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# 2016 IPN-MTA CONFERENCES KUALA LUMPUR, MALAYSIA

KUALA LUMPUR, MALAYSIA  
23-24 SEPTEMBER 2016



**IPN.org**  
*IPN Education Group*

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*Malaysian Postgraduate Conference Network*

**MPCN Network**



MALAYSIA  
TECHNOLOGIES  
ASSOCIATION



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# Welcome to IPN-MTA Conferences 2016

**Dear Professor, Dr and distinguished delegates,**

Welcome to the IPN-MTA Conferences 2016 in Kuala Lumpur, Malaysia. On behalf of **IPN Education Group & Malaysia Technologies Association (MTA)**, I would like to thank all the Conference Chair, Program Chairs and the Technical Committees. Their high competence and professional advice enable us to prepare the high-quality program. For the participants, we hope all of you have a wonderful time at the conference and also in Kuala Lumpur, Malaysia.

We believe that by this excellent conference, you can get more opportunity for further communication with researchers and practitioners. For the conferences **ICGET 2016, ICSAM 2016 and ICBM 2016** more than 45 submitted papers have been received and 33 papers have been accepted and published finally.

In order to hold more professional and significant international conferences, your suggestions are warmly welcomed. And we are looking forward to meet you again next time.

**Best Regards,  
Thank you.**

Yours Sincerely,



Datin MZ Zainab  
Director – Conference Management IPN Education Group  
Chairman, IPN-MTA Conferences 2016 Kuala Lumpur, Malaysia

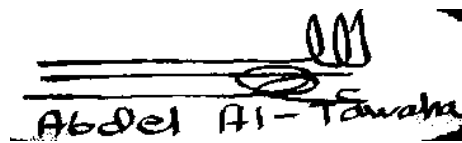


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## Message from IPN Honorary Advisor

On behalf the IPN Education Group, it is my privilege to welcome you to the IPN-MTA Conference Kuala Lumpur, Malaysia 2016. IPN is an independent, non-political, non-governmental organization of distinguished scientists dedicated to advancing science around the world. We aim to help scientists and researchers to publish their findings in scientific journals and to promote and help to organize worldwide conferences. We believe that has no boundaries, regardless of the great distances between countries and continents. Thus IPN welcomes contributions from researchers from all concern irrespective to the race, colour, religion and nationality.

Best Regards



**Prof. Dr. Abdel Rahman Mohammad Said Al Tawaha**  
Honorary Advisor IPN Education Group  
*IPN-MTA Conference 2016 Kuala Lumpur, Malaysia*



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## About IPN Education Group

The IPN Education Group is a non-profit international association dedicated to the promotion of international education and university cooperation in the field of Business, Art, Social Science, Management, Education, Science, Technology, Engineering and any other related field.

Through the organization of different international events, it brings together institutions, bodies and organizations from different countries of the world for discussion and cooperation. IPN Mission is to promote and enhance the dialogue in education among the institutions devoted to field mentioned above through:

- Promotion of best practice standards in the service of international education.
- The facilitation of relevant forums, training and information exchange.
- Creation and dissemination of knowledge; exert an influence in public policy.
- Production of publications used as a database document for research works, projects and innovation activities held on the international education field.

IPN believes that this is best achieved through international cooperation and promotes the development of closer links among relevant institutions and individuals around the world. IPN supports that such international cooperation can help countries learn from each other and promotes the dissemination of scientific and engineering activities. IPN intends to achieve the mentioned objectives and get an international visibility by the organization of international conferences and by interacting with public and private organisms from all parts of the world.



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# ANNOUNCEMENT

All accepted papers will be published in:

- Australian Journal of Basic and Applied Science (ISI/Thomson Reuters Web of Science/ERA)(online special issue) (ISSN: 1991-8178).
- Journal of Scientific Research and Development (ISI/Thomson Reuters Web of Science) (online issue) (ISSN: 1115-7569).
- International Journal of Advance and Applied Science (IJAAS) (ISI/Thomson Reuters Web of Science Core Collection) (online issue) (ISSN:2313-626X).
- International Journal of Applied Chemistry (SCOPUS) (online special issue journal) (ISSN: 0973-1792).
- International Journal of Academic Research (ISI/Thomson Reuters Web of Science) (online issue) (ISSN:2075-4124 ).
- World Applied Sciences Journal (WASJ) (ISSN 1818-4952 ) (ERA Journal) (online issue)

One Best Presenter Award will be selected from each oral session. The Certificate for Best Presenter award will be awarded after presentation session.





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## KEYNOTE SPEAKER:



**DR. HJ. ABD. RAHIM HJ. ROMLE**  
**Universiti Utara Malaysia**

### BIOGRAPHY:

**Abd. Rahim Romle** is a senior lecturer at School of Government, College of Law, Government and International Studies. He further study at Lincoln University, New Zealand (first phase) and obtained his PhD (Management) from Universiti Utara Malaysia in 2014. He is also currently supervising numerous students at the Master and PhD levels. His current research interests are in the area of public organization, quality management, education, performance measurement, service quality, customer satisfaction, commitment and loyalty. He actively participates as presenter in various international and national conferences, seminars, workshops that held in Malaysia, Australia, China, Japan, South Korea, Sri Lanka, India, South Africa, Indonesia and Thailand. His publications which exceed 150 have appeared in various national and international proceedings, chapter in books and refereed journals such as Jurnal Pengurusan Awam, Intan Management Journal, The Journal of Global Business Management, The Journal of Human Resource and Adult Learning, Australian Journal of Basic and Applied Science, Mediterranean Journal of Social Sciences, International Journal of Administration and Governance, Research Journal of Social Sciences, International Journal of Innovation, Management and Technology, World Applied Science, International Review of Social Sciences, Journal of Applied Sciences Research, Science International-Lahore, Journal of Business and Economics, International Journal of Economics and Financial Issues, International Review of Management and Marketing, Procedia Economics and Finance, and Advanced Sciences Letter. He also serves as editor-in-chief, senior editor, conference chair, reviewer and program/technical committee of international journals and conferences.



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## Abstract:

### **Now You See Me: A Proposed Model on Academic Journal Publication**

Prior to the issues of globalization and sustainability, academics, practitioners are paying more attention to journal publication that associated with personal academic performance, performance indicator for faculty, study requirement and upgrading their existed institutional ranking. However, there is no agreement among scholars about the holistic model that best capture the characteristics of a relational exchange that influence the whole academic journal publication matters. This article aims at offering a model through some advices, opinions and views about academic journal publishing for academics, graduate students, practitioners, and involves practical strategies on creating and maintaining the adequate momentum in publishing. Several initial issues about ethics, collaboration that need be highlighted in the processes of publication are also discussed.



