

## Curriculum Vitea



**Jo Ann Ho**

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Jo Ann Ho is a Professor at the School of Business and Economics, Universiti Putra Malaysia. She graduated with a BSc in Resource Economics from Universiti Putra Malaysia, an MBA in Human Resource Management from Putra Business School and undertook doctoral training at Cardiff Business School, Cardiff University. Jo Ann was the Program Head for the Bachelor of Business Administration with Honours programme at the School of Business and Economics, Universiti Putra Malaysia from 2018 until 2022. She currently holds the position of Assistant Dean (Internationalization) at the School of Business and Economics, UPM.

Jo Ann has received numerous grants nationally and internationally such as the prestigious Sumitomo Foundation Grant Scheme in 2018, the Fundamental Research Grant Scheme from Ministry of Higher Education and Science Fund from the Ministry of Science, Technology and Innovation (MOSTI). She has also received consultation projects from the Asian Institute of Finance, Centre for Entrepreneur Development and Research Sdn Bhd (CEDAR) and the Association of Intellectual Properties Owners Kuala Lumpur (AIPO) for case writing projects. Jo Ann was also part of the team which developed the “General Principles and Criteria for Sustainable Development” for SIRIM Malaysia.

Jo Ann has also published numerous journal articles and books chapters. She has co-authored three books entitled, “Strategic Management” published by Oxford University Press, “Ph.D. Anyone?” and “Successful Ph.D. Anyone?”, both published by UPM Press. Jo Ann was previously the Associate Editor for Business Ethics, the Environment and Social Responsibility. At present, she is an editorial board member for the Journal of Hospitality and Tourism Research, Business Ethics, the Environment and Social Responsibility and Social Responsibility Journal.

Her research interests include business ethics and corporate social responsibility, specifically in individual/organizational ethics and stakeholder behaviour. She is also interested in examining the concept of retirement villages especially from the perspective of sustainability and the willingness to adopt the concept among various cultural groups.

## Education

### **Ph.D. (Business Studies) (2005)**

Cardiff Business School, Cardiff University, United Kingdom.

Thesis: The Influence of Cultural Values on the Ethical Perception of Malaysian Managers.

#### **Supervisors:**

- Professor Jonathan Morris
- Professor Andrew Crane

#### **Examiners:**

- Professor Bryan Husted
- Dr. John Pallister

### **MBA (Human Resource Management) (2001)**

Graduate School of Management, Universiti Putra Malaysia.

Thesis: The Attitudes of Malaysian Managers Toward Business Practices

**Supervisor:** Professor Md Zabid Abdul Rashid

### **B.Sc. (Resource Economics) (1996)**

Universiti Putra Malaysia, Malaysia. (2:1)

## Research Interests

- Business Ethics, Corporate Social Responsibility and Organizational Behavior

## Publications

### **Journal Articles:**

1. Zizka, L., Dias, A., **Ho, J.A.**, Bernard, S.S. and Singal, M. (2024). From Extra To Extraordinary: An Academic and Practical Exploration of Extraordinary (E) Pro Environmental Behavior (PEB) In The Hotel Industry. *International Journal of Hospitality Management*, 119, pp. 1-13.
2. Zafar, H., **Ho, J.A.**, Cheah, J.-H. and Mohamed, R. (2023). Promoting Pro-Environmental Behavior Through Organizational Identity and Green Organizational Climate. *Asia Pacific Journal of Human Resources*, 61(2), pp. 483–506.
3. Cheah, J.H., Wong, F.Y., Subramaniam, A., Ng, S.I. and **Ho, J.A.** (2023). Editorial Note: Sustainability and Well-Being in a Post-Pandemic World. *International Journal of Economics and Management* Volume, 17(3), pp. i – vii.

4. Mohd Tan., A. and **Ho, J.A.** (2023). Exploring the Role of the Theory of Planned Behaviour, Risk Orientation, and Participative Leadership in SME Managers' Engagement in CSR. *Revista Brasileira De Gestão De Negócios*, 25(2), pp. 234-252.
5. Umair, S., **Ho, J.A.**, Ng, S.I. and Basha, N.K. (2023). Moderating Role of Religiosity and the Determinants to Attitude, Willingness to Donate and Willingness to Communicate Posthumous Organ Donation Decisions among University Students in Pakistan. *Omega: Journal of Death and Dying*, 88(1), pp. 216–244.
6. Inam, A., **Ho, J.A.**, Sheikh, A.A., Shafqat, M. and Najam, U. (2023). How Self Leadership Enhances Normative Commitment and Work Performance By Engaging People At Work? *Current Psychology*, 42(5), pp. 3596–3609.
7. Vem, L.J., Cheah, J.-H., Ng, S.I. and **Ho, J.A.** (2023). Unethical Pro-Organizational Behavior: How Employee Ethical Ideology and Unethical Organizational Culture Contribute. *International Journal of Manpower*, 44(4), pp. 577–598.
8. Lau, Y.Y., Park, S., Hsu, Y.-C., Lien, B.Y.-H. and **Ho, J.A.** (2023). Does Investment in Green Employee Development Climate Matter for Environmental Commitment and Green Well-Being? A Case Study of a Palm Oil Company in Malaysia. *SAGE Open*, 13(4), pp.1-13.
9. Hong, K.T., Ng, S.I., **Ho, J.A.**, Wong, S.C. and Rathakrishnan, T. (2023). Stakeholders' Perception of Malaysia's Edu-Tourism Sustainability Performance. *Electronic Journal of Applied Statistical Analysis*, 16(1), pp. 50–79.
10. Narayanan, S., Nadarajah, D., Sambasivan, M. and **Ho, J.A.** (2023). Antecedents and Outcomes of The Knowledge Management Process (KMP) In Malaysian Smes. *Journal of Small Business and Entrepreneurship*, 35(5), pp. 697–723
11. Zafar H., **Ho J.A.**, Cheah J.-H. and Mohamed R. (2022). Catalyzing Voluntary Pro-Environmental Behavior In The Textile Industry: Environmentally Specific Servant Leadership, Psychological Empowerment and Organizational Identity. *Journal of Cleaner Production*, 378, pp. 1-10.
12. Tan, H.C., **Ho, J.A.**, Kumarusamy, R. and Sambasivan, M. (2022). Measuring Social Desirability Bias: Do the Full and Short Versions of the Marlowe-Crowne Social Desirability Scale Matter? *Journal of Empirical Research on Human Research Ethics*, 17(3), pp. 382-400.
13. Shamim N.M., Basha N.K., Ng S.I., and **Ho J.A.** (2022). Millennials On Sharing Online Video Ads: What Do We Know and What Can We Do About It? *Transnational Marketing Journal*, 10 (3), pp. 547 – 565.

