Melayu					√

F. PEKERJAAN (Employment)				
Majikan / Employer	Jawatan / Designation	Jabatan / Department	Tarikh lantikan / Start Date	Tarikh tamat / Date Ended
Universiti Putra Malaysia	Tenaga Akademik Muda (TAM)	JPPPL, FPP	14.3.2018	28.1.2022
Universiti Putra Malaysia	Research Assistant	JPPPL, FPP	1.2.2016	31.12.2017
PETRONAS	HR Trainee	HRM, Finance, Upstream	1.6.2014	30.9.2014

G. TANGGUNGJAWAB/JAWATAN PROFESIONAL LAIN-LAIN (Other Professional Responsibilities)	
1.	Deputy Director International Institute of Online Education (IIOE) National Centre, Malaysia April 2022 – March 2024
2.	Coordinator Putra Future Classroom (PFC) March 2023 – February 2025
3.	Coordinator Bachelor of Science in Human Resource Development with Honors March 2023 – February 2026
4.	Co-advisor Human Resource Development Student Association (PESUMA) October 2022 – September 2024
5.	Think Tank Institut Pengajian Sains Sosial (IPSAS) UPM October 2022 – September 2024

H. SENARAI PENERBITAN (List of Publications)		Status
<i>Journal</i>	1) Zulkifly, N. A. , Ismail, I. A., Md Rami, A. I., & Che Nawi, N. R. (2022). Leadership styles among faculty academics in a Malaysia university: A preliminary insight, <i>International Journal of Academic Research in Progressive Education & Development</i> , 11(3), 725-736.	Published
	2) Zulkifly, N. A. , Ismail, I. A., Asimiran, S., Alias, S. N., & Ismail, M. (2021). Working together as equals: Collegiality expectations of academics at a public university in Malaysia. <i>International Journal of Leadership in Education</i> , 1-16.	Published Online
		Published Online

	<p>3) Zulkifly, N. A., Ismail, I. A., & Asimiran, S. (2020). Collegial and distributed leadership: Two sides of the same coin? <i>International Journal of Leadership in Education</i>, 1-14.</p> <p>4) Zulkifly, N. A., Ismail, M., & Hamzah, S. R. A. (2019). Predictors of knowledge transfer between expatriates and host country nationals: Shared vision as mediator. <i>European Journal of Management and Business Economics</i>, 29(2), 199-215.</p> <p>5) Ismail, M., Zulkifly, N. A., & Hamzah, S. R. A. (2019). The power of shared vision: Bidirectional knowledge transfer between expatriates and host country nationals. <i>International Journal of Business & Society</i>, 20(2), 501-520.</p> <p>6) Ismail, M., Sobri, S. S., Zulkifly, N. A., Hamzah, S. R. A., & Yamato, E. (2016). Knowledge transfer between expatriates and host country nationals: Contribution of individual and social capital factors. <i>Organizations and Markets in Emerging Economies</i>, 7(2), 65-87.</p> <p>7) Zulkifly, N. A., Ismail, I. A., Asimiran, S., & Alias, S. N. (2021). Factors influencing transfer of training among academics in public universities in Malaysia. <i>International Journal of Academic Research in Progressive Education and Development</i>, 10(2), 184–200.</p> <p>8) Zulkifly, N. A. (2022). The influence of training design factors on trainin transfer: A preliminary study. <i>International Journal of Academic Research in Business and Social Sciences</i>, 12(12), 1252-1262.</p> <p>9) Aziz, F., Ismail, I. A., Abdullah, H., Nawi, N. R. C., Zulkifly, N. A., & Azizul, M. D. A. (2023). Good Practices to Ensuring the Sustainability of Trade Unions in Public Institute of Higher Learning in Malaysia. <i>International Journal of Academic Research in Business and Social Sciences</i>, 13(1), 574-584.</p> <p>10) Prak, M. S. A., Abdullah, B., Zulkifly, N. A., Farizan, N. H., & Samsudin, S. (2022). Effects of Visual Training on the Reaction Time among Badminton Athletes. <i>ACPES Journal of Physical Education, Sport, and Health (AJPESH)</i>, 2(2), 120-129.</p> <p>11) Aziz, F., Ismail, I. A., Abdullah, H., Nawi, N. R. C., Zulkifly, N. A., & Azizul, M. D. A. (2022). Contributory Factors: Determinants Influencing Trade Union Membership Decision. <i>International Journal of Academic Research in Business and Social Sciences</i>, 12(12), 2852-2861.</p>	<p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p>
Books/Monographs	<p>12) Zulkifly, N. A., Ismail, I. A., Asimiran, S., & Alias, S. N. (2021). <i>Collegial management leadership: Research, training and practices</i>. UPM Press.</p> <p>13) Rasdi, R. M, Zulkifly, N. A., & Krauss, S. E. (Eds) (2021). <i>Proceedings of The Joint Virtual Conference of AHRD-ARACD 2021: Advancing Work Practices in Response to Emerging Changes in Work & Life</i>. Universiti Putra Malaysia.</p> <p>14) Yahya, Y., Ismail. I. A., Ismail, W. N. I., Shahimin, M. M., Ail, A. M., & Zulkifly, N. A. (Eds) (2021). <i>Building unity of the Malaysian higher education community</i>. Higher Education Leadership Academy, Ministry of Higher Education, Malaysia. http://akept.mohe.gov.my/index.php/media-centre/publication</p> <p>15) Yahya, Y., Ismail. I. A., Ismail, W. N. I., Shahimin, M. M., Azman, A. M, Purumal, K., & Zulkifly, N. A. (Eds) (2021). <i>Entrepreneurial minds for higher education leadership excellence</i>. Higher Education Leadership Academy, Ministry of Higher Education, Malaysia. http://akept.mohe.gov.my/index.php/media-centre/publication</p>	<p>Publishing proposal accepted</p> <p>Published</p> <p>Published</p> <p>Published</p>
Proceedings	<p>16) Zulkifly, N. A., Ismail, I. A., & Wan Salleh, W. A. (2021). The dynamics of leadership styles among faculty academics: A preliminary study. In Rasdi, R. M, Zulkifly, N. A., & Krauss, S. E. (Eds), <i>Proceedings of The Joint Virtual Conference of AHRD-ARACD 2021: Advancing Work Practices in Response to Emerging Changes in Work & Life</i> (pp.189-199). Universiti Putra Malaysia.</p>	<p>Published</p>

