Mohammed Yasin Ghadi, PhD, MBA, BA
Associate Professor of Business Administration | HRM &
Organizational Behavior | Amman, Jordan
| Email: mohammadghadi@mutah.edu.jo **| Phone**: +962 79904 3338
ORCID | ResearchGate | Google Scholar

Professional Summary

I am an experienced academic and faculty leader specializing in Human resources and organizational Behavior, with a growing research reputation. With 15 years of teaching experience in accredited universities across the Middle East, I have consistently delivered high-quality education, earning the respect of both students and peers. My expertise in curriculum development has led to the successful design and implementation of programs that align with the highest academic standards, enhancing the learning experience and driving academic excellence.

Education

- **PhD in Business Administration (OB & HR)**
  University of Wollongong, Australia, 2012
  (*AACSB-accredited; Business School ranked #47 globally*)

- **MBA in Business Administration**
  Mu'tah University, Jordan, 2008

- **BA in Business Administration**
  Mu'tah University, Jordan, 2005

- **Certificate in Smart Learning (Online Teaching)**
  Hamdan Bin Mohammed Smart University, UAE, 2019

Professional Experience

Associate Professor | Mutah University, Jordan
January 2018 – Present

- Conduct research on leadership, job crafting, and employee engagement, publishing in international journals.
- Teach and design undergraduate and postgraduate courses in HRM and organizational behavior.
- Supervise master's and PhD theses on leadership and workplace dynamics.
- Serve on academic committees to enhance curriculum and program quality.

Associate Professor & Department Chair | Hamdan Bin Mohammed Smart University (HBMSU), UAE
September 2019 – September 2023

- Led MBA and HRM program development, achieving AACSB accreditation.
- Designed innovative e-learning materials and professional training programs.
- Managed accreditation processes and supported digital transformation in teaching.

Head of Department | Mutah University, Jordan
September 2017 – September 2018

- Directed curriculum updates and faculty evaluations for business programs.
- Improved departmental operations, aligning programs with accreditation standards.

Human Resources Associate | Mid Contracting Co, Jordan
February 2006 – February 2008

- Managed recruitment, onboarding, and employee relations to optimize workforce performance.
- Developed and implemented HR policies to improve retention and satisfaction.

Research Interests

Organizational Behavior, Job Crafting, Leadership, Employee Engagement, Positive Workplace Dynamics.

Key Publications

Papers Under Review

- The Impact of Innovative Leadership, Change Management, and New Technology Applications on Leadership Competencies in US Medium-Sized Firms: Examining the Mediating Role of Technological Knowledge.

- Social Media Based Pre-Employment Background Checks: A Content Analysis with Practical Implication.

- Can Servant leaders enhance employees personal branding: The role of perceived organizational support and job autonomy.

- The Impact of Inclusive Organizational Culture on Loneliness at Work The Mediating Role of Psychological Safety and the Moderating Role of Workplace Social Support.

- A psychometric validation of the Loneliness at work scale: Cross-National Assessment Across Professional Groups.

- Work Engagement in the UAE: Psychometric Properties of the Arabic Version of the Utrecht Work Engagement Scale (UWES-9).

- Transforming Human Resource Practices in Jordan: The Role of Artificial Intelligence Integration.

Published Papers

- **Ghadi, M**. (2024). Visionary Leadership and Job Crafting a Mediating-Moderation Model. *RAUSP Management Journal*. vol. xx, no. xx, pp. xx-xx. **Thompson (Clarivate analytics) + Q2**

- Abuzaid, A., **Ghadi, M.,** Madadha, S., & Alateeq, M. (2024). The effect of ethical leadership on innovative work behaviors: A mediating–moderating model of psychological empowerment, job crafting, proactive personality, and person–organization fit. *Administrative Sciences, 14*(9), 191. **Thompson (Clarivate analytics) + Q2**

- Massod, T., **Ghadi, M.** & Sindhu, M. (2024). Examining the Influence of Continuance Performance Management on Turnover Intention: Exploring the Mediating Effects of Employee Motivation and Job Autonomy. *Industrial and Commercial Training*. vol. 56, no. 3, pp. 148-165 **Thompson (Clarivate analytics) + Q2**

