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Journeying in DBA with Asia e University

DR. Mak anak Met, a Sarawakian and a Asia e University (AeU) alumnus in Doctor of Business Administration (DBA) graduated in September 2015. Driven by his desire of continuous learning and improvement, Mak wanted to realise his dream to undertake a DBA study ever since he was a student. But his priorities changed after he got married to set up a family with his wife and three children.

Employed as a human resource manager with Shell Malaysia Exploration & Production based in Miri, Sarawak, Mak was given the opportunity to pursue a doctorate when he was in Holland for five years. His studies would have been sponsored but he did not want to lose his job grade and time in Europe. He wanted to spend time with his family instead of studying so when he returned to Malaysia, he found AeU and that was when he started pursuing his DBA in May 2011.

"I choose AeU for a number of reasons.

One is because AeU offers a flexible blended mode of learning where you can study anywhere anytime which is good for working adults like me," said Mak.

"Secondly, I also liked the idea of combining contemporary and futuristic thinking. It is unique way of thinking where the programme provides a balanced emphasis on the theory and industrial applications."

Mak added that the third reason he chose AeU was because the programme fee was affordable, and studying at AeU is value or money. The final reason is AeU's commitment in providing a stimulating learning environment.

"When you start, you go with the question mark but after four years, I can testify that AeU has created an environment that is conducive for his students," he said.

Mak had the choice of not coming to AeU's main campus in Kuala Lumpur but he

decided to fly in to attend the lectures in the weekends. He felt good to have the opportunity to meet new friends from diverse backgrounds.

"I was inspired by a 70-year-old student who was pursuing his doctorate degree because his wife did not want him to stay at home. He is one unique person you do not expect to meet but when you mingle and mix around, you benefit from conversations with them," Mak shared.

Mak's thesis was very much relevant to human resource. Motivated by his curiosity to develop solutions to address business and management problems, he wanted to find out the effect of monetary reward on employee job satisfaction and performance. Thus, his DBA thesis was titled, "Effect of

Monetary Motivation and Demographic Factors on Employee Job Satisfaction and Performance in Malaysian Oil and Gas Industry".

His quantitative study investigated the effect of monetary motivation and moderating demographic factors on employee job satisfaction and performance in Malaysian oil and gas industry. The findings suggested that there was a significant positive effect of monetary motivation on employee job satisfaction and performance. Age, gender and job level moderated the effect of monetary motivation on employee job satisfaction. Tenure and job level moderated the effect of monetary motivation on employee job performance. Managers and supervisors scored a significantly higher level of job satisfaction and performance than technicians.

Through the DBA study, Mak has comprehended an in-depth understanding of theories, methodologies, and practices in the areas of business and managerial studies. The knowledge gained will certainly sharpen his method and approach in problem-solving in business and managerial areas. He had presented his thesis at an international academic conference and published academic papers in three journals.

He wants to continue to contribute to the reservoir of knowledge with a focus on industrial

applications. He invites others to enjoy this "adventure".

"When you are in the industry, your focus is application and you tend to forget about theory. Particularly in the world of human resource and managerial studies, everything is linked to principle and theory. When you know what you practice, policies and procedures are sound because it is founded on solid theory," he said.

Mak is a strong advocate of education and life-long learning. He believes that one needs to develop oneself continuously, and search for new ideas and apply them to solve problems. By so doing, one could contribute meaningfully to society and live a purposeful life.

In the modern world Mak believes when managing a business you need to have problem solving skills and research techniques and a DBA can equip people with the right methods. Mak had gotten more than what he had expected at the time of his enrollment with AeU.

He treasures the invaluable guidance and knowledge sharing that the academic staff and his supervisor, Dr. Ibrahim Ali and who had generously given him the experience that will remain forever a sweet reminiscence.

Mak sums up his learning experience at AeU as an enriching, eye-opening, self-discovering and humbling, and fun. He also likes to express his indebtedness to all the staff in AeU for their unreserved support and friendliness especially Professor Dr. Juhary Hj. Ali, who was in charge of DBA students when he was the Dean of AeU's School of Management.

Prof. Juhary said, "The DBA programme is aimed at developing leadership in the field of business administration. It focuses on theories and methodologies related to research and practice, breadth and depth of study, processes as well as best-practices in business management environments. Students of this programme will develop business acumens while at the same time, enhance their overall management capabilities."

"All AeU's programmes are designed and customised with

working adults in mind to fit around their lifestyles. With AeU's personalised learning, students are in the driver's seat - always moving forward and in control of their education," he added.

Prof. Juhary is currently the Dean of AeU's School of School of The School of Arts, Humanities & Social Sciences. He was a recipient of a National Outstanding Educator Award 2015 (long service award) given by the Private Education Cooperative of Malaysia in conjunction with Private Education Excellence Award and Teachers Day Celebration on May 17, 2015.

Prof. Juhary was a founding member of Society for Global Business & Economic Development, New Jersey, USA; an exchange scholar at the University of New South Wales, Sydney, Australia; trained in Corporate Strategy and International Business at Euro-Asia Centre, INSEAD, France; and Asian Institute of Management, Manila; and a Research Fellow at Indiana Business Research Centre, Indiana University / Purdue University, Indianapolis, USA; and a visiting Professor at Tashkent Technical State University, Uzbekistan; Linköping University, Sweden; University of Lethbridge, Alberta, Canada; and Fachhochschule Rosenheim, Germany.

AeU is a collaborative multinational university established under the auspices of the 33 Asia Cooperation Dialogue Countries (ACD). All academic programmes are internationally benchmarked, approved by the Malaysian Ministry of Education and accredited by the Malaysian Qualifications Agency.

AeU today has an enrolment of more than 22,000 students internationally in 65 countries, and has graduated over 7,000 graduates thus far, having also has a diverse and international community of about 1,000 fellow doctoral students from 46 countries.

Though registrations are open based on the month of intakes, registrations for postgraduate (by research) programmes are open throughout the year. For further enquiries, please call Tel: 1300 300 238, or apply online at www.aeu.edu.my



DR. Mak (left) with Professor Dr. Juhary.