

CURRICULUM VITAE



Personal Particular

Name : **Associate Professor Ts. Dr. Tan Owee Kowang**

Office Address : Azman Hashim International Business School,
Universiti Teknologi Malaysia,
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Johor, Malaysia.

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Academic Qualification

2012 Doctor of Philosophy (Management); Research title: Framework for New Product Development Performance for Research and Development Companies in Malaysia.

2009 Master of Management (Technology), Best Student Award, CGPA of 3.98, Universiti Teknologi Malaysia (UTM).

1992 B.Eng. (Mechanical), University Teknologi Malaysia (UTM)

Professional Qualification/Membership

- **Certified Professional Technologist by Malaysia Board of Technologist (MBOT)**. Certificate number: PT9110042
- Graduate Member of **Board of Engineer**, Malaysia (BEM).
- Membership ID: GE72066 Fellow Member of **The International Institute of Engineers and Researchers (THEIIEE)**. Membership ID: THEIER3160794
- Member of **Production and Operations Management Society (POMS)** Membership ID: 31953
- Member of the **International Society for Development and Sustainability (ISDS)**. Membership ID: M170715
- Member of **Programme Assessors Committee** (Academic Session 2015 to 2017), University of Kuala Lumpur. Institute of Industrial Technology
- Editor of **The Malaysian Journal of Industrial Technology (MJIT)**. Published by University of Kuala Lumpur. Institute of Industrial Technology.
- Member of Editorial Review Board of **Journal of Arts and Social Sciences (JASS)**. Published by Raffles University Iskandar.
- Ahli Jawatankuasa Sebutharga Pusat Inovasi dan Pengkomersilan, Pusat Inovasi dan Pengkomersilan, Universiti Teknologi Malaysia (15 Sept. 2014 hingga 31 Dec. 2016).
- Ahli Jawatankuasa Tetap Dalam Mesyuarat Pelaksanaan dan Perhubungan UTM-MTDC (26 Nov. 2014 until 31 Dec. 2016)

Others Qualifications:

- Certified Internal Quality Auditor
- Certified ISO 9000 Auditor
- Six Sigma Black Belt
- Six Sigma Champion for 9 Six Sigma Black Belt Projects.

Industrial Experiences:

Head of Engineering Operation, Dyson Manufacturing Sdn Bhd

(July 2011 to May 2012)

- *Lead the company in generating and delivering the new technology strategy.*
- *Lead a team of 133 members consist of managers, specialist, engineers, and technician.*
- *Initiate new technology concepts and ideas and identify market opportunities aligned with the strategic company direction to support and drive the product range plan over both the short and long term.*
- *Work closely with the Director of Concept Design and other RDD Heads to ensure seamless technology integration to products.*
- *The role encompasses delivery of exciting and robust technologies to time, spec and cost, continuous improvement of research processes, strategy and development of a world-class department..*

Engineering Section Head, Dyson Manufacturing Sdn Bhd

(January 2010 to June 2011)

- *Principle objectives are to develop world class engineering knowledge and technology within the disciplines of motor, mechanical drive system and plastic assemblies.*
- *Integrated the new technology into Dyson Products, and to build well established teams of experts that apply their knowledge effectively to the design of Dyson products.*
- *Completed 4 NPD projects, trained 18 Six-sigma Green Belts.*

Technical Development Manager, Dyson Manufacturing Sdn Bhd

(January 2007 to December 2009)

- *Leading a team of engineers from the disciplines of fluid dynamic; acoustic; dust filtration; mechanical drives; electronics and motor.*
- *Champion new technology development as well as improvement on existing technology.*
- *Engineering Knowledge Management and use of expertise within the disciplines of fluid dynamic; acoustic; dust filtration; mechanical drives; electronics and motor.*
- *The team developed 23 new technologies/ideas; 3 patented.*
- *Trained 7 Six-sigma Black Belt and 25 Green Belts.*

Engineering Manager, Dyson Appliance

(July 2001 to December 2006)

- *Responsible for delivering new household vacuum variants projects (i.e. new colour variant, new country variant or variant with new accessories) “on time, on cost and on specification”. Completed more than 100 new product variants.*
- *Develop assembly processes, jig and fixture associated with the new product variants.*
- *New product variants testing and approval.*
- *New tooling approval..*

Engineering Manager, Hitachi Cable Sdn Bhd

(Jan 2000 to Jun 2001)

- *Main stakeholder of New Product Development and leading the company engineering team.*
- *Responsible for Engineering strategic planning; new product development projects proposal, project screening, and approval of project charter.*
- *Responsible for product certification. Including UL certification (for USA); IEC and EN certification (for Euro); JIS and MITI certification (for Japan); BSI and BASEC certification (for UK); AS certification (for Australia) and Great-wall certification (for China).*
- *Developed testing rigs, testing method and testing procedure for the above mentioned safety standard requirements.*
- *The department was the first Hitachi’s oversea engineering department that certified under ISO 9000.*

Junior Engineering Manager, Hitachi Cable Sdn Bhd

(July 1995 to December 1999)

- *Leading a team of engineers on new product development and process improvements. Developed approximately 20 new Hitachi AC cords products, ranging from 250V, 120V and 110V AC Plugs and Connectors for UK, Euro, Australia, USA , Japan; 300V and 500V AC Power cables.*
- *Developed new production technology. Including fully automated wire cutting, stripping and crimping machine; exchangeable core injection mould (refer to Project 2 of Selected Engineering Project” in next section for detail); Hot Runner PVC Injection Mould; transformed production concept and layout from “batch production system” to “Just In Time” system*

Engineer, Hitachi Cable Sdn Bhd

(October 1992 until June, 1995)

- *Study and transform customers' AC power cable and wiring hardness requirements into product drawing, product specification and bill of material.*
- *Prototyping and samples making of AC power cord for customer approval.*
- *Tooling design, jig and fixture design.*
- *Production process optimization and development of process specification.*
- *Testing and approval of new materials.*
- *Design modifications, testing and approval.*
- *Project documentation including product specification and engineering BOM*

Process Engineer, United Plastic Sdn Bhd

(April, 1992 until September, 1992)

A hands-on, problem solving role and works closely with Production Engineering on optimization of injection molding and blow molding process.

