

CURRICULUM VITAE of Prof. BELAL YOUSUF BARHEM, PhD.

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<https://scholar.google.com/citations?user=CXOjd5cAAAAJ&hl=en>

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**Certified academic program auditor from the Arab Universities Association.
and international academic accreditation such as AACSB**

I am ready to serve in higher education thanks to my academic and administrative experience strengths over the past 30 years in Malaysia, United Arab Emirates, Saudi Arabia, and Jordan. In addition to establishing new academic units, my experience strengths include:

- experience in creating organizational structures,
- designing operational policies and procedures
- experience working on strategic planning and development.
- strong and long experience in national academic accreditation in the Gulf states of the UAE and Saudi Arabia from 2001 to 2022 as a faculty member, chair of the business department, MBA director, dean of the business school, and chairman and member of quality assurance committees.
- Teaching graduate and undergraduate programs
- Valuable research profile.

I guided my colleague as the dean and the chairman of department to align the PLO's and CLO's to comply with the National Framework qualifications, AACSB accreditation and quality standards in UAE, KSA, and Jordan.

-I managed all relevant forms and documents for creating new Master and Bachelor programs in UAE and Jordan. including market analysis, benchmarking against competitors, study plan, syllabuses, and analysis of employer demand for graduates of the proposed program, estimated enrollments, program structure and design, a time-phased hiring plan, estimates of the additional costs and sources of funding in order to prepare and submit new graduate and undergraduate programs in industrial management, digital marketing, BIT, and strategic planning and making leaders.

- Organizing international conferences such **The fifth international conference, "roadmap to sustainable development," in July 11–12, 2020 as president to organize and oversee it at Amman Arab University.**

-Expert in e-learning practices and applications (such as Moodle and BlackBoard)

Latest Achievements:

- 1- External examiner for PhD thesis in UNIVERSITI MALAYSIA TERENGGANU 2025
- 2- Reviewer for Journal of Health Organization and Management 2025
- 3- External examiner for master thesis in Yarmouk University 2025
- 4- Reviewer for journal of Tabuk University of humanities and social sciences -University of Tabuk, 2025
- 5- External examiner for master thesis in Albalqa University 2024-2025
- 6- Supervising 6 master thesis in Jadara university, 2034-2024

- 7- External examiner in Yarmouk and Al-albeit universities, 2024
- 8- Reviewer, July 2024, **JHOM-06-2024-0229** "From Fear to Empowerment: The Impact of Employees AI Awareness on Workplace Well-being – A New Insight from the JD-R Model." Journal of Health Organization and Management
- 9- Feb, 2024, external examiner for PhD thesis, THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANIZATIONAL PERFORMANCE IN JORDANIAN INCOME AND SALES TAX DEPARTMENT: THE MEDIATING ROLE OF WORK MOTIVATION, Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu, Terengganu, **MALAYSIA**
- 10- Feb, 2024. Review of JHOM-02-2023-0051 for Journal of Health Organization and Management.
- 11- Jan 2024, external examiner for master thesis in Yarmouk university
- 12- سبتمبر, 2023, لجنة الترقيات بجامعة تبوك , تحكيم أبحاث د. احمد محمد حامد الجهني لدرجة أستاذ مشارك في الإدارة والاعمال تخصص ادارة
- 13- 25-May 2023, PhD external examiner in **UNIVERSITI SAINS ISLAM MALAYSIA**
- 14- 2023- Review submissions to the MBR. <https://www.informingscience.org/>. Muma Business Review PID 8692, *The Magic Spark Model: The Future of Leadership Development* is now two days past due. It was due 9 Jan 2023.
- 15- December 2022, external examiner for PhD thesis, **SITI NOR ADAWIYAH AZZAHRA BINT** , "**PREDICTORS OF JOB PROMOTION AMONG FEMALE WORKERS IN MALAYSIA: MODERATING ROLE OF JOB PERFORMANCE** ", Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu
- 16- 22-23, Oct.2022, Chairman-Scientific committee. The first international conference of the Kuwaiti Association for Graduate Studies "Modern Perspectives in management: Evidence from developing countries (in light of digital transformation)
- 17- Omar Abu Roman and Belal Barhem, May, 2022, accepted for publication, "The changing nature of careers" has been accepted. Journal: F1000Research, Index: Scopus, Q1, Publisher: Taylor & Francis
- 18- External reviewer for three distinct promotion files in ADU, April 2022.
- 19- April, 2022, external examiner for PhD thesis, **KHAWIDAM MOHAMMED KHAWIDA** (4170022 in **UNIVERSITI SAINS ISLAM MALAYSIA**, Doctor of Philosophy (Human Resource Management) , Faculty of Leadership and Management
- 20- Jan. 2022 - Haron Ismail Salameh Al-Lawama of the University of Malaysia Terengganu is appointed as a doctor of philosophy thesis examiner. The Impact Of Strategic HRM Practices On Organizational Performance Through Perceived Organizational Support And Employee Behavior In Jordanian Telecommunication Companies
- 21- Dec. 2021, external examiner for PhD thesis in University Malaysia Terengganu (UMT), Shadi Said Mohammad Al-Khazaleh (P3772), **The Effect Of Public** Satisfaction And Trust On The Relationship Between Service Quality And Public Loyalty Of The Jordanian Ministry Of Water And Irrigation.
- 22- External Promotion committee member in Oman college of Management and technology June 2021
- 23- Dec, 2021, reviewer for Cherron Blakely's "Case Study: Leadership strategies to achieve organizational excellence", Academia
- 24- October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia
- 25- October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia
- 26- July 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia

- 27- External Promotion committee member in Oman college of Management and technology June 2021
- 28- External reviewer for the master program in HRM in Applied Science University in Bahrain, 11-12/2/2020
- 29- Organizing and leading the fifth international conference, "roadmap to sustainable development," July 11–12, 2020, at Amman Arab University, which will be the first online international business schools conference in Jordan. (more than 190 individuals and 14 various countries' research papers)
- 30- Creating a new bachelor's degree program in business information technology, digital marketing, and industrial management at AAU
- 31- Submitting applications for the Master of Strategic Leadership and Developing Leaders with NCSCM (National Center for Security and Crisis Management)
- 32- Establishing a collaboration with the National Center for Security and Crises Management to launch a new master's degree in strategic leadership and developing leaders

EDUCATION

- 1998-2002 PhD in Management- HRM, School of Graduate Studies (Malaysian Graduate School of Management), Universiti Putra Malaysia- Malaysia (ranked among the first 150 universities worldwide)
- 1993-1996 Master degree in Public Administration from Yarmouk University-Jordan
- 1984-1988 Bachelor degree in Public Administration and Computer science from Yarmouk University-Jordan

EMPLOYMENT

- Feb,2022 – Sept 2024, Jadara U, Jordan
- Sept First, 2020-Sept. 2021, full professor in Faculty of Business, Amman Arab University (AAU)
- Sept. 2019-Sept first 2020, Dean of Faculty of Business, Amman Arab University (AAU)
- October 2018, full professor in HRM in Amman Arab University (AAU)
- August 30, 2016, Dean of School of Business Administration, Aldar University College. UAE
- August, 2015 –August 2016, Dean of College of Business and IT in Emirates College of Technology (ECT), UAE
- 2012-August, 2015 Associate Professor in Management, ALHOSN University-UAE
- 2013- 12/09/2014 MBA Program Director, ALHOSN University-UAE
- 2013- 12/09/2014 Chair of Business Administration, Marketing, and HRM department, Associate Professor in Management, ALHOSN University-UAE
- 2012-2015 The College of Business Administration Presenter for AACSB, ALHOSN University-UAE
- 2012-2013, Consultant for Marriage Fund- UAE to develop the job description and specification, in addition to help in the training needs assessment and the strategic plan.
- 2011- May 2012 Quality and Accreditation (National and AACSB) consultant. Qaseem University, College of Business and Economics- KSA
- 2010- 2011 Associate professor in management. Abu Dhabi University, College of Business Administration
- 2010-2011 Deputy director for MBA program- Al Ain Branch, Abu Dhabi University
- 2007 – 2010 Assistant professor in management. Abu Dhabi University, College of Business Administration
- 2002 - 2007 Assistant Prof., United Arab Emirates University - College of Business and Economics- Business Administration department
- 2001 - 2002 Instructor, United Arab Emirates University - College of Business and Economics- Business Administration department
- 1998 - 2000 Tutor.UPM, Faculty of Economics and Management- Malaysia

1998 - 2001 Administrative assistant, Saudi School in Malaysia
1992 - 2005 Customs officer, Jordan
1988 - 1990 Jordanian Army

Academic's Accreditation Experience

My Academic accreditation experience in the gulf countries covering UAE, Saudi Arabia and Jordan during the period 2001 until the current time.

