

**Curriculum Vitae السيرة الذاتية**

PERSONAL DATA		البيانات الشخصية
Name	Dr Tamara Fahid Mohammed	الاسم
Nationality	Canadian	الجنسية
Academic Rank	Assistant Professor	الرتبة الأكاديمية
Rank Date	Feb 03, 2020	تاريخ الحصول على الرتبة
E-mail Address	tmohammad@alqasimia.ac.ae	البريد الإلكتروني

EDUCATIONAL ATTAINMENTS		المؤهلات
PhD Degree	PhD in Business Management- Human Resource Management	الدكتوراه
University	University of Gloucestershire.	الجامعة
University Country	United Kingdom	بلد الجامعة
Year Degree Was Granted	2019	سنة منح الدرجة
Title of the PhD thesis	Human Resource Management Practices and Organisational Performance of the Healthcare Sector: An Empirical Study in Jordan.	عنوان رسالة الدكتوراه
Major	Business Administration	التخصص الرئيسي
Minor	Human Resource Management	التخصص الدقيق

OTHER QUALIFICATIONS		المؤهلات الأخرى
Master`s Degree	Master of Business Administration	الماجستير
University	Vancouver Island University	الجامعة
University Country	Canada	بلد الجامعة
Year Degree Was Granted	2013	سنة منح الدرجة
Master`s Degree	Master in international business	الماجستير
University	University of Hertfordshire	الجامعة
University Country	United Kingdom (Vancouver Island University Campus – Canada)	بلد الجامعة
Year Degree Was Granted	2014	سنة منح الدرجة
Bachelor, University	Bachelor of Health Services Administration	الدبلوم
University	Jordan university of sciences and technology	الجامعة
University Country	Jordan	بلد الجامعة
Year Degree Was Granted	2005	سنة منح الدرجة

**OTHER QUALIFICATIONS****PROFESSIONAL DEVELOPMENT CERTIFICATES**

CHRP- "Certified Human Resources Professional, 2024

CHRM- Certified Human Resources Manager, 2024

COMPUTER. LANGUAGE. PERSONAL SKILLS**المهارات الشخصية واللغة والحاسب الآلي**

Personal Skills	المهارات الشخصية
(1) Excellent Presentation and Communication Skills	(1)
(2) Ability to work on teamwork	(2)
(3) Problem solving and analytical skills	(3)
(4) Time Management Skills	(4)
(5) Adaptability and Flexibility	(5)

Language, and level

(1) Mother Tongue: Arabic

(2) Second Language: English

Level: Very Good

Computer Skills

(1) Excel, Word, PowerPoint

(2) SPSS

(4) using online platforms such as LMS systems.



Current Job		الوظيفة الحالية
Job	Assistant Professor	الوظيفة
University or Institution	Al QASIMIA UNIVERSITY	الجامعة أو المؤسسة
Start Date – End Date	19/8/2024 Till present	تاريخ (بدء العمل – نهاية العمل)

TEACHING AREAS	مجالات التدريس
Field of Teaching	
(1) Principles of Management	
(2) Organizational Behaviour	
(3) Leadership	
(4) Talent Management	
(5) Business Research Methods	
(6) Business Communication	
(7) Entrepreneurship	
(8) Strategic Management	
(9) principles of Marketing	
(10) Legal environment of business	
(11) International Business	

SCIENTIFIC RESEARCH	البحث العلمي:
Published Research	
Khassawneh, O. and Mohammad, T., (2025). The Influence of Workforce Diversity on Organizational Performance in the UAE Hospitality Sector: The Moderating Role of HR Practices. SAGE Open, 15(1), p.21582440241277859. Q1	
Bourini, I., Khassawneh, O. and Mohammad, T., (2024). Towards sustainability in the services industry: Does green top management support stimulate an organization's green operational performance? A moderated mediation model. Business Strategy and the Environment, 33(8), pp.7788-7799.Q1	
Khassawneh, O., Mohammad, T., Bourini, I. and Behery, M., (2024). Unlocking organizational success in the hotel industry: the power of social exchange in HR practices. Global Knowledge, Memory and Communication.Q1	
Mohammad, T., Kassem, B. and Mohammad, S., 2024. Employee Wellbeing and Quality of Life of Saudi Arabian Workers. In Employee Wellbeing in the Global South: A Critical Overview (pp. 121-144). Cham: Springer Nature Switzerland. Scopus	



