

Curriculum Vitae

Dr. Bader Yousef Bader OBEIDAT

The University of Jordan, Amman, Jordan.
11942

P. O. Box 13114 Postal Code

Tel: 00962 (772) 724041

00962 (79) 8500058

Email: b.obeidat@ju.edu.jo

Date of Birth: 27th October 1977

Education

September 2008 PhD in Business Studies (Strategic Management), Durham University, UK

Thesis Title: "A study of the implementation stage of strategic decisions in the banking sector in Jordan".

October 2001 – August 2003 Master of Business Administration (MBA), Yarmouk University, Irbid, Jordan. Cumulative GPA: 86.7%.

Dissertation Title: "Managers' Training Needs and their Preferred Training Strategies in the Jordanian Banking Sector".

October 1995 – January 1999 BA in Business Administration, Yarmouk University, Irbid, Jordan

Teaching Experience

- September 2013 – ongoing, video conferencing lectures for Master students at The University of Jordan, Aqaba branch.
- September 2012 – ongoing, "Entrepreneurship" for undergraduate students, Faculty of Business, University of Jordan, Jordan.

- January 2009 – ongoing, “Strategic Management” for undergraduate students, Faculty of Business, University of Jordan, Jordan.
- June 2011 – October 2011, "Organizational Theory" for postgraduate students, Faculty of Economics and Administrative Sciences, Yarmouk University, Jordan.
- January 2009 – ongoing, “Human Resources Management” for both undergraduate and postgraduate students, Faculty of Business, University of Jordan, Jordan.
- January 2009 – ongoing, “Total Quality Management” for Master students, Faculty of Business, University of Jordan, Jordan.
- January 2009 – June 2010. “Research Methods” for Master students, Faculty of Business, University of Jordan, Jordan.
- October 2005 – May 2008, “Research Methods” for Master students, Business School, Durham University, England.
- October 2006 – April 2007 Lecturer in Strategic Management, “Strategy and International Business” for final year undergraduate students, Business School, Durham University, England.
- 25th September 2003 – 1st September 2004 Lecturer in HRM, Strategic Management, Principles in Management, and Management Theory and Thoughts, Faculty of Business Administration, University of Jordan, Jordan.

**** In most of the above courses I usually use different teaching and training methods such as: role play, case study, brainstorming, field trip and group project.***

Employment

- 17th February 2014 – ongoing, Associated Professor of Strategic Management, Business Management Department, Faculty of Business, University of Jordan, Jordan.
- November 2008 – 16th February 2014, Assistant Professor of Strategic Management, Business Management Department, Faculty of Business, University of Jordan, Jordan.
- 8th April 2004 – 1st September 2003, Teaching Assistant, Business Management Department, Faculty of Business, University of Jordan, Jordan.
- 12th April 1999 – 14th September 2003 Arab Bank, Irbid, Jordan.

Positions of Previous Responsibility

- **Strategic Human Resource Consultant** for many local and international organizations

Conducting multi stakeholder consultations and incorporating them in the planning process in order to improve the delivery of strategic priorities and meet the needs of the various stakeholders associated with the organization.

My duties involved:

- Creating stakeholder engagement plan.
- Developing tailored techniques, methods, and approached for various stakeholders to be consulted.
- Using feedback to address issues raised and making appropriate adjustments.
- Documenting the process and results of consultation.
- Following up with consulted stakeholders to let them know what has happened and what the next step will be.

Conducting various programs to train employees/trainers in order to improve employees' practical skills and leverage their knowledge. This involves providing employees with latest trends and techniques that facilitate their learning and help improve their ability and confidence in passing on related information to others to enhance the competitiveness and sustainability of the organizations in both the domestic and international markets.

- **Head of Business Management Department**, Faculty of Business, University of Jordan, Jordan, September 2013 – September 2014.

As the Head of the Business Management Department I oversee the implementation of strategic policies and work towards the advancement of the department. In addition, I continually assess the performance of the department and its members and contribute to the modification of educational plans.

My duties involved:

- Raising the standards of student attainment and achievement within the whole curriculum area. In addition to monitoring and supporting student progress.
- Being accountable for student progress and development within the subject area.
- Developing and enhancing the teaching practices of others.
- Being accountable for leading, managing, and developing the subject/curriculum area.
- Ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department in accordance with the aims of the faculty and the curricular policies determined by the university.
- Managing and deploying the staff and the financial and physical resources within the department effectively in order to support the department development plan.