Tool Designer, Index Precision Ptd Ltd (1990 Industrial Training)

Sanwa Remote Control Sdn Bhd (1989, Industrial Training)

Academia Experience

Head of Operation Management and Quantitative Panel

Azman Hashim International Business School, Universiti Teknologi Malaysia (since 2020)

Assistant Dean (Quality and Strategy)

Azman Hashim International Business School, Universiti Teknologi Malaysia (2018 to 2019)

Adjunct Associate Professor

Faculty of Business and Management, Southern University College, Malaysia (since 6th June 2018)

Deputy Director Commercialisation,

Innovation and Commercialisation Center, Universiti Teknologi Malaysia (from 15 September 2014 until 31 December 2016).

Senior Lecturer,

Azman Hashim International Business School, Universiti Teknologi Malaysia (since 01 January 2013)

Subjects: Operation Management, Statistical Process Control, Advanced Manufacturing, Management Science, Statistics

Coordinator of Industrial Training

Azman Hashim International Business School, Universiti Teknologi Malaysia (since March 2013)

Senior Lecturer and Coordinator for Research and Development

Universiti Kuala Lumpur (June 2012 until 31 December 2012)

Subjects: Lean Six Sigma, Design of Experiments (DOE); Taguchi Method and Statistical Quality Control (SQC).

Part Time Lecturer, Malaysian Institute of Industrial Technology, University of Kuala Lumpur (Jan 2011 until May 2012)

Subject taught: “Quality Tools”; “Design of Experiment” (Teaching Permit P/US/38/1077)

Part Time Lecturer, School of Art and Design, Southern College (since 2009)

Subject taught: “Technical Drawing” (Teaching Permit: J01824PM0809)

Publications

2011

Tan Owee Kowang and Amran Rasli (2011). *New Product Development in Multi-location R&D Organization – A Concurrent Engineering Approach*, African Journal of Business, Vol. 5 No. 6, 2264-2275. **ISI Impact Factor 1.105**

Tan Owee Kowang and Amran Rasli (2011). *Prediction of New Product Development (NPD) Performance in Research and Development (R&D) Company*. Proceedings of 2011 3rd International Conference on Advanced Management Science Kuala Lumpur, 4-6 November, 2011

2012

Tan Owee Kowang and Amran Rasli (2012), *Application of Focus Index in New Product Development*, Proceedings of (Elsevier) The 2012 International (Spring) Conference on Asia Pacific Business Innovation & Technology Management, January 13-15, 2012, Pattaya, Thailand. **Scopus Indexed**

2013

Tan Owee Kowang and Amran Rasli (2013), *New Product Development Process and Management Integrated Framework*, The 2013 Asian Fellowship of Academic Professional (AFAP) Conference on Business and Management, January 2nd-3rd, 2013, Johor Bahru, Malaysia. Pending publication in Jurnal Teknologi. **Scopus Indexed**

Tan Owee Kowang, Choi Sang Long and Amran Rasli (2013), *New Product Development Framework for Multinational Multi Location Based Organization in South East Asia*. International Conference on Innovation, Management and Technology Research, September 22-23, 2013, Seremban, Malaysia.

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Mohd Amran Mohd Daril and Ishamuddin Bin Mustapha (2013), *Recycling of Aluminium – Developing Criteria for Aluminium Cans Compressor*. 1st International Material, Industrial and Manufacturing Conference, December 04-06, 2013, Johor Bahru, Malaysia.

Tan Owee Kowang, Tan Mei Yee, Choi Sang Long, Amran Rasli, Fairul and Anwar Abu Bakar (2013), *Technology Management: Developing an Innovation Model for Research Universities in Malaysia*. 1st International Material, Industrial and Manufacturing Conference, December 04-06, 2013, Johor Bahru, Malaysia.

Amran Rasli, Saif ur Rehman Khan and **Tan Owee Kowang** (2013), *The Impact of Concurrent Engineering on New Complex Product Development Process in*

Organization: An Empirical Study of Manufacturing and Service Industry in Malaysia. *Jurnal Teknologi*, 61:1 57-63. **Scopus Indexed**

Choi, S.L, **Tan, O.K**, Muthuveloo, R & Teoh A.P. (2013), A Review on the Relationship between HRM Practices and Firms' Performance. *Australian Journal of Basic and Applied Sciences*. 7(2), 312-316. **ISI / Scopus Indexed.**

Choi, S.L, **Tan, O.K**, Siti Zaleha, A R, & Wan Khairuzzaman W I (2013). A Review on Performance Appraisal System: An Ineffective and Destructive Practice? *Middle-East Journal of Scientific Research*. 14 (7): 887-891. **ISI / Scopus Indexed.**

Choi Sang Long, Musibau Akintunde Ajagbe and **Tan Owee Kowang** (2013), Addressing the Issues on Employees' Turnover Intention in the Perspective of HRM Practices in SME. International Conference on Innovation, Management and Technology Research, September 22-23, 2013, Seremban, Malaysia.

Amran Rasli, Nadhirah Norhalim, **Tan Owee Kowang** & Nik Zahirah Nik Mustaffa (2013), The interplay of value creation and managerial competencies: evidence from small technology-based firms in Malaysia. International Congress on Interdisciplinary Behavior and Social Science 2013, November 04-05, 2013, Jakarta, Indonesia.

Choi Sang Long, Lee Yean Thean, **Tan Owee Kowang** (2013), The Transformational Leadership: A Possible TQM Solution to Increase Job Satisfaction? *Life Science Journal* 2013;10(4), 1474-1484 (**Impact Factor: 0.165**).

