



CURRICULUM VITAE



DR. NOR AZNI BINTI ABDUL AZIZ

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A. GENERAL INFORMATION			
Name	Nor Azni binti Abdul Aziz		
Title	Dr.		
Position	Senior Lecturer		
Qualification	PhD		
Department	Department of Foundations of Education Faculty of Educational Studies Universiti Putra Malaysia		
Area of Specialisation	Educational Administration		
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B. ACADEMIC QUALIFICATION			
Certificate / Qualification Obtained	Name of School / Institution	Year Obtained	Area of Specialization
Bachelor (B. Ed.) (Hons)	Universiti Kebangsaan Malaysia	1998	Teaching English as a Second Language (TESL)
Master of Science	Universiti Putra Malaysia	2005	Educational Administration
PhD	Universiti Putra Malaysia	2015	Educational Administration
C. BIODATA			
<p>Dr. Nor Azni binti Abdul Aziz received her early education in Taiping, Perak. She continued her secondary education at Sekolah Menengah Sains Teluk Intan, Perak. She holds a bachelor's degree in Teaching English as a Second Language (TESL) from Universiti Kebangsaan Malaysia. She served as a teacher before continuing her studies at the Master's and Doctorate levels in the field of Educational Administration at Universiti Putra Malaysia. She has experience serving in the School Inspectorate, Ministry of Education, Malaysia before being appointed as a senior lecturer at Universiti Putra Malaysia in 2020. Her areas of expertise are Education Administration, School Leadership, and School Management.</p>			

D. WORKING EXPERIENCE

Senior Lecturer (10 December 2020 – Now)
Universiti Putra Malaysia

Senior Inspectorate (1 Februari 2020 – 9 December 2020)
The Inspectorate of Wilayah Persekutuan Kuala Lumpur
Ministry of Education Malaysia

Assistant Director (27 August 2015 – 30 January 2020)
The Inspectorate and Quality Assurance
Ministry of Education Malaysia

Academic Teacher (1 Januari 2011 – 26 Ogos 2012)
Sekolah Menengah Kebangsaan Simpang, Taiping, Perak

Academic Teacher (1 Jun 2009 – 31 Disember 2010)
Sekolah Menengah Kebangsaan Dato' Kamaruddin, Batu Kurau, Perak

Academic Teacher (3 Februari 1999 – 31 Mei 2009)
Sekolah Menengah Kebangsaan Seri Keramat, Kuala Lumpur

E. MANAGEMENT ROLE

1. Deputy Dean (Academic, Student, and Alumni)
Faculty of Educational Studies
Universiti Putra Malaysia
15 February 2024 -14 February 2027
2. Head of Department
Department of Foundations of Education
Faculty of Educational Studies
Universiti Putra Malaysia
15 March 2023 – 14 February 2024

F. ACADEMIC AND PROFESSIONAL ROLE

1. Principal Evaluator for the Ethics Committee University for Research Involving Humans (JKEUPM) 2024
2. Expert Panel for Economic Congress (KEB) 2024 Education and Human Capital Cluster Engagement Session MARA
3. Committee Member for Seminar Kebangsaan Majlis Dekan Pendidikan Universiti Awam 2024
4. Reviewer Committee of British Educational Leadership Management and Administration Society (Belmas) Annual Conference 2024