	<p>17) Zulkifly, N. A., Ismail, M., & Alias, S. N. (2017). Dyadic knowledge transfer between expatriates and host country nationals: The mediating effect of shared vision. <i>Proceedings of the British Academy of Management Conference</i>, 1-22.</p> <p>18) Zulkifly, N. A., Ismail, M., Hamzah, S. R., Yamato, E., & Gan, N. N. (2017). Expatriates' perception on factors affecting knowledge transfer between Asian expatriates and local employees. In A. B. Razali, A. F. M. Ayub & S. R. Shaharil (Eds), <i>The 4th ICERP: Empowering Education Through Translational Research and Practices</i> (pp. 404-417). Faculty of Educational Studies, Universiti Putra Malaysia.</p> <p>19) Ismail, M., Zulkifly, N. A., & Hamzah, S. R. (2017). The Power of Shared Vision: Bidirectional Knowledge Transfer between Expatriates and Host Country Nationals. <i>Proceedings of The Skilled Human Capital Development Conference 2017</i>, 1-19.</p> <p>20) Zulkifly, N. A., & Ismail, M. (2015). Conceptualizing factors affecting knowledge transfer between expatriates and host country nationals. In A. B. Bakar, A. B. Razali, ... & M. N. Khambari (Eds), <i>GREduc 2015: Diversity in Research</i> (pp. 140-148). Faculty of Educational Studies, Universiti Putra Malaysia.</p>	<p>Published</p> <p>Published</p> <p>Published</p> <p>Published</p>
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I. PROJEK PENYELIDIKAN, KONSULTASI DAN JARINGAN DAN INDUSTRI (<i>Research, Consultancy and Networking Industry Project</i>)						
<i>Project No.</i>	<i>Project Type</i>	<i>Project Title</i>	<i>Role</i>	<i>Year</i>	<i>Source of fund</i>	<i>Status</i>
9731000	Research	Experiences and Expectations of Collegiality among Academics in Universiti Putra Malaysia	Lead Researcher	2022 - 2024	Universiti Putra Malaysia	Ongoing
UNESCO-ICHEI-UPM	Industry Relations	Digital Educators Pre-Training for IIOE National Centre Pilot Project	Project Leader	2022 - current	UNESCO-ICHEI	Ongoing
PKNNS-UPM	Industry Relations	<i>Projek Khidmat Masyarakat (Pemeriksaan Penduduk Kampung Negeri Sembilan), Perbadanan Kemajuan Negeri, Negeri Sembilan dengan kerjasama Universiti Putra Malaysia</i>	Project Leader	2022 - current	Perbadanan Kemajuan Negeri, Negeri Sembilan (PKNNS)	Ongoing
PKNNS-UPM	Community Relations	<i>Program Pemindahan Ilmu Laluan Kerjaya Anak Muda Bersekolah Kg. Orang Asli Parit Gong, Jelebu, Negeri Sembilan</i>	Project Leader	2022 - current	Perbadanan Kemajuan Negeri, Negeri Sembilan (PKNNS)	Ongoing
6241400	Industry Relations	Seewo Smart Classroom at Universiti Putra Malaysia in collaboration with International Centre for Higher Education Innovation under the auspices of UNESCO and Southern University of Science and Technology, sponsored by Guangzhou Shirui Electronic Technology Co., Ltd.	Deputy Director	2022 - Current	UPM-UNESCO-ICHEI	Ongoing