First: AACSB Experience

Accreditation Council for Business Schools & Programs (ACBSP)

-Fall/2016-Spring, Committee Chair of (ACBSP), Al Dar University College, Dubai
-Fall/2015-Spring, Committee Chair of (ACBSP), Emirates College of Technology (ECT), Abu Dhabi
-Spring/2011-Spring 2015, Committee Chair of (ACBSP), Al HOSN University, Abu Dhabi
-Fall 2011/Spring 2012, Quality and Accreditation (National and AACSB) Consultant. Qaseem University, College of Business and Economics- KSA
-2007–2010, Committee Member of (ACBSP), College of Business Administration, AD University
- 2002 – 2007, Committee Member of (ACBSP), College of Business Administration, UAEU

Second: New Programs development

Submitted in new programs for the Ministry of higher education in Jordan as following:

- 1- Bachelor of industrial management (accredited)
- 2- Bachelor of digital marketing
- 3- Master in Strategic management and making leaders.

Submitted in new programs for the Ministry of higher education and Abu Dhabi education council as following:

- 1- 2016, New master program in Industrial Management, Abu Dhabi Education Council
- 2- 2017, New bachelor programs in Industrial management, Finance, and Hospitality management, CAA

Third: Academic Accreditation Conferences and Training Courses

1-2017, May, 20-22, Certified Academic Programs Assessor, Preparing the Self-Assessment Report, Dubai
2-2013, AACSB International Middle East and Africa Annual Conference, Dubai-UAE, 21–22 October.
3-2013, AACSB Membership/Accreditation and business education in the GCC. AACSB Information Session held at the University of Sharjah in March 10, 2013.
4-2012, The AACSB International Information Session, Sunday, June 3rd at Abu Dhabi University.

Latest Academic and Professional achievements:

Developing strategic partnerships;

- 1- 2015/2016, Signing MOU between Emirates College of Technology (ECT) and AAFAQ
- 2- 2015/2016, Signing MOU between Emirates College of Technology (ECT) ADX
- 3- Proposing MOU between Emirates College of Technology (ECT) and ADP (final stage)
- 4- Proposing MOU between Emirates College of Technology (ECT) and ADNOC (final stage)
- 5- Proposing new academic year calendar (Tri Mister).
- 6- Developing the college of business and IT programs' curriculum

TEACHING: Courses Taught

The frequency of the courses I've taught since Fall 2001 is seen in Table 1. Twenty five separate graduate courses and 20 different undergraduate courses were mine to teach. I also oversaw more than 30 Master's theses. I created five management courses using e-learning, three new undergraduate and graduate programs in ALDAR in 2017, and three new programs in AAU in 2020.

Table (1): List of courses I taught since Fall 2001

No	Course Title	Course Code	Semester/ Academic Year	No. of times taught	Total No. of students
Graduate Courses					
1	Organizational behavior and management	MGT 500	Fall: 08-09 Spring 08-09	(4)	150
2	International Business Management	MGT 521	Spring 08-09 Fall 09-10, 10-11 Summer 09-10	(4)	150
3	International Human Resource Management	HRM 517	Spring 08-09	(1)	45
4	Leadership and communication	MGT 522	Summer 08-09 Fall 10-11	(4)	150
5	Strategic management	MGT 523 MGT 601	Fall 09-10 Summer I 2012	(1)	40
6	Human resource productivity	HRM 519	Fall 09-10	(1)	40
7	Organization Theory and Design	HRM 516	Fall 09-10	(1)	35
8	Central issues in HRM	HRM 515	Spring 09-010	(2)	90
9	Integrative project	BUS 590	Fall 09-010, Summer 09-10	(2)	45
10	Human resource strategy	HRM 521	Summer A 09-10	(1)	36
11	Organizational behavior	MGT 514	Winter 010-011	(1)	26
12	Managerial Leadership	MGT 601	Summer I 2012, Fall 2013	(2)	30
13	International Human resource	MGT 611	Summer II 2012	(2)	15
14	Technology Management	MGT 612	Summer II 2013	(2)	10
15	International Management -	MGT 653	FALL 2013	(2)	15
16	Legal and Ethical Aspects of Management	MGT 602	FALL 2013	(2)	10
17	Managing Human resource	MGT 611	Fall 2014	1	25
18	Oral and comprehensive exam	MGT 999	Fall 2013, Spring 2013	2	12
19	Performance Management & compensation		Fall 2018, 2019, 2020, 2021, 2022, 2023	1	42
20	Human Resource Planning and Development		Spring 2019		
21	Advanced project management		Spring 2023		
22	Strategic human resource management		Fall 2022, 2023		
23	Leadership and Change Management		Spring 23-24		
24	Training and Development of Human Resources		Spring 23-24		
25	Managing Salaries, Wages and Compensation		Spring 23-24		
Undergraduate Courses					
1	Decision making in business	BUSA 316	Spring: 02,03, 04,05,06	(10)	200
2	Fundamentals of management	BUSA 1053	Fall: 01,02, 03,04,05,07,08 Spring: 02, 03 Summer: 06, 07,	(24)	800
3	Business research methods	MGMT 310	Spring: 06,06	(3)	100
4	Organizational behavior	MGT 301 MGT 201	Fall: 07, 08 Spring: 01,02, 03, 04,05,06 Summer 03, 07 Spring 2012	(18) (2)	600 60
5	Islamic value system in business (A)	MGMT 310	Spring: 04,05, 06	(6)	200
6	Human resource management	MGT 313	Spring: 07 Summer 06, spring 08	(6)	160
7	Strategic management	MGT 406	Spring: 06, 07, 09, Spring 2012, Fall 2013	(7)	250
8	Organizational theory	MGT 401	Fall: 06	(1)	30
9	International Business management	MGT 402	Fall 08, Fall 09, Fall 2016	(4)	60
10	Entrepreneurship Management	MGT 314	Spring 011	(2)	20
11	Supply chain management	MGT 456	Summer I 2013	(2)	25
12	Principles of Management	MGT 200	Summer I 2012, Fall 2013	(2)	30
13	Performance appraisal and reward systems	HRM 452	Fall, 2014		
14	Introduction to Business Management	MGT 101	Spring 2015	2	40
15	Career preparation and planning		Fall 2016		
16	Leadership		Spring 2016/2017		
17	Management of Change		Summer 2017		
18	Business Ethics		Fall 2018		12
19	HRM strategic planning		Fall 2023		
20	Modern issues in HRM		Fall 2024		

Comments:

1. A assessment of the 50 previous semesters' teaching loads reveals an average teaching load of 12 credit hours per week.
2. I instructed 25 graduate courses and 20 distinct undergraduate courses. The topics and skill levels on the list are quite nicely diversified.
3. Graduate level courses typically have 25 students enrolled, compared to an average of 30 for undergraduate courses.
4. All of the courses have a project component that requires students to work in groups of three to five people, two exams, homework assignments, and quizzes. The project in managerial courses can be either theoretical or practical, and the students often report their findings at the conclusion of each semester. Some courses mandate that students read a related.
3. I used to invite guest lecturers from related sectors to my graduate seminars so they could share their real-world expertise with my students.
4. With all necessary modifications to course delivery and organization, we implemented e-learning and blended learning as new teaching methodologies in the year 2020.
- 5- Supervised more than 15 master students

TEACHING: Methodology and Documentation/ e-learning and classical classes

- I begin a lecture by presenting the topic, either by drawing on real-world examples or by posing a question that will get the students to consider the subject at hand.
- I sporadically share anecdotes about foreign case studies, actual examples from the UAE business world, the origins of some managerial principles, or some of my own experiences that are relevant to the topic.
- I advise pupils to collaborate and talk in groups or pairs. Students can thus benefit from mutual learning and teaching.
- To encourage the kids to practice critical thinking about the issue, I attempt to conclude with a task or a difficult question.
- I employ web-based management systems that are relevant to other countries, and I urge my pupils to visit these websites.

TEACHING: Development of Courses & Modern Teaching Methods

I created all the course materials myself because several of my courses were offered as e-learning courses for the first time at UAEU and other universities. Examples include

1. In the years 2013, 2014, the MBA program developed the delivery method for the MGT 603 course.
2. "Organisational Behavior," 2004/2005 (Includes Items such as new courses designed; major changes to existing courses; first time adaptations of courses to video-conferencing; Website development; major changes in course delivery methods).
3. In accordance with the UAEU's new advanced educational policy, the course "Developing Values and the Islamic System in Business" will be made available digitally starting in 2004-2005.
4. In 2003–2004, the course "Developing Business Research Methods" will be offered online and aligned with UAEU's new advanced educational philosophy.

5. 2002, developing fundamentals of management course to be available in a digital form and fit with new advanced educational policy in UAEU.

Since WebCt and BlackBoard were adopted by UAEU, I have used them in all of my courses to communicate with the students, post course materials, hold online exams, and post student grades. I create the course materials for each course I teach and create customized related Power Point slides for all undergraduate and graduate courses. In ADU and other universities, I have already uploaded my course materials to websites or other online spaces, and I keep in touch with my students by email or other means

TEACHING: Contribution to the development of academic programs, curricula and courses

1. 2014, developing the Oral and comprehensive exam in the MBA program, ALHOSN university
2. 2014, participating in setting a proposal to develop the business administration program.
3. 2013, submitting a proposal to develop the MBA program, and the delivery strategy.
4. 2013, 2014, developing the delivery mode of MGT 603 course in the MBA program.
5. I have contributed to develop the teaching system in the college of business in the UAEU to be compatible with the e-learning process
6. I provided continues suggestions to develop the courses I am teaching in ADU.