5. Faculty Representative for Albukhary International University Third Convocation Ceremony (2023)
6. Member for Study Visit from St. Paul University, Kenya (2023)
7. Member for Study Visit from The State University of Zanzibar, Tanzania (2023)
8. Advisory Committee of International Conference on Computer, Cybernetics and Education Jakarta 2024 (2023-2024)
9. Reviewer Committee Member of International Conference on Computer, Cybernetics and Education, Jakarta 2024 (2023-2024)
10. Reviewer Committee Member of Graduate Research in Education Seminar Universiti Putra Malaysia (2023)
11. Reviewer Committee of British Educational Leadership Management and Administration Society (Belmas) Annual Conference 2023
12. Reviewer Committee of International Journal of Education & Training (InJET)
13. Judge for International Medical University (IMU) International Learning Resources Festival 2023: IMU International Inovasi Competition 2023
14. Advisor for Study Visit from Phayao University, Thailand (2023)
15. Advisor for Discussion with Fakultas Psikologi, Universitas Diponegoro (2023)
16. Reviewer Committee of Pertanika Journal of Social Sciences and Humanities (2023)
17. Reviewer Committee of Jurnal Penyelidikan Profesionalisme Guru (JPPG) 2023
18. Reviewer Committee of Jurnal Penyelidikan Pendidikan Jilid 24/2023 Terbitan Bahagian Perancangan Dan Penyelidikan Dasar Pendidikan, Kementerian Pendidikan Malaysia 2023
19. Advisor for 'Program Master Secara Kerja Kursus dan Doktor Falsafah Bidang Psikologi Pendidikan di Fakultas Pengajian Pendidikan secara Pesisir Pintar Cerdas' 2023
20. Advisor for 'Program Motivasi Transformasi Diri Melakari Kecemerlangan dan Perkampungan Ilmu TS25 SMK Taman Selayang' 2023
21. Advisor for Summer Course in Universitas Negeri Malang (2023)
22. Expert Panel in 'Sesi Libat Urus Menangani Isu Keciciran Murid dan Kanak-kanak Tidak Bersekolah Kementerian Pendidikan Malaysia (KPM)' 2023
23. Doctorate in Education (EdD) Coordinator (2022 - 2023)
Faculty of Educational Studies, Universiti Putra Malaysia

24. Committee Member of Social Events and Cultural Experience (2022)
30th International Conference on Computers in Education (ICCE 2022)
25. Chair (2022)
Graduate Research in Education Seminar Universiti Putra Malaysia
26. Committee Member of Adjunct Professor Lecture Program (2022)
Faculty of Educational Studies, Universiti Putra Malaysia
27. Committee Member of e-Teacher Competition (2022)
International University Carnival on e-Learning (IUCEL 2022) (2022)
Universiti Putra Malaysia
28. Committee Member (2021)
Graduate Research in Education Seminar Universiti Putra Malaysia
29. Chair (2021)
The Joint Virtual Conference of AHRD-ARACD 2021
Faculty of Educational Studies, Universiti Putra Malaysia
30. Committee Member (2021)
10th International Conference on University Learning and Teaching (INCULT 2021)
Faculty of Education UiTM and Faculty of Education Universiti Putra Malaysia
31. Early School Experience (PALS) Coordinator (2021 – 2023)
Faculty of Educational Studies, Universiti Putra Malaysia

G. RESEARCH AREA

1. Educational Administration
2. School Leadership
3. School Management

H. TEACHING

Bachelor Program

1. FCE3204 – Thinking Skills
2. FCE3101 – Ethics and Teaching Profession
3. FCE3804 – Early School Experience

Master Program

1. EAD5008 - Instructional Supervision
2. EGS5905 - Education and Teaching Profession
3. EAD5004 - Administration of Educational Institutions
4. EAD5810 - Educational Policy and Planning

I. CURRENT RESEARCH

1. Principle Investigator - The effect of authentic leadership on teachers' commitment to change: the mediating role of job satisfaction and work engagement – GP-IPM - Geran Putra Inisiatif Putra Muda, RM33 000.00 – On-going
2. Member - Influence of principal entrepreneurial leadership practices and stakeholders involvement effect on the financial effectiveness for the school transformation – GP-IPM-Geran Putra Inisiatif Putra Muda, RM25,00.00 – On-going

J. PUBLICATIONS

1. Yong, Z. & **Nor Azni A. A.** (2023). Challenges of rural teachers' development in remote areas of Western China. *Journal of Public Administration and Governance*, 13(4). (ERA)
2. Kang, L., **Nor Azni A. A.** & Norlizah C. H. (2023). Improving work performance among academic staff through transformational leadership: a literature review. *Journal of Public Administration and Governance*, 13(4). (ERA)
3. Mat Azeli A. W., **Nor Azni A. A.** & Amini A. A. (2023). Southern Asia trends on food security research: A bibliometric analysis. *International Journal of Academic Research in Business and Social Science*, 13(11), 1689-1702. (ERA)
4. Xie, J. & **Nor Azni A. A.** (2023). A psychological study on school organizational climate in relation to teachers' job satisfaction among primary school teachers in Northern Jiangsu, China. *Journal for Re Attach Therapy and Developmental Diversities*, 6 (9s2), 652-659. (Scopus)
5. Entong, Z. & **Nor Azni A. A.** (2023). The relationship between principals' instructional and teachers' efficacy in Xuzhou, China. *International Journal of Academic Research in Business & Social Sciences*, 13(10), 1880-1893. (ERA)
6. Ismail, M. Z. bin, Muhamad, M. M., **Aziz, N. A. B. A.**, & Rami, A. A. M. (2023). Challenges and strategies instructional principals towards promoting positive school culture. *International Journal of Academic Research in Progressive Education and Development*, 12(3), 191–201. (ERA)
7. Mohd Zulkifli I., Ahmad Aizuddin R., Mohd Mokhtar, M. & **Nor Azni A. A.** (2023). The leadership knowledge among school principals on teacher's work discipline. *Journal of Public Administration and Governance*, 13(2), 1–9. (ERA)
8. Mohd Asraf M. S., Ahmad Aizuddin R., Rosemaria Omar, **Nor Azni A. A.** & Mohd Ashraff, M. A. (2023). The relationship between principals' leadership towards TVET teachers' motivation in implementing ICT. *Journal of Technical Education and Training*, 15(3), 79-91. (Scopus)
9. Mohd Asraf M. S., Ahmad Aizuddin R., **Nor Azni A. A.** & Mohd Ashraff, M. A. (2023). Hubungan gaya kepemimpinan transformasional dan instruksional guru besar