2014

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Mohd Amran Mohd Daril and Ishamuddin Bin Mustapha (2014), Recycling of Aluminium – Developing Criteria for Aluminium Cans Compressor. *Advanced Materials Research* Vol. 845 (2014), 489-493. (**Scopus Indexed**)

Tan Owee Kowang, Tan Mei Yee, Choi Sang Long, Amran Rasli, Fairul and Anwar Abu Bakar (2014), Technology Management: Developing an Innovation Model for Research Universities in Malaysia. *Advanced Materials Research* Vol. 845 (2014) pp 549-553. (**Scopus Indexed**)

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Low Hock Heng (2014), Robust Design – A Case Study In a Research and Development Company, *Applied Mechanics and Material*, Vol. 541-542 (2014) pp 1518-1522. (**Scopus Indexed**)

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Low Hock Heng (2014), Operation Management: Prediction of New Product Development Performance at Pre-Product Launch Stage, *Advance Material Research*, Vol. 902 (2014) pp 426-430. (**Scopus Indexed**)

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Low Hock Heng (2014), Operation Management: Project Management in Jig and Fixture Industries, Advance Material Research, Vol. 931-932 (2014) pp 1621-1625. (**Scopus Indexed**)

Tan Owee Kowang, Amran Rasli, Choi Sang Long (2014), New Product Development in Malaysia: Does Organizational Background Really Matter? Jurnal Teknologi, Advance Material Research, 68:3 (2014) pp.113-117. (**Scopus Indexed**)

Tan Owee Kowang, Amran Rasli, Choi Sang Long (2014), A Triangulated Approach To The Assessment of Important Construct in New Product Development Process, Life Science Journal, 11 (6) (2014) pp.330-338. (**ISI IF 0.165**)

Tan Owee Kowang, Amran Rasli, Choi Sang Long (2014), New Product Development Framework for Multinational Multi Locations Based Organizations in South East Asia, Procedia – Social and Behavioral Science, 129 (2014) pp.68-74. (**Proceeding**)

Choi Sang Long, Wan Mardhia M. Yusof, **Tan Owee Kowang** and Low Hock Heng (2014), The Impact of Transformational Leadership Style on Job Satisfaction, World Applied Sciences Journal 29 (1): 117-124, 2014 (**Scopus and ISI Indexed**).

Choi Sang Long, **Tan Owee Kowang**, Teoh Ai Ping and Rajendran Muthuveloo (2014). Investigation on the Impact of Job Stressors on Nurses in Malaysia. Asian Social Science 10(4): 67-77. (**Scopus Indexed**).

Choi Sang Long, **Tan Owee Kowang** (2014), Is TQM Practices Still Relevant?: A Critical Review, Advance Material Research, Vol. 902 (2014) pp. 419-425. (**Scopus Indexed**).

Choi Sang Long, Nurul Izyan Ghazali, **Tan Owee Kowang**, Amran Rasli, (2014), Innovation Capability In Manufacturing Sector: A Review in the Perspective of Knowledge Sharing Factors, Advance Material Research, Vol. 909 (2014) pp. 107-111. (**Scopus Indexed**).

Choi Sang Long, Zaiton Ibrahim, **Tan Owee Kowang** (2014), An Analysis on the Relationship between Lecturers' Competencies and Students' Satisfaction, International Education Studies, Vol. 7 (1) (2014) pp.37-46. (**Scopus Indexed**).

Choi Sang Long, Sia Shi Xuan, Wan Khairuzzaman Wan Ismail, Siti Zaleha Abd Rashid, **Tan Owee Kowang** (2014), An Analysis on the Academicians Job Satisfaction in the Perspective of HRD Practices, International Education Studies, Vol. 7 (7) (2014) pp.85-95. (**Scopus Indexed**).

Amran Rasli, Nadhirah Norhalima, **Tan Owee Kowang**, Nik Zahirah Nik Musrtaffa (2014), The Interplay of Value Creation and Managerial Competencies : Evidence from small technology-based firms in Malaysia, Recent Trent in Social and Behaviour Sciences, pp.567-571. (**Scopus Indexed**).

Amran Rasli, Nadhirah Norhalima, **Tan Owee Kowang**, Muhannad Imran Qureshia (2014), Applying Managerial Comperencies to Overcome Business Constraints and

Create Values: Evidence from Small Technology-Based Firms in Malaysia. *Journal of Management Info.* Vol 3 (1) pp. 99-121. (**Non-Citation Indexed**)

Amran Rasli, Mansoor Ahmad Bhatti, Nadhirah Norhalima, **Tan Owee Kowang**, (2014), Service Quality in Higher Education Study of Turkish Students in Malaysian Universities. Vol 3 (1) pp. 1-32. (**Non-Citation Indexed**)

Choi Sang Long, Musibau Akintunde Ajagbe and **Tan Owee Kowang** (2014), Addressing the Issue on Employees' Turnover Intention in the Perspective of HRM Practices in SME. *Procedia – Social and Behavioral Science*, 129 (2014) pp.99-104. (**Proceeding**)

2015

Tan Owee Kowang, Abu Hurairah Abd Rahim, Amran Rasli, Choi Sang Long (2015), Development of Quality Management System and ISO 9001 Integrated Framework, 2014 International Conference on Engineering Technology, Engineering Education and Engineering Management (ETEEEM 2014), November 15-16, 2014, Guangzhou, China . Taylor and Francis (Proceeding).

Tan Owee Kowang, Amran Rasli, Choi Sang Long (2015), Perception versus Performance Indicator: A Study on Research University in Malaysia. *ICIM 2015 WIT Transactions on Information and Communication Technology* (Paper Accepted – **ISI and Scopus indexed**)).

Tan Owee Kowang, Choi Sang Long (2015), Design of Experiment – An Integration of Fisher, Taguchi and Shainin DOE Methodology. *Applied Mechanics and Material*, Vol. 789-790 (2015) pp 1201-1206.

Tan Owee Kowang, Nor Nabila Binti Affandi, Choi Sang Long, Amran Rasli (2015), Classification of Quality Tools and Techniques: A Quality Management System Approach. *Advance Science Letter*, 21, 1329-1332 – **Scopus and ISI Indexed**)

Tan Owee Kowang, Choi Sang Long, Amran Rasli (2015), Innovation Management and Performance Framework for Research University In Malaysia. *International Education Studies*, 8(6), 32-45 (**Scopus and ERA Indexed**)

Tan Owee Kowang, Nor Nabila Binti Afandi, Choi Sang Long (2015), An Organizational Quality Performance Conceptual Framework with Multiple Mediators Integration. *International Symposium on Social Sciences, Arts and Humanities (SYSSARM2015)*. September 29-October 01, 2015, Bali, Indonesia. (Paper accepted. Will be published in *Advanced Science Letters* - (**Scopus Indexed**)).

Choi Sang Long, **Tan Owee Kowang** (2015), The Effect of Leaders' Emotional Intelligence on Employees' Organization Commitment in Malaysia, *Mediterranean Journal of Social Sciences* 6(1), 377-382. (**Scopus Indexed**).

