

CURRICULUM VITAE



Personal Particular

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

Office Address : Faculty of Management,
Universiti Teknologi Malaysia,
81310, Johor Bahru,
Johor, Malaysia.

Contact no. : 012-7891560

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Website : <https://management.utm.my/oktan/>

Expertise : New Product Development Management,
Operation Management, Quality Management,
Lean Six Sigma, Project Management

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** **Bachelor of Engineering (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** (THEIEEE). 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:

- April 1992 to Sept. 1992** : **United Plastic Sdn Bhd**
Process Engineer
- Oct. 1992 to Jun. 2001** : **Hitachi Cable (Johor) Sdn Bhd**
1992 – 1995: Engineer
1996 – 2001: Engineering Manager
- July 2001 to Dec 2012** : **Dyson Manufacturing Sdn Bhd**
2001 – 2005: Engineering Manager
2006 – 2009: Technical Development Manager
2009 – 2012: Head of Engineering Operation

Academia Experience

Head of Operation Management and Quantitative Panel
Faculty of Management, Universiti Teknologi Malaysia (2020 to 2023)

Assistant Dean (Quality and Strategy)
Azman Hashim International Business School, Universiti Teknologi Malaysia (2018 to 2019)

Deputy Director Commercialisation,
Innovation and Commercialisation Center, Universiti Teknologi Malaysia (2014 to 2016).

Associate Professor
Faculty of Management, Universiti Teknologi Malaysia (since 2019)
Subjects: Lean Six Sigma, Quality Management, Operation Management, Management Sciences, Research Method

Senior Lecturer,

Faculty of Management, Universiti Teknologi Malaysia (2013 to 2019)
Subjects: Operation Management, Statistical Process Control, Advanced Manufacturing, Management Science, Statistics

Coordinator of Industrial Training

Faculty of Management, Universiti Teknologi Malaysia (2013 to 2020)

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 if 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 Heec, 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)**

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**).

2021 to 2024:

2021: 13 Publications

2022: 12 Publications

2023: 14 Publications

2024: 1 Publication

Link to 2021 – 2025 Publications (Google Scholar):

https://scholar.google.com/citations?hl=en&user=Jz_01bEAAAAJ&view_op=list_works&sortby=pubdate

Research Book

Tan Owee Kowang (2023), *New Product Development: The Process, Management and The Integration*. 1st Ed. Johor Bahru: Penerbit UTM.

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: (2022) A Structured Model for the Identification and Prioritization of Social Economic Wellbeing Improvements based on Quality Function Deployment (QFD) Methodology. **Fundamental Research Grant Scheme (5F569)**. Ministry of Higher Education, Malaysia.

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)**. Ministry of Higher Education, 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)**. Ministry of Higher Education, 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)**. Ministry of Higher Education, Malaysia.

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

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)**. Ministry of Higher Education, 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), Disenting 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**.

Intellectual Property Right

1.0 40 Copyrights registered with MyIPO

2.0 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.

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.

Statistics:

