

دائرة الموارد البشرية
Human Resources Department



Date 02-12-2020

Ikhlas Ibrahim Altarawneh

PERSONAL INFORMATION

Title: **Vice President For Academic Affairs- Amman Arab University**

Dean of Scientific Research and Post Graduate Studies

Academic Rank: **Full Professor in Business Administration- Human Resource Management**

Date & Place of Birth: 01-02-1977, AlKarak- Jordan

Nationality: Jordanian

Address: Amman/ Alkarak / Maan Jordan

Phone No.: 0799453101

e-mail: : Prof.Ikhlas@aau.edu.jo

ikhlas2010@yahoo.com

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ACADEMIC QUALIFICATIONS

Degree	Major	Duration (From-To)	University	Country
PhD	Human Resource Development and Management	2005	University of Huddersfield,	United Kingdom
MBA	Business Administration	2002	University of Huddersfield	United Kingdom
Bachelors	Business Administrative	1999	Mutah University	Jordan

TEACHING EXPERIENCE

Duration	Rank	Institution	Department/Faculty	Country
Sep. 2020 till now.	Full Professor	Amman Arab University	Business Administration	Jordan
Sep.2018-aug 2019	Full Professor	Amman Alahlyyia University	Business Administration	Jordan
Sep 2011 till 2015	Associate professor	King Fisal university/Ibn Rushed college for management studies	Business school female section	Saudi Arabia
Sep 2005 till 2010	assistance professor	Al-Hussein Bin Talal University	Business school	Jordan
Sep 2015 till 2018	Associate	Al-Hussein Bin Talal	Business school	Jordan

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	professor	University		
March 2018 till now	Full professor	Al-Hussein Bin Talal University	Business school	Jordan

OTHER/ MANAGERIAL EXPERIENCE

Duration	Rank	Institution	Department/Facult y	Country
14/9/2020 till now	Dean of Scientific Research and Post Graduate Studies	Amman Arab University	Scientific Research and Post Graduate Studies Deanship	Jordan
1/11/2020 till now	Vice President for Academic Affairs	Amman Arab University	Amman Arab University	Jordan
(2/9/2018 until 1/9/2019).	Dean of Scientific Research	Al-Ahiyya Amman University	Al-Ahiyya Amman University	Jordan
(5/12/2017- 30/8/2018).	Vice Dean	Al-Hussein Bin Talal University	Business Administration and Economic College,	Jordan
since 2018 till March 2020	Member of Amman Arabia university board of Trustees	Amman Arab university	Amman Arab university	Jordan
20/4/2014- 1/9/2015).	Dean Consultant	Ibn Rush College for Management Studies	Ibn Rush College for Management Studies	Saudi Arabia

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(17/9/2013- 20/4/20 14).	Acting Vice Dean for Female Section	Ibn Rush College for Management Studies	Ibn Rush College for Management Studies	Saudi Arabia,
(17/9/2011- 17/9/2013).	Academic & Quality Supervisor for female section	Prince Sultan College for Business and Tourism,	Al-Faisal University,	Saudi Arabia
(13/09/2010 -10/9/2011).	Vice Dean	Business Administration and Economics College,	Al-Hussein Bin Talal University	Jordan
(2008- 2009).	Head of Business Administratio n department	Business Administration and Economics College,	Al-Hussein Bin Talal University	Jordan
(2007- 2008).	Assistant Dean	Business Administration and Economics College,	Al-Hussein Bin Talal University	