TEACHING: Interaction with students/develop their skills/enhance self-learning capabilities

1. 2014 and 2013, inviting guest speakers to strategic management classes.
2. In all my courses for the third year and above and the MBA courses, I ask the student to conduct field related study.
3. During my regular classes, I engage my students through challenging questions and solving problems in small groups and on the board.
4. In the advanced courses, the interaction with the students is more intense, I have to interact with them throughout their projects. The students are encouraged to take initiatives in finding solutions to the problems they encounter in their projects. They are also encouraged to sharpen their presentation skills.

TEACHING: Supervision of hands-on training/projects/

1. 2018- current time, I am supervising/supervised more than 30 master students
2. 2017-2018, I have supervised 40 students in their graduation internship program, Aldar University College
3. 2013, and 2014 I have supervised College of business student's practical training (internship).
4. I have supervised COBA students in ADU practical training during summer Internship 2007, 2008, 2009, 2010
5. I have supervised 25 students in their graduation projects in the capstone course. These projects are in the form of managerial applications to problems related to the UAE.
6. I have given different seminars on different managerial subjects to UAEU students

TEACHING: Dissemination of teaching practices/methodologies/ at the Departmental, College or University levels

1. I have played a significant role in training faculty members in the business department in the UAEU and other universities I worked with to disseminate the use of Black Board and new related applications as a teaching tool in their classes.

Supervision and contributions to Theses

I have supervised the following thesis:

- 2006, supervising master student 'Husien Dieban' in Ain Shames University.
- 2006, supervising master student 'Faried Salem' in Cairo University.
- 2003-2006, Supervising Saif Alshehi as the CBE candidate for master and PhD in the USA.

2018- Current time

Supervised master students and work as external or internal examiner for master students in AAU:

التسلسل	اسم الطالب	التخصص	السنة	نوع المشاركة
1	شيرين احمد السردى	إدارة الموارد البشرية	2020	مشرف رئيسي
2	بتول محمد ياقتي	إدارة الموارد البشرية	2020	مشرف رئيسي
3	محمد خضر أبو ذريع	إدارة الموارد البشرية	2020	مشرف رئيسي
4	احمد داوود الصرايرة	إدارة الموارد البشرية	2020	مشرف رئيسي
5	فاطمة سمير عبد الهادي	إدارة الموارد البشرية	2020	مشرف رئيسي
7	حمزة نصر المقابلة	إدارة الموارد البشرية	2020	مشرف رئيسي
8	سميح موسى الزعبي	إدارة الموارد البشرية	2019	مشرف رئيسي
9	يحيى عبدالكريم بلص	إدارة الموارد البشرية	2019	مشرف رئيسي
10	خالد علي أبو رمان	إدارة الموارد البشرية	2019	مشرف رئيسي
11	سماح أنور شلوف	إدارة الموارد البشرية	2019	مشرف رئيسي
12	عرين اكرم عرار	إدارة الموارد البشرية	2019	مشرف رئيسي
13	حمزة سمير طنبوز	إدارة الموارد البشرية	2018	مشرف رئيسي
14	قاسم محمد عبدالرزاق	إدارة الموارد البشرية	2018	مشرف رئيسي
15	عادل هاني المسيعديين	إدارة الموارد البشرية	2018	مشرف رئيسي
16	علاء محمد الجرابعة	إدارة الموارد البشرية	2020	عضو لجنة مناقشة
17	احمد بن يعقوب الشعلي	ادارة	2019	عضو لجنة مناقشة
18	عبير عبدالكريم عبيدات	إدارة الموارد البشرية	2019	عضو لجنة مناقشة
19	علي مطاوع النعيمات	إدارة الموارد البشرية	2019	عضو لجنة مناقشة
20	يارا زيد زريقات	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
21	شادي حابس محمد	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
22	سعيد بن سالم الجهوري	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
23	هدى بنت سعيد الريامية	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
24	ناصر محمد الوريكات	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
25	اسلام خليف القباعي	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
26	ليث وائل طلمية	إدارة الموارد البشرية	2018	عضو لجنة مناقشة
27	ايه عدنان حريزات	إدارة الاعمال	2018	عضو لجنة مناقشة
28	خضر عيسى غريري	إدارة الاعمال	2018	عضو لجنة مناقشة
29	اسراء العريض	إدارة الموارد البشرية	2020	مشرف رئيسي
30	ازهر البوسعيدى	إدارة الاعمال	2020	مشرف رئيسي
31	صلاح التوبي	إدارة الاعمال	2020	مشرف رئيسي
32	احمد ضمرة	إدارة الموارد البشرية	2020	مشرف رئيسي
33	عماد بني عودة	إدارة الموارد البشرية	2020	مشرف رئيسي
34	ايمان قزة	إدارة الموارد البشرية	2020	مشرف رئيسي
35	اريج صالح	إدارة الموارد البشرية	2020	مشرف رئيسي

سماح أنور شلوف كانون الثاني/2019, أثر التفكير الاستراتيجي على تطوير رأس المال البشري في المؤسسات الرياضية

The Impact of Strategic Thinking on Developing the Human Capital in the Professional Sports Institutions in Jordan.

قاسم محمد عبد الرزاق أيار, 2019, اثر إستراتيجية التعويضات على أداء العاملين في البنوك التجارية الأردنية,

Impact of Compensation Strategy on employees Performance in Jordanian Commercial Banks,

شرين أحمد السري كانون الأول / 2020, أثر التخطيط الاستراتيجي للموارد البشرية على إدارة الأزمات في المنظمات غير

The Impact of Human Resources Strategic Planning on Crisis Management in Non- Profit Organization in Jordan

أحمد داود سليمان الصرايرة, 2020, التكامل بين الإدارة الرشيدة وممارسات إدارة الموارد البشرية وأثره على الأداء التنظيمي للشركات الأردنية العاملة في قطاع التعدين

خالد علي عبد الله ابورمان , 2019, أثر الإدارة الإستراتيجية على أداء إدارة المواهب الرياضية في المؤسسات الرياضية الأردنية المحترفة

عبير حراحشه 2019, أثر تطبيق نظم تخطيط موارد منشآت الأعمال على تميز الأداء في الشركات الصناعية في إقليم الشمال في الأردن,

The Impact of ERP Systems Implementation on Performance Excellence in the Industrial Companies in the Northern Region in Jordan

جهاد محمد اسماعيل الفار, 2019, أثر تنمية الموارد البشرية في بناء المنظمة المتعلمة في مؤسسات المجتمع المدني الغير ربحية في الأردن, **Impact of Human Resource Development in Building Learning Organization in Civil Non-profit Organizations in Jordan**

External Examiner for master thesis

-2019/2020: in Al Albiet university, Albalqa university, Zarqa private University, Amman alahlia University, and Alisra University

-2020, Tareq Hani Al Emoush, Factors Affecting the Implementation of Safety Management System in Aviation: Royal Jordanian as a Case Study

العوامل المؤثرة في تطبيق إدارة السلامة في الملاحة الجوية: الملكية الأردنية كحالة دراسة

-2020, Ayisheh Khalaf Al-Mahasneh, The Impact of Applying Total Quality Management Principles On Organizational Performance , Applied Study in King Hussien Medical City, Issra University

2020, November, Mutah University, College of Graduate Studies, “Barriers in implementing safety requirements by employees in the construction sector in Jordan”, Raad Youssef Rafifan Al-Abadi

External Supervisor:

عبير حراحشه 2019, أثر تطبيق نظم تخطيط موارد منشآت الأعمال على تميز الأداء في الشركات الصناعية في إقليم الشمال في الأردن,

The Impact of ERP Systems Implementation on Performance Excellence in the Industrial Companies in the Northern Region in Jordan

جهد محمد اسماعيل الفار, 2019, أثر تنمية الموارد البشرية في بناء المنظمة المتعلمة في مؤسسات المجتمع المدني الغير ربحية في الأردن

Impact of Human Resource Development in Building Learning Organization in Civil Non- , profit Organizations in Jordan

2016-2018-External examiner for Master thesis, Abu Dhabi Police College:

" الثقافة التنظيمية وأثرها على الالتزام التنظيمي بالتطبيق على معاهد تدريب الشرطة بدولة الامارات العربية المتحدة", احمد سالم حمدان الزيودي

2018-External examiner for Master thesis, Abu Dhabi Police College:

" المتحدث الرسمي الامني ودوره في توجيه الراي العام", هزاع راشد علي اليماحي

2017-External examiner for Master thesis, Abu Dhabi Police College:

"استراتيجية الابتكار ودورها في زيادة دافعية العاملين, دراسة ميدانية على وزارة الداخلية بدولة الامارات العربية المتحدة", فيصل راشد النعيمي

2021-2024- supervising 7 master students

PhD external Examiner:

- 1- Feb, 2024, external examiner for PhD thesis, THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANIZATIONAL PERFORMANCE IN JORDANIAN INCOME AND SALES TAX DEPARTMENT: THE MEDIATING ROLE OF WORK MOTIVATION, Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu, Terengganu, **MALAYSIA**
- 2- Jan 2024, external examiner for master thesis in Yarmouk university
- 3- سبتمبر, 2023, لجنة الترقيات بجامعة تبوك , تحكيم أبحاث د. احمد محمد حامد الجهني لدرجة أستاذ مشارك في الادارة والاعمال تخصص ادارة
- 4- 25-May 2023, PhD external examiner in **UNIVERSITI SAINS ISLAM MALAYSIA**
- 5- December 2022, external examiner for PhD thesis, **SITI NOR ADAWIYAH AZZAHRA BINT** , **"PREDICTORS OF JOB PROMOTION AMONG FEMALE WORKERS IN MALAYSIA: MODERATING ROLE OF JOB PERFORMANCE "** , Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu
- 6- April, 2022, external examiner for PhD thesis, **KHAWIDAM MOHAMMED KHAWIDA** (4170022 in **UNIVERSITI SAINS ISLAM MALAYSIA**, Doctor of Philosophy (Human Resource Management) , Faculty of Leadership and Management
- 7- Jan. 2022 - Haron Ismail Salameh Al-Lawama of the University of Malaysia Terengganu is appointed as a doctor of philosophy thesis examiner. The Impact Of Strategic HRM Practices On Organizational Performance Through Perceived Organizational Support And Employee Behavior In Jordanian Telecommunication Companies
- 8- Dec. 2021, external examiner for PhD thesis in University Malaysia Terengganu (UMT), Shadi Said Mohammad Al-Khazaleh (P3772), **The Effect Of Public** Satisfaction And Trust On The Relationship Between Service Quality And Public Loyalty Of The Jordanian Ministry Of Water And Irrigation.
- 9- October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia

10- October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia

11- July 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia

12- External reviewer for the master program in HRM in Applied Science University in Bahrain, 11-12/2/2020

-October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia

-October 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia, USIM, Malaysia

-July 2021, external examiner for PhD thesis in Universiti Sains Islam Malaysia

-**2020**, Omar Jaber Radwan Aburumman, The Impact Of Human Resource Management Practices, Career Planning And Career Satisfaction On Employees Turnover Intention, At Jordanian Banking Sector, Universiti Malaysia Terengganu (UMT)

- **2019**, Ahmad Abdelmohdi Ahmad Albloush, The Impact of Organizational Citizen Ship Behavior, Organizational Politics And Training on Job Performance At Greater Amman Municipality (GAM), Universiti Malaysia Terengganu (UMT)

-**2014-2015, PhD thesis external examiner for** degree of doctor OF PHILOSOPHY IN COMMERCE, name of candidate: Mr. G. PASUPATHI, A Study on Human Resource Management Practices in Select Star and Non-Star Hotels in Tiruchirappalli, Jamal Mohamed College, Tiruchirappalli Autonomous and Affiliated to Bharathidasan University, India.

-**2013, PhD thesis external examiner for** degree of doctor of business administration, **name of candidate:** Abdullah Jassir Aldhuwaihi, "**Title of Thesis / Major Work:** The Influence of Organisational Culture on Job Satisfaction, Organisational Commitment and Turnover Intention: A Case Study of the Banking Sector in Saudi Arabia", **Victoria University**, Melbourne, Australia

-**2010**, Local Supervisor for a PhD thesis entitled: "A Proposed model for The Relationship Between Total Quality Management and Employees Job Performance Development in Abu Dhabi نموذج مقترح لعلاقة ادارة الجودة الشاملة بتطوير الاداء الوظيفي للعاملين في الدوائر المحلية في ابوظبي,

Mohamed Alraies Meshlesh al Amri, Ain Shmes University, College of Business,

-**2009**, External examiner for PhD thesis entitled "Quality Management System In Higher Educational Institutions In Thanjavur District, Thesis submitted to the Bharathidasan University, Tiruchirappalli in partial fulfillment of the requirements for the award of the degree of Doctor of Philosophy in Commerce, By Ms. D. MAMAHESWARI. M. Com., M. Phil., B. Ed., M.B.A, Senior Lecturer, Management Studies, Periyar Maniammai College of Technology for Women, Vallam, Thanjavur 613 403.

-**2006**, Evaluating the PhD dissertation data collection tool for a PhD student in Alexandria University, Egypt for the PhD student Ameina Bouchoari

TEACHING: Other

My interdisciplinary background, which I've developed over the years through teaching in various programs, interacting with various academic environments, and working with the business world for consulting or project implementation, has helped me to transfer my knowledge in a very fluid manner

and has given me a better understanding of different types of students. Due to this, the students I taught throughout my academic career gave me good evaluations. For instance, students at Aldar University College, ECT, AAU, ALHOSN University, ADU, and the UAE University have repeatedly rated me as a top instructor in terms of information transfer, explanation clarity, punctuality, organization, and fair evaluation.

Self-development in teaching:

Work hard to develop my teaching skills by attending the following workshops:

1. 1-2013, AACSB International Middle East and Africa Annual Conference, Dubai-UAE, 21–22 October.
 2. 2-2013, AACSB Membership/Accreditation and business education in the GCC. AACSB Information Session held at the University of Sharjah in March 10, 2013.
 3. 3-2012, The AACSB International Information Session on Sunday, June 3rd at Abu Dhabi University.
 4. 2011, workshop “Blackboard orientation, ADU
 5. 2009, Workshop in using EuroMonitor database
 6. 2008, how to utilize TurnItIn in developing the student’s skills, ADU
 7. 2006, CBE strategic planning construction workshop, UAEU
 8. 2004, Using Computer Technology in Active learning, UAEU
 9. 2003, Developing Case studies, UAEU
 10. December 2005, Attended “Sedona” Training. United Arab Emirates University.
 11. May 2005, Inter-Cultural Management” seminar, UAEU
 12. April.19, 2005, Workshop on: The effective use of laptop in active learning. United Arab Emirates University. United Arab Emirates.
 13. April, 2005Workshop on AACSB accreditation process. United Arab Emirates University. United Arab Emirates.
 14. Sept.2004, workshop “Blackboard orientation”. United Arab Emirates University. United Arab Emirates
 15. Attended the first workshop for Internship (IWELL) Program organized by UAEU Nov.2003
 16. Attended a teaching forum for an Active Learning Workshop organized by UAEU Dec.2003
 17. Attended the annual research conference organized by UAEU April 2003
 18. 2002, Attended the 1st annual international E- learning Symposium, May
 19. 2002, Outcome Assessment for Management courses
-

SCHOLARSHIP

SCHOLARSHIP: Research Interests

1. Managerial subjects

- Leadership
- Human resource management
- Organizational behavior
- Global leadership
- Strategic Management
- Health management
- Islamic management
- Business education
- Health care management

SCHOLARSHIP: Grants received

- 1- 2005-2006 Obtaining research grant (15500 AED) with Dr. Hassan Younies to accomplish the research entitled: Employee Motivation in the Health Care sector: A Comparative Study Between Private and Public Health Organizations in the UAE.
- 2- 2006-2007 Research grant to perform a study to rank the most important global manager's skills- 25000 Dhs
- 3- 2008-2009 Summer grants to conduct a study to develop **Employability Skills Profile for the UAE- 33000 Dhs, ADU**

SCHOLARSHIP: Publications

Refereed journals,

1. Mohammad M. Taamneh, Manaf Al-Okaily and Belal Barhem, Abdallah M. Taamneh, Ziyad, Saleh Alomari, July 2024, Examining the influence of gender equality in HRMP on job performance: the mediating role of job satisfaction, [Global Knowledge, Memory and Communication](https://www.researchgate.net/publication/382681245_Examining_the_influence_of_gender_equality_in_HRMP_on_job_performance_the_mediating_role_of_job_satisfaction), ISSN: 2514-9342, https://www.researchgate.net/publication/382681245_Examining_the_influence_of_gender_equality_in_HRMP_on_job_performance_the_mediating_role_of_job_satisfaction
2. Omar Jaber Aburumman*, Khatijah Omar, Belal Barhem, 2023, Career development among women employees in Jordanian private sector, Middle East J. Management, Vol. 10, No. 4, 2023
3. Omar Jaber Aburumman1, Khatijah Omar, Belal Barhem, 2022, Joint Responsibility for Careers, Employee Responsibilities and Rights Journal (2023) 35:29–50, Available from: https://www.researchgate.net/publication/358187881_Joint_Responsibility_for_Careers.
4. Ghaith Abdulraheem Ali Alsheikh, Zainudin Awang, Belal Yousuf Barhem, Asaad Alsakarneh, Bilal Eneizan and Muhmmad Nofal (2021), Structural Equation Modelling Using AMOS based Empirical Analysis: Direct and Indirect Effects of Job Performance Factors among Jordanian Islamic Banks, Webology, Volume 18, No 2, <https://www.webology.org/abstract.php?id=732>

5. Aburumman. Omar , and Barhem. Belal (2020), "The objective and subjective aspects of career success", JUSST - Journal of University of Shanghai for Science and Technology, Volume 22, Issue 11, November - 2020. Page-41-56, Paper ID: JUSST/10-395
<https://jusst.org/wp-content/uploads/2020/11/The-objective-and-subjective-aspects-of-career-success-1.pdf>

