

MOTASEM THNEIBAT

Department of Business Management

School of Business

University of Jordan, Amman – Jordan

Current Position

July 2023 – Present Associate Professor of HRM and Innovation Management – School of Business, University of Jordan

Teaching modules in the area of; HRM, Innovation Management, Entrepreneurship, Operations Research.

October 2021-Present Member of a JEDCO committee to revise policies on the national level for Intellectual Property and Entrepreneurship.

A project funded by the EU and coordinated by Jordan Enterprise Development Corporation (JEDCO) to revise and develop and effective intellectual property and entrepreneurship policy at the national level.

May 2021 - Present: Member of the competency exam committee in business management department.

I'm responsible for preparing students for the competency exam. This is done by explaining why the exam is important and explaining the main themes of the exam. Additionally, feedback is provided to the center of accreditation and quality at the University. This exam evaluates the overall knowledge students has acquired during their bachelor degree. The exam comprises components that range from the academic field and labor market.

Sep 2018 – Present: Member of Quality and Accreditation Unit– Department of Business Management, University of Jordan - School of Business

Responsible for the accreditation file for the department of business administration through identifying the department's qualities, values, mission, vision, objectives, contribution and other related tasks in order to achieve the AACSB accreditation for the business school.

Education and Qualifications

Oct 2012–March 2018 School of Management, University of Bradford, UK

The School of Management is part of an elite group of business schools worldwide with the triple crown of accreditations – AACSB, AMBA and EQUIS (only 1% of business schools worldwide hold this reputation).

PhD Business and Management

PhD Thesis Topic: HRM Practices and Innovation Management

- My thesis considered the relationship between HRM practices and innovation. The fundamental contribution of my thesis is the shift in perspective: I studied employees' perceptions of how HRM practices promote innovation. My research is probably the first serious attempt to make the HRM–innovation link for two distinct reasons: it involves the study of perceptions of HRM practices in relation to innovation at the intra-organizational level (micro level), and it adopts a holistic set of HRM practices

by considering 28 HRM practices, whereas existing studies were limited to a smaller subset of practices (training, recruitment, appraisal and job design).

- Throughout my research I had to deal with complex data, which allowed me to adopt diverse perspectives and consider different narratives, and in some cases not to take things at face value and to become more resilient (this is part of why I chose innovation in the first place).

Supervisor: Professor David Spicer

(Currently: Director of Business Engagement and HRM at University of Bradford, Faculty of Management, Law and Social Sciences. Previously: Dean of Salford Business School, University of Salford – Manchester, UK)

Chair of Examination Board: Dr Bryan McIntosh

(Currently Associate Professor at University of Brunel).

Examiners: Professor Ben Lupton (Manchester Metropolitan University) and

Dr Rob Perrett (Currently CEO at HR consultancy and performance research- London. Previously: Associate professor at University of Bradford-School of Management).

Sep 2012–Sep 2013 School of Management, University of Bradford, UK

Postgraduate Diploma Research Methods (PGDip)

- I studied a number of modules related to quantitative and qualitative research methods and approaches, alongside with research philosophy.

Sep 2010–Sep 2011 School of Management, University of Bradford, UK

MSc Business and Management

- I completed an MSc in business and management that comprised various business studies modules such as economics, marketing, HRM, innovation and international business. The shift from civil engineering in my BSc to business and management was challenging yet very fruitful. The MSc degree enabled me to expand my knowledge and gain exposure to the real world and experiences of how the current markets and industries operate. That is one of the main reason I studied management, to acquire a closer look at the real world as I see the world a process of continuous interactions resulted from business world that shape our world and life. and I scored very good. My master dissertation focused on innovation management and specifically investigated the relationship between work experience and innovation management.

Sep 2004–May 2009

University of Jordan, Amman

BSc Civil Engineering

- I obtained deep knowledge and expertise in mathematics, statistics, analytical thinking, in addition to physics.

Committees' membership

Committees at the department level:

- 1- Member of the committee for developing and monitoring of courses plans 2018-2019.
- 2- Coordinator for quality development and assurance 2018-2019.
- 3- Member of the committee for quality assurance 2019-2020
- 4- Member of the committee for quality and development 2020-2021
- 5- Member of the committee for courses plans 2020-2021
- 6- Member of the committee for efficiency exam 2020-2021

Committees at the school level:

- 1- Member of the accreditation and quality assurance and global accreditation (AACSB committee at the faculty level). I was responsible for preparing and completing standards 1 and 2 in the AACSB accreditation form. Major part of my work on the standards included collecting data about scientific research of the faculty members and the extent to which the university's mission and vision have been implemented and achieved through the faculty and the activities of the faculty members.
- 2- Member of the special committee for quality assurance. This special committee was formed by the dean himself (including only 3 members) and was responsible to submit a report to the dean about the importance of the AACSB committee work.
- 3- Member of the sports committee (2019-2020, 2020-2021, 2021-2022).
- 4- Member of the open day committee for the school of business which took place (open day) on the 28th of March 2019.
- 5- Representative of the department of business administration at the school committee for the academic year (2019-2020). The main tasks in this role was to engage in discussing any challenges that my department faced and suggesting any new ideas that can lead to the development of both the department and the school.