dengan motivasi guru. *International Journal of Education and Training*, 9(Mac), 1–11.

10. **Nor Azni, A. A.**, Soaib, A., Arnida, A. & Rosmaria, O. (2022). Teachers' perceptions of authentic leadership and job satisfaction: A pilot study. *Specialusis Ugdymas/ Special Education*, 2 (43), 1217 – 1229. (Scopus)
11. Zhang, Q., Norzihani, S. & **Nor Azni A. A.** (2022). The analysis of teachers' perceptions of moral education curriculum. *Front. Psychol.* 13 (967927), 1 – 15.
12. Shafika. Z. M. H., & **Nor Azni A. A.** (2022). ESL undergraduates' perceptions towards the role of English subtitles on vocabulary learning. *Journal Of Algebraic Statistics*, 13 (3), 2873 – 2883.
13. **Nor Azni, A. A.**, Soaib, A., & Aminuddin, H. (2022). Mediating role of readiness for change in the relationship between principal instructional leadership and commitment to change. *Int. J. Management in Education*, 16 (4), 407 – 437. (Scopus)
14. Mohd Asraf M. M. S., Ahmad Aizuddin M. R., **Nor Azni A. A.**, & Mohd Ashraff M. A. (2022). The Relationship Between School Heads' Transformational and Structural Leadership Styles Towards Teachers' Teaching Motivation. *Asian Journal of University Education (AJUE)*, 18 (1), 244 – 255. (Scopus)
15. **Abdul Aziz, N. A.**, Asimiran, S., & Hassan, A. (2022). The Relationship between Instructional Leadership and Commitment to Change in Implementing Educational Change. In R. Hartono & O. T. Ozturk (Eds.), *Studies on Social and Education Sciences 2021*. 179-192. ISTES Organization.
16. **Nor Azni, A. A.**, Soaib, A., Arnida, A. & Masturina, M. (2022). Bibliometric Analysis on Authentic Leadership. *International Journal of Mechanical Engineering*, 7 (1), 6334 – 6342.
17. **Nor Azni, A. A.**, Soaib, A., & Aminuddin, H. (2021). A Conceptual Framework on The Role of Instructional Leadership and Teachers' Change Readiness in Education. *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, 12 (6), 9435 – 9443. (Scopus)
18. **Nor Azni, A. A.**, Soaib, A., & Arnida, A. (2021). A Conceptual Framework on Authentic Leadership and Teachers' Commitment to Change: The Mediating Role of Job Satisfaction. *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, 12 (5), 3869-3883. (Scopus)
19. **Aziz, N. A. A.**, Asmiran, S., Fooi, F. S., & Hassan, A. (2018). Principal Instructional Leadership and Teacher Readiness for Change to Implement School Based Assessment in Secondary Schools. *International Journal of Academic Research in Business & Social Sciences*, 8(12), 221-230. (ERA)
20. **Nor Azni, A.A.**, Soaib, A., Foo, S.F. & Aminuddin, H. (2015). Literature review on the relationship between principal instructional leadership and teacher readiness to implement change. *Journal of Arts, Science & Commerce*, 6(1), 12 – 19.

21. **Nor Azni, A.A.**, Foo, S.F., Aminuddin, H. & Soaib Asimiran. (2014). Instructional leadership: Validity and reliability of PIMRS 22-item instrument. *Australian Journal of Basic and Applied Sciences*, 8(23), 200 – 206.

