

Curriculum Vitae



MANAGEMENT

Personal Information

Name	Mohammad Fathi Mohammad Almaaitah
Address	Amman, Jordan
Mobile	(+962) 790787525
E-mail	m.maaitah@aabu.edu.jo mmaaitah1987@gmail.com
Nationality	Jordanian
Place and Date of birth	Jordan, November 11th, 1987

Career

Objective	Seeking to maximize my training experience, program development skills and my teaching abilities in a respectable organization, where I can gain solid experience and achieve my ambition.
Teaching Philosophy	To help produce holistic human capital that contributes to the nation's development and industrial competitiveness.
Summary	Ability in teaching Management courses, Human resources management Research training for academic and Research purposes. Good knowledge of using analysis software for academic purposes (e.g., STRUCTURAL EQUATION MODELING, USING PARTIAL LEAST SQUARES PATH MODELING, Smart- Pls, SPSS, STATA, EVIEWS,). Good knowledge of research methods (quantitative, qualitative, mixed method) as well as a knowledge in research publications and journals ranking. Skilled in numerous management and business fields, Having the ability to handle complex assignments effectively & possessing the confidence to work as part of a team or independently.

Education

Dates	Oct 2014 to Dec 2017
Title of qualification awarded	PhD. Degree in Public Administration (Human Resources Management & Leadership)
Thesis Title	The Moderating Effect of Organizational Climate on the Relationship Between Human Resource Practices, Leadership Style and Employee Intention to Stay in Jordanian Public Hospitals.
Name and type of organization	University of Malaysia Perlis, Malaysia (UniMap) - Kangar, Perlis. Malaysia
Dates	Sep 2009 to May, 2013
Title of qualification awarded	MSc. Degree in Public Administration.

Thesis Title	The Implementation of the Core Competencies Dimensions in Human Resources Management Policies and Its Impact in Achieving Strategic Harmonization.
Name and type of organization	Mutah University - Alkarak, Jordan
Dates	Feb 2006 to Sep, 2009
Title of qualification awarded	B.A Degree of Public Administration.
Name and type of organization	Mutah University - Alkarak, Jordan
Dates	2005 to 2006
Title of qualification awarded	High School Certificate
Name and type of organization	Jordanian ministry of education - Alkarak, Jordan
Publication(s)	
Published	<p>THE FUNDAMENTAL PRINCIPLES OF THE SYSTEM TALENT MANAGEMENT AND IMPACT ON THE COMPATITIVE ADVANTAGE IN MOBILES COMMUNICATIONS COMPANIES IN JORDAN. (THE INTERNATIONAL JOURNAL OF ACADEMIC RESEAECH IN BUSINESS AND SOCIAL SCIENCES; VOL 6, NO.8, NO,15</p> <p>Integrating Herzberg and Social Exchange Theories to Underpinned Human Resource Practices, Leadership Style and Employee Retention in Health Sector (World Journal of Business and Management) ISSN 2377-4622 2017, Vol. 3, No. 1.</p> <p>The Influence of Organizational Climate as a Mediator on the Relationship between Human Resource Practices and Employee Retention (European Journal of Social Sciences) ISSN 1450-2267 Vol. 55 No 1 May 2017, pp.81-91 http://www.europeanjournalofsocialsciences.com/</p> <p>Directing Strategic Decision and Perceived Faculty Performance Using PLS Analysis and Monte Carlo Simulation in Jordanian Private Universities (Journal of Talent Development and Excellence) 2020</p> <p>Effects of privacy and security on the acceptance and usage of EMR: the mediating role of trust on the basis of multiple perspectives (Informatics in</p>

Medicine Unlocked) 2021 Vol. 21 , Publisher, Elsevier.

The effect of talent management on organizational performance improvement: The mediating role of organizational commitment , 2020 (Management Science Letters), Vol. 10 Issue, 12 Publisher, Growing Science, Canada.

The Role of E-Word of Mouth in the Relationship between Online Destination Image, E-satisfaction, E-Trust & E-Service Quality for International Tourists Perception , 2021

Human resources practices and job satisfaction on customer satisfaction: The mediating role of quality of customer interaction in online call center 2021 (International Journal of Data and Network Science) Vol. 5 Issue, 1 Publisher, Growing Science, Canada.

CHALLENGES FACING LOCAL GOVERNMENT IN JORDAN AND STRATEGIES TO ADDRESS THEM 2020 (LLC “Consulting Publishing Company “Business Perspectives”), Vol. 18 Issue, 3 Publisher, Growing Science, Canada.

THE RELATIONSHIP BETWEEN EMPLOYEE ENGAGEMENT AND TRANSFORMATIONAL AND TRANSACTIONAL LEADERSHIP STYLES: EVIDENCE FROM JORDAN; GREATER AMMAN MUNICIPALITY

The effects of organizational support and psychological empowerment on organizational citizenship behavior in the Jordanian health sector, Journal Organizational Psychology, Vol.11, Issue 3.

TRANSFORMATIONAL LEADERSHIP AND ITS IMPACT ON THE JOB PERFORMANCE AT GREAT MUNICIPALITIES IN JORDAN

The Relationship Between Role Ambiguity and Job Insecurity on Work-Life Quality in Jordanian private Universities

The Effect of Psychological Empowerment and Organizational Justice on Organizational Commitment in Jordanian Public Sector

Research Interests

Management, Human Resources and Human Capital, Public Administration, Leadership style, Strategic Management (Theoretical and Applied; Management Theories), Organization Climate, Organization Behavior.

Workshops, Seminars and Conferences

- ▶ Innovation Total Solution (*PhD Symposium Series*), 27th and 28th of April 2014, University of Sciences, Malaysia.
- ▶ Striving to be Excellent in Research (*Colloquium*), 18th - 21st of August 2014, University of Sciences, Malaysia.
- ▶ Thesis writing (workshop), 19th-21st of January 2015, University of Malaysia Perlis.
- ▶ Building Capacity of Future Researcher (*Colloquium*), 27th - 31st of July 2015, University of Sciences, Malaysia.
- ▶ Building Research Capacity and Productivity (*Colloquium*), 1st - 5th of August 2016, University of Sciences, Malaysia.
- ▶ Publication in Top Journal (*Seminar*), 6 Oct 2016, Given by Prof. Dr. Ming-Lang Tseng (Lunghwa University of Science and Technology, Taiwan), Associate editor at Journal of Cleaner Production.
- ▶ Econometrics Using E-views (*Workshop*), 10th and 11th of November 2014, University of Sciences, Malaysia.
- ▶ Econometrics Using AMOS (*Workshop*), 10th and 18th of November 2015, University of Malaysia Perlis, Malaysia.
- ▶ Econometrics Using Smart PLS (*Workshop*), 20th - 31th of November 2015, University of Malaysia Perlis, Malaysia.

Work experience

Date
 Name and address of employer
 Type of business or sector
 Occupation or position held
 Main activities and responsibilities

20th Sep 2009 -30th May, 2013
 Ministry of Education Jordan
 Secondary Teaching
 Education
 ▶ Teaching Management courses for Information Technology.

Dates
 Name and address of employer
 Type of business or sector
 Occupation or position held
 Main activities and responsibilities

1th Jan 2011- 1st Jun, 2011
 Department of Statistics, Jordan.
a Senior Researcher, By Department of Statistics, South Office.
 Researcher at Economic studies department
 ▶ Carry out field visits to existing respondents and potential in order to see the progress of work and level of management efficiency and to know and meet them for more information about financial statement.
 ▶ Preparing the statistical reports for top management

Dates
 Name and address of employer
 Type of business or sector
 Occupation or position held
 Main activities and responsibilities

- ▶ 1st Oct 2018- 1st Oct 2020
- ▶ Jadara University, Irbid-Jordan
- ▶ Human Resource Management department
 Assistant professor
 Former Head of Human Resources Management Department at
 Jadara University, Jordan
- ▶ Conducting **research** and **tutorials** assigned during the session to meet course requirements, providing course advice during the enrolment, providing student consultation as appropriate throughout the teaching term, managing assessment requirements including marking assignment and final exam papers, with special attention to meeting deadlines, supervising students minor project/term paper, involving in professional activities.)