# LIST OF THE CONFERENCE COMMITTEE

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Prof. Dr. Abdel Rahman Mohammad Said Al-Tawaha (Ph.D McGill University)

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### *Conference Chair*

Prof. Dr. Abdel Rahman Mohammad Said Al-Tawaha (Ph.D McGill University)

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Sh. Intan

Nurul

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Asbullah

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## **INSTRUCTION FOR ORAL PRESENTATION**

***Devices Provided by the Conference Organizer:***

- Laptop (with MS-Office & Adobe Reader)
- Projector & Screen
- Laser Sticks

***Materials Provided by the Presenters:***

- PowerPoint or PDF files

***Duration of each Presentation (Tentatively):***

- Regular oral presentation: about 15 minutes (including Q&A)
- Keynote speech: about 40 minute (including Q&A)

Notice: Please keep your belongings (laptop and camera etc) with you!

***During registration:***

Original Receipt

Representative / Pass Card with lanyard

Printed Program

Lunch Coupon

Participation Certificate (collected from Session Chair after the session)

Conference Bag



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**IPN-MTA Conferences 2016 Kuala Lumpur, Malaysia  
Conference Program**

<b>September 23, 2016</b>	Venue: <b>TBA</b>	1000 - 1200	Registration	
<b>September 24, 2016</b>	Venue: <b>Platinum 1, Level 2</b>	0900 – 0945	Opening Remarks & Plenary Speech	<b>Opening Remarks &amp; Keynote Speaker – Dr. Abd Rahim Romle</b>
		1000 – 1030	Group Photo and Coffee Break	
	Venue: <b>Platinum 1, Level 2</b>	1030 – 1230	Session 1	
	Venue: <b>The Square</b>	1230 – 1400	Lunch	
	Venue: <b>Platinum 1, Level 2</b>	1400 – 1600	Session 2	
	Venue:	1600 – 1630	Coffee Break	
	Venue: <b>Platinum 1, Level 2</b>	1630 – 1800	Session 3	



Session 1

Time: 1030 – 1230

Venue: Platinum 1, Level 2

Session Chair: **Dr. Azhar Ahmad**IPN.org  
IPN Education Group

No	Paper ID	Presenter
1	002-kul	<b>Heavy Metals Concentrations in Catfish (<i>Clarius gariepinus</i>) From Three Different Farms in Sarawak, Malaysia</b>  Nur Afiqah Mohamad, Mohammad Isa Mohammadin, Wan Abdul Rahim Wan Ahmad and Norhasnan Sahari  <i>University Technology MARA, Malaysia</i>
2	012-kul	<b>Lattice-Boltzmann Study of Cascade Aerator System</b>  Mohd Remy Rozainy M.A.Z, Rhahimi Jamil, Aizat Abas*, Mohd Nordin Adlan, and W.K Chee  <i>Universiti Sains Malaysia, Malaysia</i>
3	003-kul	<b>Determination of Carbon Footprint from the Malaysian Commercial Office Buildings using LCA</b>  Farzaneh Moayedi, Noor Amila Wan Abdullah, Zawawi Mohd Shahir Liew  <i>Universiti Teknologi PETRONAS, Malaysia</i>
4	013-kul	<b>A Preliminary Study on Removal of Heavy Metals using Natural Soil and Agricultural Wastes</b>  Maheera Mohamad, Ismail Abustan*, Kamarudin Samuding, Amirah Mohamad, Nabilah Mohamad  <i>Universiti Sains Malaysia, Malaysia</i>
5	005-kul	<b>Monitoring and Analysis of PM10 Diurnal Variation and its Spatial Distribution in Peninsular Malaysia using Functional Data</b>  Norshahida Shaadan*, Abdul Aziz Jemain  <i>University Technology MARA, Malaysia</i>
6	008-kul	<b>AHEMS: Android Based Home Energy Management System A Bruneian Case Study</b>  Nurul Nadiah Hj Shahri, Au Thien Wan, Wida Susanty Haji Suhaili  <i>Universiti Teknologi Brunei, Brunei</i>
7	011-kul	<b>A preliminary study of Control <i>Escherichia coli</i> Growth via the Extremely Low Frequency electromagnetic Fields.</b>  Rossitah Selamat, Ismail Abustan *, Mohd Rizal Arshad *  <i>Universiti Sains Malaysia, Malaysia</i>
8	021-kul	<b>THE ABILITY OF MONOSEX NILEM <i>Osteochilus hasselti</i> A WATER PURIFIER BIOLOGICAL AGENT IN CONTROLLING PERIPHYTON AT FLOATING NETS IN CIRATA RESERVOIR</b>  Rostika, R., Hamdani, H., Dewanti, L.P  <i>Padjadjaran University, Indonesia</i>



Session 2

Time: 1400 - 1600

Venue: Platinum 1, Level 2

Session Chair: **Dr. Norshahida Shaadan**



No	Paper ID	Presenter
1	006-kul	<p><b>Factors influencing entrepreneurial success of micro-entrepreneur: Partial Least Square (SEM-PLS) Approach</b></p> <p>Mohd Rizal Abdul Razak, <b>Al-Mansor Abu Said *</b>, Mohd Amirul Hafidz Ahmat, Rudaini Sham Abdullah Jumain <i>Multimedia University, Malaysia</i></p>
2	002-icbm	<p><b>Production Equipment Project Management – A Conceptual Framework with Multiple Mediators</b></p> <p><b>Ho Poo Mang*</b>, Tan Owee Kowang, Goh Chin Fei, Choi Sang Long <i>Universiti Teknologi Malaysia, Malaysia</i></p>
3	018-kul	<p><b>Influencing Factors in Doing Business: The Case of Oil Palm Smallholders</b></p> <p><b>Azhar Ahmad*</b>, Ahmad Rafis Che Omar, Md Shafiin Shukor, Likhman Hakim Osman, Norazlan Alias, Mara Ridhuan, Suraiya Ishak and Mohd Abdullah Jusoh <i>Universiti Kebangsaan Malaysia, Malaysia</i></p>
4	003-icbm	<p><b>Client Governing Characteristics in Building Information Modelling (BIM)-Based Projects</b></p> <p><b>Nor Asma Hafizah Hadzaman</b>, Roshana Takim, Abdul Hadi Nawawi and Norazian Mohamad Yusuwan <i>Universiti Teknologi Mara, Malaysia</i></p>
5	019-kul	<p><b>Organizational Citizenship Behaviour in Manufacturing Organizations: The Influence of Commitment, Leadership, and Teamwork on Altruism</b></p> <p><b>Mohd Anwar Yusof</b>, Mohd Rizal Abdul Razak, Al-Mansor Abu Said*, Mohd Nazri Mohd Noor, and Afandi Yusof <i>Multimedia University, Malaysia</i></p>
6	007-icbm	<p><b>IMPORTANCE OF KNOWLEDGE MANAGEMENT ON TOTAL QUALITY MANAGEMENT: A REVIEW</b></p> <p>Choi Sang Long, Tan Owee Kowang, Goh Chin Fei, <b>Ho Poo Mang</b> <i>Universiti Teknologi Malaysia, Malaysia</i></p>
7	009-icbm	<p><b>Impact Of Microfinance Facilities On Small Medium Enterprises In Malaysia</b></p> <p><b>T. Pei-Wen</b>, M.A. Zariyawati, F. Diana-Rose and M.N. Annuar <i>Universiti Putra Malaysia, Malaysia</i></p>
8	005-icbm	<p><b>Knowledge Sharing: Influences Of Individual Capabilities, Organizational Climate And Subjective Norms</b></p> <p><b>Mohamedi Abbasi Balozi</b>, Siti Zubaidah bt. Othman and Mohd Faisal Mohd Isa <i>Universiti Utara Malaysia, Malaysia</i></p>



