



جامعة العلوم والتقنية في الفجيرة  
UNIVERSITY OF SCIENCE & TECHNOLOGY OF FUJAIRAH

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name:	Hazem Jamiel Aldabbas
Nationality:	Jordanian
Job Title:	Visiting Assistant Professor of Management
College:	Business Administration
Department:	Management
Contact Information:	h.aldabbas@ustf.ac.ae, (09) 2023409 , 00971565552992

### EDUCATIONAL BACKGROUND

- 1. Doctorate:** Business Management, 'Linking perceived organisational support and employee creativity: examining the roles of work engagement, intrinsic motivation, and extrinsic rewards', The British University in Dubai, United Arab Emirates, 2021.
- 2. Master:** Master of Business Management (MBA), 'The role of knowledge sharing in one of the largest organizations in the UAE', The British University in Dubai, United Arab Emirates, 2018.
- 3. Bachelor:** Economics, 'A Feasibility Study on Car Parking Solutions in Irbid', Jordan, 2001

### PROFESSIONAL EXPERIENCE

From (year)	To (year)	Position	Employer	Country
2023	now	Visiting Assistant Professor of Management	University of science and Technology of Fujairah	UAE
2022	2023	Research Outreach and Lecturer	American University in the Emirates	UAE
2021	2022	Academic Research Assistant	The British University in Dubai	UAE
2009	2020	Customer Service Manager	emaratech	UAE
2003	2008	Customer Service Section Head	Orange	Jordan

### TEACHING EXPERIENCE AREA / COURSES)

- Sustainable Business Practices in the GCC and MENA Region
- Managing in Services Environment
- Project Management
- Organizational Behavior
- Foundations to Management
- Microeconomics
- Marketing Management

### RESEARCH AREA

An interdisciplinary exploration of organizational behavior, employee creativity, innovation, gender, HRM, and R&D.

### PUBLICATIONS

#### 1. JOURNALS

Aldabbas, H., Pinnington, A., Lahrech, A. & Blaique, L. (16 October 2023). Extrinsic rewards for employee creativity? The role of perceived organisational support, work engagement and intrinsic motivation. *International Journal of Innovation Science*. Journal indexed in Scopus (Q1) and Clarivate Analytics/Web of Science and ABS ranked 1. IF(Scopus): 3.191. <https://doi.org/10.1108/IJIS-08-2022-0165>

Lahrech, A., Aldabbas, H. & Juusola, K. (14 June 2023). Determining the predictive importance of the core dimensions of nation brands. *Journal of Product & Brand Management*. (Q1) and Clarivate Analytics/Web of Science and ABDC ranked A. IF(Scopus): 4.949, <https://doi.org/10.1108/JPBM-10-2022-4183>

Blaique, L., Pinnington, A., & Aldabbas, H. (4 May 2023). The influence of protean attitude for women in STEM careers: coping-self efficacy as foundational and strong career identity as outcome. *Gender in Management: An International Journal*. Journal indexed in Scopus (Q1) and Clarivate Analytics/Web of Science and ABDC ranked C, IF(Scopus): 3.736 <https://doi.org/10.1108/GM-06-2022-0200>

Lahrech, A., Abu-Hijleh, B., & Aldabbas, H. (4 May 2023). The impact of global renewable energy demand on economic growth—evidence from GCC countries. *Arab Gulf Journal of Scientific Research*. Journal indexed in Scopus (Q4). <https://doi.org/10.1108/AGJSR-01-2023-0007>.

Blaique, L., Pinnington, A., & Aldabbas, H. (2 May 2023). Mentoring and coping self-efficacy as predictors of affective occupational commitment for women in STEM. *Personnel Review*, 52(3), 592-615. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABDC ranked A. IF(Scopus): 3.583. <https://doi.org/10.1108/PR-09-2020-0729>

Aldabbas, H., Pinnington, A., & Lahrech, A. (25 March 2023). The influence of perceived organizational support on employee creativity: The mediating role of work engagement. *Current Psychology*, 42(8), 6501-6515. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABS ranked 1. IF(Scopus): 2.024. <https://doi.org/10.1007/s12144-021-01992-1>

Blaique, L., Pinnington, A. H., Al-Malkawi, H. A., & Aldabbas, H. (21 March 2023). The influence of personal skills development and coping self-efficacy on the affective occupational commitment of women in STEM fields. *Equality, Diversity and Inclusion: An International Journal*, 42(2), 173-192. Journal indexed in Scopus (Q1) and Clarivate Analytics/Web of Science and ABDC ranked B, IF(Scopus): 2.357. <https://doi.org/10.1108/EDI-10-2021-0264>

Aldabbas, H., & Oberholzer, N. (16 February 2023). The influence of transformational and learning through R&D capabilities on the competitive advantage of firms. *Arab Gulf Journal of Scientific Research*. Journal indexed in Scopus (Q4). <https://doi.org/10.1108/AGJSR-08-2022-0141>

Aldabbas, H. (October 2022). Antecedents And Consequences of Perceived Insider Status and Suggestions for Future Research. *Journal of Positive School Psychology*, 6(10), 2813-2832. <https://journalppw.com/index.php/jpsp/article/view/13761>

Pinnington, A., Aldabbas, H., Mirshahi, F., & Pirie, T. (31 May 2022). Organisational development programmes and employees' career development: the moderating role of gender. *Journal of Workplace Learning*, 34(5), 466-496. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABDC ranked C. IF(Scopus): 1.814. <https://doi.org/10.1108/JWL-08-2021-0103>