6. 2021، بتول محمد ياقتي و بلال برهم، اثر الادارة الالكترونية والامتيازات على اداء العاملين في عمان، مجلة جامعة عمان العربية للبحوث، المجلد السادس، العدد الثاني

7. Sakher Alnajdawi, Rami Hanandeh, Belal Yousef Barhem, Alhareth Mohammed (2019), **Leadership, Knowledge Management, and Human Capital Development**, Economics World, May.-Jun. 2019, Vol.7, No.3, 124-133 doi: 10.17265/2328-7144/2019.03.002
<https://www.davidpublisher.com/Public/uploads/Contribute/5eb6541b57cd0.pdf>
8. Barhem. Belal, 2017 "How to Sustain Private Business Schools in UAE", **Al Dar Research Journal for Sustainability (ADRJS)**, Vol.2, No.1 Nov. PP 10-20
<http://adrjs.aduc.ac.ae/Papers/Vol2no1/ADRJS%20Vol.%202,%20No.1%20Nov%2017%20Issue.pdf>
9. Hassan.Younies and Belal Barhem,2017, "Emirati Preferences among Material and Non-Material Incentives in the Work Place", *Emerging Economy Studies*. First Published April 20, 2017 Volume 3, Issue 1, May 2017; pp. 86–97
<https://journals.sagepub.com/doi/10.1177/2394901517696644>
10. Yasir Fadol , Belal Barhem , Said Elbanna (2015), The mediating role of the extensiveness of strategic planning on the relationship between slack resources and organizational performance, *Management Decision*, Volume 53 Issue 5
<https://www.emerald.com/insight/publication/issn/0025-1747/vol/53/iss/5>
11. Barhem. Belal, Alwehabie. Abdullah (2013), "The strategic planning practices in not-for profit organisations in the Kingdom of Saudi Arabia" *Int. J. Social Entrepreneurship and Innovation*, Vol. 2, No. 5, 2013
https://www.academia.edu/29585580/The_strategic_planning_practices_in_not_for_profit_organisations_in_the_Kingdom_of_Saudi_Arabia
12. [Barhem, B.](#), [Younies, H.](#) and [Smith, P.C.](#) (2011), "Ranking the future global manager characteristics and knowledge requirements according to UAE business managers' opinions", *Education, Business and Society: Contemporary Middle Eastern Issues*, Vol. 4 No. 3, pp. 229-247. <https://doi.org/10.1108/17537981111159984>
<https://www.semanticscholar.org/paper/Ranking-the-future-global-manager-characteristics-Barhem-Younies/d934d9fc489fcd9b6b3ad455192fae53621e794>
13. B. Barhem, H. Younies, M. Z. Younis, and P. C. Smith (2011), "Study of Health Care Employees' Opinions About Stress Patterns in The United Arab Emirates", *International Journal of Organization Theory and Behavior*, Volume 14, Number 1, Spring
<https://www.emerald.com/insight/content/doi/10.1108/IJOTB-14-01-2011-B002/full/html>

14. Hassan Younies¹, Belal Barhem, Pamela C. Smith (2010), Perceptions of continuing medical education, professional development, and organizational support in the United Arab Emirates, the Journal of Continuing Education in the Health Professions, Autumn (Fall) 2010 Volume 30, Issue 4 Pages 207–262 Version of Record online: 17 DEC 2010 | DOI: 10.1002/chp.20090
<https://onlinelibrary.wiley.com/doi/abs/10.1002/chp.20090>
15. Barhem, Belal, Hassan Younies*, Mustafa Younis, (2010) , Employee Satisfaction in the Health Care Sector: A Comparative Study of Private and Public Health Care Organizations in the UAE. Journal of Health Management, 2010; 12; 19
<https://journals.sagepub.com/doi/abs/10.1177/097206340901200103>
16. Mustafa J. Younis, Belal Barhem, Samir Hamidi, Joseph Inungu, Gwendolyn S. Prater, And Arthur Okeefe (2009), The Case for Regulatory Reform in the Business and Healthcare Environments, Journal of Health and Human Services Administration, Vol. 32, No. 3, Winter
<https://jhhsa.spaef.org/article/1075/The-Case-for-Regulatory-Reform-in-the-Business-and-Healthcare-Environments>
17. Belal B., Younies H., and Rusnah M. (2009), “Religiosity and work stress coping behavior of Muslim employees”, Journal of Education, Business and Society: Contemporary Middle Eastern Issues, Vol.2, No. 2.
https://www.academia.edu/29585569/Religiosity_and_work_stress_coping_behavior_of_Muslim_employees
18. Hassan Younies, Belal Barhem, Mustafa Z. Younis (2008), Ranking of priorities in employees' reward and recognition schemes: from the perspective of UAE health care employees, The International Journal of Health Planning and Management, Volume 23, Issue 4, Pages 357-371, October 2008, Online ISSN: 1099-1751
https://www.academia.edu/29585572/Ranking_of_priorities_in_employees_reward_and_recognition_schemes_from_the_perspective_of_UAE_health_care_employees
19. Barhem. Belal, Yousef. Darwish, and Saleh. Adel (2008), “The Business Curriculum and the Future Employment Market: The Views of UAE Business Leaders”, Education, Business and Society: Contemporary Middle Eastern Issues in 2008 Journal, [Journals, Volume 4 Issue 3](https://www.emerald.com/insight/content/doi/10.1108/17537981111159984/full/html)
<https://www.emerald.com/insight/content/doi/10.1108/17537981111159984/full/html>
20. Barhem. Belal (2008), “Are Global Managers Able to Deal with Work Stress”, Journal of Accounting, Business and Management, April, Vol. 15 (1), pp: 53-70, Vol. 1, No.2, pp: 124-137
21. Hassan. Younies, Belal Y. M. Barhem, and C. ED HSU (2008), “A Review of Just in Time Method in Business and Health Care Sector”, Journal of Public Administration and Management (JPAM), June.
<https://spaef.org/article/118/A-Review-of-the-Adoption-of-Just-in-Time-Method-and-its-Effect-on-Efficiency>
22. Rafikul Islam¹ and Belal Barhem, (2007), “Employee Motivation: A Comparison Between Malaysia and UAE”, Malaysian Management Review (MMR), January – June Vol.42 No.1

¹ Corresponding author: hassan.younies@gmail.com

* Corresponding Author: Email: hassan.younies@gmail.com, Fax: 971-3-7624384, Tel: 971-3-7133649, PO. Box 14059, Al-Ain, UAE.

http://irep.iium.edu.my/27741/1/Motivation_UAE_n_MSIA.pdf

23. Barhem, Belal, 2004, "Work Stress Level and coping Strategies among Jordanian Customs Employees". [Abhath Al-Yarmouk Humanities and Social Sciences - AYHSS](#), vol 20, no.3A, Sept, Jordan

<http://repository.yu.edu.jo/handle/123456789/2737?mode=full>

24. Barhem, Belal and others, 2004, New Model for Work Stress Patterns "Asian Academy of Management Journal, Vol. 9, no.1

<http://web.usm.my/aamj/9.1.2004/AAMJ%209-1-4.pdf>

Project paper; 2006

Strategic Planning and Follow-up System Belal Barhem, United Arab Emirates University, UAE Shadi Musallam, Abu Dhabi Police, UAE Omran Salem, Municipalities and Agricultural Departments, UAE
<https://sudanknowledge.org/download/strategic-planning-and-follow-up-system/>

International, Regional and National Conferences

1. 2020 خالد علي عبد الله ابورمان و بلال يوسف برهم, أثر الإدارة الإستراتيجية على أداء إدارة المواهب الرياضية في المؤسسات الرياضية الأردنية المحترفة, المؤتمر الدولي الخامس لكلية الاعمال في جامعة عمان العربية, خطة طريق لتنمية مستدامة
2. 2020 شيرين احمد السريدي و بلال يوسف برهم, أثر التخطيط الاستراتيجي للموارد البشرية على إدارة الأزمات في المنظمات غير الربحية في الأردن, المؤتمر الدولي الخامس لكلية الاعمال في جامعة عمان العربية, خطة طريق لتنمية مستدامة
- 3.
4. 2019, بتول محمد ياقتي و بلال برهم, إدارة الاداء من خلال نظام المكافآت, المؤتمر الدولي الرابع لكلية الاعمال في جامعة عمان العربية
5. 2018, Business Intelligence & Analytics, Higher Colleges of Technology – UAE, MAY 1-2.
6. 2018, The Second annual ADEK Award for Research Excellence (AARE) 2018 research Conference, New York University, Abu Dhabi (NYUAD) April 11
7. The International Conference on Computer Auditing being held March 17-18, 2018, Dubai, UAE
8. March 16, 2017 -March 18, 2017, The Global Macroeconomics conference, **NYU Abu Dhabi Institute**
9. 2016, Aligning AACSB standards with MOHESR requirements, Dubai
10. 2015, Yasir Yasin, Said Albana, Belal Barhem, Slack Resources and Organizational Performance: The mediating role of the Extensiveness of Strategic Planning") for the Strategic Management Society's 2015 SMS Annual International Conference in Denver.
11. 2014, What's Next Summit with The Atlantic, Nov. 5.
12. 2014, Khalifa Award for education international conference (KAEIC).
13. Hassan Younies, Bilal Barhem, Shamma AlSuwaidi, Lamya AlHameli, Hussam AbdulJalil, Hala Harb,(2014) **Students Stress in Educational Institutes in UAE** , IBIMA Creating Global Competitive Economies: 2020 Vision Planning & Implementation, Rome : Nov. 13-14,

