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Dean, Assistant Professor

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Time at UoN: Since 2023

Marital Status:

Scientific IDs:

[Google Scholar](#)

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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

Research Activities

- *Research Interests*

Entrepreneurship & Innovation, Human Resource Management, Leadership, Organizational Behavior, Cross-Cultural Management

- *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. 2023 [Individual and psychological factors influencing hotel employee's work engagement: The contingent role of self-efficacy](#), Cogent Business & Management
2. 2023 [Ethical leadership and employees' ethical behavior: modeling the contingent role of moral identity](#), Business and Professional Ethics Journal
3. 2023 [Mediation effect of organisational leadership on internal business environment and organisational commitment: insights from Oman.](#), Middle East Journal of Management
4. 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
5. 2022 [Does entrepreneurial intention for innovation at firm-level matter to achieve performance?](#), The International Journal of Entrepreneurship and Innovation
6. 2022 [Exploratory Innovation, Exploitative Innovation and Operational Performance: Influence of Informal Social Relations in Environmental Competitiveness](#), Quantity and Quality, 56, pp. 1223-1244
7. 2021 [Game theory: Historical overview and synthesizing critique.](#), International Journal of Social Sciences and Humanity Studies, 13(1).

Faculty Administrative Experience

2023 - Present: 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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