14. Zafar H., Tian F., **Ho J.A.** and Zhang G. (2022). Environmentally Specific Servant Leadership and Voluntary Pro-Environmental Behavior In The Context Of Green Operations: A Serial Mediation Path. *Frontiers in Psychology*,13, pp. 1-11.
15. Mundher Oraibi, B.-A, **Ho, J.A.**, Raja Yusof, R.N and Idris, K. (2022). I Am ‘Better’ Than You! The Influence of Upward Social Comparison on the Intention to Work Abroad Among Doctors in Iraq: The Mediating Mechanism of Attitude Towards Leaving. *The International Journal of Human Resource Management*, 33(11), pp. 2316-2338.
16. Wong S.Y.W., Mahyudin N.A., **Ho J.A.** and Ungku Zainal Abidin U.F. (2022). Evaluation of Self-Efficacy-Based Intervention: Improving School Food Handlers’ Selected Food Safety Behavior. *International Association for Food Protection*, 42 (1), pp. 8-21.
17. Ng, S.I., Lim, Q.H., Cheah, J.-H., **Ho, J.A.** and Tee, K.K. (2022). A Moderated-Mediation Model of Career Adaptability and Life Satisfaction Among Working Adults In Malaysia. *Current Psychology*, 41, pp. 3078-3092.
18. Umair, S., **Ho, J.A.** and Waqas, U. (2021). Posthumous Organ Donation Decision: The Role of Empathy and Knowledge on the Attitude and Willingness to Donate Among University Students in Pakistan. *Saudi Journal of Kidney Diseases and Transplantation*, 32(6), pp. 1552–1561.
19. Zeeshan S., Ng S.I., **Ho. J.A.** and Jantan A.H. (2021). Assessing The Impact Of Servant Leadership On Employee Engagement Through The Mediating Role Of Self-Efficacy In The Pakistani Banking Sector. *Journal of Cogent Business & Management*, 8(1), pp. 1-19.
20. Rathakrishnan, T., Ng, S. I., **Ho, J. A.** and Zawawi, D. (2021). The Corporate Enigma: How To Combine People and Processes to Improve the Company Performance?. *Revista Brasileira de Gestão de Negócios*, 23(2), 226–251.
21. Eugene Cheng-Xi Aw, Norazlyn Kamal Basha, Siew-Imm Ng, and **Ho J.A.** (2021). Unraveling Determinants of Webrooming Behavior: A Qualitative Inquiry. *International Journal of Business and Society*, 22(3), 1550-1568.
22. Inam, A., **Ho, J.A.**, Sheikh, A.A., Shafqat, M. and Najam, U. (2021). Inhibiting Unethical Pro-Organizational Behavior: Harnessing The Effects Of Responsible Leadership And Leader–Member Exchange? *International Journal of Manpowe*. 42(7), pp. 1183-1201.
23. Tan H.C, **Ho, J.A.**, Teoh, G.C. and Ng. S.I. (2021). Is Social Desirability Bias Important For Effective Ethics Research? A review of literature. *Asian Journal of Business Ethics*. 10(2), pp. 205-243.

24. Lin, W.L., **Ho, J.A.**, Sambasivan, M., Yip, N. and Mohamed, A.B. (2021). Influence of Green Innovation Strategy on Brand Value: The Role of Marketing Capability and R&D Intensity. *Technological Forecasting and Social Change*, 171(2021) 120946. pp. 1-13.
25. Low, M.Y., Sambasivan, M., and **Ho, J.A.** (2021). Impact of Abusive Supervision On Counterproductive Work Behaviors of Nurses. *Asia Pacific Journal of Human Resources*, 59(2), pp. 250-278. **Most Cited Article 2021-2022.**
26. Inam, A., **Ho, J.A.**, Zafar, H., Khan, U., Sheikha. A.A. and Najam, U. (2021). Fostering Creativity and Work Engagement Through Perceived Organizational Support: The Interactive Role of Stressors. *SAGE Open*, 11(3), pp. 1-16.
27. Chan, A.F.F., Tee, K.K., Rathakrishnan, T., **Ho, J.A.** and Ng, S.I. (2021). The Chicken and Egg Story of A Call Centre In Malaysia. *Emerald Emerging Market Case Studies*, 11(3), pp. 1-9.
28. Aw, E.C.-X., Kamal Basha, N., Ng, S.I. and **Ho, J.A.** (2021). Searching Online and Buying Offline: Understanding the Role Of Channel-, Consumer- and Product-Related Factors In Determining Webrooming Intention. *Journal of Retailing and Consumer Services*, 58(January), 102328.
29. Tze, H.K., Imm, N.S., **Ho, J.A.**, Chien, T.H and Seong, L.C. (2021). Does CSR Image Matter to Hypermarket's Consumers in Malaysia? Perspective From Persuasion Knowledge Model. *International Journal of Economics and Management*, 15(1), pp. 51-68.
30. Lin, W.L., **Ho, J.A.**, Lee C. and Ng, S.I. (2020). Impact of Positive and Negative Corporate Social Responsibility on Automotive Firms' Financial Performance: A Market-Based Asset Perspective. *Corporate Social Responsibility and Environmental Management*, 27(4), pp. 1767-1773.
31. Lin, W.L., Yip, N., **Ho, J.A.** and Sambasivan, M. (2020). The Adoption of Technological Innovations in a B2B Context and its Impact on Firm Performance: An Ethical Leadership Perspective. *Industrial Marketing Management*, 89, pp. 61-71.
32. Abdullah, S.I.N.W., Samdin, Z., **Ho, J.A.** and Ng, S.I. (2020). Sustainability of Marine Parks: Is Knowledge–Attitude–Behaviour Still Relevant? *Environment, Development and Sustainability*, 22(8), pp. 7357-7384.
33. Sitizubaidah, M.A., Ng, S.I., **Ho, J.A.**, Sambasivan, M. and Lim, X.-J. (2020). How Detrimental Is Psychological Contract Breach To Airlines? *Journal of Applied Structural Equation Modeling*, 2020, 4(1), pp. 50–64.