14. Hassan Younies, Bilal Barhem, Shamma AlSuwaidi, Lamyia AlHameli, Hussam AbdulJalil, Hala Harb,(2014) **Emirates Materialistic and Non Materialistic Priorities**, IBIMA Creating Global Competitive Economies: 2020 Vision Planning & Implementation, Rome : Nov. 13-14,
15. Barhem. Belal, Alwehabie. Abdullah (2013), The strategic planning practices in none-for profit organizations in the Kingdom of Saudi Arabia,4th Global Islamic Marketing Conference, May 29 & 30, 2013
16. Younies. Hassan, Barhem. Belal (2013), DEA Analysis of Management outsourcing of Major Hospitals in Abu Dhabi- UAE, The 20th International Business Information Management (IBIMA) Conference, 25 – 26 March 2013, Malaysia
17. Barhem. Belal, Younies. Hassan, 08-11-Nov 2011, Dubai IHF 37th World Hospital Congress: 'Healthcare in a Changing World: Overcoming the Challenges'. Healthcare workers stress, Poster presentation.
18. 2011, Abu Dhabi center for economic knowledge, First ADCEK-INSEAD Policy Link Session, March 27, 2011, AD
19. Barhem. Belal, Younies. Hassan 2009, Developing Employability Skills Profile for the UAE, The International Business Information Management Conference (12th IBIMA)- International Business Information Management Association, USA, KL- Malaysia
20. Barhem. Belal, Younies. Hassan 2009, A Study of Health Care Employees' Opinions about Stress Patterns in the UAE, 2009 Oxford Business & Economics Conference (OBEC), 24-26 June
21. Barhem. Belal, Younies. Hassan 2009, Developing Employability Skills Profile for the UAE, the Eurasia Business and Economics Society (EBES) 2009, 1-2 June
22. 2008, Barhem Belal, and Younies Hassan, Ranking the Future Global Manager Characteristics and Knowledge Requirements According to the UAE Business Managers Opinions? Oxford Business & Economics Conference (OBEC), June 22-24th, 2008
23. 2008, Hassan Younies, and Barhem Belal, On evaluating electronic testing environment, the SWDSI 2008 Annual Conference in Houston.
24. 2007-Invited Speaker in the International Medical Care and Diagnostic Conference & Exhibition, IMD- IHF Dubai 2007.
- 2007- Barhem. Belal, Saleh. Adel, and Yousef. Darwish, 'Skills and Competencies for the Next Decade: an Examination of Business Leader's Views in the United Arab Emirates' in Oxford Business & Economics Conference, June 24th-26th ISBN : 978-0-9742114-7-3
25. 2007- Barhem Belal, and Younies Hassan, "Employee Motivation in the Health Care Sector: A Comparative Study Between Private and Public Health Care Organizations in the UAE", AGBA conference, Malaysia, May
26. 2007-Barhem. Belal, and Rusnah Muhamad (2007), 'Religiosity and Work Stress Coping Behavior Among the Muslim Employees, International Conference On Management from Islamic Perspectives (ICMIP-2007), Award of partial travel grant
27. 2007- Belal Barham and Hassan Younies, Ranking of Employees' Reward and Recognition Approaches: A UAE health care employee Perspective", the International Medical Care and Diagnostic Conference & Exhibition, IMD- IHF Dubai 2007,
28. Barhem (2006), 'The Relationship Between Feeling with Work Stress and Readiness To Go Global for Private Sectors UAE Managers', The 2006 Academy for Global Business Advancement Conference, Kuala Lumpur, Malaysia from January 4-6, 2006
29. 2006, Jakka. Ateeq, Barhem Belal (January 3-6, 2006), "The Relationship between Work Stress and Readiness to go Global: A Comparative Study between UAE Managers in Public and Private Sector", The 2006 IABPAD Conference in April, Dallas, Texas

30. Barhem and others (2005), 'Strategic Planning and Follow-up System', The International Conference on Globalization, Technology and Sustainable Development, Abu Dhabi, Accepted
31. 2005, Barhem Belal (2004), "Are UAE human resources managers ready to go global", Asia Pacific Economics and Business Conference, Penang, Malaysia
32. Barhem, Belal & Zain, Mohamed (2003), Are United Arab Emirates Managers Ready to Go Global? 5th A.A.M Conference, Kuantan, Malaysia
33. Barhem and Others (2002), "Work Stress Patterns Among Malaysian Customs and Excise Department Staff", Asia Pacific Economics and Business Conference, Kuching, Malaysia
34. Barhem and others (2000), Work Stress: a new model, Pinang conference, Faculty of Economics and Management, UPM, Pinang-Malaysia, October 2000
35. Barhem and others (1999) "Job Stress Patterns Among Employees' Customs", Malaysian Economy and Management into the Next Millennium Conference, Faculty of Economics and Management, UPM, Melaka

SCHOLARSHIP: Honours or awards for Scholarship

1. Employee Satisfaction in the Health Care Sector: A Comparative Study of Private and Public Health Care Organizations in the UAE published in Journal of Health Management, was the most downloaded article in 2010 in this journal (of all articles published in 2009 and 2010).
2. 2007- Best paper, Third place, International Conference On Management From Islamic Perspective-Malaysia
3. 2007- Award of partial travel grant, International Conference On Management From Islamic Perspective-Malaysia

UNIVERSITY AND COMMUNITY SERVICES

I Have Different Community Services in All Levels as the Following:

University awards;

1. 2008- Best Award of services for COBA- Abu Dhabi University

UNIVERSITY SERVICE: Participation in the activities of Academic/Technical committees

I have participated in a variety of committees and initiatives at the departmental, college-level, and university-level levels of the university, college of science, and department. The list that follows is not exhaustive; it omits, for instance, several ad hoc committees.

In Amman Arab University

2018/2019: Chair of university Qualification exam committee

- University dipline committee
- AAU scientific research committee
- AAU Promotion and recruitment council
- AAU Deans' council
- Ad Hock committee to
- Ad Hock committee to
- Ad Hock committee to
- Ad Hock committee to review Dean and chairman promotion report
- Business college research committee
- Business college self-evaluation for the first dimension committee
- Business college scientific research committee
- Fourth Business college international conference scientific research committee
- Business college assessment and evaluation committee
- Business college promotion committee
- Business college scientific research and graduate studies committee
- Business college quality assurance committee
- Business administration department quality assurance committee
- Business administration department curriculum committee
- Business administration department scientific research committee

In Aldar University College

2016-2017, ERT response (first and second rounds)

2016-2017, Academic Board, Member

2016-2017, Disciplinary committee, Chair

2016-2017, SBA advisory committee, Chair

2016-2017, presenting the University with the partners

Contributing in developing ALDAR policies such as "code of honour policy"

Chair, Innovation week committee (11/24-20/2016)

Member, **Promotion Policy Development Committee 2016**

Member, Research Policy of Al Dar University

Chair, New Students Committee, September 5, 2016

Member, Faculty Performance Review

In Emirates College of Technology (ECT)

2015-2016, Academic Board, Member

2015-2016, Quality board, Member

In ALHOSN University

2014, Chair of business administration department

2014, Chair of Examination Control Committee to be formed comprising of all chairs of departments as members and chaired by Dr. Belal

2014, Committee for Grade Appeals and Incomplete Exams

2014, QA committee

2014, CHAIR of Khalifa Award committee.

2013, Judge, 1st UAE Undergraduate Student Research Competition, April 23rd, 2013, Abu Dhabi University

2012, Judge, Elocution Contest 2012, November 25. ALHOSN University

2012, ALHOSN Open Day Event for Graduate Studies (Saturday, 24th November 2012 from 03:00 to 06:15 PM)

2012, Faculty's Program Assessment Committee

2012, Open University Day- Al Nahda National Schools, Mon 11/12/2012

2012, BBA Program Assessment Committee

2012, Strategic Planning Committee

In ADU

1. 2011, COBA RME liaison, "Responsible Management Education" Liaison Officer within COBA and EFMD, the organization that administers EQUIS accreditation to business schools
2. 2011, Member of COBA/management selection committee
3. 2010, Member of COBA outcome assessment committee (for AACSB requirements)
4. 2010, Member of COBA selection committee
5. 2010, Member of management department chairman selection committee
6. 2010, Member of COBA strategic planning committee (for AACSB requirements)
7. 2009, Contributing in school visits
8. 2010, Meeting the candidates for the deanship position
9. 2009, Brown Bag Seminar about community outreach, COBA
10. 2008, Preparing a proposal to establish Center for Islamic Business Research (CIBR)
11. 2008, Contributing in the university and college workshop to develop ADU strategic plan
12. 2007-2008, Offering 14 professional training courses in management to ADU staff
13. 2007-2008, Helping colleagues in proctoring in their urgent situations in fall 07
14. 2007-2008, Replacing colloques classes in their urgent situations in spring 08
15. 2007-2008, Contributing in marketing ADU in two events:
 - a. the open educational day in Omm Kolthoom secondary school for 2 days
 - b. visiting secondary school in Al Ain to market ADU
16. 2007-2008, Helping COBA to get part time instructors
17. 2007-2008, Contributing in preparing restructuring student's files report (Al-Ain registration department)
18. 2007-2008, Scanning the business environment in Al Ain to provide information to Al Ain Director about our competitors
19. 2007-2008, Advising COBA students for the year 07-08
20. 2007-2008, Supervising graduation projects for 14 students
21. 2007-2008, Coordinator for MGT 203 course
22. 2007-2008, Supervising internship students.