Khassawneh, O., Mohammad, T. and Abdallah, R.B., 2024. Employee Wellbeing in the United Arab Emirate. In Employee Wellbeing in the Global South: A Critical Overview (pp. 15-42). Cham: Springer Nature Switzerland. Scopus
Mohammad, T., Darwish, T., & Khassawneh, O. & Wood, G. (2023). HRM, institutional complementarities, and performance: The case of the Healthcare sector in Jordan. European Management Journal. Q1
Guo, M; Khassawneh, O; Mohammad, T; Pei, Xi. (2023)When Leadership Goes Awry: the nexus between tyrannical leadership and knowledge hiding. Journal of Knowledge Management. Q1
Mohammad, T., Darwish, T., Singh, S. & Khassawneh, O. (2020). Human Resource Management and Organisational Performance: The Mediating Role of Social Exchange. European Management Review. (https://doi.org/10.1111/emre.12421).Q1
Mohammad, T., & Darwish, T. K. (2022). Human resource Management in Jordan: Challenges and future prospects. HRM in the Global South: A Critical Perspective, 155-187.Q1
Sarwar, U., Al hassan, S. Khassawneh, O., & Mohammad, T. (2023). One pot sets another boiling: A case of Social learning Perspective about Leader self-serving behaviour and followers self-serving counterproductive work behaviour. Heliyon.
Maqbool S, Zafeer HMI, Zeng P, Mohammad T, Khassawneh O and Wu L (2023) The role of diverse leadership styles in teaching to sustain academic excellence at secondary level. Front. Psychol. 13:1096151. doi: 10.3389/fpsyg.2022.1096151. Q1
Khan, J., Khassawneh O., and Mohammad, T. (2023). Examining Toxic Leadership Nexus with Employee Cyberloafing Behavior via Mediating Role of Emotional Exhaustion. Journal of Organizational and End User Computing.Q1
Khassawneh, O., Mohammad, T & Momany, MT. (2022). Perceived Overqualification and Job Outcomes: The Moderating Role of Manager Envy. Sustainability. Q1
Khassawneh, O., Mohammad, T., Bouchon., F, & Behery., M. (2023). Eco-innovation and Customer Satisfaction in Hospitality Industry in Dubai: The Role of Green Leadership. Journal of Human Resources in Hospitality and Tourism. Q2
Jia, S., Khassawneh, O., Mohammad, T., & Cao, Y. (2023). Knowledge-oriented leadership and project employee performance: the roles of organisational learning capabilities and absorptive capacity. Current Psychology, 1-14.Q2
Khassawneh et al. (2023). Towards examining the link between green HRM practices and employee green in-role behavior: Spiritual leadership as a moderator. Psychology Research and Behavior Management Q2
Khassawneh, O., Mohammad, T., & Ben-Abdallah, R. (2022). The Impact of Leadership on Boosting Employee Creativity: The Role of Knowledge Sharing as a Mediator. Administrative Sciences, 12(4), 175.Q2
Khassawneh, O., Mohammad, T., Ben-Abdallah, R., & Alabidi, S. (2022). The relationship between emotional intelligence competencies and educators' performance in higher education. Behavioural Sciences.Q2

**التطوير الأكاديمي واللجان وضمان الجودة والاعتماد**
COMMITTEES, RESPONSIBILITIES AND PROFESSIONAL ACTIVITIES**MEMBERSHIP OF PROFESSIONAL INSTITUTIONS****عضوية الجمعيات**

Institution	الجمعية
Reviewer / Referee	(2)

PRIZES AND MEDALS**جوائز وشهادات تقدير وبراءات الاختراعات**

(1) Faculty Research Excellence Award at AUE, 2023.
(2) This paper has been recognized as a top cited paper in Wiley. in Wiley: Mohammad, T., Darwish, T., Singh, S. & Khassawneh, O. (2020). Human Resource Management and Organizational Performance: The Mediating Role of Social Exchange. European Management Review. (https://doi.org/10.1111/emre.12421)

HOBBIES AND INTERESTS**هوايات واهتمامات**

(1) Hiking
(2) Reading
(3) Solving puzzles
(3) Travel & Adventure