

DR. RAYMOND JAMBAYA

Professional Background

Raymond is an experienced industrial psychologist, HR practitioner and business lecturer with a keen interest in organisational development, innovation, and knowledge management. He is the Learning and Development Technologies specialist, responsible for content design and administering post training behaviour change programmes through a mobile reinforcement app. A regular researcher and presenter in academic and professional platforms on innovation and organisational change, Raymond possess a diverse portfolio of expertise having held various executive posts including Regional HR, Operations and Business Development manager in telecoms and energy sector organisations.



Academic Background

With a doctoral qualification in business administration specialising in Industrial Psychology and entrepreneurship, Raymond has extensive academic background in HR and Business strategy. His research areas of specialisation include managerial psychology, training and development, innovation, organisation development and knowledge management.

Community Involvement

Raymond maintains a highly active community activism programme. He runs and participates in national and regional workshops to upskill community based organisations in the areas of entrepreneurship, fundraising, strategy and risk at board and management levels. Some of the organisations include Doctors without Borders, Yayasan Chow kit, MAKNA, National Cancer Society of Malaysia amongst others.

Post-Training Behaviour Change Clients

- Ambank
- BASF
- CIMB
- CitiBank
- Criteo
- Danone
- Emerson
- PwC
- Infineon

Presentations and Conferences

- International Conference of Psychology: ICP Cape Town 2012. Knowledge Management in Malaysian Higher Education. International Union of Psychology, Vol 47: ICP 2012 (p. 504).
- International Conference of Psychology: ICP Cape Town 2012. Consciousness as a Business Practice in High Performance Groups. International Union of Psychology: ICP 2012 Supplement (p. 408).
- International Human Resource Development Convention (ICHRD) 2011. Innovation and Knowledge Management Practices for Social Entrepreneurs. International Conference on Human Resource Development Malaysia, Vol 16 (p. 80).
- ASEAN Regional Union of Psychological Societies (ARUPS) 2010. Title: Business case for organisational consciousness in ethical practices. Supplement (p. 52).
- The economic cost of poor organisation risk cultures – 3rd Middle East Conference on Global Business, Economics, Finance and Banking 2017.
- Innovation and Entrepreneurship in Public Enterprises - Journal of Organisational Behaviour.
- Peak Performance in High Stress Environments - 15th European Congress of Psychology. Netherlands. 2017.