Session 3

Time: 1630 - 1800

Venue: Platinum 1, Level 2

Session Chair: **Dr. Al-Mansor Abu Said**



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No	Paper ID	Presenter
1	004-kul	<b>Droplet Impact Behaviour of Modified Alkali-Activated Material Solution on Urea Surface</b>  A.M. Maizan, K. Kuzilati and H. H. Luqman  <i>Universiti Teknologi PETRONAS, Malaysia</i>
2	014-kul	<b>Photocatalytic Degradation of Lindane and DDT Using TiO<sub>2</sub>/Solar Light by Response Surface Methodology</b>  Nurul Aiin Binti Ab Aziz, Puganeshwary Palaniandy*  <i>Universiti Sains Malaysia, Malaysia</i>
3	017-kul	<b>An Exploratory study of readiness on Implementing Sustainable Construction in Sibu Sarawak, Malaysia</b>  Nadzirah Zainordin  <i>University College of Technology Sarawak, Malaysia</i>
4	015-kul	<b>Investigating consumers' objective and subjective knowledge on perceived (household water issues )</b>  Nabsiah Abdul Wahid*  <i>Universiti Sains Malaysia, Malaysia</i>
5	008-icbm	<b>The Determinants of Public Procurement Corruption in Malaysia</b>  Mohd Najmuddin Hasan  <i>Universiti Tenaga Nasional, Malaysia</i>
6	020-kul	<b>WhatsApp Messenger, Workload and Satisfaction with Work-Life Balance among Employees of a Malaysian Government Office</b>  Muhamad Khalil Omar, Azzarina Zakaria, Zyasfitri Ismawati Awang Ismail  <i>Universiti Teknologi MARA, Malaysia</i>
7	022-kul	<b>Removal of reactive dye using raw sugarcane bagasse</b>  K. V. Velloo*, F. Adam  <i>Universiti Malaysia Kelantan, Malaysia</i>



## Conference Venue



### **Novotel Kuala Lumpur City Centre, Kuala Lumpur, Malaysia**

2, Jalan Kia Peng, 50450 Kuala Lumpur, Wilayah Persekutuan Kuala Lumpur, Malaysia  
Phone:+60 3-2147 0888

#### **Conference Secretariat Contact:**

IPN Education Group  
37B Jalan Pelabur 23/B, Seksyen 23  
40300 Shah Alam  
Selangor Darul Ehsan  
Malaysia

Phone No. : +6018-2189487 (call/sms/whatsapp)  
Tel: +603-55486116/55455516  
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Programme website:

[www.ipneducationgroup.org](http://www.ipneducationgroup.org)

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[www.pgtsresources.com](http://www.pgtsresources.com)

Contact Person:

+6018-2189487 (IPN Education Group)  
+6013-4234705 (Nurul)



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## Note



## List of Abstract

No	Paper	Abstract
1	002-kul	<p><b>Heavy Metals Concentrations in Catfish (<i>Clarius gariepinus</i>) From Three Different Farms in Sarawak, Malaysia</b></p> <p><b>Nur Afiqah Mohamad<sup>1</sup>, Mohammad Isa Mohammadin<sup>1</sup>, Wan Abdul Rahim Wan Ahmad<sup>2</sup> and Norhasnan Sahari<sup>1</sup></b></p> <p><sup>1</sup>Faculty of Applied Science, University Technology MARA (UiTM) Samarahan Campus, Meranek Road, 94300 Kota Samarahan, Sarawak.  <sup>2</sup>Faculty of Plantation and Agrotechnology, University Technology MARA (UiTM) Samarahan Campus, Meranek Road, 94300 Kota Samarahan, Sarawak.</p> <p><b>Abstract:</b> In Malaysia, aquaculture industry has increased significantly in number during the last few decades. The accumulation of some heavy metals such as Manganese (Mn), Zinc (Zn) and Lead (Pb) were determine in liver, gills and muscles of Catfish (<i>Clarius gariepinus</i>) from three different farms in Sarawak, Malaysia. The fish farming cage system include polytanks, concrete tanks and earthen pond. The samples were digested in concentrated HNO<sub>3</sub> and H<sub>2</sub>O<sub>2</sub> and subjected to flame atomic absorption spectrometer for heavy metals analysis. There were differences in the concentrations of studied heavy metals between different organs and between different farms. The study revealed that the highest concentration of Zn and Pb were obtained in liver of catfish from three different farms. The highest Zn and Pb level were found in liver of catfish from Farm C (earthen pond) with mean concentration 156.6000 and 55.6500 mg/Kg respectively. High concentration Mn was found in gill of catfish from all studied farm whereas muscle showed the lowest concentration of all studied metals. This study revealed that high metal concentration in catfish tissues was from Farm C which is earthen pond. Based on the Malaysian Food Regulation, level of Zn in muscle of catfish did not exceed the permissible limit set by Malaysian Food Regulation whereas level of Pb exceeds the permissible limits set by Malaysian Food Regulation, WHO and Chinese national standards. Therefore, the finding indicates that catfish (<i>Clarius gariepinus</i>) is very prone to heavy metal accumulation.</p>
2	003-kul	<p><b>Determination of Carbon Footprint from the Malaysian Commercial Office Buildings using LCA</b></p> <p><b>Farzaneh Moayed<sup>1</sup>, Noor Amila Wan Abdullah Zawawi<sup>1</sup> Mohd Shahir</b></p>