- Abuzaid, A., Al-Faouri, E., Alateeq, M., Madadha, S., **Ghadi, M.,** et al. (2024). The relationship between perceptions of high-performance work systems and corporate social responsibility (CSR) considering the moderating effect of a positive diversity climate. *Sustainability,* vol. 16, no. 10, pp., 4267. **Thompson (Clarivate analytics) + Q1**

- **Ghadi, M**. (2024). Linking Job Crafting to Work Engagement: The Mediating Role of Happiness. Management Research Review. vol. 47, no. 6, pp. 943-963. **ABDC (C) + Thompson (Clarivate analytics) + Q1**

- **Ghadi, M**., Sakka, F., Vasilieva, V., Grigoriev, A., & Bokov, Y. (2024). Socio-psychological factors influencing satisfaction, loyalty, and employee involvement in the production process. *Rivista di Studi sulla Sostenibilita*. vol. 1, no. 2, pp. 29-46. **Q2.**

- Al-Nakeeb, A. & **Ghadi, M**. (2024). Human Resource Management Practices for Effective Organizational Change: A Review of Research in Western and Non-Western Countries. *Foundations of Management*. vol. 1, no. 16, pp. 7-24. **Thompson (Clarivate analytics) + Q3**

- Sakka, F., & **Ghadi, M.** (2023). Human Capital Development, Special Economic Zones, And Dubai as Case Study: A Literature Review. *International Journal of Professional Business Review*. vol. (8). no, (4), pp. 1-23. **Thompson (Clarivate analytics) + Q3**

- **Ghadi, M.,** Al-Ghazo, A., Al Nakeeb, A., Massod, T., Ghadi, O., & Shehata, O. (2023) Exploring Differences in Work Value Among Generations in the UAE. *International Journal of Service Science, Management, Engineering, and Technology*. Vol. (14). no, (1), pp. 1-15. **Thompson (Clarivate analytics) + Q1**

- Sakka, F. & **Ghadi, M.** (2023). Perceived fundamental characteristics for successful HR managers: a qualitative thematic study within organisations operating in the United Arab Emirates. *International Journal of Economics and Business Research*, Vol. 1, no. 1, pp. 129–145. **ABDC (C) + Thompson (Clarivate analytics) + Q2**

- Sakka, F., **Ghadi, M**. & Goldman, A. (2022) Talent Management and Professional Development of Employees using Digital Technologies. *Technology Education Management Informatics*. Vol. (11). no, (4), pp. 1612-1619. **Thompson (Clarivate analytics) + Q3**

- Al Rustamani, A & **Ghadi, M.** (2022). The Influence of Transformational Leadership on Team Performance: The mediating role of Knowledge Management. *International Journal of Management Cases.* vol. (24), no (2), pp. 5–26.

- **Ghadi, M.**, Sakka, F., Al-Nakeeb A. & Al Shloul, T. (2021). Critically analysing the application of fuzzy logic in renewable energy systems. *TEM Journal*. Vol. (10), no (4), pp. (1610 - 1615). **Thompson (Clarivate analytics) + Q3**

- **Ghadi, M.,** Al Sakka F. & Shehata, O. (2020) Examining the Joint Influence of Job Crafting and Organization Learning on Organizational Agility: An Organizational Analysis Study. *International Journal of Management*. vol. (11), no (10), pp. (2091-2105). **(Discontinued in SCOPUS in 2020)**

- **Ghadi, M.** & Almanaga'h. (2020). The role of job crafting in the relationship between empowering leadership and happiness at work: An empirical analysis. *Business Theory and Practice*. vol. (21), no (1), pp. 244-251. **SCOPUS+ Q2**

- Ghadi, Y. & **Ghadi, M**. (2019). Stock Market Investment Fantasy Project. *TEM Journal*. vol. (8), no (3), pp. (972-977). **Thompson (Clarivate analytics) + Q3**