- **Assistant Dean for Quality Assurance**, Faculty of Business, University of Jordan, Jordan, February 2010 – October 2011.
 - Duties involved preparing documents to support our school joining the The Association to Advance Collegiate Schools of Business (AACSB) as a member of this organization

- **Human Resource and Strategy Consultant**, Riyadh Military Hospital, Riyadh, The Kingdom of Saudi Arabia, June 2010 – September 2010. Creating training for trainers programs that provide participants with up to date learning techniques and methodologies that focus on the proper facilitation of knowledge and experience exchange and sharing. The major goals of the program are to provide participants with the opportunity to acquire and practice skills in facilitating training programs and to enhance their abilities to design training session plans and programs.

- **Human Resource and Strategy Consultant**, Riyadh Military Hospital, Riyadh, The Kingdom of Saudi Arabia, June 2011 – December 2011.

My duties involved:

- Advise the hospital on best human capital management practices.
- Help the human resource department to strategically integrate effective HR processes, programs and practices into their daily operations
- Perform internal reviews and audit of current systems and policies.
- Conduct investigations and research into reclassification and classification.
- Match job seekers to employers.
- Ensure business practices are in accordance with human resource policies and labour laws.
- Help train managers and employees inside the hospital.
- Provide the hospital with updated salary and job description information.
- Help implement applicant tracking systems.

- Provide consultation and guidance to senior management and organizational partners in the interpretation of human resource management policies, procedures, programs and application of related government laws and regulations.
 - Lead HR-related projects.
 - Provide advice on discipline process, conduct disciplinary review conferences and advise on appropriate outcomes.
 - Develop employee restructuring plans.
 - Participate in the design, development and implementation of innovative workforce retention programs.
 - Provide review and approval of requests for reduction-in-force, reorganizations/realignments.
 - Developing Human Resource Development Programmes and implementing them in order to recruit the best available talent and provide them with rotational training of the different functions in the organization for a given period of time. The aim of the programme is to ensure rapid long-term growth by presenting candidates with assignments that represent in-depth experience that sharpens one's skills, helps the individuals understand the different aspects of the company's operations, and provides the individuals with the opportunity to demonstrate their abilities.
 - Providing training for trainers.
- **Consultant for various projects undertaken in rural areas** located in the North, East, and South of Jordan funded by USAID and UNDP, 2008 – on going.
- The projects involved development cooperation in the field of social protection and assistance by creating policies and programs designed to reduce poverty, diminish people's exposure to risk, and providing support to individuals, in an effort to improve people's well-being and living standard.

My duties involved:

- Identifying areas/individuals in need of assistance.

- Developing a detailed action plan
 - Recruiting experts
 - Implementing a tailored assistance action
 - Evaluating achievements
 - Ensuring further support and follow-up
- **Vice President**, Ustinov College, Durham University, March 2007–November 2007.

My duties involved deputizing the president in his absence, chairing different committees, assisting the President in maintaining discipline within college, being a liaison between current GCR students and alumni, and many more.

- **Social Chair**, Ustinov College, Durham University, October 2007–ongoing.

My duties involved chairing the social committee's meetings, organizing social events in the college, selecting those who will be involved in the social committee, and many more.

Being Vice President and Social Chair helped me in increasing my personal experience and building up my self-confidence and leadership style. It also helped me in increasing my skills and abilities in working as both team leader and team member. Finally, working for four years in the GCR and presenting students helped me to increase my abilities of being committed to the things I do.

- **Treasurer**, Ustinov College, Durham University, April 2006–March 2007.
- As a treasurer of Ustinov College GCR, I am responsible for the running of the accounts of the Committee and sits on both the Finance Committee and the Governing Body. I also overlook the accounts of the Clubs and Societies and responsible for the allocation of resources.

- **Student Representative in the Board of Studies in the Business School,**
Durham University, January 2005–October 2006.

Here my role is to bring student issues to the attention of the Board of Studies, and to report back concerns to the student body.

Skills

General skills in research and data analysis, more specifically in:

Computer Skills:

- Applications: Microsoft Office Suite, Internet Explorer, and several e-mail packaging.
- Programmes: SPSS and NVIVO.
- Operating systems: Windows XP.

Awards and achievements

- Conference Organizer. ‘The Second Conference for the Faculty of Business. Critical Issues for Emerging Economies in Today’s Business Environment’. 14th and 15th April 2009.
- I had a scholarship to study PhD from the University of Jordan, Amman–Jordan September 2004–September 2008.
- In my B.A in Business Administration I received extremely high marks and came first in my class for students graduating that semester.
- In my MBA I received extremely high marks and came the second in my class for students graduating that year.