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PUBLICATIONS

JOURNALS

Author/s (In Order)	Title	Journal	Vol./No.	Publication Date
	<ul style="list-style-type: none"> • Training and Development Effectiveness: Practices, Roles and Impacts on Performance in Jordanian Banking Organizations. Published PhD thesis, Huddersfield university, 2005, UK • Training and Development Impacts on Organization's Ability to Achieve its Competitive Advantage. Unpublished MBA dissertation, Huddersfield university, 2001, UK. • Training and Development Evaluation in Jordanian Banking Organizations. Research and Practice in Human Resource Management (RPHRM) Singapore publisher Volume 17 Issue 1, 2009 (June). • Human Resource Management Barriers: The Case of Jordanian Companies. Mu'tah Journal for Research and Studies University of Mu'tah, Vol 25, No 1, 2010, pp 1-23. • Human Resource Management and Turnover Intentions: The Case of Jordanian Hotel Industry. Research and Practice in Human Resource Management (RPHRM) ,Volume 18 Issue 1 2010(June Issue) pp 47-57. University of Curtin Australia • Human Resource Information Systems in Jordanian Universities, International Journal of Business and Management IJBM Vol. 5, No. 10, October 2010, pp 113-127. Canadian Center of Science and Education, Canada. • Crisis Management: case study of Jordanian public security Directorate, the Arab Economic and Business Journal, May 2010, Vol 5, pp 112-130. • Job satisfaction and turnover intensions for academicians in Al-Hussein bin Talal University and Altafelah University (in Arabic). Published in June 2011 at Arab Journal for management, Egypt. • HRD in Jordanian organizations. International Journal of Business, Management and Social Science, University of Lagos, Lagos, Nigeria. Vol 1 , No 1, 2010, pp 41-54. • The Role of partnership in E-Government Readiness: the Knowledge Stations (KSs) Initiative in Jordan. International Journal of Technology and Human Interaction, USA, published in 2011, Vol 7 issue 3, pp 16-34. • The adoption of Strategic Human Resources Management (SHRM) in Jordanian Hotel Industry. International Journal of Business and Management IJBM Vol.6, No.10., October 2011,. Canadian Center of Science and Education, Canada. • Is it working? Managing performance through training and development in Jordanian banking. Published paper in the proceeding annual for the 25 the annual British Academy Management,13-15 September 2011 Aston University, Birmingham "Building and Sustaining High Performance Organizations in a Challenging Environment". Paper ISBN number 978-0-9549608-3-4. 			

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- Strategies for Developing Women Leadership in Jordan, (in Arabic), Journal of Social Sciences, Academic Publication Council, Kuwait university, Kuwait Vol 41, No 3, 2013.
- The Characteristics of Widows and the Divorced Women in the Four Southern Governorates in Jordan and the Problems They Face. Studies and research, Ziane Achour university, Djelfa No, 23, March 2016.
- Factors influencing citizen adoption of e-government in developing countries: The case of Jordan. International Journal of Technology and Human Interaction, USA, Vol 9, No 2. 2013
- Corporate Social Responsibility and Employee Engagement in Jordan • International Journal of Business and Management IJBM, Vol 7, No 16, August, 2012. Canadian Center of Science and Education, Canada.
- Barriers Hindering Jordanian Women's Advancement to Higher Political and Leadership Positions, International journal for women studies, Vol 13, No 5, October, 2012
- Leadership Styles of Jordanian Women Leaders in the Public and Private Sectors: 2 years In progress. Granted research project by Scientific Research Fund. Jordan. Joint large research project with her Excellency Minister of Higher Education Ministry Dr. Rowida Ma'aytah .
- Employee Engagement and Organizational Commitment: Evidence from Jordan, INTERNATIONAL JOURNAL OF BUSINESS, Vol, 19 , No, 2 2014
- Strategic Human Resources Management and its Impact on Performance: the Case from Saudi Arabia. International Journal of Business Management and Economics Research, Vol 7, issue 1 (January-February 2016).
- Training Needs Assessment at Assir General Educational Directorate, Saudi Arabia. American Journal of Industrial and Business Management, Vol 6, No 2 issue in February 2016.
- Training and development : challenges of strategy and managing performance in Jordanian banking , EuroMed journal of business, Emerald Group, Vol, 12, No 1, 2017, pp 1-16.
- Effect of Intellectual Capital on Competitive Advantage in the Jordanian Pharmaceutical Companies .European Journal of Business and Management, Vol 9, No.5, 2017.
- Does it Exist? HRM Department in Jordanian Companies. Journal of Economics and Sustainable Development, Vol 8, No 4, 2017.
- Empowerment and Managerial Skills for Saudi Female Managers: Female School Principals at Khamis Mushayt Governorate, Accepted to be published in 2018 Al-Hussein Bin Talal's Journal of Research.
- Practicing Responsibility in Transnational Perspective .Journal of Anthropology and Archaeology, December 2017, Vol. 5, No. 2, pp. 74-88.
- Quality of Tourism Services in the Kingdom of Saudi Arabia; Case Study of the Province of Aldarrab, Accepted for publication in 2018 Al-Hussein Bin Talal's Journal of Research.
- Human resource planning and its impact on the application of total quality management

