

# Muntaser Jamal Melhem, MBA, PhD

Assistant Professor in Accounting, Faculty of Business, University of Jordan

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## Work Address:

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## Education

2018 - 2022	PhD in Accounting (Golden Completion Award) - University of Kent, UK
2015 - 2016	Master of Business Administration - Cardiff Metropolitan University, UK
2007 – 2011	Bachelor's Degree in Accounting – University of Jordan, Jordan

## Academic and Work Experience

Nov 2022 – Present	Assistant Professor in Accounting, Faculty of Business – University of Jordan
2016 – 2017	Associate External Financial Auditor at PwC, Jordan
2012 – 2014	Engagement Financial Auditor at EY, Jordan

## Language Proficiency

Arabic – Native Tongue

English – Excellent

## **Courses, Conferences, Workshops**

2022	Participated in the 3 <sup>rd</sup> International Interdisciplinary Conference on Gender, Work and Society, Future of Equalities, Diversity and Inclusion (EDI) in South Asia and Beyond Conference as a presenter for a research paper.
2022	Participated in Warwick Summer School – Emotions in Routine Dynamics
2021	Participated in Warwick Summer School – Routine Dynamics and Process Research
2021	Participated in the British Academy of Management (BAM) Conference as a research presenter in the performance management track.
2021	Attended European Group for Organizational (EGOS) Studies PhD workshop

## **Academia-related Skills:**

- Expertise in neo-institutional theory and routine dynamics theory.
- Proficiency in practice and process research and the micro-foundations of management and organizations.
- Collaborative mindset, actively engaging in interdisciplinary research projects and contributing to the academic community.
- Proficiency in relevant technologies and software used in the field, including qualitative data analysis tools such as Nvivo.
- Dedication to continuous learning, including ongoing professional development and staying abreast of research trends.
- Proficient in delivering engaging and effective material to undergraduate students in management and financial accounting.
- Skilled in developing comprehensive curriculum materials, including syllabi, lectures, assignments, and assessments.
- Skilled in developing comprehensive curriculum materials, including syllabi, lectures, assignments, and assessments to undergraduate students.

### **Professional-related Skills:**

- Extensive experience in conducting financial audits, including planning, risk assessment, testing, and reporting in accordance with auditing standards and regulations.
- Proven ability to assess and identify financial risks, develop appropriate control measures, and provide recommendations for risk mitigation.
- Expertise in evaluating and testing the effectiveness of internal controls, including documentation review, process analysis, and control gap identification.
- Demonstrated skill in developing comprehensive audit plans, setting objectives, allocating resources, and executing audits within agreed timelines.
- Proficiency in analyzing financial statements, identifying anomalies or irregularities, and interpreting complex financial data to draw meaningful conclusions.
- Strong ability to prepare clear, concise, and well-structured audit documentation and reports that effectively communicate findings, recommendations, and conclusions.
- Experience in leading and managing audit teams, including assigning tasks, providing guidance, reviewing workpapers, and conducting performance evaluations.
- Familiarity with auditing and accounting softwares and tools, data analysis techniques, and the use of technology to enhance audit effectiveness and efficiency.
- Expertise in budget preparation, variance analysis, and financial forecasting to support decision-making and ensure financial goals are achieved.
- Ability to liaise with internal and external auditors, prepare audit documentation, and manage audit processes to ensure successful completion.

### **Research**

Melhem, M. J., Darwish, T. K., Wood, G., & Abushaikha, I. (2024). Managing upward and downward through informal networks in Jordan: The contested terrain of performance management. *Human Resource Management*, In Press. <https://doi.org/10.1002/hrm.22224>

Melhem, M.J., Khassawneh, O., Darwish, T.K., Singh, S. and Alanezi, A.N. (2024), "Navigating HRM practices in the Indian institutional context: multinational vs domestic enterprises in comparative perspective", *Review of International Business and Strategy*, Vol. 34 No. 4, pp. 495-515. <https://doi.org/10.1108/RIBS-12-2023-0142>

Almansi, A., AlKhalailah, M., Zaidan, H., Al-Dmour, A., Moafi, O., and Melhem, M.J. (2024), Exploring Dividend Policy, Stock Price Volatility, and the Impact of Ownership Structure: A Study of Non-Financial Companies. *International Journal of Accounting, Auditing and Performance Evaluation*, In Press

Darwish, T.K., Khassawneh, O., Melhem, M. and Singh, S. (2024), "HR directors in India: navigating institutional incoherence for HRM stability and change", *Employee Relations*, Vol. 46 No. 4, pp. 776-794. <https://doi.org/10.1108/ER-07-2023-0338>

Bourezg, M., Khassawneh, O., Singh, S., Mohammad, T., Melhem, M.J. and Darwish, T.K. (2024), "Exploring the path to job satisfaction among women in the Middle East: a contextual perspective", *Gender in Management*, In Press. <https://doi.org/10.1108/GM-11-2023-0411>

Melhem, M.J. and Darwish, T.K., 2023. Employee voice in Jordan: Challenges and opportunities. *Employee Voice in the Global South: Insights from Asia, Africa and South America*, pp.127-158.

## References

- Prof Tamer Darwish, International and comparative HRM, and the Head of HRM Research Centre in the Business School. University of Gloucestershire, UK. Email: [tdarwish@glos.ac.uk](mailto:tdarwish@glos.ac.uk)
- Dr M.May Seitanidi, Reader in Strategy. University of Kent, UK. Email: [m.m.seitanidi@kent.ac.uk](mailto:m.m.seitanidi@kent.ac.uk)
- Dr Abdullah Iqbal, Senior Lecturer in Accounting and Finance. University of Kent, UK. Email: [a.iqbal@kent.ac.uk](mailto:a.iqbal@kent.ac.uk)