



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

CURRICULUM VITAE

PERSONAL INFORMATION

Name:	Abdallah Elnaga Elamin
Nationality:	Canadian
Job Title:	Associate Professor of Management – Acting Dean, College of Business Administration
College:	College of Business Administration
Department:	Management
Contact Information:	E-mail: a.elamin@ustf.ac.ae , Office Phone No (+97192023750), Mobile Number (+971567885300)

EDUCATIONAL BACKGROUND

1. Doctorate: Management Science, Title of the Thesis: Strategy Development Processes in Selected Sudanese Enterprises, Lancaster University, United Kingdom, November 2001.

2. Master: Master of Business Administration, Title of the Thesis: Autonomy in Public Enterprises: The Case of the Sudan, University of Gezira, Sudan, 1996.

3. Bachelor: Business Administration, Application of transportation model: the case of the sugar distribution in Sudan, University of Khartoum, Sudan, 1993.

PROFESSIONAL EXPERIENCE

From (year)	To (year)	Position	Employer	Country
2023	Present	Acting Dean, College of Business Administration	University of Science and Technology of Fujairah	United Arab Emirates
2019	Present	Associate Professor of Management	University of Science and Technology of Fujairah	United Arab Emirates
2018	2019	Associate Professor of Management	Ajman University	United Arab Emirates
2014	2018	Independent Consultant	Self-employed	Canada
2011	2014	Associate Professor of Management	King Fahd University of Petroleum and Minerals	Kingdom of Saudi Arabia
2008	2011	Assistant Professor of Management	King Fahd University of Petroleum and Minerals	Kingdom of Saudi Arabia
2003	2008	Assistant Professor of Management	Ajman University	United Arab Emirates
2001	2003	Assistant Professor of Management	University of Khartoum	Sudan
1997	2001	Lecturer (On Study leave - UK)	University of Khartoum	Sudan
1996	1997	Lecturer	University of Khartoum	Sudan
1993	1996	Teaching Assistant	University of Khartoum	Sudan

TEACHING EXPERIENCE AREA / COURSES)

Graduate:

1. Management of Change
2. Human Resource Management
3. Business Research Methods
4. Leadership and Organizational Behavior
5. Principles of Management
6. Strategic Management
7. Operations Management

Undergraduate:

1. Total Quality Management
2. Organizational Behaviour
3. Human Resource Management
4. Management Information Systems
5. Production and Operations management

6. Purchasing and Materials Management
7. Small Business Management
8. Project Management
9. Feasibility Studies
10. Service Marketing
11. Hospitality and Tourism
12. Business Research Methods
13. Business Statistics

RESEARCH AREA

- Human Resource Management
- Organizational Behavior and Design
- Strategy-making Processes
- Cross-cultural Management and TQM
- Qualitative and Quantitative Research methods

PUBLICATIONS

1. JOURNALS

- **Elamin, A. M.**, Ali, L., Abdin, A., and Aldabbas, H. " Attitudes toward e-shopping: Evidence from the United Arab Emirates', SAGE Open, Under review, 2023.
- **Elamin, A. M.** "Perceived organizational support and affective organizational commitment among Saudi employees: the mediating effect of organizational trust ", *Business: Theory and Practice*, ISSN 1648-0627 / eISSN 1822-4202, 2023, Article in press <https://doi.org/10.3846/btp.2023.16845>
- **Elamin, A. M.** Abdin, A., Osman, D. & Dania, A. " The Relationship between Perceived Organizational Justice, Perceived Supervisor Support, and Turnover Intention in the KSA, *Journal of Business Administration Research*, Vol. 12, No. 1, pp. 25 – 38, 2023. DOI: <https://doi.org/10.5430/jbar.v12n1p25>
- Tlaiss, H. & **Elamin, A. M.** " Exploring organizational trust and organizational justice among junior and middle managers in Saudi Arabia: trust in immediate supervisor as a mediator, *Journal of Management Development*, Vol. 34, Iss: 9, pp.1042 – 1060, 2015. <https://doi.org/10.1108/JMD-10-2014-0129>
- **Elamin, A. M.** & Tlaiss, H., "Exploring organizational citizenship behavior and the effects of organizational justice: An Islamic Saudi Arabian Perspective, *Employee Relations: the International Journal*, Vol. 37, Iss: 1, 2015. DOI: <https://doi.org/10.1108/ER-03-2014-0033>
- AbdelRahman A. AbdelRahman, **Elamin, A. M.** & Aboelmaged M. G., "Job Satisfaction among Expatriate and National Employees in an Arabian Gulf Context" *International Journal of Business Research*, Vol. 1, No. 1, pp 1 – 16, 2012. <https://doi.org/10.24102/ijbrd.v1i1.31>
- **Elamin A. M.**, "Perceived organizational justice and work-related attitudes: a study of Saudi employees", *World Journal of Entrepreneurship, Management and Sustainable Development*, Vol. 8, Iss: 1, pp.71 – 88, 2012. <https://doi.org/10.1108/20425961211221633>
- **Elamin A. M.**, "Effects of nationality on Job Satisfaction: Domestic versus expatriate bank employees in the United Arab Emirates", *International Journal of Management*, Vol. 28, No. 1, Part 1, pp. 20 – 39, 2011. <https://www.proquest.com/docview/853332560>
- **Elamin, A. M.** & Alomiam, N., "Does organizational justice influence job satisfaction and self-perceived performance in Saudi Arabia work environment? *International Management Review Journal*, Vol. 7, No. 1, pp.38 – 49, 2011. <https://www.proquest.com/docview/865930671>
- **Elamin A. M.** & Omair, K., "Males' attitudes towards working females in Saudi Arabia", *Personnel Review*, Vol. 39, No. 6, pp. 746 –766, 2010. <https://doi.org/10.1108/00483481011075594>