In the UAEU

1. 2006- Member of department research committee
2. 2006-Member of strategic planning council (SPC) for college of business and economics, UAEU (for AACSB requirements)
3. 2006- Member of SPC Structure Committee (for AACSB requirements)

4. 2006-Member of department curriculum committee
5. 2006- Member of department research committee
6. 2005-Management track council coordinator, 2004-2005
7. 2001- 2005, member of Faculty Composition and development committee (FCD)
Responsibilities: implementing the policies and procedures established by the PPC in the following areas; faculty orientation and development; the implementation of laptop teaching project as well as developing the skills of faculty members in deferent areas.
8. 2001- 2005, member of department Scheduling Committee (AD HOC)
Responsibilities: overall supervision of CBE (College of Business and Economics) scheduling and exams affairs. Each department chairman to handles the overall supervision of scheduling and exams in his/her own department, with this committee serving in a coordinating capacity
9. 2006-2007. CBE Website Development Committee
Responsibilities: TO ensure continues development and maintaining the CBE website

UNIVERSITY SERVICE:

Membership of editorial/advisory boards of academically refereed publications

2007- African Journal Of Business Management

2009- Journal of Education, Business and Society: Contemporary Middle Eastern Issues

JHOM 2019 Reviewers, [Journal of Health Organization and Management](#)

Memberships

2003-Member of Asian Academy of Management

2006-Academy for Global Business Advancement

COMMUNITY SERVICE: Provision of consultancy or advisory services

1. External Promotion committee member in Oman college of Management and technology June 2021
2. 22-23, Oct.2022, Chairman-Scientific committee. The first international conference of the Kuwaiti Association for Graduate Studies “Modern Perspectives in management: Evidence from developing countries (in light of digital transformation)
3. 2023- Review submissions to the MBR. <https://www.informingscience.org/>. Muma Business Review PID 8692, *The Magic Spark Model: The Future of Leadership Development* is now two days past due. It was due 9 Jan 2023.
4. Feb,2024. review of JHOM-02-2023-0051 for Journal of Health Organization and Management.
5. 2017, College advisory Board member, College of Business Administration, HCT, UAE
6. July 2012-May 2013, CONSULTANT in Marriage fund to create job description for all positions in the organizational chart
7. 2003-2004- A member in National Committee which wrote management sciences curriculum course in the UAE ministry of education
8. 2002- A member in the developing research team for Emiratization of media labor
9. 2000- Preparing visibility study for KHADMANIES for software development- Malaysia.

10. Developing the organization structure for none-profit organizations in Jordan

COMMUNITY SERVICE: REVIWEING PROMOTION FILES

1- External reviewer for three distinct promotion files in ADU, April 2022.

1. 2017, evaluating the promotion file for Dr. Basim Barqawi to associate professor in management, Mohammed V University Abu Dhabi
2. 2006, Joining Prof. Darwish in evaluating the promotion of Dr. Hussien Huriem from Applied Science Private University – Jordan to be promoted to associate professor.
3. 2006, Joining Prof. Darwish in evaluating the promotion of Dr. Samer Bashabshah from Mua'ta University – Jordan to be promoted to Associate professor.
4. 2006, Joining Prof. Darwish in evaluating the promotion of Prof. Nedal Hamayda from Mua'ta University – Jordan to be promoted to full professor.

COMMUNITY SERVICE: Contribution to the organization of professional training workshops off-campus

I have delivered consultant and training services for different sectors in the UAE, the university, and the academic field

	The target	TOPIC	YEAR
1	Ministry of finance in UAE	مهارات وتقنيات اجراء مقابلات التعيين الشخصية	23-25/11/2014
2	Abu Dhabi Municipality	Risk management	19-21/10 2014
3	Marriage fund in UAE	Workshop on annual evaluation methods in AD government	2013
4	International trainee	HR Management: Preparing and Developing Training Specialists and Coordinators	12-16/12 010
5	Abu Dhabi Police-Educators	Excellence In Customer Services	2-6/5/010
6	Educators-\Samaya Hotel-Dubai	Modern Strategic leadership Skills	5-9/4/009
7	Global consultants-Kuwait/Baker Tilly international	Strategic Planning For Purchasing Management	13-17/01/08
8	Dubai police academy	Training course in risk management	Feb. 2009
9	Performance Evaluation Center for Training & Consulting	Workshop in Strategic human resource management	Jan 2009
10	Educators	Workshop in workplace negativity	April 2009
11	Educators	Workshop in Modern leadership skills	Dec. 2008
12	ديوان الحاكم Al Ain governor office	Interacting with others skills	2008
13	شرطة دبي Dubai Police	Modern skills in dealing with customers	1-4/04/2008
14	شرطة ابوظبي Abu Dhabi Police	Advanced motivation Skills and dealing with employees	2008
15	ديوان الحاكم Al Ain governor office	مركز الخوارومي/العين - Interaction with others skills	2008
16	UAEU	Effective middle managers leadership skills	2007
17	UAEU	Effective top managers leadership skills in a global environment	2007
18	UAEU female students	Effective communication	2006
19	Women National Union in the UAE- Abu Dhabi	Effective middle managers leadership skills	2007
20	Women National Union in the UAE- Abu Dhabi	Effective top leadership skills	2007
21	UAEU	Effective employees skills	2007
	Sharjah government	Advanced Decision making and problem solving skills	2007
22	UAEU- Zayed Library	Interpersonal communication and customers interaction	Nov.2007
	UAEU	Topics in Human Resource Management Such as:	2007

		-Human Resource Management in a Global Organization -Effective Selection Methods	
23	Ministry of Health -RAK	Workshop in Strategic Planning	
24	Ministry of education/Al Ain Zoon	Workshop in Strategic planning	2007
25	Ministry of Health	Workshop in Strategic planning	
26	UAEU male students	Workshop in Career Development for Local students in UAEU	2005
27	UAE Army college	Crisis management	2005-2006
28	UAE Army college	Decision Making Process and Problem solving	2003-2006
29	Zaied military college	Effective Planning	2005
30	Zaied military college	Strategic leadership IN the Army	2005
31	Zaied military college	Workshop in Effective career development and Managerial Leadership	2005
32	Abu Dhabi Distribution company	Conflict Management And Difficult personalities	2006
33	Abu Dhabi Distribution company	Effective Interpersonal communication	2006
34	UAEU male students	Workshop in Career Development for Local students in UAEU	2004
35	UAEU female students	Argument and Effective Interpersonal communication	2005
36	UAEU	Developing basic skills for new employees	2005
37	UAE Ministry of health	Workshop in Planning And Strategic Planning	2004
38	UAE Army college	Current Issues In Management	2003-2006
39	UAE Army college	Basics Of Management	2003-2006
40	ADNEC-Elementary school in Al Ain	Workshop in risk management	18-03-2010
41	ADNEC-Elementary school in Al Ain	Workshop in strategic planning	2010
42	Al Ain Police Department	تبسيط الإجراءات الإدارية simplification of work processes	2010-03
43	مؤسسة زايد للأيد للرعاية الأسرية	تدريب المدربين- مركز الخوارومي/العين Train the trainers	2010-02
44	الملتقى الثاني لإدارات التدريب بدول الخليج العربي The third Symposium for training managers in the GCC	" التدريب آفاق وتجارب ناجحة " Training: the future and successful experiences	31 - 27 Dec. 2009
45	UAE Air force سلاح الجو	ادارة الوقت- مركز الخوارومي/العين	20-24/4/008
46	UAE Air force سلاح الجو	الإجهاد الوظيفي (ضغط العمل):أسبابه ووسائل مكافحته- مركز الخوارومي/العين	2008-04
47	ADNEC-Al Mriejeb school in Al Ain	Workshop in strategic planning	2007