- **Ghadi, M**. (2018). Empirical examination of theoretical model of workplace envy: Evidences from Jordan. *Management Research Review*. vol. (41), no (12), pp. (1438-1459). **ABDC (C) + Thompson (Clarivate analytics) + Q1**

- **Ghadi, M.** (2018). A psychometric evaluation of the Job Crafting Questionnaire (JCRQ) in a Jordanian sample. *International Journal of Organizational Analysis*. vol. (27), no (1), pp. (36-50). **ABDC (B) + Thompson (Clarivate analytics) + Q2**

- Al-Qatawenh A, Tarawneh N, & **Ghadi, M**. (2017). The interactional effects of intellectual capital and knowledge management on applying total quality management (TQM): a field study on commercial and Islamic banks working in Southern Governorates. *Mu'tah lil-buhuth wad-dirasat Humanities and Social Sciences Series* vol. 33, no (4), pp. (13-36)

- Alamro, M., **Ghadi, M.,** Al-Qatawenh & A., Farooq, A. (2017). Perceptions of Managers' Appraisal Process and their relation to employees' performance in a non-Western Culture: evidence from Jordan. *International Review of Management and Marketing*. vol. (7), no (3), pp. (1-11). **(SCOPUS 2015-2017)**

- **Ghadi, M.** (2017). The impact of workplace spirituality on voluntary turnover intentions through loneliness in work. *Journal of Economic and Administrative Sciences*. vol. (33), no (1), pp. (81-110). **ABDC (C) + Clarivate analytics**

- **Ghadi, M.** (2017). Transformational leadership, job satisfaction, and intention to quit: A sequential mediation model of meaning in work and work engagement. *DLSU Business & Economics Review*. vol. (27), no (1), pp. (145-164). **Q3**

- **Ghadi, M.,** (2017). Transformational leadership and meaningful work: building a conceptual model of indirect and direct paths. *Jordan Journal of Business Administration*. vol. (13), no (1), pp. (143-160). **Q4**

- Al-Qatawenh, A. **& Ghadi, M.** (2016). Personal values and their impact on entrepreneurial orientations: A field study from the perspective of workers in funding organizations for entrepreneurial projects in Karak. *Mu'tah lil-buhuth wad-dirasat Humanities and Social Sciences Series*. vol. (33), no (1), pp. (13-32)

- **Ghadi, M** & Tarawneh, I. (2016). The impact of organizational justice on developing perceptions of organizational commitment in a collectivist culture: An empirical study in the Social Security Corporation in Jordan. *Dirasat*. vol. (43), no (2), pp. (955-973). **Q4**

- **Ghadi, M**, Fernando, M. & Caputi, P. (2015). Describing work as meaningful: Towards a conceptual clarification. *Journal of Organizational Effectiveness: People and Performance*. vol. (2), no (3), pp. (3-36). ABDC (B) + Thompson (Clarivate analytics) + Q2

- **Ghadi, M.,** Fernando, M. & Caputi, P. (2013). Transformational leadership and work engagement: The mediating effect of meaning in work. *Leadership & Organization Development Journal*, vol. (34), no (6), pp. (532-550). **ABDC (B) + Thompson (Clarivate analytics) + Q1**

- Awwad, M.S. & **Ghadi, M.** (2010). Investigation of factors influencing the intention to adopt mobile banking services in Jordan. *Dirasat*, vol. (37), no (2), pp. (545- 556). **Q4**

Referred Conference papers (Selected list)

- Al Sakka F. & **Ghadi, M.** (2022) Human Capital Development, Special Economic Zones, and Dubai as Case Study: A Literature Review. *41st EBES Conference - Berlin*.

- **Ghadi, M. &** Al Sakka F. (2022). Validation of Arabic version of Utrecht Work Engagement Scale (UWE-17): assessing psychometric properties in the UAE. *Innovation Arabia 15 (IA-15). Dubai,* UAE.