6241400	Industry Relations	International Institute of Online Education (IIOE) National Centre, Malaysia	Deputy Director	2022 - Current	UPM-UNESCO-ICHEI	Ongoing
UNESCO-ICHEI-UPM	Research and consultation	Digital Educator Micro-credential Pilot Project in Malaysia under the IIOE National Centre, Malaysia	Co-researcher	2022 - current	UNESCO-ICHEI	Ongoing
Dasar Belia Pahang	Research	Dasar Belia Pahang	Co-researcher	2022	Kerajaan Negeri Pahang	Ongoing
6300359-13602	Research	Pemantapan Pengurusan Kesatuan Sekerja Universiti Awam	Co-researcher	2022	Jabatan Hal Ehwal Kesatuan Sekerja (JHEKS) – Kesatuan Kakitangan Am Universiti Putra Malaysia (KEPERTAMA)	Ongoing
<i>Pertubuhan Pemulihan Dalam Komuniti Nur Shahirah – UPM</i>	Industry and Community Relations	<i>Projek Pemerkasaan Komuniti Merlimau Sebagai Komuniti Inklusif dan Mesra OKU</i>	Member	2022	<i>Kerajaan Negeri Melaka</i>	Ongoing
9663300	Research	Training Transfer and The Mediating Effect of Motivation to Improve Work Through Learning and Organizational Citizenship Behavior Among Selected University Leaders Participating in a Leadership Development Program	Co-researcher	2018-2020	Putra IPS Grant by Universiti Putra Malaysia	Completed
6241500	Consultation	AKEPT Branding 2018	Research Assistant	2018-2021	Akademi Kepimpinan Pengajian Tinggi (AKEPT)	Completed
5524764	Research	Knowledge Transfer between Expatriates and Host Country Nationals: Influences of Cultural Intelligence and Feedback Seeking Behaviour, and Social Capital as Mediator	Research Assistant	2017-2018	Fundamental Research Grant Scheme (FRGS) by the Ministry of Higher Education (MOHE)	Completed
<i>Dissertation</i>	Research	Factors Influencing Knowledge Transfer and The Mediating Effect of Shared Vision Involving Expatriates and Host Country Nationals in The Klang Valley, Malaysia	Master of Science Dissertation	2017	Fundamental Research Grant Scheme (FRGS) by the Ministry of Higher Education (MOHE)	Completed
<i>Dissertation</i>	Research	Effects Of Collegial Management Leadership Training Programme on	<i>Ph.D Dissertation</i>	2021	Putra IPS Grant by Universiti Putra Malaysia	Completed

		Academic Leaders' Transfer of Training in A Public University in Malaysia				
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J. ANUGERAH DAN PENGHORMATAN (Honours and Awards)

Name of awards	Title	Award Authority	Award Type	Year
Academic Awards	Malaysian Technology Development Corporation (MTDC) Book Award	UPM-MTDC	Master of Science Dissertation	2017
	Best Graduate for Master's Programme	FPP, UPM	Master of Science Dissertation	2017
	Graduate on Time Award	UPM	Master of Science Dissertation	2017
	Dean's List Award	International Islamic University of Malaysia	Sem 1, 2014/2015	2014
	Dean's List Award	International Islamic University of Malaysia	Sem 1, 2013/2014	2014
	Best Student for Accounting Principal Subject	King George V Cluster Secondary School	<i>Sijil Pelajaran Malaysia</i>	2009
Non-academic Awards	Appointment as <i>Inspektor Kor Sukarelawan</i> (INSP/KS 44898)	Royal Malaysia Police	<i>Sukarelawan Polis Siswa Siswi</i>	2014
	Uniform Body Excellence Award	King George V Cluster Secondary School	Police Cadet	2009
	Excellent Service Award (President/Sergeant)	King George V Cluster Secondary School	Police Cadet	2009

