

**Marwan Alabbas-Assistant Professor (Business Management–HR)**

E:[marwanalabbas1992@gmail.com](mailto:marwanalabbas1992@gmail.com) Phone:+962795760411,WhatsApp:+601137044543|Mafrq,Jordan

**Profile Summary**

- ✓ Ph.D. in business and management by research- (HR-Talent Management).
- ✓ MBA with a focus on HRM research and Publishing research in business-HR.
- ✓ Experience in education -University- (Assistant Professor in Business Management–HR)-Till now.
- ✓ More than five years of education -Experience-School- (Computer Teacher and Computer Lab Technician)-Till now.
- ✓ Administrative work is part of my experience in the education sector.

**Education**

- **Ph.D.** in Business and Management by Research -Field (Human Resource Management- Talent Management)  
**Thesis:** EXAMINING COMPETITIVE CREATIVITY BETWEEN TALENT MANAGEMENT AND SERVICE QUALITY IN THE JORDANIAN INFORMATION TECHNOLOGY COMPANIES  
  
UCSI University in Malaysia-2024
- **Master** of Business Administration (MBA)  
  
**Thesis:** The Effect of Performance Appraisal Practices on Organizational Citizenship Behavior in Jordanian Private Universities. Al-Albait University in Jordan-2019
- **Bachelor** of Computer Information Systems Minor Public Administration  
  
**Title of the Graduation Project:** The Railway Management System  
  
Yarmouk University in Jordan-2024

**Work Experience**

- **The Islamic University of Minnesota-USA (Distance Learning- Online)**  
  
**Head of Human Resources Management Department - Faculty of Economics and Business Administration**  
  
4/2025-Till now  
  
**Assistant Professor (Business Management -Human Resources)**  
  
1/2025-Till now  
  
**Lecturer (Business Management -Human Resources)**  
  
10/2023-1/2025

**Taught courses for undergraduate students (B.A) and postgraduate students:**

- Human Resource Management (B.A)
- Entrepreneurship and Small and Medium Enterprise Management (B.A)
- Organizational Behavior (B.A)
- Creativity and Innovation Management (Master)
- Technology (Information Technology Companies) -Based Leadership (Master)
- Marketing principles (B.A)
- Electronic commerce (B.A)
- Entrepreneurship (B.A)
- Business policies and strategies (B.A)
- Principles of business administration (B.A)

**Research Interests:**

- HR
- Talent Management
- Service Quality
- Competitive Creativity and Innovation
- Performance Appraisal
- Organizational Citizenship Behaviors
- Information Technology Sector - Educational Sector

### **Activities:**

- Supervising master's and PhD students
  - Participation in the committee preparing the study plans for the bachelor's, master's, and PhD levels for the departments of human resources and marketing
  - Distinguished Lecturer Award
- ☐ **Online Adjunct Instructor (Business Management) at the University of the People-USA (Distance Learning-Online)**
- 6/2024-Till now
- ☐ **Ministry of Education -Jordan (Computer Teacher and Computer Lab Technician)**
- 9/2015 to 2/2019, 9/2021 to 6/2022 and 9/2022 -Till now

### **Publishing and Conferences**

- ☐ Ghazi Alabbas, M. M., Keoy, K. H., & Yeo, S. F. (2024). Performance Appraisal Practices and Organizational Citizenship Behavior: Evidence from Jordan. *PaperASIA*, 40(4b), 31–41. <https://doi.org/10.59953/paperasia.v40i4b.103> (Indexed in Scopus).
- ☐ Alabbas, M. M. G., Daud, D., Adnan W. H., & Keoy, K. H. (*in press*). Talent management and service quality in the information technology companies in Jordan: the mediating role of competitive creativity. *International Journal of Services, Economics and Management*. <https://doi.org/10.1504/IJSEM.2024.10067026> (Indexed in Scopus).
- ☐ Alabbas, M. M. G., Daud, D., & Adnan W. H. (2024). Competitive creativity between talent management and service quality: Evidence from Jordan information technology sector. *Journal of Business Management and Accounting*, 14(1) January, 37-65. <https://doi.org/10.32890/jbma2024.14.1.2> (A peer-reviewed scientific journal and indexed in Malaysian database systems).
- ☐ Postgraduate Colloquium: Research with a Purpose at UCSI Graduate Business School, Paper Title: The Effect of Performance Appraisal Practices on Organizational Citizenship Behavior in Jordanian Public Universities, December-2020. (Colloquium)
- ☐ Alabbas, M. A., Alshaboul, M. T., & Daud, D. B. (2020). Talent Management and Service Delivery Quality in the Jordanian Information Technology Companies: Conceptual Framework. *Journal of Human Resource Management*, 8(2), 56- 59. <https://doi.org/10.11648/j.jhrm.201200802.12> (A peer-reviewed scientific journal)

### **Training Courses**

- ☐ **Trainer for the course on administrative creativity and excellence in the business environment**
- The Islamic University of Minnesota-USA – Online Training -2024
- ☐ **Courses in Education Sector**
- Ministry of Education -Jordan-2016
- ☐ **Principles of Human Resources Management**
- Bayt.com Via Online -Amman, Jordan-2016

### **Skills**

- ☐ Dealing with any HR Systems
- ☐ Dealing with any of the E-Learning Systems
- ☐ Human Resource Management
- ☐ Microsoft Office Programs
- ☐ Problem Solving
- ☐ Research Methods
- ☐ Statistical Analysis Program (SPSS) and (AMOS SPSS)
- ☐ Teaching Methods
- ☐ Teamwork and Communication Skills

### **Personal Information**

- ☐ Marital Status: Single.
- ☐ Date of Birth: 2/12/1992.
- ☐ Nationality: Jordan.
- ☐ Driving License: Jordan.
- ☐ Language:
- Arabic (Mother Tongue)

-English