		<p>Liew<sup>1</sup></p> <p><sup>1</sup> <i>Department of Civil and Environmental Engineering, Universiti Teknologi PETRONAS, Bandar Seri Iskandar, 32610 Tronoh, Perak, Malaysia</i></p> <p><b>Abstract:</b> Global warming occurs due to the concentration of greenhouse gases (GHGs) in the atmosphere from all sectors in all countries. Moreover, Malaysia is exposed to the risks of current climate change and global warming issues. The Malaysian construction industry sector contributes as an empowerment to the Malaysian economic. Although, the building and construction industry are the key sector for sustainable development, but they considered as one of the biggest threat to the environment in producing harmful emissions. In addition, there is significant of carbon emissions high concentration levels of energy consumption from buildings construction in the county. The construction of office buildings is one of the fastest growing sectors in the construction industry and the energy consumption from office building is approximately about 70-300 kW h/m<sup>2</sup> which is 10-20 times bigger than that of residential sectors. The unparalleled carbon emission growth, coupled with business-as-usual practices will possibly lock Malaysia in for an unsustainable development. Malaysia should be strategic in implementing policies that support the mainstream implementation of green practice to reduce its carbon emissions levels. This paper presents the determination and quantification of carbon emission from construction materials of commercial office building.</p>
3	004-kul	<p><b>Droplet Impact Behaviour of Modified Alkali-Activated Material Solution on Urea Surface</b></p> <p><b>A.M. Maizan, K. Kuzilati and H. H. Luqman</b></p> <p><i>Chemical Engineering Programme, Faculty of Chemical Engineering, Universiti Teknologi PETRONAS, 32610 Bandar Seri Iskandar, Perak, Malaysia. EMAIL: <a href="mailto:maizanamani@gmail.com">maizanamani@gmail.com</a>, <a href="mailto:kuzilati_kushaari@petronas.com.my">kuzilati_kushaari@petronas.com.my</a>, <a href="mailto:wisdom.chem@gmail.com">wisdom.chem@gmail.com</a></i></p> <p><b>Abstract—</b> Alkali-activated material (AAM) is a compound formed by the alkali silicate activation of aluminosilicate compound. In this research, AAM is proposed as the new controlled release fertilizer (CRF) coating material as it exhibits specific properties to improve CRF coating, eco-friendly and manufactured through sustainable production process. The AAM solution is formulated by using 3:1 weight ratio of fly ash based powder and 10M sodium hydroxide solution. Modified AAM solution is formed by adding up 1-4 wt % nanoclay into the solution as a filler to improve the AAM microstructure. Thus, the droplet impact behaviour of the modified AAM solution is studied to determine the wettability of the solution on the urea surface by identifying the surface tension and contact angle. Besides that, the maximum spreading factor of the modified AAM droplet is analyzed to observe the spreading behaviour of the droplet between time intervals. The droplet impact experiment of the modified AAM solution is observed by using high speed camera. In the experiment, the droplet impact behaviour of the AAM solution is analyzed by varying the wt % nanoclay added. From the</p>



		<p>experiment, the AAM solution with 0 wt % nanoclay is identified to have the highest wettability as indicated by its lowest surface tension and smallest contact angle but it has the lowest maximum spreading factor. On the other hand, the AAM solution with 4 wt % nanoclay is determined to have the lowest wettability as indicated by its highest surface tension and largest contact angle but it provides the largest maximum spreading factor as low penetration and low dissolution of AAM solution occurs at this amount.</p>
4	005-kul	<p><b>Monitoring and Analysis of PM10 Diurnal Variation and its Spatial Distribution in Peninsular Malaysia using Functional Data</b></p> <p><b>Norshahida Shaadan<sup>1,*</sup>, Abdul Aziz Jemain<sup>2</sup></b></p> <p><i><sup>1</sup>Centre for Statistical and Decision Science Studies, Faculty of Computer and Mathematical Sciences, UiTM, Shah Alam, Selangor, Malaysia</i>  <i><sup>2</sup>School of Mathematical Sciences, Faculty of Science and Technology, UKM, Bangi, Selangor, Malaysia</i></p> <p><b>Abstract:</b> Particulate matter (PM10) can produce harmful effects on human health and the environment in general. Therefore, information on diurnal variation of PM10 is important as it provides insights on exposure time as well as potential sources of the pollutant. This study aims to identify the major pattern of variations in the diurnal PM10 levels over Peninsular Malaysia during the summer monsoon. Using Functional Principal Component Analysis, it shows that Peninsular Malaysia experiences three major patterns of PM10 diurnal variation. The first mode characterized the day-to-day vertical shift in the level that dominantly occupied the western coastal region which is strongly contributed by PM10 concentration during morning and late evening busy hours. The second mode exhibits the day and night contrast of the level which is likely to be the result of the photochemical reaction during the daylight time and is dominant in the northwest coastal region. The third mode features a shift in the level at around 3.00 pm and achieved the maximum at 8.00 pm as the results of two bimodal peaks of PM10 concentration during the day and night hours. This pattern of variation delineates the northern part of the Malaysian Peninsular. The results have also provided evidence that vehicular emission is the primary source of PM10 pollution in Peninsular Malaysia. Industrial activity and mixing factors are also proven to be the second and third major contributing sources towards PM10 variation.</p>
5	006-kul	<p><b>Factors influencing entrepreneurial success of micro-entrepreneur: Partial Least Square (SEM-PLS) Approach</b></p> <p>Mohd Rizal Abdul Razak<sup>1</sup>, <b>Al-Mansor Abu Said</b> <sup>*2</sup>, Mohd Amirul Hafidz Ahmat<sup>3</sup> Rudaini Sham Abdullah Jumain<sup>4</sup></p> <p><i><sup>1</sup>Finance Department, Faculty of Business, Multimedia University, Jalan Ayer Keroh Lama, 75450 Melaka Malaysia</i>  <i><sup>2</sup>Human Resource Department, Faculty of Business, Multimedia University, Jalan Ayer Keroh Lama, 75450 Melaka Malaysia</i>  <i><sup>3,4</sup>Marketing Department Faculty of Business, Multimedia University, Jalan Ayer Keroh Lama, 75450 Melaka Malaysia.</i></p>