2016

Tan Owee Kowang, Choi Sang Long, Amran Rasli, Goh Chin Fei (2016), Perception versus Performance Indicators: A Study of Innovation Performance in A Research University, *Asian Social Science*. 12(1). (**ERA Indexed**)

Tan Owee Kowang, Tan Su Yong, Amran Rasli, Choi Sang Long (2016), Lean Six Sigma Sustainability Framework – A Case Study on an Automotive Company. *Asian Journal of Scientific Research*, 9(5), 279 – 283 (**Scopus Indexed**)

Tan Owee Kowang, Nor Nabila Binti Afandi, Choi Sang Long (2016), An Organizational Quality Performance Conceptual Framework with Multiple Mediators Integration. *Advanced Science Letters*, 22(5-6), 1560 -1563. (**Scopus Indexed**).

Tan Owee Kowang, Amran Rasli, Choi Sang Long (2016), Perception versus Performance Indicator: A Study on Research University in Malaysia. *Asian Social Science*. 12(1), 24-29. (**Scopus indexed**).

Tan Owee Kowang, Oh Jia De and Choi Sang Long (2016). The Development of Service Quality Specification for Home Delivery Services. *International Business Management* . 10(16), 3655-3611. (**Scopus Indexed**).

Mikkay Wong Ei Leen, Choi Sang Long, Wan Khiruzzaman, **Tan Owee Kowang** (2016). The influence of Employee Perception of Training on Turnover Intention. *Information*. 19(18A), 3197-3201. (**Scopus Indexed**)

Choi Sang Long, Goh Chin Fei, Muhammad Badrull Hisyam Adam, **Tan Owee Kowang** (2016). Transformation Leadership Empowerment and Job Satisfaction: The Mediating Role of Employee Empowerment/ Human Resource for Health. 14(73) (**ISI indexed**).

Goh Chin Fei, Amran Rasli, **Tan Owee Kowang**, Choi Sang Long and Halimah M.Yusof (2016). Turn Team Innovation Into Product Attractiveness: A Case Study. *Information*. 19(8A), 3209-3214. (**Scopus Indexed**)

Choi Sang Long, Anisa Azami, **Tan Owee Kowang**, Goh Chin Fei (2016). An Analysis on the Relationship between Work Family Conflict and Turnover Intention: A Case Study in a Manufacturing Company in Malaysia. *International Business Management*. 10(3), 176-182. (**Scopus Indexed**)

Choi Sang Long, **Tan Owee Kowang**, Thoo Ai Chin and Ong Choon Hee (2016). Improving Organizational Performance Through Training Function: A Review. *International Business Management*. 10(4), 475-478. (**Scopus Indexed**).

Choi Sang Long, Zhao Lingyuan, **Tan Owee Kowang**, Goh Chin Fei (2016) The Relationship between Sexual Harassment and Job Satisfaction in the Context of Retailing Industry in China. *International Journal of Human Resource Studies*. 6(4). 1-19. (**ERA Indexed**)

Choi Sang Long, **Tan Owee Kowang**, Goh Chin Fei and Ho Poo Mang (2016). Important of Knowledge Management on Total Quality Management: A Review. World Applied Sciences Journal. 34(12), 1829-1833. (**ERA Indexed**)

Ho Poo Mang, **Tan Owee Kowang**, Goh Chin Fei and Choi Sang Long (2016). Production Equipment Project Management – A Conceptual Framework with Multiple Mediator.. World Applied Sciences Journal. 34(12), 1840-1844. (**ERA Indexed**)

Choi Sang Long, **Tan Owee Kowang**, Goh Chin Fei and Ahmad Jusoh (2016). The Linkage of Lecturers' Competencies and Student Performance: A Case Study in Malaysia. The Social Science. 11(3). 297-300. (**Scopus Indexed**).

2017

Tan Owee Kowang, Goh Chin Fei, Choi Sang Long (2017). Operation Management: Identification of New Product Development Improvement Opportunity. Journal of Engineering and Applied Sciences. 12(15). 3995-3999. (**Scopus Indexed**).

Tan Owee Kowang, Goh Chin Fei, Choi Sang Long, Amran Rasli, Ong Choo Hee (2017). Development of Supplier Evaluation and Selection Framework bases on Theory of Constraint. Advanced Science Letters. 23(9). 184-8186. (**Scopus Indexed**).

Tan Owee Kowang, Goh Chin Fei, Choi Sang Long, Amran Rasli, Ong Choo Hee (2017). Development of Supplier Evaluation and Selection Framework bases on Theory of Constraint. Advanced Science Letters. 23(9). 184-8186. (**Scopus Indexed**).

Nabila Binti Mohd Hame, **Tan Owee Kowang** and Goh Chin Fei (2017). Categorization of Lean Research and Development Tools and Techniques: A Process Based Approach. Indian Journal of Sciences and Technology. 10(3). (**Scopus Indexed**).

Lai Mee Chian, **Tan Owee Kowang**, Low Hock Heng, Goh Chin Fei (2017). A Review of Technology Commercialization in Public Universities Malaysia and the Way Forward. Advanced Science Letters. 23(9). 8433-8437. (**Scopus Indexed**).

Goh Chin Fei, Amran Rasli, **Tan Owee Kowang**, Choi Sang Long (2017). Why Operational Innovation Matters to Firm's Performance?. Journal of Engineering and Applied Sciences. 12(16). 4028-4033. (**Scopus Indexed**).

Yun Min Low, Chin Fei Goh, **Owee Kowang Tan** and Amran Rasli (2017). Users Loyalty Towards Mobile Banking In Malaysia. Journal of Internet Banking and Commerce. 22(7). (**Scopus Indexed**).

Jason See Toh Seong Kuan, Chin Fei Goh, **Owee Kowang Tan** and Norliza Mohd Salleh (2017). Principal-Principal Conflicts and Socioemotional Wealth in Family Firms. International Journal of Economics and Finance . 9(10). (**ERA Indexed**).

Dina Azleema Mohamed Nor, Mohd Saiful Izwaan Saadon, **Tan Owee Kowang**, Goh Chin Fei (2017). A Critical Review on the Dimensions of Transfer of Training. Advanced Science Letters. 23(9). 8566-8568. (**Scopus Indexed**).

Choi Sang Long, Chan Ler Kuan, **Tan Owee Kowang**, Goh Chin Fei (2017). Work Family Conflict on Job Satisfaction: Moderating or Direct Effect of Social Support Exist among IT. *International Journal of Human Resource Studies*. 7(1). (**ERA Indexed**).