K. BOOKS

1. **Nor Azni, A. A.**, Soaib, A., Aminuddin, H. & Foo S. F. (2022). *Kepemimpinan: Kejayaan perubahan melalui komitmen dan kesediaan*. Universiti Putra Malaysia.
2. The Inspectorate. (2019). *English Language Management Guidebook: Primary School and Secondary School*. The Inspectorate: Ministry of Education Malaysia.

L. PROCEEDINGS

1. Shafika Zulaikha M. H. & **Nor Azni A. A.** (2022). ESL Undergraduates' Perceptions towards the Role of English Subtitles on Vocabulary Learning. Proceedings of the International Conference on Multi-Disciplinary Research Studies and Education. Kuala Lumpur. (Scopus-Indexed)
2. Zhang Quankun, Norzihani Binti Saharuddin & **Nor Azni Abdul Aziz.** (2021). Challenges and Opportunities of Moral Education in Secondary School in China. Proceedings of Graduate Research in Education Seminar 2021 (18 December 2021).
3. **Nor Azni Abdul Aziz**, Soaib Asimiran & Aminuddin Hassan (2021). A Conceptual Framework on the Role of Instructional Leadership and Teachers Change Readiness in Education. Proceedings of the 1st International Conference on Engineering, Social- Sciences, And Humanities (IC-ESSU 2021). Philippines (May 26-27, 2021).
4. Nor Azni Abdul Aziz, Soaib Asimiran & Aminuddin Hassan (2021). The Relationship between Instructional Leadership and Commitment to Change in Implementing Educational Change. Proceedings of the International Conference on Humanities, Social and Education Sciences (iHSES). New York, USA (April 22-25, 2021).
5. **Nor Azni, A.A.**, Soaib, A., Foo, S.F. & Aminuddin, H. (2015). The relationship between instructional leadership, change readiness and commitment to change: A concept paper. Proceedings of the Asia-Pacific Conference on Education, Society and Psychology (APCESP) Seoul.
6. **Nor Azni, A.A.**, Foo, S.F., Soaib, A. & Aminuddin, H. (2014). Aplikasi model institusionalisasi perubahan dalam melaksanakan perubahan sistem Pentaksiran Berasaskan Sekolah (PBS). Proceeding International Conference on Humanities, Sciences and Education (ICHE), Kuala Lumpur.
7. **Nor Azni, A.A.**, Foo, S.F., Soaib, A. & Aminuddin, H. (2014). Kepimpinan instruksional pengetua dalam pelaksanaan Pentaksiran Berasaskan Sekolah (PBS). Proceedings Global Summit on Education (GSE), Kuala Lumpur.