Aldabbas, H., Pinnington, A. H., & Lahrech, A. (15 March 2022). Encouraging more creativity in organizations: the importance of employees' intrinsic motivation and work engagement. *International Journal of Organizational Analysis*. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABDC ranked B. IF(Scopus): 2.737. <https://doi.org/10.1108/JWL-08-2021-0103>

Blaique, L., Ismail, H. N., & Aldabbas, H. (6 January 2022). Organizational learning, resilience and psychological empowerment as antecedents of work engagement during COVID-19. *International Journal of Productivity and Performance Management*. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABDC ranked B. IF(Scopus): 1.814. IF(Scopus):3.991. <https://doi.org/10.1108/IJPPM-04-2021-0197>

Aldabbas, H., Pinnington, A., & Lahrech, A. (February 2021). The mediating role of psychological empowerment in the relationship between knowledge sharing and innovative work behaviour. *International Journal of Innovation Management*, 25(02), 2150014. Journal indexed in Scopus (Q2) and Clarivate Analytics/Web of Science and ABS ranked 2. IF(Scopus): 2.333. <https://doi.org/10.1142/S1363919621500146>

Aldabbas, H., Pinnington, A., & Lahrech, A. (4 December 2020). The role of innovation in the relationship between university–industry collaboration in R&D and ISO 9001. *International Journal of Innovation Science*, 12(4), 365-383. Journal indexed in Scopus (Q1) and Clarivate Analytics/Web of Science and ABS ranked 1. IF(Scopus): 3.191. <https://doi.org/10.1108/IJIS-10-2019-0095>

## 2. CONFERENCES

The 4th BUID Doctoral Research Conference. Title: "The effect of psychological empowerment on innovation behaviour: the mediating role of knowledge sharing". (UAE, May-2019).

The 5th UAE Graduate Students Research Conference for presenting a Research Paper. Title: "Integration Research and Development with Dynamic Capabilities View in Determining Firms Competitive Advantage". (UAE, April-2019).

The 2nd International Triple Helix summit. "The role of innovation in the relationship between university-industry collaboration in R&D and ISO 9001". (UAE, November-2018).

## 3. BOOKS AND BOOK CHAPTERS

## 4. NOTES AND ARTICLES

## 5. OTHER PUBLICATIONS

### PROFESSIONAL AND ACADEMIC ACTIVITIES

#### 1. Professional Training (conductance and attendance)

- Talent Acquisition Practitioner Course including (Research target list, Direct Sourcing, Pitching Turning, Phone Screen, and CV Reading from SHANE PHILLIPS HR CONSULTANCY, Dubai, UAE
- Train-The-Trainer program, Dubai, UAE
- The criteria of Call Center (ISO / 18295-1), Dubai, UAE
- The criteria of Call Center (CCA), Dubai, UAE
- Project Management Professional (PMP)from PYRAMID- Dubai, UAE
- Customer Experience Management – Insights- Dubai, UAE
- CCCE: Certification is recognized internationally through the Center for Customer Driven Quality at Purdue University from CCCE, Benchmark Portal, USA.
- Essential skills for Call Center Management. Insights, Dubai, UAE

#### 2. Workshops and seminars (conductance and attendance)

- Blended Learning, Fujairah, UAE
- Scopus – How to use journal metrics to select journals for publishing, Fujairah, UAE
- AMOS (for doctoral students only), Dubai, UAE
- Writing Literature Review, Dubai, UAE
- SPSS- Part (2), Dubai, UAE
- Going on your Thesis, Dubai, UAE
- Getting Published, Dubai, UAE
- SPSS. Part (1), Dubai, UAE
- Writing Introductions, Conclusions Definitions & Abstracts, Dubai, UAE
- Referencing, Acknowledging Sources, and Avoiding Plagiarism – Part (2), Dubai, UAE
- Referencing, Acknowledging Sources, and Avoiding Plagiarism – Part (1), Dubai, UAE

#### 3. Master Theses Supervision

Assisted more than six students with their master's theses, giving informal help, suggestions, and feedback to enhance their work.

#### 4. Doctorate Theses Supervision

Assisted more than five students with their PhD's theses, giving informal help, suggestions, and feedback to enhance their work.

### MEMBERSHIP OF SCIENTIFIC ASSOCIATIONS

Blind peer reviewed for Scopus journal articles. 90+ manuscripts in different Scopus Journals such as: (International Journal of Emerging Markets; Current Psychology; Journal of Management & Organization; International Journal of Innovation Science; Gender in Management, Personnel Review, and Management Research Review).

## AWARDS

- Best paper award – The 4th BUiD Doctoral Research Conference. Title: “The effect of psychological empowerment on innovation behaviour: the mediating role of knowledge sharing”.
- Certificate of participation- 5th UAE Graduate Students Research Conference for presenting a Research Paper. Title: “Integration Research and Development with Dynamic Capabilities View in Determining Firms Competitive Advantage”.
- Certificate of appreciation from General Directorate of Residency and Foreigners Affairs - Dubai for the study “The Challenges and Influences of Knowledge Sharing at (GDRFA-D), Under the theme of “Innovate with GDRFA, Director General, Dubai”.
- Best paper award – 2nd International Triple Helix summit. “The role of innovation in the relationship between university-industry collaboration in R&D and ISO 9001”.