Amran Rasli, Maqsood Haider, Goh Chin Fee, **Tan Owee Kowang** (2017). Keeping the Lights On: A Conceptual Framework for Understanding Crisis Management Capability in the Public Sector. *Global Business and Organizational Excellence*. 36(6). 54-61. (**Scopus Indexed**).

Chin Fei Goh, Choi Meng Leong, Kalsum Kasmin, Puong Koh Hii, **Owee Kowang Tan** (2017). Students' Experiences Learning Outcomes and Satisfaction in E-Learning. *Journal of e-Learning and Knowledge Society*. 13(2). 117-128. (**Scopus Indexed**).

2018

Tan Owee Kowang, Khairunnajah Binti Mustaffa Albakri, Lim Kim Yew, Goh Chin Fei, Choi Sang Long (2018), Characteristic of Creative Students Versus Academic Performance, *International Journal of Human Resource Studies*. 8(2). 69-79. (**ERA Indexed**)

Tan Owee Kowang, Nurul Amalina Binti Jonid, Lim Kim Yew, Goh Chin Fei, Ong Choon Hee (2018), Youngsters Perception Toward Social Networking Advertising: Does Social Media Advertising Factors Still Matter. *International Journal of Human Resource Studies* 8(2).178-186. (**ERA Indexed**)

Tan Owee Kowang, Siti Aisyah Samsudin, Lim Kim Yew, Goh Chin Fei, Ong Choon Hee, Choi Sang Long (2018), Factors Affecting Car Purchase Intention among Undergraduates in Malaysia. *International Journal of Academic Research in Business and Social Sciences* 8(8).80-88. (**ERA Indexed**)

Ong Choon Hee, **Tan Owee Kowang**, Adriana Mohd Rizal, Goh Chin Fei (2018), Learning Goal Orientation and Turnover Intention of the Malaysia Adult Students. *International Journal of Human Resource Studies* 8(2). 201-215 (**ERA Indexed**)

Choi Sang Long, Josept Wee Siong Hii, **Tan Owee Kowang**, Goh Chin Fei, Nor Radhiha Abd Rasid (2018), Website Quality of the Travel Agencies in Malaysia.. *Business Management and Strategy* 9(1). 114-135 (**ERA Indexed**).

Ong Choon Hee, Ruzilla Ibrahim, **Tan Owee Kowang**, Goh Chin Fei, (2018), Employee Engagements as a Mediator between Transformation Leadership and Employee Performance. *Asian Journal of Scientific Research* 11. 441-448 (**SCUPOS Indexed**).

Maryam Pervex Khan, Noraini Abu Talib, **Tan Owee Kowang** (2018), Development of Sustainability Framework Bases on Theory of Resource Based View. *International Journal of Academic Research in Business and Social Sciences* 8(7). 636-647. (**ERA Indexed**)

Ong Choon Hee, Ooi Kar Hui, Afriana Mohd Rizal, **Tan Owee Kowang**, Goh Chin Fei, (2018), Determinants of Innovative Performance in the Service Industry: A Review. *International Journal of Academic Research in Business and Social Sciences* 8(6). 379-388. **(ERA Indexed)**

Choi Sang Long, Goh Chin Fei, Uti Charles Amechi, **Tan Owee Kowang**, (2018), The Relationship between HR Competencies and Organizational Performance in the Banking Sector in Nigeria. *International Journal of Human Resource Studies* 8(1).217-235 **(ERA Indexed)**.

Ong Choon Hee, Lim Hui Yan, Afriana Mohd Rizal, **Tan Owee Kowang**, Goh Chin Fei, (2018), Factors Influencing Employee Job Satisfaction: A Conceptual Analysis. *International Journal of Academic Research in Business and Social Sciences* 8(6). 331-340. **(ERA Indexed)**

Ong Choon Hee, Nor Ahlina Ibrahim, Afriana Mohd Rizal, **Tan Owee Kowang**, Goh Chin Fei, (2018), Literature Review on Organizational Learning and Technological Innovation and Manufacturing Performance in Malaysia. *International Journal of Academic Research in Business and Social Sciences* 8(6). 371-378. **(ERA Indexed)**

2019

Tan Owee Kowang, Ong Choon Hee, Lim Kim Yew (2019). Takt Time Analysis in Lean Six Sigma: From Conventional to Integration. *International Journal of Engineering and Advanced Technology*. 9(2), 4076 – 4080. **(SCOPUS Indexed)**

Tan Owee Kowang, Rosy Awing Jacob, Lim Kim Yew, Ong Choon Hee, Goh Chin Fei, Choi Sang Long (2019). E-commerce Advertising: Does the Traditional Advertising Elements Still Relevant? *International Journal of Academic in Business and Social Sciences* 9(7). 191-201 **(ERA Indexed)**

Tan Owee Kowang, Lim Kim Yew, Ong Choon Hee, Goh Chin Fei, Choi Sang Long (2019). A Novel New Product Development Hybrid Framework. *International Journal of Innovation, Creativity and Change*. 8(6). 254-264. **(SCOPUS Indexed)**

Kowang, T. O., Yew, L. K., Hee, O. C., Fei, G. C., & Long, C. S. (2019). Lean Six Sigma Implementation: Does Success Means Sustainability? *International Journal of Academic Research in Business and Social Sciences*, 9(6), 907–914. **(ERA Indexed)**

Kowang, T. O., Ying, Y. C., Yew, L. K., Hee, O. C., Fei, G. C., Long, C. S., & Saadon, M. S. I. bin.(2019). Industry 4.0 Competencies for Production Equipment Manufacturers in Malaysia. *International Journal of Academic Research in Business and Social Sciences*, 9(2), 300–311. **(ERA Indexed)**

Law Bi Rong, **Tan Owee Kowang**, Ong Choon Hee, Goh Chin Fei, Lim Kim Yew (2019). Corporate Performance: An Indicator for Corporate Future Direction from the Eyes or Top Management. *International Journal of Academic Research in Business and Social Sciences* 9(9), 1000-1016. **(ERA Indexed)**