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at Jazan University. Accepted for publication at Al-balqa for Research and Studies, 2019.

CONFERENCES

Author/s (In Order)	Title	Conference	Country	Date
	<ul style="list-style-type: none"> ▪ The Fourth International Conference for Arabic Impact Factor: Arab Universities Ranking Project, held in Egypt 21-24/6/2019. ▪ Globalization and human researches development in Arab World, conducted 14/15/11/2018 in University of Blaqaeed Telmssan Algeria, 2018. ▪ Arabian Women within HRD: women empowerment and increasing work participation, Arab researches institution, Jordan University, Amman, 15-16-10-2017. ▪ Annual British Academy Management, 13-15 September 2011 Aston University, Birmingham "Building and Sustaining High Performance Organisations in a Challenging Environment". Paper ISBN number 978-0-9549608-3-4. Annual management conferences, British Academy of Management, (2011). ▪ Capabilities building for quality held by King Abdullah institution for innovation and excellence, 2009, Amman, Jordan. ▪ Investment in Jordan: current situation and the future. University of Al-Tafila 30/7/2006, Jordan. ▪ The first Arab conference of training and hu ▪ man resource development. University of Al-hashimeiah, 2006, Jordan. ▪ A conference of excellent management for human resources, Dead Sea, Jordan, 2006. ▪ A conference of Human resource development, Al-Yarmok University, Jordan 2008. 			

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BOOKS

Author/s (In Order)	Title	Publisher	Edition	Date
<ul style="list-style-type: none"> • Training and Development Effectiveness (October, 2011). LAP Lambert Academic Publishing, Germany. ISBN 978-3-8454-1444-7. 				

MEMBERSHIPS OF SCIENTIFIC AND PROFESSIONAL SOCIETIES

UNIVERSITY COMMITTEES

Some of the committees I were a chairperson

- Scientific Research Council/ committee at Amman Arab University since September 2020 till now
- Postgraduate council/committee at Amman Arab University since September 2020 till now
- The committee of curriculum development at Amman Arab University since October 2020 till now
- Regulations and Instructions Committee at Amman Arab University since October 2020 till now
- Scientific Research Council/ committee at Al-Ahliyya Amman University for the academic year 2018/2019.
- Chairperson of the editorial board for Al-Balqa journal for Research and Studies 2018/2019.
- Scientific committee for Business and Economics School at Al-Hussein bin Talal University since 2016 until 30/8/2018..
- The committee for formulation of the strategic plan for Business and Economics School at Al-Hussein bin Talal University 2015/2016
- The committee for revising the study plan for business program at Business department at Al-Hussein bin Talal University 2015.
- Scientific committee for students' research conference held at Ibn Rushed College March, 2015.
- The committee for revising total quality plan in business and economics school at Al-Hussein bin Talal University, 2007.
- The committee for initiating the strategic plan for business and economics school at Al-Hussein bin Talal University, 2007.

