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Affective Organizational Commitment as a Mediating Factor for the Leader’s Support and Organizational Citizenship Behavior
(Asyakreen Samudin, Umi Hamidaton Soffian Lee, Yusniati Ishak, Azman Ismail, Suzana Muhamed Said, Azmawaty Mohamad Nor, Page 213-239)

This study examines the relationships between leader’s support and organizational citizenship behavior with affective organizational commitment as a mediating variable. Self-report questionnaire were used to match data from employees of the public election headquarters in the Klang Valley, Malaysia. The results of the SmartPLS path model analysis displayed three findings: first, relationship between leader’s support and organizational citizenship behavior was significant. Second, relationship between affective organizational commitment and organizational citizenship behavior was significant. Finally, the relationship between leader’s support and affective organizational commitment was significantly related to organizational citizenship behavior. This relationship is mediated by affective organizational commitment in the organizational sample. Further, the study offers discussions and implications, conclusion as well as limitations and future research.

Career Motivation among Lecturers’ Working at Private Universities in Malaysia
(Suguna Sinniah, Zafir Khan Mohamed Makhbul, Gopal Perumal Ramesh Kumar, Moona Haji Mohamed, page 241-254)

We use measures of working environment, rewards, strategic leadership and supportive culture to explain private university lecturers’ career motivation in Malaysia. We employed SEM-PLS 3.0 to analyse the self-administered questionnaires of 200 respondents from various private higher education institutions in Selangor, Malaysia. The results indicated that work-based office infrastructure and standard operating procedures influence private university lecturers and motivate faculty members. Thus, private universities should motivate academicians to focus on their career advancement while combining the employers’ long-term sustainable competitive advantage with a favourable working environment.

Cost Efficiency and Liquidity Risk in Banking: New Evidence from OIC Countries
(Syazalul Imna Mohd Amin, Mohd Helmi Ali, Shifa Mohd Nor, page 255-276)

This paper aims to analyze the relationship between cost efficiency and liquidity risk of Islamic banks and conventional banks in 16 selected OIC countries from 2002 to 2013. The study undertakes two-stage analysis: Data Envelopment Analysis (DEA) to compute cost efficiency; and fixed effect model to examine liquidity risk determinants. The findings indicate that cost efficiency is positively related to liquidity risk. Other significant factors include capital, bank specialization, credit risk, profitability, size, inflation, market concentration and crisis while the impact of GDP is not significant. The notion that Islamic banks have higher liquidity risk than conventional banks is weakly evidenced. The findings also highlight the importance of money market as a platform to manage liquidity risk exposure in banking.

Corporate Social Responsibility Practiced by the Malaysian Islamic Banks: A Study on the Islamic Moral Economy
(Shifa Mohd Nor, Mehmet Asutay, Syazalul Imna Mohd Amin, page 277-299)

The purpose of this paper is to empirically investigate expectations of corporate social responsibility (CSR) among Islamic banks. This paper unravels the fundamental objectives of CSR and their relevance to the Islamic moral economy. In addition, this paper aims to contextualize the accoutrements of social failures of Islamic banks by previous researches. In order to provide a comprehensive analysis of the CSR landscape among Malaysian Islamic banks, a targeted survey was designed to identify social practices and commitments. The results of this study illustrate the following: Islamic banks and bank customers. The results show that awareness of CSR among Islamic banks is growing because it articulates the Islamic moral economy through the fulfillment of Shari’ah requirements. Hence, the Islamic CSR framework is established, integrating Western and Islamic perspectives.

Executive Director Remuneration and Related Party Transactions (RPTs): Evidence from Malaysia
(Mohd Mohid Rahmat, Syafail Bahree Jaafar, Page 301-323)

This study examines the impact of corporate governance on the profitability of six Malaysian listed banks between 2008-2012. Performance is measured by ROE and ROA whereas corporate governance is based on 14 variables, in addition to size as a control variable. ROA was found to be the best measure of performance with six significant variables. More specifically, bank’s performance is positively related to board independence and number of board meetings and negatively related to separate leadership and audit committee members. A non-linear relationship exists between performance and board size, suggesting the presence of an optimal size for board members.

How Buyer Relationship Influence Co-Creation: The Moderating Role of Personality Traits
(Nor Asiah Omar, Ahmad Sabri Kassim, Suhailly Mohd-Ramly, Mohamad Azrin Nazri, Syed Shah Alam, Zizah Che Senik, page 325-345)

The relationship between customers and retailers is more complicated nowadays due to the sophisticated trends of current service retail landscape. To address the issue, this research aims to investigate the effect of relationship quality (RQ), customer value co-creation (CVC), personality traits on relationship equity in the tailoring services’ market. Additionally, this study examines the effect of personality trait as the moderator in the relationships of RQ-CVC and RQ-equity relationship. Based on a sample of 245 customers from SME tailoring businesses, results reveal that RQ has a statistically significant influence on CVC. In addition, RQ, CVC and personality traits are also positively related to equity relationship. The results also demonstrate the impact of the relationship between RQ and CVC.

High Performance Organization and Enterprise Risk Management Implementation
(Mohd Hafizuddin Syah Banggaan Abdullah, Hawati Janor, Mohamad Abdul Hamid, page 347-368)

Enterprise risk management (ERM) manages risk in a holistic manner thus improves the traditional risk approach. Due to potential increase in overhead costs, only firms with strong financial performance could afford to implement ERM; which is still a debatable issue. This study examines the effect of high-performance organization (HPO) on ERM implementation using 435 public listed firms from 2001 to 2013. Logistic regression shows that HPO firm is most likely to implement ERM by more than 65 percent compared to the non-HPO firm, consistent with the positive association provided by subsample analysis. Thus, firms with high financial performance have the incentive to provide resources in absorbing the high cost of ERM. The results support the suggestion of HPO in the policy formulation for ERM implementation.

International Entrepreneurship Orientation and Internationalization of Engineer-Entrepreneurs
(Zizah Che Senik, Ridzuan Md Sham, Shifa Mohd Nor, Nor Asiah Omar, page 369-384)

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