- Aboelmaged, M & **Elamin A. M.**, "Teleworking in UAE: An Empirical Study of Influencing Factors, Facilitators, and Inhibitors", *International Journal of Business Science & Applied Management (IJBSAM)*, Vol. 4, Issue 1, pp. 18 – 36, 2009. <https://www.econstor.eu/handle/10419/190601>
- **Elamin A. M.** & Branine, M., "Politicizing the transition: a study of core and boundary relations of power and politics in strategic decision-making at Sudatel", *World Review of Entrepreneurship, Management and Sustainable Development (WREMSD)*, Vol. 4, Nos. 2/3, pp. 218 – 232, 2008. <https://doi.org/10.1504/WREMSD.2008.018226>
- **Elamin A.M.**, "Methods of Researching Strategy Processes in Developing Countries" *European Journal of Economics, Finance and Administrative Science (EJEFAS)*, Issue 10, pp. 200 – 212, 2008. https://www.academia.edu/557297/Methods_of_Researching_Strategy_Processes_in_Developing_Countries?sm=b
- **Elamin A.M.**, "Micro and macro political behaviour in non-Western context: the case of strategy making in a major Sudanese enterprise", *Problems and Perspectives in Management*, Vol. 5, Issue 2, pp. 75 – 89, 2007. <https://www.businessperspectives.org/author/abdallah-m-elamin>
- **Elamin A. M.** & Haskose, A., "Strategic Management Modeling for Evaluation of Management Awareness", *H.U. Journal of Economics and Administrative Sciences*, Vol. 25, Issue 2, pp. 151 – 168, 2007. <https://dergipark.org.tr/en/download/article-file/307640>
- **Elamin A.M.**, "Implications of personal networks (Ala'aqat) in the African context: the case of strategy formation in two major Sudanese enterprises", *The International Journal of Applied Management and Technology*, Vol. 4, No. 1, pp. 125 - 137, 2006. <https://core.ac.uk/download/pdf/11784257.pdf#page=133>

2. CONFERENCES:

- Tliass, H., **Elamin, A. M.** & Kauser, S. "Can Trust Mediate the Relationship Between Organizational Citizenship Behavior and Organizational Justice in Saudi Arabia?" *EURAM Conference, United Kingdom, June 2016*
- **Elamin A. M.**, "No trust without justice: a study of employees in selected organizations in Saudi Arabia", the International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, TX, USA, April 2013
- **Elamin A. M.**, "Researching Strategy Making Processes in Developing Countries", lecture delivered to the postgraduate students in the School of Management Studies, University of Khartoum, Khartoum, Sudan, March 2012
- **Elamin A. M.**, "Effects of organizational justice on job satisfaction and organization commitment in a non-Western setting", the 2010 International Conference in Innovation and Management Proceedings, Penang, Malaysia, July 2010
- **Elamin A. M.** "Implications of personal networks (Ala'aqat) in the African context: the case of strategy formation: the case of Sudan". Proceedings of 1st Integrating for Excellence Conference Centre of Integral Excellence, Sheffield-Hallam University, Sheffield, United Kingdom, pp. 80 – 89, 2005.
- **Elamin A. M.**, "Strategic Management Techniques in Transitional Economies", lecture delivered to Ajman University Alumni, Abu Dhabi, United Arab Emirates, March 2004
- **Elamin A. M.**, "The Relationships between Management Levels and Managerial Skills: A Contemporary Perspective", lecture delivered to visitors of the Gulf Education and Training Exhibition (GETX), Dubai, United Arab Emirates, January 2004

3. BOOKS AND BOOK CHAPTERS

- Tlais, H. & **Elamin, A. M.**, "HRM in Saudi Arabia" in Budhwar, P. S. and Mellahi K. (Ed.), *Handbook of Human Resource Management in the Middle East*, Edward Elgar Publishing Ltd, Chapter 8, pp. 141-158, 2016
- Aboelmaged, M & **Elamin, A. M.**, "Teleworking in UAE: An Empirical Study of Influencing Factors, Facilitators, and Inhibitors", in Rae Simon (Ed.), *Operations Management: A Modern Approach*, Apple Academic Press, Canada, Chapter 10, pp. 183-212, 2011

