

Date 23/10/2023

DR. AMRO M. ALZGHOUL



#### PERSONAL INFORMATION

**Title:** Acting Head of Business Administration Department

**Academic Rank:** Assistant Professor

**Date & Place of Birth:** 11/12/1986

**Nationality:** Jordanian

**Address:** Amman- Tabrbour

**Phone No.:** 00962 7999 15758

**e-mail:** azghoul@aau.edu.jo

#### ACADEMIC QUALIFICATIONS

Degree	Major	Duration (From-To)	University	Country
PhD	Business Management	2014-2017	Girne American University	N. Cyprus
Master	Business Development	2008-2013	Linnaeus University	Sweden
Bachelor	Computer Information System	2004-2008	Mu'tah University	Jordan

دائرة الموارد البشرية  
Human Resources Department

**TEACHING EXPERIENCE**

Duration	Rank	Institution	Department/Faculty	Country
2020- Present	Assistant Professor	Amman Arab University	Business Management Dept	Jordan
2017-2020	Training Manager, Academic Adviser Lead	AlKhaleej for Training and Education	Management	KSA
2010-2012	Lecturer	Norrbottn Cultural Center	CS/Management	Sweden

**OTHER EXPERIENCE**

Duration	Rank	Institution	Department/Faculty	Country
2015-2017	Co- Founder, Executive Director	Jawhart Al Aqaba Housing Company	-	Jordan
2012-2013	Vice president	Lindholm Company	-	Sweden

**PUBLICATIONS**

**JOURNALS**

Author/s (In Order)	Title	Journal	Vol./No.	Publication Date
------------------------	-------	---------	----------	------------------

- **Alzghoul, A.**, Khaddam, A. A., Alshaar, Q., & Irtaimah, H. J. Impact of knowledge-oriented leadership on innovative behavior, and employee satisfaction: The mediating role of knowledge-centered culture for sustainable workplace. *Business Strategy & Development*. (ESCI, Scopus, Impact Factor 2.818).
- Alshaar, Q., Khaddam, A. A., Irtaimah, H. J., & **Alzghoul, A.** (2023). High-Performance Work Systems and Intrapreneurial Behavior: The Mediating Role of Knowledge Centered Culture. *Organizacija*, 56(3), 206-220. (ESCI, Scopus, Impact Factor 1.9).
- **Alzghoul, A.**, Bakir, S., & Alsheikh, G. (2023). The interplay among human resource information systems, organizational citizenship behavior, and organizational success in Jordanian banks. *Problems and Perspectives in Management*, 21(1), 493-503. doi:10.21511/ppm.21(1).2023.42. (Scopus, Impact Factor 0.242)
- Alsheikh, G., Bakir, S., & **Alzghoul, A.** (2023). The impact of TQM on organizational learning: The moderating role of strategic thinking at Jordanian SMEs. *Uncertain Supply Chain Management*, 11(2), 473-480. (Scopus, Impact Factor 2.15)
- **Alzghoul, A.**, Algraibeh, K. M., Khawaldeh, K., Khaddam, A. A., & Al-Kasasbeh, O. (2023). Nexus of Strategic Thinking, Knowledge-Oriented Leadership, and Employee Creativity in Higher Education Institutes. *International Journal of Professional Business Review*, 8(4), e01107-e01107 (Scopus, Impact Factor 0.18).
- Khaddam, A. A., **Alzghoul, A.**, Khawaldeh, K., & Al-Kasasbeh, O. (2023). How Spiritual Leadership Influences Creative Behaviors: the Mediating Role of Workplace Climate. *International Journal of Professional Business Review*, 8(2), e01106-e01106. (Scopus, Impact Factor 0.18)
- Alshaar, Q., Khaddam, A., Irtaimah, H. & **Alzghoul, A.** (2023). High-Performance Work Systems and Intrapreneurial Behavior: The Mediating Role of Knowledge Centered Culture. *Organizacija*, 56(3) 206-220. <https://doi.org/10.2478/orga-2023-0014> (Scopus, Impact Factor 2.24)
- Al-Kasasbeh, O., **Alzghoul, A.**, & Alhanatleh, H. (2022). Empirical analysis of air pollution impacts on Jordan economy. *International Journal of Energy Economics and Policy*, 12(4), 512-516. (Scopus, Impact Factor 2.956)
- Alkasasbeh, O. M., Alassuli, A., & **Alzghoul, A.** (2023). Energy Consumption, Economic Growth and CO2 Emissions in Middle East. *International Journal of Energy Economics and Policy*, 13(1), 322-327. (Scopus, Impact Factor 2.956)
- **Alzghoul, A.**, Khaddam, A. A., Abousweilem, F., Irtaimah, H. J., & Alshaar, Q. (2022). How business intelligence capability impacts decision-making speed, comprehensiveness, and firm performance. *Information Development*. <https://doi.org/10.1177/02666669221108438>. (SSCI, IF: 2.049, Q1)
- Khaddam, A. A., **Alzghoul, A.**, Abusweilem, M. A., & Abusweilem, F. (2021). Business intelligence and firm performance: a moderated-mediated model. *The Service Industries Journal*, 1-17. <https://doi.org/10.1080/02642069.2021.1969367> (SSCI, IF: 8.63, Q1)