Ong Choon Hee, Chan Jun Boon, **Tan Owee Kowang**, Maizaitulaidawati Md Husin, Lim Lee Ping (2019), Factors Influencing Retail Investor Behavior in Making Investment Decision: A Case of Bursa Malaysia. *Test Engineering and Management*. 81. 5929-5934. **(SCOPUS Indexed)**

Chin Fei Goh, **Owee Kowang Tan**, Amran Rasli, Sang Long Choi (2019). Engagement in peer review, learner-content interaction and learning outcomes. *The International Journal of Information and Learning Technology*. Vol. 36 No. 5, pp. 423-433. **(SCOPUS Indexed)**

Hee, O. C., Halim, M. A., Ping, L. L., **Kowang, T. O.**, & Fei, G. C. (2019). The Relationship between Human Resource Management Practices and Job Performance in the Courier Service Industry. *International Journal of Academic Research in Business and Social Sciences*, 9(3), 63–79. **(ERA Indexed)**

Hee, O. C., Ong, S. H., Ping, L. L., **Kowang, T. O.**, & Fei, G. C. (2019). Factors Influencing Job Satisfaction in the Higher Learning Institutions in Malaysia. *International Journal of Academic Research in Business and Social Sciences*, 9(2), 10–20. **(ERA Indexed)**

Goh, C., Rasli, A., **Tan, O.** and Choi, S. (2019), "Determinants and academic achievement effect of Facebook use in educational communication among university students", *Aslib Journal of Information Management*, Vol. 71 No. 1, pp. 105-123. **(SCOPUS Indexed)**.

Ong Choon Hee, Lim Lee Ping, Adriana Mohd Rizal, **Tan Owee Kowang**, Goh Chin Fei (2019). Exploring lifelong learning outcomes among adult learners via goal orientation and information literacy self-efficacy. *International Journal of Evaluation and Research in Education (IJERE)*. Vol. 8, No. 4, December 2019, pp. 616~623. **(SCOPUS Indexed)**.

Hee, O. C., Cheng, T. Y., Ping, L. L., **Kowang, T. O.**, & Fei, G. C. (2019). Embracing Change. Management Strategies in Bedside Shift Report (BSR): A Review. *International Journal of Academic Research in Business and Social Sciences*, 9(1), 469–481. **(ERA Indexed)**

Hee, O. C., Kuan, T. M., Ping, L. L., **Kowang, T. O.**, & Fei, G. C. (2019). Determinants of Innovative Performance in the Manufacturing Industry in Malaysia. *International Journal of Academic Research in Business and Social Sciences*, 9(1), 380–387. **(ERA Indexed)**

Published in 2020:

Kowang, T.O., Yun, C.P., Hee, O.C., Fei, G.C., Yewl, K.K., Hoo, W.C., Teck, T.S. (2020). Lean food supply chain management within agro-food distributors in Malaysia. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7322-7334 **(Scopus Indexed)**.

Tan, O.K., Fatinshakila, A.A., Ong, C.H., Goh, C.F., Lim, K.Y., Mohd S.I, Choi S.L. (2020). E-Wallet Acceptance Among Undergraduates in Malaysia. *Test Engineering & Managemnt*. 83, pp 12990-12998. **(Scopus Indexed)**

Tan, O.K. Mohamad, F.D., Ong, C.H., Goh, C.F., Lim, K.Y., Mohd, S.I., Choi, S.L. (2020). Industry 4.0 Competencies Among Lecturer of Higher Learning Institution In Malaysia. *International Journal of Evaluation and Research in Education*. 9(2), pp 315-322. **(Scopus Indexed)**

Yew, L.K., **Kowang, T.O.**, Omar, R., Hee, O.C., Fei, G.C.Hoo, W.C., Teck, T.S. (2020). The board of directors and firm growth of small and medium enterprises in Malaysia. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7367-7373 **(Scopus Indexed)**.

Khan, M.P., Talib, N.A., **Kowang, T.O.** (2020). The development of a sustainability framework via lean green six sigma practices in SMEs based upon RBV theory. *International Journal of Innovation, Creativity and Change*. 12(5), 135-156. **(Scopus Indexed)**

Khan, M.P., Talib, N.A., **Kowang, T.O.** (2020). Effect of Lean Green Practices on Sustainability Performance with Mediating Role of Entrepreneurship Orientation: A Resource Based View. *International Journal of Psychosocial Rehabilitation*, 24 (06), pp. 3721 - 3728 **(Scopus Indexed)**.

Teck, T.S., Yew, L.K., Hee, O.C., Fei, G.C., **Kowang, T.O.**, Hoo, W.C. (2020). The retreat of positivistic corporate social responsibility, the rise of sensemaking and reflexive organization change, a rhetoric analysis: The case of Volkswagen. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7344-7366 **(Scopus Indexed)**.

Hee, O.C., Nian, C.U., **Kowang, T.O.**, Fei, G.C., Husin, M.M, Fei, T.H.C., Ping, L.L. (2020). Factors influencing consumer purchase intention on Malaysian cuisine among urbanites in Chengdu City. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7446-7455 **(Scopus Indexed)**.

Hee, O.C., Ying, N.X., **Kowang, T.O.**, Fei, G.C., Yew, L.K., Teck, T.S., Hoo, W.C.(2020). The relationship between leadership styles and job satisfaction in the malaysian textile industry. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7456-7465 **(Scopus Indexed)**.

Hoo, W.C., Huey, J.L.S., Fei, G.C., **Kowang, T.O.**, Teck, T.S., Yew, L.K. (2020). Factors affect purchase intention of retail pharmacy in Malaysia. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7335-7343 **(Scopus Indexed)**.

Helmy, M.H.Z.B.N., Fei, G.C., **Kowang, T.O.**, Hee, O.C., Teck, T.S., Yew, L.K., Hoo, W.C. (2020). Capital structure, internal governance mechanisms and firm performance. *International Journal of Psychosocial Rehabilitation*, 24 (07), pp. 7313-7321 **(Scopus Indexed)**.

Book Chapter

Amran Rasli and **Tan Owee Kowang** (2008), *Developing Metrics for Concurrent Engineering in New Product Development*. In Kamariah, I. Issues in Commercialization and Management (pp.139-153). Johor Bahru, Malaysia: Penerbit UTM.

Research Activity and Research Grant:

Project Leader: (2019) New Theoretical Perspective of Food Security Strategy for Agro-Food Supply Chain Management in Malaysia Bases on Lean Principle.