Committees at the university level:

- 1- Member of the committee for the second standard (strategic standard) of the executive committee for the distinguished university (2nd session) 2021-2022.

Work Experience

Aug 2022 – Aug 2022: Member of the committee formed by the Jordanian accreditation and quality assurance for higher education institutions to revise and approve new diploma degree at Al-Khwarizmi University College.

Sep 2018 – Sep 2019: Quality and Accreditation Coordinator – Department of Business Administration, University of Jordan - School of Business

Responsible for the accreditation file for the department of business administration through identifying the School of Business qualities, values, mission, vision, objectives, contribution and other related tasks in order to achieve the AACSB accreditation for the business school. Specifically, I was responsible for standards 1 and 2 in the AACSB. I prepared a report consists of 20 pages for both standards. In standard one I detailed how the school mission and vision is aligned with the university's mission and vision. In addition, the strategic plan of the school was discussed, how we arrived to this strategic plan and how it was reviewed and prepared. Additionally, I had to collect data about the intellectual contributions for the last five years (2014-2018) on the School level.

July 2019

Member of the School of Business team to prepare a proposal for fund submitted to the government of South Korea.

The total amount of the fund is USD 10 million. The proposal aimed at describing the main reasons and justifications for different areas for improvements in the school and educational process in order to secure the fund. We are expecting to hear from the South Korea Government in June 2020.

April 2019 - December 2019

Member of the accreditation and quality assurance commission for higher education institutions special committee to review the quality accreditation for the school of business - University of Applied Sciences. Additionally, member in number of committees formed by the commission.

I was a member of a group consisted of three academic professionals from different universities in Jordan and were selected by the Jordanian Higher Education Accreditation Commission to review the quality accreditation, standards, work practices and pedagogical approaches the School of Business at the University of Applied Sciences follows. We had to meet with local community, check for governance procedures, students' satisfaction, check educational materials, modules and ensure the standards are followed. At the end of our meetings and site visits which lasted for two days we prepared a report with scores for different measures and aspects and shed the light on some areas that the school has to develop and pay more attention.

Feb 2019 – March 2019

Member of the special committee for Quality and Accreditation – School of Business, University of Jordan.

I was a member consisted of three academics formed by the dean of School of Business with a main task to review different processes and steps the School of Business is taking towards obtaining the AACSB accreditation.

Jun 2015–Aug 2015

Al Ahliyya Amman University, Jordan

Lecturer, Business School

I taught undergraduate students modules in business and management, mainly HRM, Innovation Management and Quantitative Methods in Business and Management.

Feb 2012–Aug 2012

WISE University, Jordan

Lecturer, School of Business and Finance

I taught business and management modules to undergraduate students, namely HRM, Innovation and Operations Research.

Dec 2011–Dec 2012

Webanywhere (United Kingdom) - *Marketing Representative*

Webanywhere is a UK-based company that provides IT solutions and software for educational institutions and schools. I secured an agreement with Webanywhere to deliver their products to the Jordanian market. The product was mainly marketed at educational institutions providing online teaching and e-learning platforms for students and teachers.

Aug 2009–Aug 2010

Ministry of Municipal Affairs, Amman - Jordan

Civil Engineer

I was responsible for delivering civil and construction projects on time, as well as constructing civil projects such as roads and buildings. I secured funds from the EU for projects in Jordan by writing proposals, and I made sure the projects ran to budget.

Training and Certificates

Nov 2019 –Certified Export Auditing:

I obtained a certificate of export auditing offered by the government of Netherlands, International Labor Organization (ILO) and Amman Chamber of Industry. This certificate prepared me to conduct export auditing for companies that are interested in doing export activities. It included theoretical framework and practical site visits to assess the capacity of the company willing to export. There are only 25 certified export auditors in Jordan.

Research Interest

Human Resource Management (HRM), Innovation, Innovative Work Behavior, Rewards, Performance Appraisal, Organizational Behavior, Organizational Performance, Employee Commitment, Employee Engagement, Psychology at Work, New Product Development.