34. Lin, W.L., **Ho, J.A.**, Ng, S.I. and Lee, Chin. (2020). Does Corporate Social Responsibility Lead to Improved Firm Performance? The Hidden Role of Financial Slack. *Social Responsibility Journal*, 16(7), pp. 957-982.
35. Umair, S., **Ho, J.A.**, Basha, N.K., Ng., S I-M and Waqas, U. (2020). Understanding the Attitudes and Factors Influencing Organ Donation Decisions Among University Students in Pakistan: A Qualitative Study. *Humanities & Social Science Reviews*, 8(1), pp. 52-59.
36. Basah, N.H., Ng, S.-I., **Ho, J.A.** and Yusof, R.N.R. (2020). Cultural Similarity Effect on the Relationship Quality Between Exporters and Intermediaries and Export Performance of SMEs. *International Journal of Business and Society*. 21(1), pp. 399-418.
37. Wong, S.Y.W., Izzah, A., Mahyudin, N.A., **Ho, J.A.** and Ungku Fatimah, U.Z.A. (2019). Insight Into Food Handlers' Perceived Barriers And Motivators To Perform Food Temperature Control Practices In Malaysian Public Schools. *Food Research*, 4(3), pp. 793-804.
38. Lin, W.L., Cheah, J.H., Azali, M., **Ho, J.A.** and Yip, N. (2019). Does Firm Size Matter? Evidence on the Impact of the Green Innovation Strategy on Corporate Financial Performance In The Automotive Sector. *Journal of Cleaner Production*. 229, pp. 974-988.
39. Chan, W.L., **Ho, J.A.**, Sambasivan, M. and Ng, S.I. (2019). Antecedents and Outcome of Job Embeddedness: Evidence from Four and Five-Star Hotels. *International Journal of Hospitality Management*. 83, pp. 37-45.
40. Lin, W.L., **Ho, J.A.** and Sambasivan, M. (2019). Impact of Corporate Political Activity on the Relationship Between Corporate Social Responsibility and Financial Performance: A Dynamic Panel Data Approach. *Sustainability*, 11(1)(60), pp. 1-22.
41. Othman, S., **Ho, J.A.**, Razman, A. and Abu Bakar, A.R. (2019). Individual Minority Shareholder Activism Approaches and the Exit-Voice-Loyalty-Neglect Model. *International Journal of Business and Society (IJBS)*, 19 (S1), pp. 159-174.
42. Lin, W.L., Law, S. H., **Ho, J.A.** and Sambasivan, M. (2019). The Causality Direction of the Corporate Social Responsibility-Corporate Financial Performance Nexus: Application of Panel Vector Autoregression Approach. *The North American Journal of Economics and Finance*, 48(1), pp. 401-418.
43. Lin, W.L., **Ho, J.A.**, Law, S.H. and Sambasivan, M (2019). Corporate Social Responsibility and Corporate Political Activity: What Does Data Tell Us?. *Economics Bulletin*, 39(3), pp. 2237-2246.
44. Munikrishnan, U.T., Imm, N.S., **Ho, J.A.** and Yusof, R.N.R. (2019). Disintermediation Threat: Do Small Medium Traditional Travel Agencies in Malaysia Embrace ICT Adequately? *Pertanika Journal of Social Sciences and Humanities*, 27 (1), pp. 707-728.