- **Ghadi, M. &** Al Sakka F. (2021). The Mediating Role of Work Happiness between Job Crafting and both Work Engagement and Organisation Citizenship Behaviour during the Covid19 Pandemonic. *Innovation Arabia 14 (IA-14). Dubai*, UAE

- Sakka, F. & **Ghadi, M.** (2021). Exploring Organisational Leadership Style in Tough Times: The case of Economic recession followed by Covid19 Pandemic Era. *38th EBES Conference – Warsaw, Poland.*

- **Ghadi, M**., Fernando, M. & Caputi, P. (2013). Describing work as meaningful: Towards a conceptual clarification. *27th Annual British Academy of Management Conference* Liverpool, United Kingdom: British Academy of Management Conference (BAM).

- **Ghadi, M.,** Fernando, M. & Caputi, P. (2010). Transformational leadership, workplace engagement and the mediating influence of meaningful work: Building a conceptual framework. *24th Australian New Zealand Academy of Management Annual Conference (pp. 1-15)*. Adelaide, Australia: ANZAM.

Courses Taught

- At the graduate level, I have taught several courses such as Strategic Human Resource Management, Organizational Behavior & Leadership, Staffing Organizations, Training & Development, focusing on advanced HRM strategies and organizational theories.

- For undergraduate students, my teaching portfolio includes core courses such as Principles of Management, Organizational Behavior, International Human Resource Management, and the Capstone Project in HRM, providing foundational knowledge and practical applications in management and HR.

Academic and Community Service

Program Development & Accreditation Oversight

- Led the development of the MBA with HR track and Bachelor of Business in HR programs at HBMSU, August 2020 – April 2021.
- Managed re-accreditation for Master of HRM and Bachelor of Business in HR programs at HBMSU, June – November 2020.
- Member of AACSB accreditation team, School of Business, HBMSU (2020–2023).
- Developed e-content for Staffing Organizations and Organizational Behavior and Leadership courses at HBMSU, August 2022.
- Proposed Professional Diploma in HRM for Dubai Police, April 2019.
- Designed MBA HRM track for Mazoon College, Oman, May 2018 – July 2018.

Professional Development & Training

- Online Teaching Training (Certificate), HBMSU, January 2022.
- Remote Working and Productivity (Certificate), HBMSU, April 2020.
- HR Analytics (Certificate), Coursera, 2024.

Academic Evaluation & Supervision

- Internal Examiner for PhD students at HBMSU, focusing on organizational culture and innovation.
- Supervised PhD and Master's research on transformational leadership and job crafting.
- Led business administration syllabus reconstruction at Mu'tah University, October 2016.

Academic Reviewer Roles

- Moderator and reviewer for academic conferences like Innovation Arabia, ANZAM, and the British Academy of Management.

Skills

- **Teaching & Curriculum Development**: Expertise in HRM, Organizational Behavior, Leadership, and e-learning platforms (Moodle, Blackboard).

- **Research & Analytics**: Proficient in SPSS, AMOS, LISREL, and SmartPLS; experienced in publishing peer-reviewed research.

- **HR & Business Expertise**: Skilled in strategic HRM, employee engagement, workforce planning, and job crafting.

- **Leadership & Accreditation**: Proven ability in program management, AACSB accreditation, and mentoring faculty and students.

Professional Memberships

- Academy of Management (AOM)

- Society for Human Resource Management (SHRM)

- International Association for Human Resource Management (IAHRM)

- Australian and New Zealand Academy of Management (ANZAM)

- Human Resource Management International Digest (HRM International Digest)

References

Mario Fernando	Professor, Faculty of Commerce, School of Management & Marketing. University of Wollongong, Wollongong, Australia.	*mariof@uowmail.edu.au*	+61242214053
Khaled Sartawi	Professor, Vice president, Philadelphia University, Amman, Jordan (Former Dean of School of Business and Quality at HBMSU.	*ksartawi@philadelphia.edu.jo*	+962797693674

Nabil Baydoun	Professor, Vice Chancellor of Academic Affairs, HBMSU, Dubai, UAE	*N.Baydoun@hbmsu.ac.ae*	+971566031199