Social and Non Profitable Activities

- July 2015 Coordinator of a fund raiser in order to purchase school backpacks for students in less privileged areas around the country of Jordan.
- July 2014 Coordinator of a Ramadan breakfast for orphans from various orphanages located in different parts of the country of Jordan.

- January 2014 Coordinator of a cycling event with the aim of increasing awareness of alternative means for transportation in Jordan.
- August 2013 Coordinator of a Ramadan breakfast for orphans from various orphanages located in different parts of the country of Jordan.

Training Delivery

- Human Resource Management 'Pay Roll Management'. AGENDA One, Amman, Jordan, 27th-31st May 2009.
- Human Resource Management. NYIT, Amman, Jordan, 14th-17th September 2009.
- Performance Management and appraisal, NYIT, Amman, Jordan, 21st-24th September 2009.
- Interviewing, NYIT, Amman, Jordan, 28th September-1st October 2009.
- Strategic Management, Institution of Banking Studies, Amman, Jordan, May 2010.
- Coaching, Mentoring, and Counselling. Riyadh Military Hospital, Riyadh, KSA, 11th -14th July 2010.
- Strategic Management. Riyadh Military Hospital, Riyadh, KSA, 17th -21st July 2010.
- Strategic Planning. Institute of Banking Studies, Amman, Jordan, 3rd-7th Oct 2010.
- Organizational Skills, Kuwait Petroleum Corporation, Kuwait, Kuwait, 18th – 21st Oct 2010.
- Act and Think Strategic, Kuwait Petroleum Corporation, Kuwait, Kuwait, 25th – 28th Oct 2010.
- Training Diploma in Human Resource Management (Coordinator and Trainer), Centre of Consultation, University of Jordan, Amman, Jordan, 6th Feb 2011 – June 2011. The course involved in-depth training for trainers to establish a team of trainers that have relevant skills in specific training areas and are capable of creating and conducting appropriate training programs.
- Strategic Planning, Municipality of Amman, Amman, 2nd and 3rd April 2011.

- Strategic Planning. Institute of Banking Studies, Amman, Jordan, 26th – 30th Oct 2011.
- Managing Human Resources in Total Quality Management. 19th December 2011.
- Human Resource in Modern Management. NYIT, Amman, Jordan, 11th – 20th March 2012.
- Human Resources Management, Petra Training for Training and Strategic Studies, Amman, Jordan, 22nd – 26th July 2012.
- Training Diploma in Human Resource Management (Coordinator and Trainer), Center of Consultation, University of Jordan, Amman, Jordan, 6th February 2012 – June 2012. Involved training of trainers.
- Communication Skills, OPTIMAL, Amman, Jordan, 5th – 9th August 2012.
- Managerial Skills, OPTIMAL, Amman, Jordan, 12th – 16th August 2012.
- Strategic Planning, OPTIMAL, Istanbul, Turkey, 9th – 13th September 2012.
- Strategic Planning. Institute of Banking Studies, Amman, Jordan, 23rd – 27th September 2012.
- Strategic Planning, Mandarin, Istanbul, Turkey, 7th – 13th September 2014
- Problem Solving and Innovation, Institute of Banking Studies, Amman, Jordan, 23rd – 29th June 2013
- Strategic Planning, Mandarin, Istanbul, Turkey, 25th – 30th January 2014.
- Human Resource Management, Mandarin, Kuala Lumpur, Malaysia, 31st May – 8th June 2014

Boards and Committees

- Editorial board, International Journal of Arts and Commerce, 2012 – ongoing.
- Editorial board, International Journal of Human Resource Management, 2012 – ongoing.
- Member of strategic planning committee, January 2009 – June 2010.
- Member of The School of Business Committee, The University of Jordan, 2009 – 2014.