		<p><b>Abstract:</b> Background: The underpinning theories of this study are based on entrepreneurship theory and self-determination theory. Objective: The purpose of this article is to develop a model micro-entrepreneurs' success at Sarawak Malaysia. Results: Two factors are found to have potential influences on micro-entrepreneurs' success. The factors comprise risk taking and self efficacy Conclusion: The results showed that the risk taking behaviour, as well as self efficacy positively predicted intrinsic entrepreneurial success among micro-entrepreneurs.</p>
6	008-kul	<p><b>AHEMS: Android Based Home Energy Management System A Bruneian Case Study</b></p> <p><sup>1</sup>Nurul Nadiah Hj Shahri, <sup>2</sup>Au Thien Wan, <sup>3</sup>Wida Susanty Haji Suhaili</p> <p><sup>1</sup><i>School of Computing and Engineering, Universiti Teknologi Brunei, Tungku Highway, Brunei Darussalam nadiyahshahri@gmail.com</i></p> <p><sup>2</sup><i>School of Computing and Engineering, Universiti Teknologi Brunei Tungku Highway, Brunei Darussalam twan.au@utb.edu.bn</i></p> <p><sup>3</sup><i>School of Computing and Engineering, Universiti Teknologi Brunei Tungku Highway, Brunei Darussalam <a href="mailto:Wida.suhaili@utb.edu.bn">Wida.suhaili@utb.edu.bn</a></i></p> <p><b>Abstract—</b>The main aims of the proposed system is to savedomestic energy usage and reduce carbon footprint through an Android based Home Energy Management System (AHEMS). The system simulates the electrical power consumption by monitoring and controlling the power usage of each load of a typical domestic household in Brunei Darussalam in real time. The consumption of electricity is calculated using the power rating of the appliances connected when appliances are switched on. A threshold is set in which when exceeding this setting will trigger actions such as alerting users and switching off low priority appliances for conserving energy. The proposed project consists of Home Energy Management System (HEMS) unit which was developed using LabVIEW and an Android tablet to PC integration developed using Data Dashboard which exhibits the ability to display and interact with HEMS remotely. The proposed system adopted the electricity power usage recommendation by the Department of Electrical Services (DES) of Brunei Darussalam for a typical household.</p>
7	011-kul	<p><b>A preliminary study of Control <i>Escherichia coli</i> Growth via the Extremely Low Frequency electromagnetic Fields.</b></p> <p><b>Rossitah Selamat</b> <sup>1</sup>, Ismail Abustan <sup>*2</sup>, Mohd Rizal Arshad <sup>*3</sup></p> <p><sup>1</sup> <i>Universiti Sains Malaysia, Environmental Engineering Division, School of Civil Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><sup>2</sup> <i>Ismail Abustan, Environmental Engineering Division, School of Civil Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><sup>3</sup> <i>Mohd Rizal Arshad, Group Head, School of Electrical and Electronic Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p>



		<p><b>Abstract:</b> Background: Effects of extremely low frequency electromagnetic fields (ELF-EMFs) on bacteria (E.coli) in the river water are reported. The column of the sample is in each of coil with the number of turn was 100 of 2mm copper wires induced the magnetic fields with inductions 2mT. Duration of exposure varied up to 120 min and exposure took place at laboratory temperature (28–30 °C) at the place of the sample. Objective: Measured the removal of the most probable number (MPN) of E.coli in river water after using the ELF-EMF column model. Results: Significant decrease of 49.77% the concentrations of E.coli growth when sample were exposed to an ELF-EMF with a horizontal column waveform of 2mT amplitude and frequency of 50 Hz. Conclusion: The ELF-EMF decreasing the concentrations of E.coli, and slowed down their growth. In conclusion, it was demonstrated the ELF-EMF are affected the E.coli growth after 2h, 50 Hz and 2mT magnetic field exposure</p>
<p>8</p>	<p>012-kul</p>	<p><b>Lattice-Boltzmann Study of Cascade Aerator System</b></p> <p>Mohd Remy Rozainy M.A.Z<sup>1</sup>, Rhahimi Jamil<sup>2</sup>, Aizat Abas<sup>*3</sup>, Mohd Nordin Adlan<sup>4</sup>, and W.K Chee<sup>5</sup>,</p> <p><i><sup>1,2,4</sup> Universiti Sains Malaysia, Environmental Engineering Division, School of Civil Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><i><sup>2</sup> Aizat Abas, Mechanical Engineering Division, School of Mechanical Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><i><sup>5</sup> Universiti Sains Malaysia, School of Mechanical Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><b>Abstract:</b> Background: This paper investigates the three-dimensional (3D) simulation of Cascade aerator system using Lattice Boltzmann simulation. Cascade aerator system can be applied in the riverbank and water treatment systems. The cascade aerator plays an important role in this case due to the aeration phenomena that can help to filter the water by increasing the amount of oxygen in the water. This study focused on the water flow pattern and the velocity from the Cascade aerator system. CAD models of cascade aerator are prepared for simulation using LBM based solver. Based on the findings, it was shown that LBM simulation could effectively simulate the velocity distribution. Additionally, it was also found that velocity of the water plays a significant influence on the aeration efficiency.</p>
<p>9</p>	<p>013-kul</p>	<p><b>A Preliminary Study on Removal of Heavy Metals using Natural Soil and Agricultural Wastes</b></p> <p>Maheera Mohamad <sup>1</sup>, Ismail Abustan <sup>*2</sup>, Kamarudin Samuding <sup>3</sup>, Amirah Mohamad<sup>4</sup>, Nabilah Mohamad<sup>5</sup></p> <p><i><sup>1</sup> Universiti Sains Malaysia, Environmental Engineering Division, School of Civil Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><i><sup>2</sup> Ismail Abustan, Environmental Engineering Division, School of Civil Engineering, Engineering Campus, 14300 Nibong Tebal, Penang, Malaysia.</i></p> <p><i><sup>3</sup> Malaysian Nuclear Agency, 43000 Kajang, Bangi, Selangor, Malaysia.</i></p> <p><b>Abstract:</b> Background: This batch study focuses on suitability of natural</p>



		<p>soil-pressmud-EFB (Empty Fruit Bunch) as daily soil cover of landfill. The natural soil samples were mixed with agricultural wastes which are pressmud and EFB. Pressmud is waste produced from sugar refinery process whereas EFB is a major by-product from the oil palm industry. These waste will be mixed with a natural soil at different percentages of weight ratio (50S:40P:10E, 50S:30P:20E, 50S:25P:25E, 50S:10P:40E and 50S:20P:30E). The batch equilibrium tests were carried out and they showed that the natural soil-pressmud-EFB mixtures have the capability to remove more than 73.1% (minimum) and 97.5% (maximum) of Arsenic (<math>As^{2+}</math>), (<math>Cd^{2+}</math>), (<math>Cr^{2+}</math>), (<math>Cu^{2+}</math>), (<math>Fe^{2+}</math>), (<math>Ni^{2+}</math>) and (<math>Zn^{2+}</math>) concentrations in leachate. Meanwhile, the removal efficiency of heavy metals from leachate in the natural soil alone was lower than 65.7% of <math>As^{2+}</math> and less than 33% for the rest of heavy metals stated previously. A raw sample of pressmud and EFB however showed the highest percentage which were 99% and 87% removal respectively. The natural soil-pressmud-EFB mixtures, significantly have a great potential as daily soil cover in minimizing heavy metals migration into landfill leachate.</p>
<p>10</p>	<p>014-kul</p>	<p><b>Photocatalytic Degradation of Lindane and DDT Using <math>TiO_2</math>/Solar Light by Response Surface Methodology</b></p> <p><b>Nurul Ainin Binti Ab Aziz<sup>1</sup>, Puganeshwary Palaniandy<sup>1*</sup></b></p> <p><i><sup>1</sup>School of Civil Engineering, Engineering Campus, Universiti Sains Malaysia, 14300 NibongTebal, Penang, Malaysia</i></p> <p><i>*Corresponding Author: Tel: +604-5995883; Fax: +604-5941009; Email: <a href="mailto:cepuganeshwary@usm.my">cepuganeshwary@usm.my</a></i></p> <p><b>Abstract:</b> Two of the most persistent organochlorine pesticides that are lindane and DDT was chosen to be eliminated using the photocatalysis process in a <math>TiO_2</math>/UV system. In order to maximize the process efficiency, Response Surface Methodology (RSM) was used by considering three independent variables of pH (A), <math>TiO_2</math> concentration (B), and initial concentration (C). The application of this treatment process was more favourable in the photodegradation of DDT compared to lindane which resulted 73-87% and 36-68% of removal respectively. Good agreement between the experimental and predicted values verified the adequacy and the quality of fit of the quadratic polynomial models. Results showed the optimum degradation can be achieved at A = 7, B = 1.5 g/L, and C = 125 <math>\mu</math>g/L. Besides that, the degradation of lindane and DDT confirms the feasible use of natural sunlight as the UV source, in this study, for the photocatalysis process to take place.</p>
<p>11</p>	<p>015-kul</p>	<p><b>Investigating consumers' objective and subjective knowledge on perceived (household water issues )</b></p> <p><b>Nabsiah Abdul Wahid<sup>1*</sup></b></p> <p><i>Graduate School of Business, Universiti Sains Malaysia, Malaysia</i></p> <p><b>Abstract:</b> Malaysian consumers share different perceptions on household water issues that have arisen over the years like on whether tap water in their home is of quality and safe to drink or not. The</p>



