

## CURRICULUM VITAE

<b>FULL NAME</b>	Waed Abdel Razzaq Ensour
<b>Personal Information</b>	
DATE OF BIRTH	4 <sup>th</sup> Nov. 1976
NATIONALITY	Jordanian
MARITAL STATUS	Married
<b>Contact Information</b>	
PHONE NUMBER	962-791114980
E- MAIL	<a href="mailto:waed@hu.edu.jo">waed@hu.edu.jo</a>

### ➤ Education:

#### **Ph.D. in Management**

*University of Hull, England (2013)*

Dissertation: "The Conceptualization and Practice of Training and Development: Comparison between Public, Privatized and Private Companies in the Jordanian Electricity Sector."

#### **Master's in Business Administration**

*AL-Balqa' University, Jordan (2007)*

Thesis: "The Impact of Organizational Restructuring on The Managerial Decision Effectiveness."

#### **B.Sc. in Business Administration**

*Yarmouk University, Jordan (2000).*

### ➤ Professional Experience:

#### **Academic Positions:**

- **Dean, Business School,**  
*The Hashemite University, Oct 2023 – Present*
- **Deputy Dean, Business School,**  
*The Hashemite University, Oct 2021 - Oct 2023*
- **Head, Business Administration Department,**  
*The Hashemite University, Sep 2018 - Oct 2021*
- **Associate Professor, Business Administration Department,**  
*The Hashemite University, Nov 2019 – Present*
- **Assistant Professor, Business Administration Department,**  
*The Hashemite University, Sep 2013 - Nov 2019*

### **Professional Positions:**

- **Legal Affairs Section Head,**  
*Central Electricity Generating Co., Nov 2008 - Mar 2009*
- **Training Section Head,**  
*Central Electricity Generating Co., Jan 2004 - Nov 2008*
- **Administrator, Administration Department**  
*Central Electricity Generating Co., Sep 2000 - Jan 2004*

### **Other Teaching Roles:**

- **Lecturer**  
*University of Jordan (2007)*
- **Lecturer for Master's Program**  
*Edinburgh Business School in cooperation with AAU (2023).*

### ➤ **Research and Publications:**

- Ensour, W., Kharabsheh, R. (2015). The Philosophy and Practice of Training and Development: The Case of Jordanian Electricity Sector. *International Journal of Training and Development*, 19(2), 138-160.
- Kharabsheh, R., Ensour, W., & Bogolybov, P. (2017). Learning Orientation, Market Orientation and Organizational Performance: The Mediating Effect of Absorptive Capacity. *Business and Economic Research*, 7(1), 114-127.
- Ensour, W., Maaitah, H., & Kharabsheh, R. (2017). Barriers to Female Academics' Career Development: Legislation, HR Policies, and Socio-cultural Variables. *Management Research Review*, 40(10), 1058-1080.
- Ensour, W., Zeglat, D. & Shrafat, F. (2018). Impact of Job Satisfaction on Training Motivation. *Problems and Perspectives in Management*, 16(3), 337-355.
- Ensour, W. (2018). Human Resource Development in Arab Writing. *Problems and Perspectives in Management*, 16(4), 408-416.
- Ensour, W., Zeglat, D. & Al-Maaitah, H. (2020). Towards a New Model of Work Passion. *International Journal of Services and Operations Management*, 35(4), 482-503.