Conferences

- 5th Annual International Conference on Management, July 2008, Athens, Greece.
- Intellectual Capital Development, January 2010, Kuwait, Kuwait.
- International Business Information Management Conference (17th IBIMA) 2010.
- International Business Information Management Conference (18th IBIMA), 2012.
- International Business Information Management Conference (19th IBIMA) on 12-13 November 2012 in Barcelona, Spain. (Conference to go).
- International Platform for Young Entrepreneurs, October 2014, Istanbul, Turkey.
- Obeidat, B. Y., Aqqad, N. O. , and Bany Mohammed, A. A., (2015). "The Relationship between Emotional Intelligence and Transformational Leadership: Review of the Literature and a Theoretical Model", in 3th Global Conference on Business, Economics, Managment and Tourism, Rome, Italy, 26-28th November.
- Masa'deh, R., Gharaibeh, A., Tarhini, A., Obeidat, O. (2015). "Knowledge Sharing Capability: A Literature Review", in 4th Scientific & Research Conference on New Trends in Business, Management and Social Sciences (COES&RJ-TK15/1), Istanbul, Turkey, 19-20th September, pp. 1-16.
- Al-Dmour, R., Obeidat, B., Masa'deh, R., Almajali, D. (2015). "The Practice of HRIS Applications in Business Organizations in Jordan: An Empirical Study", in 4th Scientific & Research Conference on New Trends in Business, Management and Social Sciences (COES&RJ-TK15/1), Istanbul, Turkey, 19-20th September, pp. 53-74.
- Masa'deh, R., Obeidat, B., Zyod, D., and Gharaibeh, A. (2015). "The Associations among Transformational Leadership, Transactional Leadership, Knowledge Sharing, Job Performance, and Firm Performance: A Theoretical Model", in the Centre of Excellence for Scientific & Research Journalism, Dubai , 26-27th March, pp. 45-

Publications

- Obeidat, B. Y., 2009. A Study of the implementation Stage of Strategic Decisions in the Banking Sector in Jordan. 1st Ed. VDM Verlag Dr. Müller e.K.
- Masa'deh, R. M., Shannak, R. O., Obeidat, B. Y., and Dahalin, Z., 2010. Investigating a Causal Model of IT-Business Partnership and Competitive Advantage. Business Transformation through Innovation and Knowledge Management: An Academic Perspective, 1250-1260.
- Shannak, R. O., Masa'deh, R. M., Obeidat, B. Y., and Almajali, D. A., 2010. Information Technology Investments: A Literature Review. Business Transformation through Innovation and Knowledge Management: An Academic Perspective, 1356-1368.
- Obeidat, B. Y., Shannak, R. O., Masa'deh, R. M., and Al-Jarrah, I. M., 2012. Toward Better Understanding for Arabian Culture: Implications Based on Hofstede's Cultural Model. European Journal of Social Sciences, 28(4): 512-522.
- Al-Jarrah, I. M., Qasrawi, W., Obeidat, B. Y., and Sulyman, Y. H., 2012. Evaluating the Competition and Pricing Power in the Banking Sector of Jordan. European Journal of Economics, Finance and Administrative Sciences, 46(1): 41-53.
- Obeidat, B. Y., 2012. The Relationship between Human Resource Information System (HRIS) Functions and Human Resource Management (HRM) Functionalities. Journal of Management Research, 4(4): 192-211.
- Obeidat, B. Y., Alzaidi, F. F., Shannak, R. O., Al-Jarrah, I. M., and Al-Zu'bi, Z. M. F., 2012. The Impact of Healthcare Quality Controls on Patient

Safety in Ministry of Health (MOH) Hospitals in (KSA) Kingdom of Saudi Arabia. *Research Journal of International Studies*, 24.

- Shannak, R. O., Masa'deh, R. MT., Al-Zu'bi, Z. M. F., Obeidat, B. Y., and Alshurideh, M., 2012. A Theoretical Perspective on the Relationship between Knowledge Management Systems, Customer Knowledge Management, and Firm Competitive Advantage. *European Journal of Social Sciences*, 32(4): 520-532.
- Obeidat, B. Y., Sweis, R. J., Zyod, D. S., Masa'deh, R. MT., and Alshurideh, M., 2012. The Effect of Perceived Service Quality on Customer Loyalty in Internet Service Providers in Jordan. *Journal of Management Research*, 4(4): 133-151.
- Obeidat, B. Y., 2012. The Relationship Between Innovation Diffusion and Human Resource Information System. *Perspective of Innovation, Economics, and Business*. 12.
- Obeidat, B. Y., El-Rimawi, S. Y., Masa'deh, R. MT., Maqableh, M. M., and Al-Jarrah, I. M., 2012. Evaluating the Profitability of the Islamic Banks in Jordan. *European Journal of Economics, Finance and Administrative Sciences*, 56.
- Harfoushi, O., Alfawwaz, B., Obeidat, B., Obeidat, R., Faris, H., 2013. Impact of Internet Advertisement and its features on e-commerce retail sales: Evidence from Europe. *Journal of Software Engineering and Applications*. 6, 564-570.
- Abdallah, A. B., Obeidat, B. Y., Aqqad, N. O., 2014. The Impact of Supply Chain Management Practices on Supply Chain Performance in Jordan: The Moderating Effect of Competitive Intensity. *International Business Research*, 7(3)