Dates
 Name and address of employer
 Type of business or sector
 Occupation or position held
 Main activities and responsibilities

- ▶ 16 Sep 2020 - now
- ▶ , Al al-Bayt University, Mafraq -Jordan
- ▶ Department of Business Administration& Public Administration,
- ▶ Lecturer
- ▶ Conducting **research** and **tutorials** assigned during the session to meet course requirements, providing course advice during the enrolment, providing student consultation as appropriate throughout the teaching term, managing assessment requirements including marking assignment and final exam papers, with special attention to meeting deadlines, supervising students minor project/term paper, involving in professional activities.)

**Teaching Units
 Courses**

Undergraduate

- ▶ Human Resource Planning.
- ▶ Human Resource Staffing.
- ▶ Human Resource Training and Development.
- ▶ International Human Resource.
- ▶ Job Design and Analysis.
- ▶ Talent Management.
- ▶ Economics of Labor.
- ▶ Contemporary Topics in Human Resource Management.
- ▶ Human Resource Management Strategies.
- ▶ Career path management
- ▶ Performance Management
- ▶ Computer Application in Human Recourses Management
- ▶ Graduation Project
- ▶ Computer Application in Management
- ▶ Principles of Management
- ▶ Public Relations
- ▶ Communication Skills & Public Relations

Postgraduate

- ▶ Performance Management
- ▶ Advance Human Recourses Management
- ▶ Leadership
- ▶ Human Recourses Management
- ▶ Research Seminar in Public Administration
- ▶ Public Policy Analysis
- ▶ Public finance

Training Courses Given

- ▶ Preparing the portfolio of the module, 18th Mar 2018, (operated by Mutah University) -Jordan.
- ▶ E learning, 17th Apr-23th of Apr 2018, (operated by Mutah University) - Jordan.
- ▶ Increase the citation in the articles, 25th Apr 2018, (operated by Mutah University) -Jordan.
- ▶ Online exams/ computerized tests, 21th Mar 2018, (operated by Mutah University) -Jordan.
- ▶ MUCDL Mutah University Jordan.

Date
 Name and address of employer
 Type of business or sector
 Occupation or position held
 Main activities and responsibilities

1st Oct 2015- 1st Oct, 2016
 University, Malaysia Perlis Kangar- Malaysia
 School of Business Innovation and Technopreneurship
 Assistant Lecturer
 ▶ Conducting **research** and **tutorials** assigned during the session to meet course requirements, providing course advice during the enrolment, providing student consultation as appropriate throughout the teaching term, managing assessment requirements including marking assignment and final exam papers, with special attention to meeting deadlines, supervising students minor project/term paper, involving in professional activities.)

Technical Skills

Computer Skills
 Statistical Programs

- Microsoft office (ICDL Certificate)
- ▶ Statistical Package for the Social Sciences (SPSS)
 - ▶ PARTIAL LEAST SQUARES PATH MODELING (PLS)
 - ▶ STATA for statistical analysis (Research analysis software)
 - ▶ E-VIEWS for statistical analysis (Research analysis software)
 - ▶ Amos for statistical analysis (Research analysis software)

Other Skills and qualifications

- ▶ Research Methods
- ▶ Building self-confidence.
- ▶ Ability to prioritize workload and handle multiple tasks simultaneously.
- ▶ Consistent initiative, organization, and flexibility.
- ▶ Demonstrated ability to deliver results in undefined situations or changing environments.

Personal skills and competences

Mother tongue

Arabic

Other languages

European level

English

Understanding		Speaking		Writing
Listening	Reading	Spoken Interaction	Spoken Production	
Very good	Very good	Very good	Very Good	Very Good