		<p>perceptions can be attributed to the amount of knowledge and accuracy of information they process. This study explores Malaysian consumers' objective and subjective knowledge on household water issues using mixed method of quantitative and qualitative approach. From survey and in-depth interviews involving 40 willing respondents, the study found that consumers' perception on household water issues is based on their knowledge (objective and subjective) of issues in question. Briefly, objective knowledge is made up of hard facts while subjective knowledge is built up based on consumers' realm of personal perspective and belief. Consumers' knowledge on drinking water characteristics like organoleptic attributes for example is found to be mixed up between what they really know (objective facts) and what they think they do know (subjective, perceived). The findings imply that not all issues of drinking water are factually correct; as they are mainly made up of consumers' level of knowledge (what is known) as well as belief (what is perceived). New and up-to-date information also influences consumer's knowledge about household water issues. Of the two knowledges, subjective knowledge seemed to be more dominantly used by consumers when describing or authenticating supports on issues explored. The findings posed a real challenge to the government and water operators to convince Malaysian public (water consumers) on issues like safety of tap water for drinking or the usefulness of new technology such as River Bank Filtration to minimize water abstraction cost.</p>
<p>12</p>	<p>017-kul</p>	<p><b>An Exploratory study of readiness on Implementing Sustainable Construction in Sibu Sarawak, Malaysia</b></p> <p><b>Nadzirah Zainordin<sup>1</sup></b></p> <p><i><sup>1</sup>School of Built Environment, University College of Technology Sarawak, Sibu Sarawak, Malaysia.</i></p> <p><b>Abstract:</b> The objective of this research is to explore the level of readiness among construction practitioners in Sarawak in implementing and adapting sustainable construction in their practice. The respondent's has been limited to the stakeholders and contractor only. Sample of respondents set by 100 respondents, which the location of the Sarawak itself limited to Sibu district only. Qualitative and quantitative methodology has been chosen to gather the best possible data to identify the objective set for this research. . Working with both methods provides the researcher with a powerful tool; answers are likely to be precise, measurable and easy to understand. The outcomes from this research study it's to put the result of this research for the service of this sector to increase the awareness of the importance of this study and to work together with Sarawak's relevant bodies on implementing this concept among construction's practitioner's to eliminate these barriers in order to move forward to achieving and to implementing sustainable construction among Sarawak's construction practitioners and also to emphasize on the importance of implementing sustainability.</p>



13	018-kul	<p><b>Influencing Factors in Doing Business: The Case of Oil Palm Smallholders</b></p> <p><b>Azhar Ahmad<sup>1*</sup></b>, Ahmad Rafis Che Omar<sup>1</sup>, Md Shafiiin Shukor<sup>1</sup>, Lokhman Hakim Osman<sup>1</sup>, Norazlan Alias<sup>1</sup>, Mara Ridhuan<sup>1</sup>, Suraiya Ishak<sup>2</sup> and Mohd Abdullah Jusoh<sup>3</sup></p> <p><i><sup>1</sup>Faculty of Economics and Management, Universiti Kebangsaan Malaysia</i>  <i><sup>2</sup>Faculty of Social Sciences and Humanities, Universiti Kebangsaan Malaysia</i>  <i><sup>3</sup>Faculty of Management and Economics, Universiti Pendidikan Sultan Idris</i></p> <p><b>Abstract:</b> Agricultural industry such as oil palm is facing the market volatility and economic oppression. This resulted in volatility of oil palm planter's revenue. One way to make up the shortfall in revenue is to get them involved in business. However, the involvement of oil palm smallholders is not only influenced by economic factors alone, but also influenced by the push and pull factors. Therefore, the study included 178 smallholders who were currently doing business in Johor, Selangor, Perak and Sarawak. Analysis was done by Structural Equation Model (SEM) using SmartPLS software. The study found that the respondents engaged in business with the push and pull factors. Overall, the respondents expressed that "risk / challenges management" is the most important push factor followed by "leadership skill", "business opportunity", "family encouragement" and "income level". Meanwhile, "attend training" is the most important pull factor followed by factors of "infrastructure facilities" and "finance".</p>
14	019-kul	<p><b>Organizational Citizenship Behaviour in Manufacturing Organizations: The Influence of Commitment, Leadership, and Teamwork on Altruism</b></p> <p><b>Mohd Anwar Yusof<sup>1</sup></b>, Mohd Rizal Abdul Razak<sup>2</sup>, Al-Mansor Abu Said<sup>3*</sup>, Mohd Nazri Mohd Noor<sup>4</sup>, and Afandi Yusof<sup>5</sup></p> <p><i>Faculty of Business, Multimedia University, Jalan Ayer Keroh Lama, 75450, Melaka, Malaysia .</i></p> <p><b>Abstract:</b> The purpose of this paper is to understand altruism behaviour in manufacturing sector in Malaysia. Data for the survey were collected from Nov 2015 until Jan 2016 using self-administered questionnaires. There were 161 respondents from manufacturing firms participated in this study . The SEM-PLS results indicated that the proposed conceptual model explained about 50.1 percent of the variance related to the Altruism. Further analyses have shown positive significant effects between Teamwork, Leadership style, and Organisational Commitment towards Altruism behaviour. Generally, the results derived from this study have shown that the proposed model concisely explained the Altruism behaviour within the context of employees in manufacturing sectors in Malaysia. This study adds a new knowledge to the Organisational Citizenship Behaviour (OCB) literature from individual and organizational point of view. This study further reveal the viewpoints of the Malaysian manufacturing employees which can be utilized for the future OCB studies. This study</p>



