



## Dr. Salem Al Abri

Dean, Assistant Professor

*Department of Management.*

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Time at UoN: Since 2023

### **Scientific IDs:**

[Google Scholar](#)

[Research Gate](#)

### **Academic Qualifications**

PhD in Business, The Australian National University, Australia, 2011

Master in Organization Development, Bowling Green State University, USA, 2002

B.Sc. in Business Management, Sultan Qaboos University, Oman, 2000

### **Teaching Activities**

Effective Leadership

Human Resource Management

Project Management

Organizational Behavior

Business Environment

Organization Theory

Principles of Management

Introduction to Business

Culture and Organizational Transformation

## **Research Activities**

### **- *Research Interests***

Entrepreneurial Innovation

Islamic Business Practices

Human Resource Management

Leadership

Cross-Cultural Management

Organizational Behavior

### **- *Conference Presentations***

Internationalization Speed, Geographic diversity, added cultural distance, and regularity of added cultural distance of emerging market firm, . Academy of International Business Annual Meeting 2019, Copenhagen, Denmark, June 24-27, 2019

Evidence-based public policy making process in Oman: The case of unemployment, The 2nd MENAPAR Conference: Role of Citizens and Organizations in Co-constructing Public Action in the MENA Region, Tunisia, October 6-9, 2015

An examination of psychological ownership as a mediator between delegation and work outcomes, The Annual Meeting of the Academy of Management, Motreal, Canada, August 6-10, 2010

Directive leadership and work outcomes: A mediated-moderated model, The European Congress of Psychology, Istanbul, Turkey, July 5-8, 2011

Dallah Albaraka Group: Evolution of an Arab Family Business and its Visionary Leadership,

Family Business in the Arab World Conference, Sharjah, UAE, November 4-5, 2020.

Innovation Culture of SMEs in Oman: Current Practices and Future Movements, British Academy of Management Conference , UK, Aug 31 - Sept. 3, 2022

How Islamic values shape negotiator's behavior: Empirical evidence from Oman , International Conference on Organization and Management (ICOM), Abu Dhabi, UAE, November 22-23, 2015

Balancing exploratory and exploitative innovations: A conceptual framework for SMEs performance., British Academy of Management Conference, UK, September 2-4, 2020

Investcorp after Nemir Kirdar: Leadership succession and transformation at one of the best-known Arab investment banks, 48th International Business Research Conference, Sydney Australia, November 19-21, 2018

Making the transformation from entrepreneurial to professional management at Nafath Renewable Energy, 49th International Business Research Conference, Tokyo, Japan, December 17-18, 2018

## **- Publications**

### **Article:**

1. 2025 [Strategic Entrepreneurship Behaviour and the Explorative and Exploitative Innovation of SMEs. The Journal of Entrepreneurship 34 \(1\), 74-110](#)
2. 2024 [Islamic framework for sustainable development: Islamic framework for sustainable development. International Journal of Islamic Finance and Sustainable Development 16 \(4\)](#)
3. 2024 [The incubation revolution: Transforming entrepreneurial education with artificial intelligence. Asia Pacific Journal of Innovation and Entrepreneurship](#)
4. 2024 [Does entrepreneurial intention for innovation at firm-level matter to affect performance?, The International Journal of Entrepreneurship and Innovation 25 \(4\), 263-273](#)
5. 2023 [Individual and psychological factors influencing hotel employee's work engagement: The contingent role of self-efficacy, Cogent Business & Management](#)
6. 2023 [Ethical leadership and employees' ethical behavior: modeling the contingent role of moral identity, Business and Professional Ethics Journal](#)
7. 2023 [Mediation effect of organisational leadership on internal business environment and organisational commitment: insights from Oman. , Middle East Journal of Management](#)
8. 2022 [Inclusion and Employee engagement of non-family employees in family firms:](#)

[Moderating influence of procedural justice](#), Journal of Family Business Management, 12(4)  
pp. 708-728

9. 2022 [Does entrepreneurial intention for innovation at firm-level matter to achieve performance?](#), The International Journal of Entrepreneurship and Innovation

10. 2022 [Exploratory Innovation, Exploitative Innovation and Operational Performance: Influence of Informal Social Relations in Environmental Competitiveness](#), Quantity and Quality, 56, pp. 1223-1244

11. 2021 [Game theory: Historical overview and synthesizing critique.](#), International Journal of Social Sciences and Humanity Studies, 13(1).

12. 2016 [Islamic values and negotiator behavior. International Journal of Islamic and Middle Eastern Finance and Management 9 \(3\)](#)

### **Faculty Administrative Experience**

2024 - Present: Dean - College of Economics, Management, and Information Systems,  
University of Nizwa

2023 - 2024: Acting Dean - College of Economics, Management, and Information Systems,  
University of Nizwa

2023 - 2023: Head of Management Department - College of Economics, Management, and  
Information Systems, University of Nizwa

2021 - 2022: Acting Dean - College of Business Administration, A'Sharqiyah University

2019 - 2021: Assistant Dean for Postgraduate Studies and Research - College of Economics  
and Political Science, Sultan Qaboos University

2015 - 2018: Head of Management Department - College of Economics and Political  
Science, Sultan Qaboos University

### **Membership in Professional Bodies**

2016-Present: Omani Society for Human Resource Management

2016-2019: Mixed Methods International Research Association

2013-Present: British Academy of Management

2010-2013: Academy of Management

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