

Marwan Alabbas-Assistant Professor (Business Administration–HR)

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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

- **Doctor** of Philosophy (Business and Management)
Thesis: COMPETITIVE CREATIVITY AS A MEDIATOR BETWEEN TALENT MANAGEMENT AND SERVICE QUALITY IN THE JORDANIAN INFORMATION TECHNOLOGY LANDSCAPE, **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-Albayt 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-2015**

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 Administration-Human Resources)**-Business Administration Department - Faculty of Economics and Business Administration
1/2025-Till now
- **Lecturer (Business Administration-Human Resources)**-Business Administration Department - Faculty of Economics and Business Administration
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)
- Advanced Marketing Management (Master) etc....

✓ **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
 - Member of the examiners committees for master's and doctoral students
 - 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) and English