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- The committee for revising programs plans in accordance with quality requirements in business and economics school at Al-Hussein bin Talal University, 2007.
- The committee for students training plan in business and economics school at Al-Hussein bin Talal University, 2009.
- The committee for courses equivalent in business and economics school at Al-Hussein bin Talal University, 2008.
- The committee for students' affaires in business and economics school at Al-Hussein bin Talal University, 2009.
- The committee of the examination at business and economics school at Al-Hussein bin Talal University, 2010.
- The committee of the examination at Prince Sultan College for Business and Tourism, female section 2011/2012.
- Developing MBA program in Business School in Al-Hussein bin talal university 2017/2018.
- Most of the academic committees in business school in Al-Hussein Bin Talal University during the academic year 2017/2018 as a vice dean.
- Preparation committee for student research conference held at Ibn Rushed College March, 2015.
- The steering committee to Form the strategic plan for Ibn Rushed College 2014/2015 in cooperation with Brunel University, UK.
- The steering committee for marketing at Ibn Rushed College, 2014/2015.
- The committee for faculty performance evaluation in Ibn Rushed College 2012/2015.
- The permanent committee of Education and Quality at Ibn Rushed College, female section 2012/2015.
- The permanent committee of Postgraduate Studies at for Ibn Rushed female section 2012/2015.
- The committee for looking at students' affairs in business and economics school at Al-Hussein bin Talal University, 2007.
- The committee for electronic website improvement in business and economics school at Al-Hussein bin Talal University, 2009.
- The committee for faculty performance evaluation in business and economics school at Al-Hussein bin Talal University, 2008.
- The committee for courses equivalent in business and economics school at Al-Hussein bin Talal University, 2008.
- The committee for faculty performance evaluation in business and economics school at Al-Hussein bin Talal University, 2007.
- The permanent committee of Education and Quality at Prince Sultan College for Business and Tourism, female section 2011/2012.
- The permanent committee of Postgraduate Studies at Prince Sultan College for Business and Tourism, female section 2011/2012.
- The Permanent committee of quality at Prince Sultan College for Business and Tourism,

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female section 2011/2012.

The Committee I were a member at a university level

- Member of Dean Council and Appointment and Promotion Committee at Amman Arab University since September 2020 till now.
- Member of Dean Council at Al-Ahliyya Amman University 2018/2019
- Member of Appointment and Promotion Committee at Al-Ahliyya Amman University 11/9/2018 until 31/8/2019.
- Committee of study plans at Al-Ahliyya Amman University 11/9/2018 until 31/8/2019.
- Faculty members disciplining committee at Al-Hussein Bin Talal university for the academic yeas2016/2017
- The permanent committee for studies and community services center at Al-Hussein Bin Talal University since 2015 until 30/8/2018.
- The committee for formulating the strategic plan for Ibn Rushed College for management studies with cooperation with Brunel University 2014/2015.
- The committees and sub committees in Ibn Rushed College for the purposes of accreditation by NCAAA, Saudi Arabia, 2013/2015
- A member of the committee for developing university programs plans and preparing the annual university report in Al-Hussein Bin Talal University, 2007.
- A member of the committee for developing jobs description in Al-Hussein Bin Talal University, 2007.
- A member of the committee for efficiency exam for all Jordanian universities, 2006.
- A member for looking at female students' affairs in Al-Hussein Bin Talal University accommodations, 2010.

Membership within universities

- **Member of Amman Arab University Board of Trustees since 2018 till now**
- Member of Dean Council at Al-Ahliyya Amman University 2018/2019
- Member of Appointment and Promotion Committee at Al-Ahliyya Amman University 11/9/2018 until 31/8/2019.
- Committee of study plans at Al-Ahliyya Amman University 11/9/2018 until 31/8/2019.
- A member of business administration at Al-Ahliyya Amman University 2018/2019..
- A member of business administration department council at Al-Hussein Bin Talal University accommodations, 2005 till current.
- A member of business and economics college council (2007-2010).
- A member of faculty staff development center council in Al-Hussein Bin Talal University accommodations, 2006/2007.
- A member of researches and community development center council in Al-Hussein Bin Talal University accommodations, 2009-2010.
- A member of business administration department council at Al-Hussein Bin Talal

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University accommodations, 2005 till current.