45. Yusof, M.M., **Ho, J.A.**, Imm, S.N.S. and Zawawi, D. (2019). Weeding Out Deviant Workplace Behaviour In Downsized Organizations: The Role Of Emotional Intelligence And Job Embeddedness. *Asian Journal of Business Research*, 9(3), pp. 115-144.
46. Abdullah, S.I.N.W., Samdin, Z., **Ho, J.A.**, Ng, S.I. and Phuah, K.T. (2019). Sustainability of Marine Park Ecotourism In Malaysia: Predicting Environmentally Responsible Behaviour Among Millennial Tourists. *International Journal of Environmental Technology and Management*, 22(6), pp. 432–455.
47. Ng, S.I., **Ho, J.A.**, Lim, X.J., Chong, K.L. and Latiff, K. (2019). Mirror, Mirror on the Wall, Are We Ready For Gen-Z in Marketplace? A Study of Smart Retailing Technology in Malaysia. *Young Consumers*. (22(1), pp. 68-89.
48. Yusof, R., Imm, N.S., **Ho, J.A.** and Rahman, A.A. (2019). Enhancing SMEs Employees' Intention On Innovative Behavior: The Role Of Self-Efficacy, Thriving And Perceived Behavioral Control. *Malaysian Journal of Consumer and Family Economics*, 22(Special Edition 1), pp. 144-160.
49. Lin, W.L., Yip, N., Sambasivan, M. and **Ho, J.A.** (2018). Corporate Debt Policy of Malaysian SMEs: Empirical Evidence from Firm Dynamic Panel Data, *International Journal of Economics and Management*, 12(Special Issue 2), pp. 491-508.
50. Magsi, H.B., Ong, T.Z., **Ho, J.A.** and Hassan, A.F.S. (2018). Organizational Culture and Environmental Performance. *Sustainability*, 10 (8), pp. 1-17.
51. Chia, K-W., Ramachandran, S., **Ho, J.A.** and Ng, S.I. (2018). Conflicts to Consensus: Stakeholder Perspectives of Tioman Island Tourism Sustainability. *International Journal of Business and Society*, 19(S1), pp. 159-174.
52. Yusof, R., Ng, S.I., **Ho, J.A.** and Rahman, A.A. (2018). The Influence of SMEs Employees' Intention towards Innovative Behaviour. *Pertanika Journal of Social Sciences and Humanities*, 26(3), pp. 1905-1923.
53. Munikrishnan, U.T., Imm, N.S., **Ho, J.A.** and Raja Yusuf, R.N. (2018). Drivers And Inhibitors of ICT Adoption In Malaysian Travel Agencies: TOE Perspective. *International Journal of Economics and Management*, 12(Special Issue 2), pp. 633-647.
54. Mohamad, S.F., Sidin, S.M., Dahlia, Z., **Ho, J.A.** and Boo, H.C. (2018). Conceptualization Of Employer Brand Dimensions In Malaysia Luxury Hotels. *International Food Research Journal*, 25(6), pp. 2275-2284.
55. **Ho, J.A.**, Chia, K.W., Ng, S.I and Ramachandran, S. (2017). Problems And Stakeholder Responsibilities In Island Tourism: The Case Of Tioman Island In Malaysia. *Journal of Hospitality and Tourism Research*, 41(4), pp. 445-474.

56. Ng, S.I., Chia, K.W., **Ho, J.A.** and Ramachandran, S. (2017). Seeking Tourism Sustainability – A Case Study Of Tioman Island. *Tourism Management*, 58, pp. 101-107.
57. Delbari, S.A., Ng, S.I., Aziz, Y.A, and **Ho, J.A.** (2016). An Investigation of Key Competitiveness Indicators and Drivers of Full Service Airlines using Delphi and AHP Techniques. *Journal of Air Transport Management*, 52, pp. 23-34.
58. Yee, W.F., **Ho, J.A.** and Azahari A.R. (2016). The Influence of Sustainable Organization Practices and Employee Well-Being on Turnover Intention. *Pertanika Journal of Social Sciences and Humanities*, 24 (November), pp. 47-62.
59. Nezakati, H., Fereidouni, M.A., Bojei, J. and **Ho, J.A.** (2016). Coercive Or Supportive: An Assessment Of Non-Governmental Organizations Role In Sustainable Supply Chains Adoption. *International Journal of Economics and Financial Issues*, 6 (Special Issue), pp. 27-30.
60. Tan, H.C. and **Ho, J.A.** (2015). The Influence of Communication, Empowerment and Trust on Organizational Ethical Climates. *International Journal of Economics and Management*, 9 (Special Issue), pp. 23-44.
61. **Ho, J.A.**, Ang, Y.H. and Tee, K.K. (2015). Institutional Corporate Social Responsibility (CSR) Practices: The Influence of Leadership Styles and their Perceived Ethics and Social Responsibility Role. *Pertanika Journal of Social Sciences & Humanities*, 23 (January), pp. 17-32.
62. Delbari, S.A., Ng, S.I., Aziz, Y.A., and **Ho, J.A.** (2015). Measuring The Influence And Impact Of Competitiveness Research: A Web Of Science Approach. *Scientometrics*, 105(2), 773-788.
63. Sern, M.L.C., **Ho, J.A.**, Sambasivan, M. and Wong, F.Y. (2014). The Influence of Demographic Variables on Lecturers' Protean Career Orientation. *International Journal of Economics and Management*, 8 (Special Issue), pp. 25-42.
64. Azmawani Abd Rahman, **Ho, J.A.** and Khairul Anuar Rusli (2014). Pressures, Green Supply Chain Management Practices and Performance of ISO 14001 Certified Manufacturers in Malaysia. *International Journal of Economics and Management* 8 (Special Issue), pp. 1-24.
65. Sambasivan, M., Saiku Bah and **Ho, J.A.** (2013). Making the Case for Operating “Green”: Impact of Environmental Proactivity on Multiple Performance Outcomes of Malaysian Firms. *Journal of Cleaner Production* 42, pp. 69-82.