		also offers alternative means for organizations that value organizational citizenship behaviour to begin to encourage it .
15	020-kul	<p><b>WhatsApp Messenger, Workload and Satisfaction with Work-Life Balance among Employees of a Malaysian Government Office</b></p> <p><b>Muhamad Khalil Omar<sup>1</sup>, Azzarina Zakaria<sup>1</sup>, Zyasfitri Ismawati Awang Ismail<sup>1</sup></b></p> <p><i><sup>1</sup>Faculty of Business and Management, Universiti Teknologi MARA, Selangor, Malaysia; khalilomar@salam.uitm.edu.my</i></p> <p><b>Abstract:</b> In an age where almost everything can be technologically connected, a person's work and life may become increasingly interconnected and may be impossible to separate. Therefore, does WhatsApp Messenger application affect employee's work-life balance? How about the workload itself? Hence, this study was conducted to identify the effects of WhatsApp Messenger usage towards employees' workload and their satisfaction with work-life balance. This research was performed using cross-sectional survey with the participation by one hundred (100) respondents among staffs of a Malaysian government records and pensions office. This study comprised of four analyses: reliability analysis, descriptive analysis, Pearson's correlation analysis and multiple regression analysis to measure the relationships between independent and dependent variables. Surprisingly at the end of the study, the researchers found that while there were no significant effect of WhatsApp Messenger towards the employees' workload, WhatsApp Messenger had significant and positive effects towards employees' satisfaction with work-life balance. Thus, the information and findings of this study could help other researchers with their upcoming research on WhatsApp Messenger, workload and work-life balance. At the same time, practitioners, academics and policy makers would benefit from this research by identifying the factors that can determine the work-life balance among employees. The organization should also make reference of this study in getting a greater view on whether the current working pattern has affected the employees' work-life balance that later may affect their attitudes and productivity.</p>
16	021-kul	<p><b>THE ABILITY OF MONOSEX NILEM <i>Osteochilus hasselti</i> A WATER PURIFIER BIOLOGICAL AGENT IN CONTROLLING PERIPHYTON AT FLOATING NETS IN CIRATA RESERVOIR</b></p> <p><b>Rostika, R., Hamdani, H., Dewanti, L.P</b></p> <p><i>Faculty of Fisheries and Marine Science, Padjadjaran University, Bandung-Indonesia</i></p> <p><b>Abstract:</b> This research aims to discover the ability of <i>Osteochilus hasselti</i> (Indonesian: <i>ikannilem</i>) as a water purifier biological agent in Cirata Reservoir by identifying the genus and counting the number of periphyton at the floating nets weekly. It is also to find the Gazing Level of the fish fed less than the average intake. The experiment ranges from September to November 2014 at KJA WadukCirata (Cirata Reservoir's Floating Net Cage), starting by acknowledging the genus and the number</p>





		<p>of periphyton from week 1 to week 6. The findings are displayed in descriptive narrative and graphic tables. To analyze the Grazing Level, Complete Randomized Design is used by applying five treatments, namely Treatment A: not fed (control), Treatment B: feeding level 1% of the fish's weight, Treatment C: feeding level 2%, Treatment D: feeding level 3%, and Treatment E: feeding level 4%. The data are then collected in Variant Analysis; if a significant difference is found, it is proceeded to F Duncan Test.</p> <p>The results show that there are 20 kinds of periphyton from phytoplankton genus <i>Bacillariophyceae</i>, <i>Chlorophyceae</i> and <i>Cyanophyceae</i> with 8, 5, and 3 species respectively. Periphyton from zooplankton genus is also found in the experiment from <i>Euglenoidea</i>, <i>Rhizopoda</i> and <i>Rotatoria</i> with 1, 1, and 2 species in order. After six weeks, decrease in genus occurs: <i>Bacillariophyceae</i> (6 species), <i>Chlorophyceae</i> (2 species), and <i>Cyanophyceae</i> (1 species) meaning that seven species have been consumed (<i>Symbella</i>, <i>Spyrogyra</i>, <i>Zignema</i>, <i>Crucigenia</i>, <i>Spirulina</i>, <i>Merismudesmus</i> and <i>Pinularia</i>), while from zooplankton, <i>Diurella</i> and <i>Brachionus</i> have been completely consumed. The number of periphyton is not different among the treatments, while the number consumed by the fish seeds is 153.73 individuals/cm<sup>2</sup> and the same in every treatment. The Grazing Level is not significantly different for every treatment: 22.89 individuals/cm<sup>2</sup>/week.</p>
17	022-kul	<p><b>Removal of reactive dye using raw sugarcane bagasse</b></p> <p><b>K. V. Velbo</b><sup>1,*</sup>, F. Adam<sup>2</sup></p> <p><sup>1</sup><i>Faculty of Agro Based Industry, Universiti Malaysia Kelantan, Jeli Kelantan, Malaysia</i>  <sup>2</sup><i>School of Chemical Sciences, Universiti Sains Malaysia, Penang, Malaysia</i></p> <p><b>Abstract:</b> Agricultural waste, raw sugarcane bagasse was utilized as a low-cost biosorbent for the removal of Reactive Yellow 86 dye from aqueous solution. The effective adsorption parameters such as particles size, initial dye concentration, pH, contact time, biosorbent dosage, and effect of agitation were studied to determine the optimum condition for removal of Reactive Yellow 86 dye from aqueous solution. The optimum condition for removal of Reactive Yellow 86 was observed at initial dye concentration (10.0 mg/L) was at acidic medium (pH 2.0), with 10 minutes of agitation using sugarcane bagasse with particle size (63-125 µm) and 10.0 mg/L dosage. Results showed that the removal percent using raw sugarcane bagasse were 95.1%.</p>
18	002-icbm	<p><b>Production Equipment Project Management - A Conceptual Framework with Multiple Mediators</b></p> <p><b>HO POO MANG</b><sup>*1,a</sup>, TAN OWEE KOWANG<sup>2,b</sup>, GOH CHIN FEI<sup>3,c</sup>, CHOI SANG LONG<sup>4,d</sup></p> <p><sup>1,2,3</sup><i>Faculty of Management, Universiti Teknologi Malaysia, 81310, Johor Bahru, Johor, Malaysia</i>  <sup>4</sup><i>Raffles University Iskandar, Menara Kotaraya 9, Jalan Trus, 80000, Johor Bahru, Johor, Malaysia</i></p>