- Shrafat, F., Zeglat, D., Ensour, W. & Sarhan, N. (2021). Analysis of the Factors That Influence Adoption of Information from Managerial Responses to Negative Electronic Word-of-Mouth. *International Journal of Services and Operations Management*, 39(4), 495-527.
- Ensour, W., Alshurafat, H., & Al Shbail, M. Organizational Cynicism and Auditors' Turnover Intention: The Mediating Role of Emotional Exhaustion. *International Journal of Business Innovation and Research*. Ahead in print, <http://dx.doi.org/10.1504/IJBIR.2022.10050809>.
- Ensour, W., Sarhan, N & Harb, A. Work Environment and Workaholism: Personality Traits as Mediating Variable. *International Journal of Business Innovation and Research*. Ahead in print, <http://dx.doi.org/10.1504/IJBIR.2023.10057283>.
- Alshurafat, H., Al Shbail, M., Hamdan, A., Al-Dmour, A., & Ensour, W. (2024). Exploring the Factors Affecting Accounting Students Misuse of ChatGPT to Cheat in Their Assignments: An Application of the Fraud Triangle Theory. *Journal of Financial Reporting and Accounting*, 22(2), 274-288. <https://doi.org/10.1108/JFRA-04-2023-0182>.
- Ensour, W., & Sarhan, N. (2024). Impression Management Strategies in Accordance with Social Role Theory. *Corporate Governance and Organizational Behavior Review*, 8(2), 191-200.
- Alzyoud, S., Ensour, W., Harb, A. (2024). Linking Employee Voice to Service Recovery Performance in the Hotel Sector: The Mediating Role of Tacit Knowledge Sharing and Employee Innovation. *Journal of Entrepreneurship, Management and Innovation*, 20 (3), 62-77.
- Ensour, W. & Al-Maaitah, H. (2024). Investigating Sustainable Employee Wellbeing: A Decade of Research on Burnout Studies. *Corporate Governance and Organizational Behavior Review*, 8(3), 29-39.
- Harb, Y., Harb, A., Athamneh, S., Ensour, W., Al-Kharouf, A.. Examining Poverty and Unemployment in Jordan: A Comprehensive Socio-Economic Impact Analysis, Ahead in print, *Dirasat: Human and Social Sciences*.
- Ensour, W., Al-Maaitah, H., Kharabsheh, R. Alshurafat, H. (2025). Factors affecting Arab academics' perceptions of their career choice: insights from Jordan, Iraq, and Bahrain. *Cogent Education* 12(1), 2469415, DOI: 10.1080/2331186X.2025.2469415

### ➤ Academic Conferences:

- Ensour, W. (2024). Integrating Sustainability into Human Resource Management: Strategies and Outcomes. International management conference. Brussels, Belgium.
- Kharabsheh, R., Ensour, W., Aldulaimi, S. & Alazzawi, A. (2021). Bahraini Female and Social Entrepreneurs Networking Behavior. *International Conference on Sustainable Islamic Business and Finance*, Sakheer, Bahrain, 24-32. doi: 10.1109/IEEECONF53626.2021.9686317.
- Alakaleek, W., Cooper, S., & Ensour, W. (2019). Understanding the Strength of Ties: Exploring the Network Connections of Female Entrepreneurs in Emerging Technology Firms. *Australian Centre for Entrepreneurship Research Exchange Conference*, Sydney, New South Wales, Australia.
- Kharabsheh, R., Ensour, W., Bogolybov, P. (2015). Learning Orientation, Market Orientation and Organizational Performance: The Mediating Effect of Absorptive Capacity. *16th European Conference on Knowledge Management*, University of Udine, Italy.

### ➤ Research Grants and Projects:

- The Impact of Covid-19 on Poverty and Unemployment in Jordan, funded by Scientific Research and Innovation Support Fund (2022).
- Developing Jordanian and Iraqi Support Systems in Entrepreneurship Resources, funded by DAAD (2023-2024).
- Developing Graduate Attribute Framework, directed by British Council.

### ➤ Academic and Professional Committees:

- **Chair**, Qualifications placement committee ( Business Administration, Finance and Marketing) Submitted by Yarmouk University/ Higher Education Accreditation and Quality Assurance Commission - Jordan (2025)
- **Chair**, Faculty Graduate Studies Council, Business School, The Hashemite University (2021-2023).
- **Chair**, The Hashemite University's Main Results Committee, Universities Excellence Award, King Abdullah II Center for Excellence (2024).
- **Chair**, Employees' Result Committee, Universities Excellence Award, King Abdullah II Center for Excellence (2021).