66. Rusli, K. A., Rahman, A. A., **Ho, J.A.** and Abdullah, R. (2013). How Green Is Your Supply Chain? Evidence from ISO 14001 Certified Manufacturers in Malaysia. *Pertanika*, 21 (Special Issue), pp. 213-230.
67. **Ho, J.A.**, Sambasivan, M and Liew, E. Y. (2013). The Relationship between Job Insecurity, Shock, and Turnover Intention amongst Survivors of Organizational Downsizing. *Pertanika*, 21 (Special Issue), pp. 101-114.
68. **Ho, J.A.** (2010). Ethical Perception: Are Differences Between Ethnic Groups Situational-Dependent? *Business Ethics: A European Review*, 19 (2), pp. 154-182.
69. Quah, K. S., Sharifah, A. H. and **Ho, J.A.** (2013). Corporate Social Responsibility: What Does It Mean to Consumers? *Malaysian Journal of Consumer and Family Economics*, 16(1), pp. 1-20.
70. Rozhan, O., Poon, J. M. L. and **Ho, J.A.** (2012). Effects of Instructional Method and Personal Need for Structure on Cognitive and Affective Learning: A Small-Scale Pilot Experimental Study. *Effective Education*, 4(2), pp. 123-135.
71. **Ho, J.A.** and Liew, E.Y. (2009). Motivational Perception of Superiors and Subordinates - The Case of Malaysia. *Organizacja i Zarządzanie: kwartalnik naukowy (Organization and Management)*, 4, pp. 55-69.
72. **Ho, J. A.** (2008). Doing Cross-Cultural Ethical Research in Multicultural Communities. *Integration & Dissemination*, pp. 8 – 10.
73. Zabid, A.R.M. and **Ho, J.A.** (2003). Perceptions of Business Ethics in a Multicultural Community: The Case of Malaysia. *Journal of Business Ethics*, 43, pp. 75-87.

### **Books:**

1. Ng, S.I., Tee., K.K., **Ho, J.A.**, Zawawi., D. and Amer, H. J. (2019). *Successful PhD Anyone?* Universiti Putra Malaysia Press. [ISBN: 978-967-239-512-6]
2. **Ho, J.A.**, Ng, S.I, Tee, K. K., Zawawi. D., Amer, H. J. and Boo, H. C. (2015) *Ph.D Anyone?* Universiti Putra Malaysia Press. [ISBN: 978-967-344-509-7]
3. Zainal Abidin Mohamad, **Ho J.A.** and Wong, F. Y. (2014) *Strategic Management 2E.* Oxford Fajar Sdn Bhd. [ISBN: 978-983-47104-4-6]
4. Mohd Shahwahid, Samsina, M.S., Sambasivan, M, **Ho, J.A.**, et al. (2013). *Journey of Passion: UPM's AACSB Story.* McGraw-Hill Education. [ISBN: 978-967-5771-72-9]

5. Zainal Abidin Mohamed, **Ho Jo Ann** and Wong Foong Yee (2010). *Strategic Management*. Oxford Publications: Kuala Lumpur, Malaysia. [ISBN: 978-983-45095-8-3]
6. Haji Yaakob Ibrahim, **Ho Jo Ann** and Santhi Raghavan (2008). *Introductory Human Resource Management*. Pearson, Prentice Hall: Seri Kembangan, Malaysia. [ISBN: 967-316-1959]

### **Edited Books:**

1. Zuraina, D.M., Mohd Ishan, Z., **Ho, J.A** and Wong F.Y. (2012) (Editors). *Research Issues in Management and Marketing*. McGraw-Hill Education: Kuala Lumpur. [ISBN: 978-967-5771-53-8]
2. Zahira. M. I., Zuraina, D.M., Wong F.Y. and **Ho, J.A** (2012) (Editors). *Business Practices in Malaysia*. McGraw-Hill Education: Kuala Lumpur. 2012. [ISBN 978-967-5771-52-1]
3. **Ho, J.A.**, Wong, F.Y., Zuraina, D.M. & Zahira, M.I. (2011) (Editors). *Contemporary Issues in Management and Marketing*. Kuala Lumpur: McGraw-Hill Education. [ISBN: 978-967-5771-43-9]
4. Wong, F.Y, **Ho, J.A**, Zuraina, D.M. & Zahira, M.I. (2011) (Editors) *Emerging Issues in Management*. McGraw-Hill Education: Kuala Lumpur. [ISBN: 978-967-5771-42-2]

### **Book Chapters:**

1. Mohamed, S. and **Ho, J.A.** (2021). Chapter Title: “Empirical Evidence of Managerial Attribution in Managing Poor-Performing Employees” In *Eurasian Studies in Business and Economics Perspectives*. Mehmet Huseyin Bilgin, Hakan Danis and Ender Demir (editors). Springer Link. [ISBN: ISBN: 978-3-030-65147-3] (Scopus)
2. Lin, W.L., Sambasivan, M., **Ho, J.A.** and Law, S.H. (2019). Chapter Title: “Corporate Political Activity and Financial Performance: A Corporate Social Responsibility Perspective” In *Asia-Pacific Contemporary Finance and Development*. Bruno S. Sergi and William A. Barnett (editors). Emerald Publishing. [ISBN: 9781789732740] (Scopus)
3. Rahman, A.A., Nezakati, H., **Ho, J.A.** and Ong, T.S. (2016). Integrating Operations, Human Resource, Marketing, and Accounting and Finance Perspectives in Sustainable Supply Chain Research in Azmawani Abd Rahman and Hossein Nezakati (2016) (Editors). *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 1-7.