M. CONFERENCES - PRESENTER

1. **Nor Azni A. A.**, & Arnida A. (2024). The Changing Educational Climate: Association between Authentic Leadership with Work Engagement. International Conference in Education, Humanities, and Sosial Science (IOCEHSS-24), Melaka (4 January 2024).
2. **Nor Azni A. A** (2023). The Role of Leadership in Islamic Schools - The Way Forward. The 8th. International Conference on Islamic Education, Universitas Islam Negeri Maulana Malik Ibrahim Malang.
3. Nadiah, H., & **Nor Azni A. A.** (2023). Hubungan antara Gaya Komunikasi Guru Besar dengan Komitmen Kerja Guru Sekolah Rendah Di Selangor. 6th Langkawi International Multidisciplinary Conference 2023, Bayview Hotel, Langkawi (9 – 10 September 2023).
4. Farah Liyana M. H., & **Nor Azni A. A.** (2023) Data-Driven Gut Feeling? A Concept Paper of Situational Awareness for Effective Educational Leadership in a VUCA Environment. Seminar Kebangsaan Majlis Dekan Pendidikan Universiti Awam Malaysia 2023. University Malaya, Kuala Lumpur (27 – 28 July 2023).
3. Sushmeeta, T. R. S., & **Nor Azni A. A.** (2023). Undergraduates' Perceptions of Using Youtube in Improving Vocabulary Learning. The 6th International Conference on Future of Education 2023. Kuala Lumpur (6 – 7 July 2023).
4. Shafika Zulaikha M. H. & **Nor Azni A. A.** (2022). ESL Undergraduates' Perceptions towards the Role of English Subtitles on Vocabulary Learning. International Conference on Multi-Disciplinary Research Studies and Education. Kuala Lumpur (May 26-27, 2022).
5. **Nor Azni Abdul Aziz**, Soaib Asimiran, Arnida Abdullah, & Rosmaria Omar. (2022). Teachers' perceptions of authentic leadership and job satisfaction: A pilot study. International Conference on Multidisciplinary Social Studies, Anthropology, Archaeology, History and Philosophy (ICMSSAHP-22). Jakarta Raya, Indonesia (September 6, 2022).
6. **Nor Azni Abdul Aziz**, Soaib Asimiran, Arnida Abdullah, & Masturina Mahazir. (2021). Bibliometric Analysis on Authentic Leadership. 2nd International Conference on Advancing Knowledge from Multidisciplinary Perspectives in Engineering & Technology (ICAKMPET-21). Istanbul, Turkey (December 22-23, 2021).
7. **Nor Azni Abdul Aziz**, Soaib Asimiran & Aminuddin Hassan. (2021). A Conceptual Framework on the Role of Instructional Leadership and Teachers Change Readiness in Education. 1st International Conference on Engineering, Social-Sciences, And Humanities (IC-ESSU 2021). Philippines (May 26-27, 2021).
8. **Nor Azni Abdul Aziz**, Soaib Asimiran & Aminuddin Hassan. (2021). The Relationship between Instructional Leadership and Commitment to Change in Implementing Educational Change. International Conference on Humanities, Social and Education Sciences (iHSES). New York, USA (April 22-25, 2021).
9. **Nor Azni Abdul Aziz**, Soaib Asimiran, Foo Say Fooi & Aminuddin Hassan. (2017). Relationship between Principal Instructional Leadership and Teacher Readiness for

Change in Implementing School Based Assessment in Selangor State, Malaysia. Paper presented at the 4th International Conference on Educational Research and Practice, July 26-27, 2017, The Everly, Putrajaya.

10. **Nor Azni, A.A.**, Soaib, A., Foo, S.F. & Aminuddin, H. (2015). The relationship between instructional leadership, change readiness and commitment to change: A concept paper. Asia-Pacific Conference on Education, Society and Psychology (APCESP) Seoul.
11. **Nor Azni, A.A.**, Foo, S.F., Soaib, A. & Aminuddin, H. (2014). Peranan kepimpinan dalam mewujudkan kesediaan dan komitmen untuk melaksanakan perubahan pendidikan. Kertas kerja dibentangkan di International Seminar on Global Education, Universiti Kebangsaan Malaysia
12. **Nor Azni, A.A.**, Foo, S.F., Soaib, A. & Aminuddin, H. (2014). Aplikasi model institusionalisasi perubahan dalam melaksanakan perubahan sistem Pentaksiran Berasaskan Sekolah (PBS). International Conference on Humanities, Sciences and Education (ICHE), Kuala Lumpur.
13. **Nor Azni, A.A.**, Foo, S.F., Soaib, A. & Aminuddin, H. (2014). Kepimpinan instruksional pengetua dalam pelaksanaan Pentaksiran Berasaskan Sekolah (PBS). Global Summit on Education (GSE), Kuala Lumpur.

N. ABSTRACT

1. Sharzrul Fadhelee Eiman Suleiman & **Nor Azni Abdul Aziz** (2022). Gamification and motivation in learning the English language (Putra InnoCreative Poster Competition in conjunction with International Putra InnoCreative Carnival in Teaching and Learning 2022).
2. Zhang Quankun, Norzihani Saharuddin & **Nor Azni Abdul Aziz** (2022). Thematic Review of 'Narrative Approach': An innovative moral education teaching approach (Putra InnoCreative Poster Competition in conjunction with International Putra InnoCreative Carnival in Teaching and Learning 2022).

O. RECOGNITION

1. **Silver Medal** – Sharzrul Fadhelee Eiman Suleiman & **Nor Azni Abdul Aziz** (2022). Gamification and motivation in learning the English language (Putra InnoCreative Poster Competition in conjunction with International Putra InnoCreative Carnival in Teaching and Learning 2022).
2. **Bronze Medal** - Zhang Quankun, Norzihani Saharuddin & **Nor Azni Abdul Aziz** (2022). Thematic Review of 'Narrative Approach': An innovative moral education teaching approach (Putra InnoCreative Poster Competition in conjunction with International Putra InnoCreative Carnival in Teaching and Learning 2022).