Fundamental Research Grant Scheme (V5F136). Universiti Teknologi Malaysia.

Project Leader: (2017), The Impact of Industrial Revolution 4.0 Toward Producto Equipment Management in Malaysia, **GUP Tier 1 (18H59)**. Universiti Teknologi Malaysia.

Project Leader: (2016) Fundamental Approach to Develop Sustainability Value added Concept for Public Universities Financial Sustainability via Lean Six Sigma Concept. **Fundamental Research Grant Scheme (V4F842)**. Universiti Teknologi Malaysia.

Project Leader: (2016) Internet Self-Efficacy. Students Experiences in E-Learning as Predictors of Learning Outcomes and Course Satisfaction. **DPP Grant (4J252)**. Universiti Teknologi Malaysia.

Project Leader : (2015), Service Quality for New Home Delivery Service at Secret Recipe, **GUP Tier 1 (V09H87)**. Universiti Teknologi Malaysia.

Project Leader : (2014), Fundamental research on new approach to identify improvement opportunity via Focus Index, **Fundamental Research Grant Scheme (V4F323)**. Universiti Teknologi Malaysia.

Project Leader : (2013), Development of Innovation Success Framework for Universiti Teklogi Malaysia, **Research University Grant (V00K48)**. Universiti Teknologi Malaysia. Completed

Team Member : (2014), Fundamental Research on the Impact of TQM Practices on Innovation Performance in the Manufacturing Sector of Malaysia., **Fundamental Research Grant Scheme (V4F349)**. Universiti Teknologi Malaysia.

Team Member : (2014), Exploring New Technical Approach of Total Quality Management (TQM) and Business Transformation Performance Model for Japanese and Non-Japanese Companies in Malaysia Automotive Industry, **Tier 1 (V05H85)**. Universiti Teknologi Malaysia.

Team Member : (2015), Disentangling the Effects of Other Large Shareholders and Internal Governance Mechanisms on Corporate Disclosure in Family Firms, **PAS (V01K58)**. Universiti Teknologi Malaysia.

Team Member : (2015), An Analysis of Relationship Between Perception on Training and Organizational Commitment, **GUP Tier 2 (V10J80)**. Universiti Teknologi Malaysia.

Team Member : (2015), Work Design Practices for Sustainable Manufacturing in Socio-Technical Context: Designing Worker Sustainability Index WSI to Measure Sustainability Manufacturing Performance, **GUP Tier 1 (V010H58)**. Universiti Teknologi Malaysia.

Team Member: (2017) School to Work Project sponsored by **Khazanah Research Institute**.

Areas of interest: New Product Development, Quality Improvement, Design of Experiments, Lean Six Sigma, Operation Management.

Supervision of Post Graduate Project (Selected)

- 1.0 Master Degree (Management), Nabila Mohd Hamel, Factors Affecting Project Management of Jig and Fixture Manufacturers in South Hohor, Malaysia. Completed on 2014.
- 2.0 Master Degree (Management), Zamri Bin Ahmad, Supplier Evaluation and Selection Criteria in Substrate Industry. Completed 2016
- 3.0 Master Degree (Management), Abu Hurairah Abd Rahim, Factor Affecting Quality Management System. Completed 2016.
- 4.0 Master Degree (Mechanical Engineering), Muhamad Najwa Nizam Bin Mohamed, Quality Improvement via Focus Index. On-going since 2014.
- 5.0 Master Degree (Management), Tan Song Ying, Lean Six Sigma in Automobile Industries. Completed 2016
- 6.0 Doctoral Degree (PhD), Shila Shanhaei, The Mediating Effect of Knowledge Management on the Relationship Between Human Resource Management Practices and Organizational Innovation Performance, Completed 2017.
- 7.0 Doctoral Degree (PhD), Foo Wai Choong, Survival Determinants of Malaysia Traditional Coffee Shop. Completed 2017
- 8.0 Doctoral Degree (PhD), Nabila Binti Mohd Hamel, Determinants of Lean Research and Development Success in Malaysia: A Structural Equation Modelling Approach. Proposal Defence 2017

- 9.0 Doctoral Degree (PhD), Ho Poo Mang, Plant Engineering Management Framework. On-going since 2014.
- 10.0 Doctoral Degree (PhD), Dina Azleema Binti Mohamed Nor; Quality Management System and Improvement. On-going since 2014.

Supervision of Under Graduate Project (Selected)

- 1.0 Bachelor of Engineering Technology in Quality Engineering, Mohamad Shawal Bin Jamaluddin, A Study To Assess Satisfaction Level of Mitec Student Based on Education System In Unkl. University of Kuala Lumpur. Completed on 2012.
- 2.0 Diploma of Engineering Technology in Quality Engineering, Siti Noorazita, Syahidatul Nazura, Nik Mohamad Sfwan, Design of Compress Jig for Aluminium Recycle Cans. University of Kuala Lumpur. Completed on 2012.
- 3.0 Bachelor of Management (Technology), Tan Mei Yee, Innovation Success Framework for Faculty of Management K-Economy Research Groups. Completed on 2013.
- 4.0 Bachelor of Management (Technology), Chong Yen Khun, Service Innovation in Budget Hotel Industry from Customer Perspective. Completed on 2013.
- 5.0 Bachelor of Management (Technology), Nur Ayumie Binti Mohd Kamal, Factors Affecting New Product Development Performance within Centre of Excellence, FKM, UTM. Completed on 2014.
- 6.0 Bachelor of Management (Technology), Wong Fui Chin, Improvement Opportunity of New Product Development within Institute of Biaproduct Deelopment. Completed on 2014.
- 7.0 Bachelor of Management (Technology), Nazirah Binti Ridhwan, Keberkesanan Komunikasi Pengurusan Ibu Penjabat Dengan Kakitangan Cawangan Serta Kesanya Terhadap Pretasi Kerja. Ongoing since 2014
- 8.0 Bachelor of Management (Technology), Afif Bin Ab Rahman, Factors Affecting Safety Performance At Structure and Material Laboratory, FKA, UTM. Ongoing since 2014
- 9.0 Bachelor of Management (Technology), Mohd Azlan Bin Yaacop, Factoes Affecting Satisfaction of Working Environment in UTM. Ongoing since 2014
- 10.0 Bachelor of Management (Technology), Mohd Harizan Bin Harun, Faktor-Faktor Mempengaruhi Prestasi Kerja di Kalangan Pekerja di Jabatab Selenggaraan BIN. Ongoing since 2014