4. Mohd Tan, A., **Ho, J.A** and Wong, F.Y. (2016). The Influence of Leadership Styles on the Firm's Intention to Engage in CSR Activities: A Literature Review in Azmawani Abd Rahman and Hossein Nezakati (2016) (Editors). *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 102-115.
5. Hosseinpour, M., Nezakati, H. and **Ho, J.A**. (2016). Sustainability: The Effective Role of NGOs in Firms in Azmawani Abd Rahman and Hossein Nezakati (2016) (Editors). *Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection and Social Progress*. UPM Press: Serdang, pp. 151-162.
6. Lit Cheng Tai and **Ho, J.A**. (2014): Green Purchase Behavior: The Influence of Collectivism and Religiosity: A Literature Review in Kenny Teoh Guan Cheng, Amer Hamzah Jantan and Ganesh Thanasegaran (2014) (Editors). *Marketing: A Compendium*. Universiti Putra Malaysia Press 2014, pp. 52-73.
7. Khairul Anuar Rusli, **Ho, J.A**. and Azmawani Abd Rahman. (2014): Exploring Green Supply Chain Management Drivers: Evidence From Manufacturing Firms in Malaysia in Dessey Irawati and Roel Rutten (2014) (Editors). *Emerging Knowledge Economies in Asia - Current Trends in ASEAN 5*. Routledge: Abingdon, Oxon OX14 4RN, pp. 63-74.
8. **Ho, J.A**. and Hairunnisa Ma'amor. (2012): The Effects of Ethical Climate on Job satisfaction and Organizational Commitment among Manufacturing Employees in Kluang in Zuraina Dato' Mansor, Zahira Mohd Ishan, Ho, J.A and Wong Foong Yee (2012) (Editors). *Research Issues in Management and Marketing*. McGraw-Hill Education: Kuala Lumpur, pp. 65-80.
9. **Ho, J.A.**, Ng, S.I. and Tee, K.K. (2011): The Influences of Ethical Perception Among Malaysian University Students and its Implications on Curriculum Development in Wenkel, C. and Stachowicz-Stanusch, A. (eds.) *Effectively Integrating Ethical Dimensions Into Business Education*: Information Age Publishing, Inc. Charlotte, North Carolina), pp. 113-131.
  - This chapter was presented by the book editors at the **2011 Academy of Management Meeting** held on August 12-16 in San Antonio, Texas.
10. Siti Fatimah Mohamad, Samsinar Md Sidin, **Ho, J.A**, Boo, H.C. and Dahlia Zawawi (2011): The Employer Brand Importance and Dimesnions: A Review and Future Directions in in Wong, F.Y, Ho, J.A, Zuraina, D.M. & Zahira, M.I. (eds.) *Emerging Issues in Management*: McGraw-Hill Education: Kuala Lumpur, pp. 90-99.
11. **Ho, J.A** and Liew, E.Y. (2011): The Influence of Demographic Variables and Levels of Job Satisfaction among Employees in the Manufacturing and Financial Services Industries in Wong, F.Y, Ho, J.A, Zuraina, D.M. & Zahira, M.I. (eds.) *Emerging Issues in Management*: McGraw-Hill Education: Kuala Lumpur, pp. 131-142.

12. Dahlia Zawawi, Keng Kok Tee and **Ho, J.A.** (2009): Cultural Values and Organisational Ethics: Looking at Malaysia in *Organizational Immunity to Corruption: Building Theoretical and Research Foundations*: The Katowice Branch of the Polish Academy of Sciences, Katowice, Poland, pp 435-448.
13. Tee Keng Kok, Lau Qiau Rong and **Ho, J.A.** (2009): The Gap Between CSR Performance and Stakeholder Expectation: An Exploratory Study in Tee Keng Kok and Dahlia Zawawi (eds.) *Interdisciplinary Perspectives in Management and Marketing*: Universiti Putra Malaysia Press, pp. 104-117.
14. Ng Siew Imm, Liew Ee Yin and **Ho, J.A.** (2009) Customer Satisfaction Dimensions of a Bank in Malaysia in Ng Siew Imm and Azmawani Abd Rahman (eds.) *Management Issues and Challenges Implications to Malaysian Industries*: Universiti Putra Malaysia Press, pp. 158-173.
15. **Ho, J. A** (2008): Effects of Age, Gender and Level of Education on Ethical Perception of Malaysian Managers in Azmawani A.R, Noor Azman Ali and Han, C. (eds.) *Management Research Issues*: Universiti Putra Malaysia Press, pp. 35-52.
16. Ng, S.I, Goh, H.L and **Ho, J.A** (2008): Service Quality, Customer Satisfaction and Revisit Intention of a Private Hospital in Malaysia in Azmawani A.R, Noor Azman Ali and Han, C. (eds.) *Management Research Issue*: Universiti Putra Malaysia Press, pp. 81-102.
17. **Ho, J.A.** and Ling, C.N. (2002) Romance at Entores in Issues and Cases in McLaren, M.C. and Zabid, A.R. (eds.) *Cross-Cultural Management: An Asian Perspective*: Kuala Lumpur: Prentice-Hall, pp. 59-63.

#### Invited Speaker

1. Invited Speaker at University of Central Punjab, Pakistan for a talk entitled, *Qualitative Method Using Interviews*. [16 June 2023].
2. Invited Speaker at Taylor's University for a talk entitled, *Sustainable Business through Sustainable HR Practices: Do More With Less*. [27 March 2023].
3. Keynote Speaker at the *International Conference on Organization Strategies for Post Covid-19 Recovery (ICOS 2020)* organized by the Management School, Hebei University, China. [11 August 2020]
4. Keynote Speaker at the *Manuscript Writing and Publication Workshop* organized by the Centre for Excellence in Teaching and Learning, University of Liberal Arts Bangladesh (ULAB), Bangladesh. [17 September 2020]