K. ID PENERBITAN (Publishing ID)

Platform	Author ID	Name
Scopus	https://www.scopus.com/authid/detail.uri?authorId=57193086563	Nurul Afiqah Zulkifly
Publons (WoS)	http://www.webofscience.com/wos/author/record/GSJ-1626-2022	Nurul Afiqah Zulkifly
ORCID	https://orcid.org/0000-0002-8459-6694	Nurul Afiqah Zulkifly
Google Scholar	https://scholar.google.com/citations?user=I2O_Fd8AAAAJ&hl=en	Nurul Afiqah Zulkifly
ResearchGate	https://www.researchgate.net/profile/Nurul-Zulkifly-2/research	Nurul Afiqah Zulkifly
Website	https://afiqahzulkifly.wixsite.com/afiqah	Nurul Afiqah Zulkifly

L. KONSULTASI, SERVIS & AKTIVITI PROFESIONAL (Professional Consultation, Services & Activities)

1.	<p>Instrument Evaluator of UPM Training Effectiveness Evaluation:</p> <p>a) Propose appropriate mechanisms to ensure that the evaluation of training effectiveness is implemented based on competence; b) Review and evaluate the Competency-based Training Effectiveness Assessment instrument; and c) Attend workshops, discussions/brainstorming sessions for the purpose of items a and b.</p> <p>15 September 2021 – current HRD Unit, UPM</p>
2.	<p>Trainer/Speaker of professional certification programme Course: Design Thinking and Agile Creativity for Innovation Excellence 4 – 8 July 2022 International Malaysian Training Center (IMTC)</p>
3.	<p>Panel of Pre-training of IIOE Pilot Project (Malaysia) organized by UNESCO-ICHEI in collaboration with UPM as IIOE National Centre, Malaysia 23 September 2022</p>
4.	<p>Panel of the Launch Event of IIOE Pilot Project (Malaysia) International Centre for Higher Education Innovation under the auspices of UNESCO (UNESCO-ICHEI) in collaboration with Universiti Putra Malaysia (UPM), as IIOE National Centre, Malaysia. 28 September 2022 Universiti Putra Malaysia</p>
5.	<p>Speaker <i>Bengkel Kerja Pembangunan Future Classroom dan Eksplorasi Pembudayaan STEM</i> Topic: Immersive Learning in Education 4.0 26 May 2022 Putra Future Classroom, FPP, UPM</p>
6.	<p>Delegate (UPM) UNESCO Shenzhen Fund-in-Trust Outcome Meeting: Strengthening Quality Assurance System to Build an Inclusive and Resilient Future for African Higher Education 16 May 2022 Indigo Hotel, Barcelona, Spain</p>
7.	<p>Facilitator <i>Bengkel Pemantauan Prestasi Pelajar Ph.D Program Khas IR4.0</i> 18 – 20 February 2022 Institut Aminuddin Baki Cawangan Genting Highlands</p>
8.	<p>Facilitator <i>Bengkel Penyelidikan dan Inovasi Pensyarah UPM</i> 28 – 29 March 2019 UPM Golf Club</p>
9.	<p>Facilitator <i>Bengkel Pemerkasaan Objektif dan Penilaian Kebekersanan Latihan</i> 23 April 2021 HRD Unit, Canselor Putra, UPM</p>
10.	<p>Facilitator <i>Bengkel Focus Group Discussion (FGD) Pembangunan Pelan Strategik Kementerian Tenaga dan Sumber Asli 2021-2025</i> 8 – 9 November 2021 Le Méridien Putrajaya</p>
11.	<p>Facilitator <i>Kursus Pemerkasaan Dasar Belia 2035 Siri 3/2018 Kementerian Belia dan Sukan Malaysia</i> 21 – 23 September 2018 Balik Pulau Hotel, Melaka</p>
12.	<p>Facilitator <i>Bengkel Susulan Peneguhan Penilaian Keberkesanan Latihan Siri 2/2021</i> 2 November 2021 HRD Unit, Canselor Putra, UPM</p>
13.	<p>Facilitator of Collegial Training Seminar Series 1 15 July 2020 Universiti Sains Malaysia, Kelantan</p>
14.	<p>Facilitator of Collegial Training Seminar Series 2 12 August 2020 Universiti Sains Malaysia, Kelantan</p>