Evaluation Activities (selected)

- 1.0 External assessor, Technical Drawing and Computer Aided Drawing, School of Art, Southern University College, since 2010.
- 2.0 External assessor, Design of Experiment and Sig-sigma, Department of Quality Engineering, University of Kuala Lumpur, since 2011.
- 3.0 Internal assessor, Final Year Project, Bachelor of Quality Engineering, University of Kuala Lumpur. November 2012.
- 4.0 Doctoral Degree, Proposal Defence, The Role of Supply Chain Management Capabilities on Firm Performance in SMEs, Mahdi Mohammad Bagheri, 2013.
- 5.0 Doctoral Degree, Proposal Defence, Implementation Amalan Pengilangan Lean Dalam Sektor Perkhidmatan Perusahaan Kecil dan Sederhana. Shah Iskandar Fahmie, 2013.
- 6.0 Doctoral Degree, VIVA, The Impact of Total Quality Management Practices with Effects from Moderators and Mediators on Business Performance in Malaysia Automotive Industry, Md. Fauzi Bin Ahmad @ Mohamad, 2014.
- 7.0 Doctoral Degree, Proposal Defence, Assessment of Knowledge Contribution in Quality Management System Maintenance Framework for Malaysian ISO 9001:2008 Certified Organization. Ishamuddin Bin Mustapha, 2014.
- 8.0 Doctoral Degree, Proposal Defence, Critical Success Factors Associated with ERP Post-Implementation Success. Ehsan Kish Hazrat Soltan, 2014.

Awards and Recognition

- 1.0 Academic Award (Best Student) – Management of Technology, Universiti Teknologi Malaysia, 2010.
- 2.0 Best Presenter Award. 2013 AFAP Conference on Business and Management.
- 3.0 Best Presenter Award. 2014 AFAP Conference on Current Emerging Technology, Science and Engineering, Batam, Indonesia.
- 4.0 Anugerah Pencapaian Gemilang Fakulti 2015
- 5.0 Anugerah Penerbitan Jurnal Berindex Fakulti 2015
- 6.0 Anugerah Perkhidmatan Cemerlang 2016

Journal Paper Review/Evaluation

2011: Invited by Journal of Research and Development Management (Impact Factor 1.58), to review paper “*Can me-too products prevail? Performance of new product development and sources of idea generation in emerging market*”. (Paper reference number: RP-2565; completed)

2012: Invited by IEEE Transaction of Engineering Management (Impact Factor 1.344) to review paper “A Framework for Evaluating Relationship among HRM Practice, NPD Project Performance and Firm Benefits” (Paper reference number: TEM-11-0267, completed).

2012: Invited by Journal of Research and Development Management (Impact Factor 1.58), to review paper “Open the black box between the relationship of resource, capability and new product development performance: the mediation role of absorptive capacity” (Paper reference number: RP-2629, completed)

2013: Invited by Journal of Research and Development Management (Impact Factor 1.58), to review paper “Determinants of absorptive capacity: contrasting manufacturing vs services enterprises” (completed).

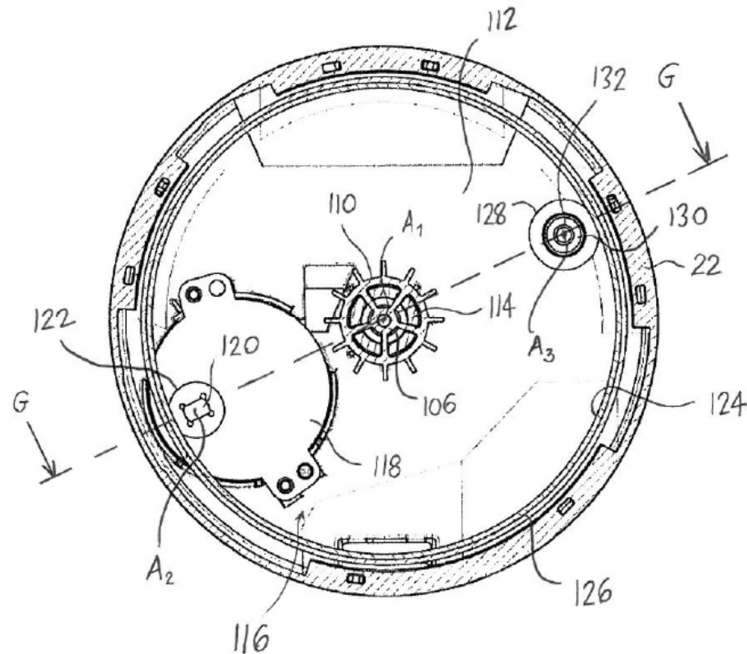
Intellectual Property Right

- 1.0 Copy right 2015 “Focus Index” – UTM.J.14.01/27.13/1JLD85(29)
- 2.0 Copyright 2015 “New Product Development Process and Management Integrated Framework” - UTM.J.14.01/27.13/1JLD85(30)
- 3.0 Copyright 2015 “Objective Based Jig and Fixture Project Management Framework” -UTM.J.14.01/27.13/1JLD85(61)
- 4.0 UK Patent GB2484274. Patent Granted; “*A Fan Assembly – Fan oscillation mechanism*” an invention relates to a fan assembly having an oscillation mechanism for oscillating an air outlet of the fan assembly.

Patent abstract:

A fan assembly for creating an air current includes a body having a first section, a second section connected to the first section, and an air inlet; a casing connected to the first section of the body, the casing comprising an air outlet; a motor-driven impeller for creating an air flow between the air inlet and the air outlet; and an oscillation mechanism for oscillating the first section of the body relative to the second section of the body. To minimize the noise associated with the operation of the oscillation

mechanism, the oscillation mechanism includes a bi-directional motor located within the second section of the body, a friction drive member connected to the motor and a driven member connected to the first section of the body and which is driven by the drive member by means of friction there between.



Contribution to Society

- 1.0 Committee member of Buddhist Association Taman Universiti, Skudai, Johor, since August 2012.
- 2.0 Ahli Jawatankuasa Permuafakatan Keutuhan dan Pelan Integriti, Sekolah Kebangsaan Taman Universiti 4. Year 2013.