5. Invited Speaker at the *Writing a Business Case Study session* organized by Universiti Malaysia Sabah. [13 July 2020]
6. Invited Speaker at the Siri 6: Bicara Ekonomi dan Perniagaan for a talk entitled, “*Post Covid-19 Crisis HR Challenges: Expand, Focus & Extend Influence*” organized by the School of Business and Economics, UPM. [26 Jun 2020]
7. Speaker for Managing Publications at the *PhD Anyone Virtual Summit* to provide a talk to postgraduate students. [28 April 2020]
8. Invited speaker to Dewan Bandaraya Kuala Lumpur for workshop on “Introduction to Scientific Research Methodology” (*Kursus Pengenalan Kepada Kaedah Penyelidikan Saintifik*). [26 – 27 March 2019]
9. Invited speaker to Hebei University, China to give a workshop session on, “Manuscript Writing for Publications.” [28-30 May 2018]
10. Invited Speaker for “Preparatory Course for Doctoral Degree (Ph.D.) Series 1/2018” (*Kursus Persediaan Ijazah Kedoktoran (Ph.D) Siri 1/2018*) organized by the National Institute of Public Administration (INTAN) [16-20 April 2018]
11. Speaker for Research Methodology (Quantitative) at the Putra Graduate on Time (GOT) Programme organised by the School of Graduate Studies, UPM. [30 October 2018]
12. Speaker for Introduction to Thesis Writing at the Putra Graduate on Time (GOT) Programme organised by the School of Graduate Studies, UPM. [26 October 2018].
13. Speaker for Research Methodology (Quantitative) at the Putra Graduate on Time (GOT) Programme organised by the School of Graduate Studies, UPM. [3 April 2018]
14. Invited Speaker for “Preparatory Course for Doctoral Degree (Ph.D.) Series 2/2017” (*Kursus Persediaan Ijazah Kedoktoran (Ph.D) Siri 2/2017*) organized by the National Institute of Public Administration (INTAN) [22-26 May 2017].
15. Speaker for Research Methodology at the Putra Graduate on Time (GOT) Programme organised by the School of Graduate Studies, UPM on 5 April 2017.
16. Speaker for Introduction to Thesis Writing at the Putra Graduate on Time (GOT) Programme organised by the School of Graduate Studies, UPM on 24 March 2017.
17. Speaker for Introduction to Thesis Writing at the Putra Sarjana 2016 Programme organised by the School of Graduate Studies, UPM on 17 November 2016.
18. Speaker for Manuscript Writing and Publications at the Putra Sarjana 2016 Programme organised by the School of Graduate Studies, UPM on 6 October 2016.

19. Speaker for Research Methodology at the Putra Sarjana 2016 Programme organised by the School of Graduate Studies, UPM on 29 September 2016.
20. Facilitator for HELP University Doctor of Business Administration (DBA) “Emerging Issues in Organizational Behaviour and Human Resource Management” coursework, HELP University. [8/8/2012 – 14/12/2015].
21. Keynote speaker for Step Up International Inc. 1st Business Management Conference, Philippines. Topic: Branding and Strategic Management. [2012]
22. Participant of Individual-Country Observational Study Mission (I-OSM) on Social Responsibility and Sustainability Development, Taipei, Republic of China. Organized by Malaysia Productivity Corporation. [8/8/2012 – 14/8/2012].
23. Guest Presenter in the Human Resource Management Specialization for the Diploma in Management Science course (2013 Session) organized by the National Institute of Public Administration (INTAN) from 19 -21 December 2012.
24. Invited Speaker for the course, “Strategic HRD – A Comparative Perspective” for PLV STAFF J52/54. Organized by the Public Services Department (*Jabatan Perkhidmatan Awam Malaysia*) from 24-26 February 2009.
25. Invited Speaker for the course, “Strategic HRD – A Comparative Perspective” for PLV STAFF J54. organized by the Malaysia Public Services Department (*Jabatan Perkhidmatan Awam Malaysia*) from 24 – 26 March 2008.

### Grants Awarded

#### As Principal Investigator:

No	Project Title	Year	Funding Agency	Amount
1.	Understanding Memorable Tourism Experiences and Well-Being of Senior Tourists to Visit a Tourism Destination	Sept 2023 – August 2025	Putra Postgraduate Initiative Grant, UPM	RM20,000
2.	ESG & Green Hotels: Exploring Influencers and Configurations In Online Reviews	Dec 2023 – Nov 2025	Putra Initiative Grant, UPM	RM22,000

3.	Developing a Sustainable Retirement Village Framework for the Malaysian Ageing Community.	Nov 2020 – Oct 2021	Fundamental Research Grant Scheme (FRGS), Ministry of Higher Education, Malaysia	RM77,300
4.	A Comparative Study Between Japan and Malaysia: Attitude and Willingness to Donate Organs.	Apr 2019 – Mar 2020	Sumitomo Foundation, Japan	USD7,000 (RM29,250)
5.	Developing a New Measurement for Social Desirability Bias.	Feb 2018 – Feb 2020	Putra Postgraduate Initiative Grant, UPM	RM25,000
6.	Impact of Corporate Social Responsibility on Corporate Financial Performance in Automobile Companies.	Jun 2017 - Jun 2019	Putra Postgraduate Initiative Grant, UPM	RM15,000
7.	The Case of Cemerlang College.	Nov 2016 – Apr 2017	Case Writing Grant Scheme, Ministry of Higher Education, Malaysia	RM10,000
8.	Examination of Corporate Social Responsibility Activities Among Firms in the Manufacturing and Service Industry in Malaysia.	Nov 2013 – Nov 2015	Putra Group Initiative Grant, UPM	RM 75,000
9.	The Relationship between Job Insecurity, Emotional Intelligence and Deviant Workplace Behaviour.	Sept 2012 – Sept 2014	Research University Grant Scheme, UPM	RM39,320

10.	Exploring the Roles of Psychological Ownership and Job Embeddedness on the Work Engagement and Burnout among Science and Mathematics Teachers in the Klang Valley.	Oct 2012 – Sept 2014.	Science Fund, Ministry of Science, Technology and Innovation, Malaysia.	RM103,450
11.	Management and New Organizational Forms: Middle Managers in Malaysia.	July 2008 – July 2010	Research University Grant Scheme, UPM	RM 26,092