- Obeidat, B. Y., and Abdallah, A. B., 2014. The Relationships Among Human Resource Management Practices, Organizational Commitment, And Knowledge Management Processes: A Structural Equation Modelling Approach. *International Journal of Business and Management*, 9 (3).
- Sweis, R., Obeidat, B., Alghawi, H., Alzubi, Z., 2015. Benchmarking of TQM: The Case of Hikma Pharmaceuticals Company. *Benchmarking: an International Journal*, 22 (3).
- Masadeh, R., Obeidat, B. Y., Al-Dmour, R. H., and Tarhini, A., 2015. Knowledge Management Strategies As Intermediary Variables Between IT business Strategic Alignment And Firm Performance. *European Scientific Journal*, 11 (7).
- Masadeh, R., Tarhini, A., Al-Dmour, R. H., and Obeidat, B. Y., 2015. Strategic IT-Business Alignment As Managers' explorative And Exploitative Strategies. *European Scientific Journal*, 11 (1).
- Hajir, J. A., Obeidat, B. Y., Al-dalahmeh, M. A., and Masa'deh, R., (2015). " The Role of Knowledge Management Infrastructure in Enhancing Innovation at Mobile Telecommunication Companies in Jordan", in *European Journal of Social Sciences*, Vol. 50, No. 3.
- Masa'deh, R., Obeidat, B., Zyod, D., and Gharaibeh, A. (2015). "The Associations among Transformational Leadership, Transactional Leadership, Knowledge Sharing, Job Performance, and Firm Performance: A Theoretical Model", in the *Journal of Social Sciences (COES&RJ-JSS)*, Vol. 4, No. 2, pp. 848-866.
- Masa'deh, R., Obeidat, B., Al-Dmour, R., and Tarhini, A. (2015). "Knowledge Management Strategies as Intermediary Variables between IT-Business Strategic Alignment and Firm Performance", in the *European Scientific Journal*, Vol. 11, No. 7, pp. 344-368.

- Masa'deh, R., Tarhini, A., Al-Dmour, R., and Obeidat, B. (2015). "Strategic IT-Business Alignment as Managers' Exploitative Strategies", in the European Scientific Journal, Vol. 11, No. 7, pp. 437-457.
- Al-Dmour,R., Obeidat, B., Masa'deh, R., and Almajali, D. (2015). "The Practice of HRIS Applications in Business Organizations in Jordan: An Empirical Study", in European Journal of Business and Management, Vol. 7, No. 33, pp. 37-51.
- Al-Dmour,R., Masa'deh, R., and ., Obeidat, B. "Factors Influencing The Adoption and Implementation of HRIS Application: Are They Similar", in International Journal of Business Innovation and Research, Vol. (), No....
- JA Hajir, J. A., Obeidat, B. Y., Al-dalahmeh, M. A. (2015). "The Role of Knowledge Management Infrastructure in Enhancing Innovation at Mobile Telecommunication Companies in Jordan". In European Journal of Social Sciences, Vol. 35, No. 3, pp 313-330.
- Al Kateb,G., Swies, R., Obeidat, B., Masa'deh, R. M., Magableh, M., (2015) "An Investigation on the Critical Factors of Information System Implementation in Jordanian Information Technology Companies", in European Journal of Business and Management, Vol. 7, No. 36, pp 11-28.
- Masa'deh, R., and Obeidat, B. Tarhini, A. (2016) "A Jordanian empirical study of the associations among transformational leadership, transactional leadership, knowledge sharing, job performance, and firm performance: a structural equation modelling approach", in Journal of Management Development (Emerald Insight), Vol. 35, No. 5.

Edited Books

- Dessler, G., & Al Ariss, A. (2012). Human resource management: Arab World Edition. Edinburgh: Pearson Education Limited.

Supervised MBA Thesis

- I have supervised more than twenty MBA students at The University of Jordan since 2008.

Examined PhD Thesis

- I have examined three PhD thesis in two private universities in Jordan.

Examined MBA Thesis

- I have examined more than thirty MBA dissertations at The University of Jordan and at many public and private universities inside Jordan since 2008.

References

- Jamal Daoud Abu-Doleh, Professor, Business Administration Department, Yarmouk University, Irbid, Jordan, jdoleh@yu.edu.jo
- Rifat Odet Allah Shannak, Professor, Management Information System, School of Business, The University of Jordan, Amman, Jordan, rshannak@ju.edu.jo
- Ra'ed "Mohammad Tayseer" Masa'deh, Associate Professor, Management Information System, School of Business, The University of Jordan, Amman, Jordan, r.masadeh@ju.edu.jo