Sample of Published Articles

- 1- Thneibat, M. (2021), "The Effect of Perceived Rewards on Radical Innovation: The Mediating Role of Knowledge Management in Indian Manufacturing Firms", *Heliyon*, Vol. 7 No. 5, e07155.
- 2- Thneibat, M. (2022), "The role of Performance-based Rewards and Developmental performance appraisal in promoting Innovative Work Behaviour: The mediating role of affective commitment and knowledge sharing", *Jordan Journal of Business Administration*, Vol. Ahead-of-print No. Ahead-of-print.
- 3- Thneibat, M., Obeidat, A., Obeidat, Z., Al dweeri, R. and Thneibat, M. (2022), "Promoting Radical Innovation Through Performance-Based Rewards: The Mediating Role of Knowledge Acquisition and Innovative Work Behavior", *International Journal of Innovation and Technology Management*, Vol. 19 No. 2, <https://doi.org/10.1142/S0219877022500055>
- 4- Thneibat, M. and Sweis, R. (2022), "The impact of performance-based rewards and developmental performance appraisal on innovation: the mediating role of innovative work behaviour", *International Journal of Productivity and Performance Management*, Vol. Ahead-of-print No. Ahead-of-print.
- 5- Thneibat, M., Thneibat, M. and Al- Tamimi, B. (2021), "Establishing the synergy between the perceptions of construction professionals and the phases of value management", *Engineering, Construction and Architectural Management*, Vol. 29 No. 4, pp. 1835-1860.
- 6- Thneibat, M., Thneibat, M., Al-Shattarat, B. and Al kroom, H. (2021), "Development of an agent-based model to understand the diffusion of value management in construction projects as a sustainability tool", *Alexandria Engineering Journal*, Vol. 61 No. 1, pp. 747-761.
- 7- Thneibat, M., Weir, D., McIntosh, B. and Walker-Smith, L. (2022), "HRM practices and innovation synergy: an intra-organisational perspective" *International Journal of Human Resources Development and Management*, Vol. 22 No. 1-2, pp. 98-118.

Teaching Experience

I have been involved in higher education teaching since 2012. My role involved a number of general duties such as working as a module leader, or working closely with a number of module leaders in the preparation of contents and materials for the modules; delivering an innovative and engaging learning experience during the lectures and tutorials; providing our students with adequate guidance for assignments and examinations; marking assignments and exam scripts; internal moderation and other administrative duties.

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| Role | Assistant Professor of Business Administration, School of Business, University of Jordan |
| Oct 2023-Present | Operations Research |
| Oct 2023-Present | Project Management |
| Feb 2023-June 2023 | Human Resource Management |
| Feb 2023-June 2023 | Operations Research |
| Feb 2023-June 2023 | Project Management |
| Oct 2021-Present | Human Resource Management (course leader). |
| Oct 2021-Present | Operations Research. |
| Oct 2021-Present | Project Management (course leader). |
| Feb 2021-Present | Human Resource Management (course leader). |
| Feb 2021-Present | Operations Research. |
| Feb 2021-Present | Project Management (course leader). |
| Sep 2020- Dec 2020 | Human Resource Management (course leader). |
| Sep 2020- Dec 2020 | Operations Research. |
| Sep 2020- Dec 2020 | Project Management (course leader). |
| Feb 2020 – May 2020 | Human Resource Management (course leader). |
| Feb 2020 – May 2020 | Operations Research. |
| Feb 2020 – May 2020 | Project Management (course leader). |
| Sep 2019 - Dec 2019 | Human Resource Management (course leader). |
| Sep 2019 - Dec 2019 | Project Management (course leader). |
| Sep 2019 – Dec 2019 | Operations Research |
| Feb 2019- Apr 2019 | Entrepreneurship |

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| Feb 2019- Apr 2019 | Project Management (course leader). |
| Feb 2019- Apr 2019 | Operations Research |
| Feb 2019- Apr 2019 | National Culture |
| Sep 2018 - Dec 2018 | Supply Chain Management (course leader). |

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| Sep 2018 - Dec 2018 | Operations Research |
| Sep 2018 - Dec 2018 | Project Management (course leader). |
| May 2018 – Aug 2018 | Supply Chain Management (course leader). |

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| Role | Lecturer, Faculty of Business and Finance, Al Ahliyya Amman University |
| June 2015 – Aug 2015 | Supply Chain Management |
| June 2015 – Aug 2015 | Human Resource Management |

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| Role | Lecturer, Faculty of Business, WISE University |
| Feb 2012 – Aug 2012 | Human Resource Management |
| Feb 2012 – Aug 2012 | International Business |
| Feb 2012 – Aug 2012 | Innovation and Entrepreneurship |

Membership to Academic and Professional Bodies

- Member of British Academy of Management (BAM).
Oct 2015 – Present.
- Member of Jordanian Civil Engineers Association.
Aug 2009-Present.
- Certified Export Auditor – Amman Chamber of Industry.

IT Skills

- MS Windows, MS Office
- Statistical analysis software:
 - SPSS. - Structural Equation Modelling (SEM-AMOS) - Smart PLS
- AutoCAD 2D & 3D