**As Co-Researcher:**

No	Project Title	Year	Funding Agency	Amount
1.	An Integrated Strategic Sustainability - Risk Management Modelling Approach For Product Development Of Malaysian Furniture Companies	Sept 2022 – Aug 2025	Fundamental Research Grant Scheme (FRGS), Ministry of Higher Education, Malaysia	RM75, 660
2.	Enterprise Risk Governance for Sustainable Performance of Agriculture-Based SMES (Agropreneurs)	July 2017 – July 2019	Putra Group Initiative Grant, UPM	RM350,000
3.	Maximizing Work Engagement of the Millennials within Organizations.	Aug 2016 – Jul 2018	Fundamental Research Grant Scheme (FRGS), Ministry of Higher Education, Malaysia	RM50,850



4.	Insight into School Food Handlers Practices, Barriers and Beliefs for Safe Food Handling in Klang Valley	Dec 2016 – Nov 2018	UCSI University Pioneer Scientist Incentive Fund (PSIF)	RM 24,000
5.	The Chicken and Egg Story of Employee and Performance of Secure Security Sdn Bhd.	Nov 2016 – April 2017	Case Writing Grant Scheme, Ministry of Higher Education, Malaysia.	RM10,000
6.	Achieving Sustainable Supply Chain through the Creation of Economic Growth, Environmental Protection, and Social Progress: Holistic Investigation on Service Industry in Malaysia.	Nov 2013 – Nov 2015	Putra Group Initiative Grant, UPM	RM 300,000
7.	Evaluation on the Potential of Sustainability Supply Chain Adoption for Simultaneous Economics, Environment and Social Gains; Government, Organizations and Communities.	Nov 2013 – Nov 2015	Putra Group Initiative Grant, UPM	RM 75,000
8.	The Role of Individuals on Employability: Bridging the Gap.	Oct 2011 – Apr 2013	Research University Grant Scheme, UPM	RM20,000
9.	Corporate Social Responsibility (CSR) and Consumer Wellbeing: Developing Consumer-Based CSR Index.	Dec 2009 – Nov2011	Fundamental Research Grant Scheme (FRGS), Ministry of Higher Education, Malaysia.	RM35,000
10.	Developing a Corporate Social Performance (CSP) Index for the Tourism	July 2008 – July 2010	Research University Grant Scheme, UPM	RM30,000

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### Consultancy Projects

1. Case Study Award for **Universiti Teknologi Malaysia (UTM)** on “The Chicken and Egg Story of Employee and Performance of Secure Security Sdn Bhd”. Start date: 1<sup>st</sup> November 2016 – 30<sup>th</sup> April 2017 (Amount: RM 10,000) (**Lead Consultant**)
2. Case Study Award for **Asian Institute of Finance (AIF)** on “Case Study on Bank Simpanan Nasional”. Start date: 30<sup>th</sup> June – 6<sup>th</sup> October 2014 (Amount: RM20,000) (**Lead Consultant**)
3. Case Studies Development for UPM Consultancy & Service Sdn Bhd on **Centre For Entrepreneur Development and Research Sdn Bhd (CEDAR)**. Start date: 1<sup>st</sup> June – 31<sup>th</sup> August 2013 (Amount: RM30,000) (**Co-Consultant**)
4. Engagement for **PETRONAS Leadership Centre Research Initiative** by PETRONAS Leadership Center (PLC). Date: 5 months (Amount: RM176,000) (**Co-Consultant**)
5. IP Case Study Project by Ministry of Higher Education: Collaboration between Graduate School of Management (GSM) and the **Association of Intellectual Properties Owners Kuala Lumpur (AIPO)**. (**Researcher cum Consultant**)
6. Research Award by **PNB Commercial Sdn Bhd** on “Understanding Office Tenant’s Selection Criteria, Satisfaction and Loyalty”. Start Date: 1<sup>st</sup> July – 15<sup>th</sup> December 2013 (Amount: RM10,000). (**Co-Consultant**)

### Editorial Board Memberships

1. Editorial Review Board, Business Ethics, the Environment and Responsibility
2. Associate Editor, Business Ethics, the Environment and Responsibility (BE: ER) (2020-2022)
3. Editorial Board Member, Journal of Hospitality and Tourism Research (JHTR)
4. Editorial Board Member, Social Responsibility Journal (SRJ)
5. Associate Editor, International Journal of Economics & Management (IJEM)
6. Associate Editor, Asian Journal of Case Research (AJCR)

7. Guest Editor for Pertanika Special Issues: Journal of Social Sciences and Humanities, titled “Theme Based Management and Marketing” [2014]

8. Associate Editor for Asian Journal of Case Research [2007-2016]

### Memberships

1. Social Responsibility Research Network (SRRNet)
2. International Council of Hotel, Restaurant and Institutional Education (ICHRIE)

### Supervision

#### Summary of Supervision

Category	Undergraduate	MBA	Current Students			Graduated		
			PhD	Master	Total	PhD	Master	Total
<b>Chairman</b>	32	51	6	0	6	12	5	17
<b>Member</b>	0	0	10	2	12	17	2	19
<b>Total</b>	<b>32</b>	<b>51</b>	<b>16</b>	<b>2</b>	<b>18</b>	<b>29</b>	<b>7</b>	<b>36</b>

### Programme External Assessor

Programme	University	Year Appointed
Bachelor of Business Administration	University of Technology Sarawak	2023-2025
Master of Business Administration	Universiti Malaya	2023-22023
Bachelor of Management (Hons)	Multimedia University, Malaysia	2021-2022