- Alsmairat, M., AboAlsamh, H., & **Alzghoul, A.** (2021). The Interplay among Organizational Sourcing, HRM Proficiency: A Mediated-Moderated Model. *Academy of Strategic Management Journal*, 20(6). (**Scopus, Impact Factor 1.032**)
- Mert, İ. S., Sen, C., & **Alzghoul, A.** (2021). Organizational justice, life satisfaction, and happiness: the mediating role of workplace social courage. *Kybernetes*. <https://doi.org/10.1108/K-02-2021-0116> (**SSCI, IF: 1.754, Q1**)
- Elrehail, H., Rehman, S. U., Chaudhry, N. I., & **Alzghoul, A.** (2021). Nexus among cyberloafing behavior, job demands and job resources: A mediated-moderated model. *Education and Information Technologies*, 1-19. <https://doi.org/10.1007/s10639-021-10496-1> (**SSCI, IF: 2.01, Q1**)
- Elrehail, H., Harazneh, I., Abuhjeeleh, M., **Alzghoul, A.**, Alnajdawi, S., & Ibrahim, H. M. H. (2020). Employee satisfaction, human resource management practices and competitive advantage. *European Journal of Management and Business Economics*. <https://doi.org/10.1108/EJMBE-01-2019-0001> (**ESCI, Scopus, Cite Score = 1.57**).
- **Alzghoul, A.**, Elrehail, H., Emeagwali, O. L., & AlShboul, M. K. (2018). Knowledge management, workplace climate, creativity and performance. *Journal of Workplace Learning*, 30 (8), 592–612. <http://doi.org/10.1108/JWL-12-2017-0111> (**ESCI, Thomson (ISI), Scopus, ABDC, Impact Factor 1.14**)
- Elrehail, H., Emeagwali, O. L., Alsaad, A., & **Alzghoul, A.** (2018). The impact of Transformational and Authentic leadership on innovation in higher education: The contingent role of knowledge sharing. *Telematics and Informatics*, 35(1), 55–67. <http://doi.org/10.1016/j.tele.2017.09.018> (**SSCI, Thomson (ISI), Scopus, ABDC, Impact Factor 3.4**).
- **Alzghoul, A.** (2017). The Role of Leadership Style on Employee Outcome: An Overview. *American Academic & Scholarly Research Journal*, 9(5).
- **Alzghoul, A.**, Elrehail, H., Saydam, S., Alnajdawi, S., & Al'Ararah, K. (2016). The impact of corporate social responsibility on corporate reputation using Marketing as Moderate variable. *International Journal of Online Marketing Research*, 2(1), 1-13.
- Elrehail, H., **Alzghoul, A.**, Saydam, S., Alnajdawi, S., & Al-Ararah, K. (2016). The Role of Knowledge Sharing Mechanism in the Development of Pricing Strategy. *International Journal of Online Marketing Research*, 2(1), 53–61. <http://doi.org/10.5455/IJOMR.204243>

## CONFERENCE

Author/s (In Order)	Title	Conference	Country	Date
<ul style="list-style-type: none"> <li>Zaki Abu Alhawa &amp; Amro Alzghoul, The impact of transformational leadership in innovation at Jordanian Commercial Banks, Scientific Research in The Digital Age, Amman Arab University- Jordan, (05-06)/06/2021.</li> <li>Alami, R., Elrehail, H., &amp; <b>Alzghoul, A.</b> (2022, October). Reducing cognitive dissonance in health care: Design of a new Positive psychology intervention tool to regulate professional stress among nurses. In 2022 <i>International Conference on Cyber Resilience (ICCR)</i> (pp. 1-8). <b>IEEE.</b></li> </ul>				

## BOOKS

Author/s (In Order)	Title	Publisher	Edition	Date

## MEMBERSHIPS OF SCIENTIFIC AND PROFESSIONAL SOCIETIES

- Reviewer at Personnel Review Journal, Emerald Journals.
- Reviewer at Journal of Technology Analysis & Strategic Management.
- International Coaching Federation, USA

## UNIVERSITY COMMITTEES

### DEPARTMENT LEVEL:

- Member of Comprehensive Exam Committee.
- Member of Course Syllabus Committee.
- Member of Website Committee.
- Head of E-Learning Committee.
- Member of Quality Assurance Committee.
- Member of Proficiency Examination Committee.
- Member of Course Syllabus Committee.
- Member of Graduation Projects Committee.

### FACULTY LEVEL:

- Member of AACSB Accreditation Committee.