15.	Facilitator Bengkel Pembangunan Modul Sukarelawan Belia Nasional (BENA) Siri 2 12 – 14 April 2022 International Youth Centre, Kuala Lumpur
16.	Facilitator Bengkel Penyegaran Semula Objektif Latihan dan Item Penilaian Keberkesanan Latihan UPM Siri 1/2022 26 April 2022 HRD Unit, Canselor Putra, UPM
17.	Facilitator Program Khidmat Masyarakat (CSR) Perbadanan Kemajuan Negeri, Negeri Sembilan dengan Kerjasama Universiti Putra Malaysia 17 December 2022 Jelebu, Negeri Sembilan, Malaysia
18.	Facilitator Kursus Pemantapan Budaya Kerja Kementerian Perpaduan Negara Siri 1/2022 21 October 2022 Port Dickson, Negeri Sembilan, Malaysia
19.	Co-organiser UNESCO World Higher Education Conference (WHEC) 2022 18 – 20 May 2022 Fira de Barcelona, Spain
20.	Organising Committee (Best Paper and Poster Reviewer) of the Muslim Mental Health and Family Well-being (IMHAFT) Conference 28 July 2022 In collaboration with the Michigan State University, United States
21.	Organising Committee (Paper and Publication) of the virtual conference of the AHRD-ARACD 2021 16 – 18 November 2021 FPP UPM
22.	Organising Committee of <i>Bicara Kenegaraan Siri 1 – Intelektualisme dan Pembangunan Negara Bangsa “Di Mana & Ke Manakah Kita?”</i> 4 September 2020 <i>Dewan Pendeta Za’aba</i> , The Ministry of Higher Education, Malaysia
23.	Organising Committee of <i>Bicara Kenegaraan Siri 2 – Cabaran Naratif Masa Hadapan Malaysia “Sejauh Manakah Kita Bersedia?”</i> 11 September 2020 <i>Dewan Pendeta Za’aba</i> , The Ministry of Higher Education, Malaysia
24.	Organising Committee (Paper and Publication) of the Graduate Research in Education (GREduc) Seminar 2022 December 2022 Faculty of Educational Studies, UPM
25.	Organising Committee <i>Konvensyen Penyelidikan dan Pengurusan Pendidikan Antarabangsa Malaysia Ke-2 (MICER 2.0)</i> 27 – 29 September 2022 Faculty of Educational Studies, UPM
26.	Organising Committee <i>Seminar Pascasiswazah Dalam Pendidikan (Greduc) 2022</i> November 2022 Faculty of Educational Studies, UPM
27.	Organising Committee <i>Program Kerjasama Strategik Antara Fakulti Pengajian Pendidikan, UPM dengan SMK Sri Serdang</i> 15 September 2022 Faculty of Educational Studies, UPM
28.	Paper Reviewer of the virtual conference of the AHRD-ARACD 2021 16 – 18 November 2021 FPP UPM
29.	Moderator Quantitative Research Design: Descriptive and Correlational Research 14 September 2021 CADe UPM
30.	Moderator of HRD Webinar: The Transformation of Training and Development in Digital Era 29 October 2021 JPPPL, FPP, UPM

31.	Moderator Online Learning for All: Webinar Series Experimental Designs in Social Science Studies 27 April 2022 Centre for Academic Development (CADe), UPM
32.	Session Chair of the virtual conference of the AHRD-ARACD 2021 16 – 18 November 2021 FPP UPM
33.	Paper Presenter of the 31st Annual British Academy of Management Conference 5 – 7 September 2017 University of Warwick, Coventry, United Kingdom
34.	Paper Presenter of the 4th International Conference on Educational Research and Practice 26 – 27 July 2017 Putrajaya, Malaysia
35.	Paper Presenter of the International Joint Conference of the AHRD & ARACD 2021 16 – 18 November 2021 Universiti Putra Malaysia
36.	Paper Presenter of the British Academy of Management (BAM) 2023 Conference 7 September 2023 United Kingdom

M. PENGAJARAN (*Teaching*)

- DCE3408 Leadership Development
- DCE5030 Programme Development
- ERS5900 Research Methods
- MGM3123 Human Resource Management
- ERS5950 Statistics (PJJ)