General

Dr Tasyrif Ghazali, first UMPSA administrator receives National Book Award

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SHAH ALAM, 3 December 2025 – Not planning to publish an academic book, Dr Muhamad Tasyrif Ghazali created excellence when he became the first administrator of Universiti Malaysia Pahang Al-Sultan Abdullah (UMPSA) to receive the National Book Award 2024–2025 for the category of Best Social Science Book (Education and Academic) through the book Pelan Penggantian: Strategi Peralihan Kepemimpinan dan Kestabilan Organisasi at the Selangor International Book Fair 2025, Setia City Convention Centre 2, Shah Alam.

According to Dr Tasyrif, the production of the book did not actually begin with an initial plan to publish an academic volume.

“The manuscript was born from the research process of my PhD thesis; however, there were several sections that could not be included in the full thesis.

“The excess content was eventually compiled, expanded, and shaped into a comprehensive book.

“I regard this work as a manifestation of my experience and personal journey over 16 years at UMPSA in the field of talent development and leadership management, something that is rarely documented in detail by university administrative officers,” he said.

Commenting on the importance of highlighting the topic of leadership and succession planning, he explained that theory alone is insufficient to understand the real context of leader development within an organisation.

“Succession planning is often viewed as a formal document, whereas in reality, effective implementation requires a comprehensive understanding of organisational culture and policies.

“Without this understanding, succession planning only functions as an official report, not as a strategic tool to identify and nurture future leaders,” he said.

He emphasised that contextual, application-based implementation of theory is more important than merely memorising model frameworks.

“The process of writing the book itself was a combination of academic research and practical experience.

“In producing the book, among the greatest challenges was ensuring that arguments related to succession planning were truly consistent through comparison of various scholarly sources such as journals, books, reports, and official documents.

“Accurate conclusions are important so that readers obtain a clear picture of the concepts and processes of succession planning within organisations,” he said.

He also conveyed his appreciation to UMPSA Press, which he described as very open, professional, and committed to providing space for non-academic staff to produce scholarly work.

“The consistent support provided from the beginning until publication was among the key factors that ensured the success of the book.

“UMPSA possesses a wealth of experience and diversity of knowledge among its staff that deserves to be documented.

“Therefore, such publication opportunities should be expanded because they not only contribute to scholarship but also build a legacy for future generations,” he said.

He himself did not expect that a work produced without prior planning would receive recognition of such a high level.

“The award serves as proof that a quality book does not emerge by coincidence, but rather through a synergistic combination between author, editor, designer, and publisher.

“This success serves as an inspiration to other members of the UMPSA community to write and contribute to knowledge development, especially in fields that have not yet been widely explored.

“This award opens a wider space to recognise the expertise of university administrative officers, while also changing the perception that they merely carry out routine administrative tasks.

“Administrative officers possess strong strategic and analytical capabilities and can contribute ideas, research, and high-quality scholarly writing,” he said.

External recognition, such as the National Book Award, can strengthen the position of administrative officers as professional groups who possess authoritative knowledge in their respective fields.

The judging panel evaluated Pelan Penggantian as a work that possesses clear novelty.

In the catalogue of the National Library of Malaysia, this book is identified as the only title related to succession planning published comprehensively in the Malay language, making it unique and significant in the landscape of management writing in the country.

This uniqueness became one among the main factors that qualified the work to receive a national-level award.

Dr Tasyrif also emphasised the importance of decision-making in the implementation of succession planning.

“Although my book does not directly determine decisions, the work can assist organisational leaders in making considerations based on neutral, fair, and balanced principles in the process of identifying, selecting, and appointing new leaders.

“I believe this book can serve as a foundational guide for leaders in the higher education sector and

other organisations to understand how succession planning strategies can be applied to ensure leadership continuity.

“Every administrative officer has unique qualities, talents, and valuable experience that should be documented in written form so that it can be passed on to the next generation,” he said.

Commenting on the application of succession planning in his daily duties as a Manager, he acknowledged that it cannot be implemented directly because the direction of plan formation for specific positions is still not yet clearly defined.

However, this did not prevent him from continuing to develop expertise in the field that interests him.

He added that Pelan Penggantian is not his first work according to his original plan.

“My first book is currently in the final editing process at UMPSA Press and is expected to be published in early 2026.

“That work will be more comprehensive, and I hope it will provide great benefit to readers when it is eventually published.”

As advice to young administrative officers, Dr Tasyrif emphasised the importance of understanding one’s own value and continuously strengthening that value over time.

“Becoming an expert in a field requires a long period of time, but what is more important is how one utilises that time to build a competitive advantage and a strong personal brand.

“I hope that the administrative ecosystem at universities continues to develop by recognising and opening pathways for administrative officers based on their true talents and expertise,” he said.



Dr Tasyrif’s achievement carries great significance for UMPSA and the entire university administrative community in Malaysia.

It serves as proof that today’s administrative officers are no longer merely carrying out operational

tasks, but also function as strategic thinkers, idea generators, and contributors to knowledge through scholarly writing.

This success is expected to become a catalyst for more recognition initiatives and talent development among administrative officers in the future, thereby strengthening UMPSA's position as a university that celebrates diversity of expertise in driving excellence.

In addition to his book, the book Forensik Sihir by Associate Professor Dr Mahyuddin Ismail and Dr Ahmad Syukran Baharuddin was announced as the winner of the General and Special Category: Readers' Choice Popular Book.

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