computer skills, technology acceptance and computer knowledge. The research contributes to better understanding of bank employees’ anxiety and resistance to technology. This holds practical and managerial implications. To reap benefits from technological implementation at the workplace, practitioners must ensure that such implementations are well understood and that unskilled staff are trained and given greater management and technical support.

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Title: The Application Of Halal In Supply Chain Management: Principles In The Design And Management Of Halal Food Supply Chains
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Muslims want assurance that the food they consume is a true manifestation of Islamic principles. Important questions halal certified food manufacturers have today are whether and how to start with halal supply chain management in protecting the integrity for the Muslim consumer and protecting their brand. The research problem can be defined as following: How to optimise halal food supply chains for certain product-market combinations? The aim of the research is to contribute to the body of knowledge on supply chain management by identifying the principles in the design and management of halal food supply chains. As halal supply chain management is a new phenomenon, the core of this research has an exploratory and qualitative approach, through in-depth interviews, a large discussion group and focus groups. However, in measuring the perception of the Muslim consumer, a consumer survey has been used. The foundation of halal supply chain management is direct contact between halal and haram, risk of contamination and perception of the Muslim consumer. For Muslim countries all three components matter, whereas for non-Muslim countries only direct contact with haram and risk of contamination need to be addressed in the design and management of halal food supply chains. Product characteristics (bulk versus unitised and ambient versus cool chain) and market requirements (Muslim versus non-Muslim country) influence the vulnerability of halal food supply chains. Vulnerability is reduced through simplifying the supply chain structure and establishing halal control activities and assurance activities in logistics business processes. Vulnerability can be avoided in (parts of) the supply chain by having dedicated logistics infrastructure, like a dedicated halal warehouse and transport, or through containerisation at a lower level. This research proposes an integral framework for the design and management of halal food supply chains, called the Halal Supply Chain Model. The Halal Supply Chain Model consists of the following components: halal policy, supply chain objectives, logistics control, supply chain resources, supply chain network structure, supply chain business processes and halal supply chain performance.

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The rapidly changing business environment requires organizations to gain unique and sustainable competitive advantages over their competitors. Recognized as a source of competitive advantage, effective human resource management practices (HRM practices) clearly play a vital role in the success of any organization. As the knowledge economy demands for quality human resources, human resource management is called to play a more strategic role in facilitating learning in the organization, particularly in building learning organization. The objectives of this study are: (1) to examine the level of HRM practices in manufacturing organizations; (2) to investigate the relationships between HRM practices and building of learning organization; and finally (3) to examine leadership styles as moderator the relationship between HRM practices and building a learning organization. Based on the resource-based view theory, this study hypothesized that HRM practices would positively influence in the building of a learning organization. Data were collected using mail questionnaires sent to middle managers and non-executive employees of manufacturing organizations in Malaysia. A total of 150 useable responses were obtained and used for the purpose of analysis. Based on the mean scores, results revealed that HRM practices were highly practiced in the surveyed organizations. Results of multiple regressions indicate positive and significant relationships between performance-based pay, performance appraisal procedure, promotion and staffing on various learning organization dimensions. Hierarchical regression was utilized to test the impact of

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