4. NOTES AND ARTICLES

5. OTHER PUBLICATIONS

PROFESSIONAL AND ACADEMIC ACTIVITIES
<p>1. Professional Training (conductance and attendance)</p> <ul style="list-style-type: none"> • Faculty Development Seminars Series, University of Science and Technology of Fujairah 2020 -2023 (More than 40 faculty development seminars) • Maintenance of Accreditation Seminar organized by AACSB, Singapore, March 2012 • Assurance of Learning Seminar organized by AACSB (2 days), Singapore, Feb. 2012 <p>2. Workshops and seminars (conductance and attendance)</p> <ul style="list-style-type: none"> • Elamin A. M. "Role of the Faculty Member in Efficient Assessment and Evaluation", USTF's Faculty Development Seminars Series, Fujairah, UAE, April 07, 2023. • Workshop on "Case Teaching and Writing", (3 days from 4/11 -6/11/2012) organized by ECCH and KFUPM, Khobar, Saudi Arabia, Nov. 2015. • Workshop on "Bringing Deeper Learning to the Classroom: Bloom's Taxonomy", organized by Teaching and Learning Center, Deanship of Scientific Research (DAD), KFUPM, Dhahran, Saudi Arabia, October 2013. • Workshop on " Blended Learning in Higher Education: Promises and Pitfalls organized by E-Learning Center, Deanship of Academic Development (DAD), KFUPM, Saudi Arabia, October 2010. • Workshop on "Development of Rubrics" organized by Teaching and Learning Center, Deanship of Academic Development (DAD), KFUPM, Dhahran, Saudi Arabia, April 2010. • Workshop on "Measuring Research Performance" organized by KFUPM, Dhahran, Saudi Arabia, March 2009. • Workshop on "E-Learning: Moodle System" organized by Ajman University of Science and Technology, Ajman, United Arab Emirates, February 2007. <p>3. Master Theses Supervision</p> <ul style="list-style-type: none"> • Supervision of Independent research (MBA Students): Successfully supervised more than 50 research projects in KFPUM (Saudi Arabia), Ajman University of Science and Technology (UAE) and University of Khartoum (Sudan). <p>4. Doctorate Theses Supervision</p> <ul style="list-style-type: none"> • Acting as Associate supervisor for D. Osman -University of Griffith, Griffith Business School, Australia. Thesis title: An international study on factors impacting attrition rates of accountancy diploma students at community colleges (Graduated February 2015) –Currently Associate Professor at Alcorn State University, Mississippi. USA. • Acted as External Examiner for a Ph. D. thesis submitted to the School of Management Studies, University of Khartoum by Mohamed Hanafi Mohamed Nor; titled: Implementation of strategic management in telecommunication sector in the Sudan (Graduated February 2010).
MEMBERSHIP OF SCIENTIFIC ASSOCIATIONS
<ul style="list-style-type: none"> • Member of Emerald Literati Network, UK,2010 –Present • Member of HRM the Journal, USA, 2008 –Present • Member of International Academy of Business & Economics (IABE), UK, 2008 –Present. • Member of Southern Management Association (SMA), New York, NY 10016, USA, No. SMA-08-470, 2007 –Present • Member of Allied Academies, Candler, NC 28715, USA. Member of Management Graduates Association (MGA), University of Khartoum, Khartoum, Sudan, No. MGA-03-1993, 2001 –Present
AWARDS
<ul style="list-style-type: none"> • Research Award, International Academy of Business and Public Administration Discipline, Dallas, TX, USA, April 2013
<ul style="list-style-type: none"> • Nominated for the College's Award for Excellence in Teaching, King Fahd University of Petroleum and Minerals, Saudi Arabia, 2012
<ul style="list-style-type: none"> • IAM 2010 Certificate of Recognition for valuable contribution in the 2010 International Conference on Innovation and Management, Penang, Malaysia, July 2010
<ul style="list-style-type: none"> • Certificate of Appreciation, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2007

<ul style="list-style-type: none"> • Certificate of Merits, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2006
<ul style="list-style-type: none"> • Certificate of Appreciation, Faculty of Business Administration, Ajman University of Science and Technology, United Arab Emirates, Nov. 2005
<ul style="list-style-type: none"> • Certificate of Appreciation, Research, Information and Training Council, Ajman University of Science and Technology, United Arab Emirates, May 2005
<ul style="list-style-type: none"> • Sudan Government Scholarship for Ph.D. studies in United Kingdom, 1997 -2001
<ul style="list-style-type: none"> • University of Khartoum Scholarship for Master studies, Khartoum, Sudan, 1995 -1996
<ul style="list-style-type: none"> • University Prize for Best Graduating Student in the Department of Business Administration at the University of Khartoum, Khartoum, Sudan, 1993