دائرة الموارد البشرية  
**Human Resources Department**

- 
- Member of Quality Assurance Committee.
  - Member of PhD Program Committee.
  - Member of E-Learning Committee.
  - Member of Committee for the Creation & Development of Academic 'Programs and Specializations'.

**UNIVERSITY LEVEL:**

- Member of Quality Assurance 'Control and Audit' Unit.
- Session Rapporteur on Scientific Research in the Digital Age Conference. Amman Arab University.

**WORKSHOPS ATTENDED**

---

- 2019. Associate Certified Coach (ACC)
- 2019. Global Leadership Assessment (GLA360) Certified Professional
- 2018. Certified Transformative Coach (CMA)
- 2018. Certified Professional Leader(CPL)
- 2018. Certified HR Expert (CHRE)
- 2017. Certified Professional Trainer(CPT)

**WORKSHOPS OFFERED**

---

**RESEARCH INTERESTS**

---

- Leadership
- Human resource management
- Workplace
- Knowledge management

**LANGUAGES**

---

- Arabic - Mother Tongue
- English - Fluent
- Swedish - (Svenska För Invandare (SFI)- C nivå)

## OTHER COMMUNITY ACTIVITIES

- 2019. Outside Contractor - Assessor and Data Analyst at Global Training Initiative (GTI), North Carolina, USA.
- 2018 - 2019. Member of Curriculum Development Work-group at Rancho Capability Building Project.
- 2018 - 2019. Team lead and Member of Executive Leadership & Administration Work-group at Rancho Capability Building Project.
- 2018. Member of Strategic & Operational Plans committee at AlBahah College of Technology.

## GRADUATE STUDENTS SUPERVISION

<b>Iman Khalifa Qazza</b>	The The Impact of Organizational Values in Job Performance Among Employees at Tiji Governmental Hospital/ Libyasis Title
<b>Zaki Khaled Abu AlHawa</b>	The impact of transformational leadership in innovation at Jordanian Commercial Banks
<b>Muhammad Abdul-Ilah Al-Khatib</b>	The Impact of Strategic Agility on Work Pressures in International NGOs in Jordan
<b>Rawan Ajaleen</b>	The Impact of Strategic Agility on Supply Chain Collaboration of Jordanian Private Hospitals: Moderating Role of Big Data Analysis
<b>Saif Alshareh</b>	The Impact of Organizational Innovation on Competitive Advantage in Jordanian Pharmaceutical Companies.
<b>Rania Sobah</b>	The Impact of Human Resource Management Strategies on Competitive Advantage: The Moderating Role of Organizational Citizenship Behavior in Private Hospitals.
<b>Mohanad Alganbousi</b>	The Impact of Organizational Justice on Employee Satisfaction: The Mediating Role of Organizational Support in the Omantel Company.
<b>Aya AlGarabat</b>	The Impact of Human Resources Management Strategies on the Organizational Commitment of Jordanian

**Human Resources Department**

---

	Commercial Banks Staff: the Moderating Role of Organizational Culture.
<b>Mohammad Alhamer</b>	The Impact of Total Quality Management on Human Resource Management Strategies in Al-Kbous Group for Trade Industry and Investment
<b>Sjoud Almashalkeh</b>	The Impact of the Flexible Work System on Employee Motivation, the Moderating Role of Servant Leadership at Jordanian Charities.
<b>Alaa Jamal</b>	The Impact of Total Quality Management in Improving the Organizational Climate in Public Hospitals: Leadership Style as a Moderator.
<b>Abdalrhaman Almasri</b>	The Impact of Servant Leadership on the Job Engagement of Jordanian Hotels staff: Moderating Role of Organizational Culture.
<b>Nour Abu Kheran</b>	The Impact of Total Quality Management on the Provided Services Quality: The Moderating Role of Top Management Support at NGOs.
<b>Ashraf Alkhataleen</b>	The Impact of Organizational Agility on Organizational Reputation: The Mediating Role of Talent Management Strategies in the Jordan Pharmaceutical Companies.
<b>Rola Arar</b>	The Impact of Total Quality Mgt on Employee's Performance in Jordanian Commercial Banking Sector: The Moderating Role of Employees' Attitudes
<b>Hamza Alnsour</b>	The impact of organizational justice on job excellence in Jordanian universities
<b>Osama Alzyoud</b>	The impact of organizational culture on employee engagement in Jordanian private hospitals

**REFERENCES**



- **Christopher J. Mackie, PhD**

E-mail: [cjm@fivedlearning.com](mailto:cjm@fivedlearning.com)

Phone: +1 (609) 933-1877

- **Dr. Imad Alsyouf, Associate Prof.**

E-mail: [lalsyouf@sharjah.ac.ae](mailto:lalsyouf@sharjah.ac.ae)

Phone: +971 (6) 505 0918

- **Dr. Lawrence Emeagwali**

E-mail: [lawrenceemeagwali@gau.edu.tr](mailto:lawrenceemeagwali@gau.edu.tr)

Phone: +90 (392) 650 2000