Workshops and Seminars delivered

1. 2020, Blue Ocean strategy, AAU
2. 2020, Course syllabus development, AAU
3. 2009, Workshop in risk management, Dubai police academy
4. 2006, The Relationship Between Feeling with Work Stress and Readiness to Go Global for Private Sectors UAE Managers, UAEU
5. 2005, Workshop in Career Development for Local students in UAEU
6. 2004, Workshop in Strategic Planning, Ministry of Health, Ras Al Khaimah
7. 2004, Workshop in Active learning, CBE, UAEU
8. 2004, Workshop in Career Development for Local students in UAEU
9. 2004, Seminar entitled “Are United Arab Emirates HR managers Ready to go Global”, CBE, UAEU
10. 2003, Seminar entitled “Are United Arab Emirates Managers Ready to go Global”, CBE, UAEU

COMMUNITY SERVICE: Refereeing research papers/ submitted for publication in scientific periodicals

I have refereed many research papers; the following list is a selection:

1. 2020, November, Patients' Perceptions of Quality in Swedish Primary Care - A Study of Differences between Private and Public Ownership, Journal of Health Organization and Management, JHOM-09-2020-0357
2. Oct. 2020, **Financial Inclusion and Tax Revenue: Evidence From Europe**, International Journal of Financial Research
3. Sept, 2020, The effects of voluntary diversity management initiatives on business and social outcomes, AJBM-31.08.20-9098
4. Sept,2020, How Do Entrepreneurs React in High Political Instability Contexts? And the Role of Proactivity, AJBM-02.09.20-9101
5. June, 2019, reviewer for "Evaluating the Factors affecting Strategic Management Practices in Small and Medium Scale Enterprises in Nigeria: Evidence from Lagos State", AJBM-28.05.19-8835, African Journal of Business Management
6. 14-May-2019, review Manuscript ID JHOM-04-2019-0084 entitled "The Importance of Keeping Employees Satisfied: Three Prevailing Factors for Health Organization Leaders" for the Journal of Health Organization and Management.
7. 30-Nov-2016, reviewer for "Change Management Process in a Regional Hospital in the Context of National Healthcare Reforms", Journal of Health Organization and Management.JHOM-09-2016-0171
- 8.
9. 2016, Manuscript Evaluation, Career Orientation Profile Of Academic Professionals In Ethiopia, 05-10-2016, AJBM-02.10.16-8172,
10. 2016, Assessment of Cross-Border Partnerships in Business Education: A Student Perspective From Kuwait, Journal Of International Business Education (JIBE)
11. 2015, Islamic-Work-Ethics and Individualism at MNCs in Four Countries: An Empirical Cross-cultural comparison, Cross Cultural Management: An International Journal
12. 2014, When does spiritual intelligence particularly predict job engagement? The mediating role of psychological empowerment, Education, Business and Society: Contemporary Middle Eastern Issues
13. 2014, Leadership Model for Health Care Change: Improving Health Care Relationships and Creating Successful Change, Journal of Health Organization and Management.
14. Dec. 2013, The Impact of Service Quality Perception on Patient Satisfaction in Government Hospitals, Al-Baha Province, Saudi Arabia, Journal: Education, Business and Society: Contemporary Middle Eastern Issues, Manuscript ID: EBS-12-2013-0052
15. Dec. 2013, Organizational Conflict Based on Demographic characteristics: A Survey of Educational Institutions, Journal: *Education, Business and Society: Contemporary Middle Eastern Issues*
16. *Title: The mediating effects of employee and team empowerment on the relationship between leadership and performance: The case of Tehran-based R&D centers in the oil industry*
17. June, 2013, Review Manuscript, Leadership Model for Health Care Change: Improving Health Care Relationships and Creating Successful Change, Journal of Health Organization and Management

18. 15-Sep-2012, The mediating effects of employee and team empowerment on the relationship between leadership and performance: The case of Tehran-based R&D centers in the oil industry, for the Education, Business and Society: Contemporary Middle Eastern Issues.
19. 12-Feb-2012, EBS-May-2011-0026, The mediating effects of employee and team empowerment on the relationship between leadership and performance: The case of Tehran-based R&D centers in the oil industry, for the Education, Business and Society: Contemporary Middle Eastern Issues.
20. 11-Mar-2012, EBS-Jan-2012-0001, Quality Care Perceptions in a Private Syrian Hospital, for the Education, Business and Society: Contemporary Middle Eastern Issues.
21. 12-Feb-2011, , Review Manuscript EBS-Jan-2011-0002, A Critical Assessment Of Women Students' Career Aspirations In The United Arab Emirates, for the Education, Business and Society: Contemporary Middle Eastern Issues.
22. September 2011, , Review Manuscript **AJBM-11-2320** "The Impact of Gender and Family Location on Job Characteristics and Organizational Commitment of Expatriates in Mainland China", African Journal Of Business Management
23. April, 2011- Reviewer for University of Sharjah, College of Graduate Studies and Research Evaluation of Project entitled "Leadership, Learning and Innovation in the UAE and broader region"
24. March, 2011, Review Manuscript ID CCM-Oct-2010-0052.R1 entitled "The impact of knowledge sharing and Islamic work ethic on innovation capability" for the Cross Cultural Management: An International Journal.
25. 11-Apr-2011, Review Manuscript, ID EBS-Feb-2011-0008 ENTITLED "Clarifying Islamic Perspectives on Legitimate Leadership" for the Education, Business and Society: Contemporary Middle Eastern Issues.
26. 2011, Review Manuscript ID: EBS-Jan-2011-0002 Entitled "A Critical Assessment of Women Students' Career Aspirations In The United Arab Emirates", The Education, Business and Society: Contemporary Middle Eastern Issues.
27. 24-Apr-2011, Review Manuscript ID: EBS-Sep-2010-0006, Entitled" Managing Organizational Change: Decision's Maker Perceptions in the UAE Manufacturing Industry" for the Education, Business and Society: Contemporary Middle Eastern Issues.
28. 14-Nov-2010, Review Manuscript ID EBS-Oct-2010-0009 entitled "The Validity of Myers-Briggs Type Indicator: Students Natural Preferences and Academic Performance at Damascus University Faculties" for the Education, Business and Society: Contemporary Middle Eastern Issues.
29. 2010, Reviewer, the 14th IBIMA International Conference
30. 2010, Reviewer, "Principles of employment relations in Islam: A normative view", EMPLOYEE Relations: The international Journal
31. 2010, reviewer for "The Multiplicative Effects of Personality Dimensions On Creative Behavior Among Indonesian Radio Station Managers, Journal of Accounting, Business and Management
32. 2010, Reviewer: "Job and Career Influences on the Career Commitment of Health Care Executives: The Mediating Effect of Job Satisfaction", Journal: Journal of Health Organization and Management.
33. 2009, A reviewer for African Journal of Business Management, Manuscript Number: AJBM-09-007, entitled "Comparing Transformational Leadership in Successful and Unsuccessful Companies"
34. 2008- Reviewer for University of Sharjah, College of Graduate Studies and Research Evaluation of Project No.070304, "Managerial Values in Developing Countries"

35. 2007- A reviewer for African Journal of Business Management
36. 2007- A reviewer for 2007 WASD conference (The World Association for Sustainable Development) at Griffith University in Brisbane, Australia.
37. 2007- Manuscript Review entitled 'Educational Outcomes and Labor Market between Supply and Demand: A Qatari Perspective', fifth International Conference on: 'Managing Knowledge, Technology and Development in the Era of Information Revolution', Griffith University, Brisbane, Australia
38. -2006, Manuscript Review entitled "Developing Positive Climate for Diversity In Organizational Culture, Journal of Accounting, Business and Management
39. -2006, Reviewing the paper entitled 'An Empirical Investigation of the Moderating Effects of Service Capability on the Relationship Between Role Stress and Job Performance in Salespeople Employed by Travel Agents in Taiwan" by Te- Yi Chang and Yu-Lien Chang, Ms. 031706. Submitted to the International Journal of Stress Management.
40. 2006, Reviewer of Sharjah University Journal for Sharya and Humanities studies for the paper No.0201168 entitled "جدلية علاقة إستراتيجية المنظمة مع التركيب التنظيمي: دراسة ميدانية في عينة من منظمات أردنية"
41. 2004- Reviewer in International Journal for Administrative Sciences/Arabic version, Institute of Administrative Development, UAE

Other services;

-Contributing to the CBE Accreditation for the Association to Advanced Collegiate Schools of Business (AACSB) since 2001 in outcome assessment and course development

Book review:

- 1) 2010, A reviewer for Pearson Education, member of a panel of expert reviewers to review - an Arab World Edition of Robbins/Coulter's *Management*, adapted for the Middle East region,

OTHER INFORMATION

GIS/RS PACKAGES, COMPUTER SKILLS

1. E-learning practices
2. Very good skills in using MS office,
3. Smart Suite Package, Internet,
4. SPSS, NetOp, Webct, BlackBoard, LISREL, ZOOM, MS TEAMS, and other software packages related to e-learning

Personal Information

Gender : Male.
Date of Birth : Dec 9th, 1965
Place of Birth : Jordan-AL Marfaq.
Nationality : Jordanian.
Marital Status : Married
No. of Children : One Child

Title of the Ph.D. Thesis: WORK STRESS PATTERNS, SOURCES AND COPING STRATEGIES: A STUDY OF MALAYSIAN AND JORDANIAN CUSTOMS EMPLOYEES