		<p><sup>a</sup>pmho2@live.utm.my, <sup>b</sup>oktan@utm.my, <sup>c</sup>gcfei@utm.my, <sup>d</sup>slchoi_1@yahoo.com</p> <p><b>ABSTRACT:</b> Production equipment project management (PEPM) in the manufacturing industries has been emerged as one of the important management elements from cost, time and quality perspective. PEPM made up of two main components, namely soft PEPM and hard PEPM. The soft project management aspect refers to the key PEPM management success elements such as strategy, innovation and financial management, while hard PEPM denotes to PEPM tools and technique. Project Management is commonly defined as a temporary endeavour undertaken to create a one-time unique product or service. As such, most of the literatures on both hard and soft project management are confined within the border of this definition. However, the nature of PEPM is beyond the scope of the common project definition, where PEPM could be a long term management process that creating both unique and repeated products. Hence, this paper aims to close the literature gap by proposing a PEPM performance conceptual framework that integrated the hard project management projects tools and technique as multiple mediators between soft project management and PEPM performance.</p>
19	003-icbm	<p><b>Client Governing Characteristics in Building Information Modelling (BIM)-Based Projects</b></p> <p><sup>1</sup>Nor Asma Hafizah Hadzaman, <sup>2</sup>Roshana Takim <sup>3</sup>Abdul Hadi Nawawi and <sup>4</sup>Norazian Mohamad Yusuwan</p> <p><i>Faculty of Architecture, Planning and Surveying, Universiti Teknologi MARA (UiTM), Shah Alam, Malaysia</i></p> <p><b>Abstract:</b> Building Information Modelling (BIM) has the potential to promote collaborative activities in the Malaysian construction industry. However, to date, BIM teams are still deficient in the collaboration process due to the client governing characteristics. The objective of this paper is to identify the client governing characteristics of the BIM-based project in Malaysia. A well-planned focus group approach through a workshop has been conducted among the public and private agencies to derive to the solutions. The findings through a qualitative research technique revealed that there are four major elements; process and systems, people, technology, and structure could ensure the success of BIM implementations. These elements are regarded as a fundamental way to develop a client governance BIM framework to improve BIM collaboration.</p>
20	005- icbm	<p><b>Knowledge Sharing: Influences Of Individual Capabilities, Organizational Climate And Subjective Norms</b></p> <p><sup>1,2</sup> Mohamedi Abbasi Balozi, <sup>1</sup>Siti Zubaidah bt. Othman and <sup>1</sup>Mohd Faisal Mohd Isa</p> <p><i><sup>1</sup>School of Business Management, Universiti Utara Malaysia, 06010 UUM Sintok, Kedah DarulAman, Malaysia.</i></p>



		<p><sup>2</sup> Tanzania Public Service College, Mtwara Branch, Box 1051, Mtwara, Tanzania Email: <a href="mailto:balozyjunior@yahoo.com">balozyjunior@yahoo.com</a></p> <p><b>Abstract:</b> This paper aims to examine the mediating influence of subjective norms on the relationship between individual capabilities, organizational climate and knowledge sharing. The methodology employed is survey of 439 healthcare professionals from five Tanzanian public hospitals. Subjective norms mediate the relationship between individual capabilities, organizational climate and knowledge sharing. Both individual capabilities and organizational climate have positively significant influences on knowledge sharing. Future research should avoid common method variance problems at the starting point of the research design by informing respondents that there is no wrong or right answer to the items in the questionnaire used in this study and by providing guarantee of confidentiality to the answers during the research process. The results of the present study suggest that employees who positively perceive individual capabilities, organizational climate and subjective norms tend to consider knowledge as a collectively possessed commodity. The findings of the current study show that an institutional culture that promotes individual capabilities, favourable organizational climate and subjective norms will enable knowledge sharing among employees. The present paper has bridged the gaps in the literature on knowledge sharing, individual capabilities, organizational climate and subjective norms into a single model.</p>
21	007-icbm	<p><b>IMPORTANCE OF KNOWLEDGE MANAGEMENT ON TOTAL QUALITY MANAGEMENT: A REVIEW</b></p> <p>Choi Sang Long<sup>1</sup> , <b>Tan Owee Kowang</b><sup>2*</sup> &amp; Goh Chin Fei<sup>2</sup> , Ho Poo Mang<sup>2</sup></p> <p><sup>1</sup> Raffles University Iskandar, Johor Bahru, Johor, Malaysia <sup>2</sup> Universiti Teknologi Malaysia, Johor Bahru, Johor, Malaysia</p> <p><b>Abstract:</b> This paper discusses the importance of knowledge management on total quality management (TQM). Effective use of knowledge in quality management increases the success of the efforts of quality improvement. Unless the defects in business are eliminated, the quality knowledge obtained will not be useful. In the event that there is no infrastructure processing the quality knowledge in a usable form, the feedback will get very difficult. Principally, the organizational processes ensuring the synergic combination of data and information tracking capacity of information technologies and innovative and developing capacities of the employees should be addressed within the scope of quality management. Knowledge transfer ensures continuous improvement in total quality management.</p>
22	008- icbm	<p><b>The Determinants of Public Procurement Corruption in Malaysia</b></p> <p><b>Mohd Najmuddin Hasan</b></p> <p>College of Foundation and General Studies, Universiti Tenaga Nasional, Muadzam Shah, Pahang, Malaysia Email: <a href="mailto:Najmuddin@uniten.edu.my">Najmuddin@uniten.edu.my</a></p>



		<p><b>Abstract:</b> This paper investigates the determinant of public procurement corruption in Malaysia. Specifically, this paper examines the relationship between economic factor, politic factor, organizational factor, social factor and belief in religion factor, respectively and public procurement corruption. The respondents involved were the contractors in Malaysia. Data was collected through questionnaire and fifty five respondents who were contractors in Malaysia answered the questionnaire. Smart Partial least square (PLS) was used to analyze the data. This paper found that the economic factor is the main issue in public procurement corruption in Malaysia, and thus Malaysia government should take seriously the economic factor. However, Malaysia government also has to consider other factors which are political and social factors because these factors also indirectly influenced the public procurement corruption.</p>
23	009- icbm	<p><b>Impact of Microfinance Facilities on Small Medium Enterprises in Malaysia</b></p> <p><b>T. Pei-Wen, M.A. Zariyawati, F. Diana-Rose and M.N. Annuar</b></p> <p><i>Faculty of Economics and Management, Universiti Putra Malaysia, Malaysia.</i></p> <p><b>Abstract:</b> Small and medium enterprises (SMEs) are the primary component of economic development in Malaysia, with the major contributions from SMEs in the growth, employment and productivity sectors. The purpose of this study is to investigate the effect of microfinance facilities on SMEs in Malaysia. The data of this study was collected from primary sources and questionnaires distributed to the owners of SMEs which fall into a microenterprise category in the Klang Valley. Results of regression analysis demonstrate that microfinancing has a significant effect on SMEs' incomes. Hence, to enhance SMEs development, we suggest that more microfinance institutions (MFIs) will assist in providing more microfinance facilities to SMEs..</p>