- **Chair**, Interview Committee For Administrative Positions, The Hashemite University in cooperation with Civil Service Commission (2022- present)
- **Chair**, Risky Occupations, Social Security Committee, The Hashemite University (2015) and (2024).
- **Chair**, Job Descriptions and Organizational Structure technical committee, The Hashemite University (2022-present)
- **Member**, University Graduate Studies Council, The Hashemite University (2021-2023).
- **Member**, Organizational Structure Committee, The Hashemite University (2015-Present)
- **Member**, Strategic Plan Committee, The Hashemite University (2022-Present)
- **Member**, Faculty Board, Business School, The Hashemite University (2018-Present).
- **Member**, Academic Departments Committee for Key Performance Indicators, The Hashemite University (2024).
- **Member**, Committee for Hashemite University's Role in Jordan's Economic Modernization Vision, The Hashemite University (2024).
- **Curriculum Committee**, The Hashemite University (2015-Present).
- **Chair**, Marketing Department Establishment Committee, Business School, The Hashemite University (2020-2021)
- **Member**, Establishment of Governmental Studies Faculty Committee, Hashemite University (2016).
- **Chair**, Human Resources Allocation Committee, The Hashemite University (2016-2017)
- **Member**, ISO for Administration Processes Committee, The Hashemite University (2017)
- **Member**, Transparency and Integrity committee, The Hashemite University (2015).
- **Member**, Housing Fund committee, Central Electricity Generating Company (2007-2009).
- **Member**, Internal Purchasing Committee, Central Electricity Generating Company (2005-2006).
- **Member**, Human Resource Regulations Revision Committee, Central Electricity Generating Company (2007-2008).

#### ➤ Consulting Experience:

- Human Resource Consultant (2018) - Restructuring and policy revision for the Jordanian National Commission for Women.
- Mentor, Knowledge Network for Women in Municipal Councils "Nashmiyat" (2021) – Up-skilling women in municipal councils.

#### ➤ Thesis Supervision:

- Supervised numerous Master's students on topics including:
  - Workplace Learning and Development
  - Workaholism and Employee Well-being
  - Emotional Intelligence in the Workplace
  - Organizational Behavior and Work Environment
  - Work-Life Balance
  - Talent Management and Employee Retention
  - Strategic HRM Practices

➤ **Teaching Experience:**

<b>Undergraduate Courses:</b>	<b>Graduate Courses:</b>
Human Resource Management	Human Resource Management
Organizational Theory	Organizational Behavior
Organizational Behavior	The Basics of Management (For IT Students)
Strategic Management	People, Work, and Organization
Principles of Management 1	
Principles of Management	
Special Topics in Management	
Consumer behavior	

➤ **Service to Profession:**

- Peer Reviewer for journals including:
  - Management Research Review, Emerald publishing.
  - International Journal of Management Practice, Inderscience
  - International journal of Technology Marketing – Inderscience
  - Sage Open, SAGE publication
  - Abhath Al-Yarmouk Humanities and Social Sciences Journal. Yarmouk University
  - Journal of Business Administration, Jordan University
  - Jerash Journal, Jerash University
  - Security Studies Journal, Royal Policy Academy

➤ **Workshops and Voluntary Work:**

- Gender-sensitive Budgeting Workshops - Organized and conducted workshops aimed at integrating gender perspectives into budgeting processes.
- Gender Equality Training - Delivered training programs focused on promoting gender equality in the workplace.
- Mentoring Programs - Participated in mentoring programs to support the professional development of women in business.

- Volunteer Trainer with Injazz and All Sit and Fit - Provided training courses for university students and other community groups.

➤ **Membership:**

- Member of Jordan Forum for Business and Professional Women
- Member of Insaf Alliance (Gender Equality) Jordan