- A member of management department council at Prince Sultan College for Business and Tourism, female section 2011/2012.
- A member of the college council at Prince Sultan College for Business and Tourism, female section 2011/2012.
- A member of business department council at Ibn Rushed college from 2013/2015
- A member of the college council at Ibn Rushed College from 2013/2015.

WORKSHOPS ATTENDED

- Time management,
- Stress at work managing stress,
- Total quality management,
- Communication skills,
- Decision-making,
- Self-management
- Domestic budget and economy
- Innovation and change,
- Team building and working within a team
- Negotiation skills
- Time management and self management skills
- Organizational culture
- Interpersonal skills for middle management level
- Developing managerial skills for middle management level
- Customer services
- Effective job interview
- Program & course specification and reports 2011(attendee) NCAAA, K.S.A
- Self-evaluation and internal review for quality in higher education 2013 (attendee) K.S.A
- Quality Assurance in Higher Education: International and Saudi models 2014(attendee) K.S.A
- Ways to Effectiveness 2014 (attendee)K.S.A
- Strategic planning workshop, Brunel University consultancy team for two days at Ibn Rushed College, November, 2014/2015.
- Securities 2016

WORKSHOPS OFFERED

- Time management,
- Stress at work managing stress,
- Total quality management,
- Communication skills,
- Decision-making,
- Self-management
- Domestic budget and economy
- Innovation and change,

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- Team building and working within a team
- Negotiation skills
- Time management and self management skills
- Organizational culture
- Interpersonal skills for middle management level
- Developing managerial skills for middle management level
- Customer services
- Effective job interview
- Program & course specification and reports 2011(attendee) NCAAA, K.S.A
- Self-evaluation and internal review for quality in higher education 2013 (attendee) K.S.A
- Quality Assurance in Higher Education: International and Saudi models 2014(attendee) K.S.A
- Ways to Effectiveness 2014 (attendee)K.S.A
- Strategic planning workshop, Brunel University consultancy team for two days at Ibn Rushed College, November, 2014/2015.

RESEARCH INTERESTS

Human resources management, human resources practices and organizational performance indicators, human resources development in Jordanian organizations, women at work, women advancement and empowerment studies, strategic women leadership development, performance appraisal and motivation to work, strategic management, , turnover studies, job satisfaction, organizational behavior, strategic planning for human resources, strategic management and analysis, human resource information system, managing information system, E-government adoption studies, corporate social responsibilities, employees engagement and satisfaction..

LANGUAGES

- I am fluent in Arabic language; writing, reading and speaking (my native language). I am also fluent in English; writing, reading and speaking as I did my postgraduate studies in England. In addition, I teach all the courses in English language.

OTHER COMMUNITY ACTIVITIES

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AWARDS RECEIVED

- A scholarship from Al-Hussein University to obtain MBA and PhD degrees from the UK.
- Mu'tah University Academic Awards for graduation with honor.
- **Leadership Styles of Jordanian Women Leaders in the Public and Private Sectors: 2 years Granted research project by Scientific Research Fund. Jordan. Joint large research project with her Excellency Minister of Higher Education Ministry Dr. Rowida Ma'aytah.**
- **Research grant project from Al-Hussein Bin Talal University for HRM and employees intension to leave research.**

GRADUATE STUDENTS SUPERVISION

Student Name

Thesis Title

I supervised more than 50 MBA dissertations in the female section at Prince Sultan College for Business and Tourism, Al-Faisal University, Saudi Arabia, and in Ibn Rush College for Management Studies. 25 MBA dissertations until now in Al-Hussein bin Talal university.

REFERENCES

Chester Business School

University of Chester

Parkgate Road

Chester CH1 4BJ

c.rowland@chester.ac.uk

Prof. Adele Moodly

Deputy Dean Faculty of Education

دائرة الموارد البشرية
Human Resources Department

University of Fort Hare East London

South Africa

amoodly@ufh.ac.za

0027822021740

Dr. Ali Alshabbi

Al-Faisal University

Dean of Ibn Rushed College for Management sciences

alshabbi@yahoo.com

00966503754405