

CURRICULUM VITAE

Prof. Waed Abdel Razzaq Ensour

Professor of Management and Dean of the Business School at The Hashemite University, with extensive experience in academic leadership, human resource development, organizational behavior, and higher education governance. Active researcher with publications in international indexed journals and experience leading institutional committees, accreditation, and strategic initiatives.

Personal Information

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| DATE OF BIRTH | 4 th Nov. 1976 |
| NATIONALITY | Jordanian |
| MARITAL STATUS | Married |

Contact Information

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➤ 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
- **Professor, Business Administration Department,**
The Hashemite University, Nov. 2025- Present
- **Associate Professor, Business Administration Department,**
The Hashemite University, Nov 2019 – Nov. 2025
- **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., & Taha, N. (2026). Integrating sustainability into human resource management: Strategies and outcomes. In *How ESG drives green innovation and*

- growth* (pp. 287–292). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80592-961-120261023>
- Al-Maaitah, H., Ensour, W., Darwish, Z., Suleiman, M. (2025). Benchmarking Women's Leadership Programs in Jordan: Aligning National Practices with International Competency Frameworks. *Journal of Business and Socio-economic Development* (ahead on print)
 - 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
 - Al Shbail, M., Alshurafat, H., Ensour, W., Al Amosh, H., Al-Hazaima, H. (2025). Exploring the impact of internal CSR on auditor turnover intentions: The mediating and moderating roles of job satisfaction, organisational commitment, and job complexity, *Acta Psychologica*, 256, 105012, <https://doi.org/10.1016/j.actpsy.2025.105012>.
 - Sarhan, N., Ensour, W., Alzyoud, S. (2025). The Interplay between Interpersonal Trust and Employee Loyalty in the Hotel Sector: The Moderating Role of Work Stress. *African Journal of Hospitality, Tourism and Leisure*, 14(1).
 - Ensour, W., Alshurafat, H., & Al Shbail, M. (2025). Organizational Cynicism and Auditors' Turnover Intention: The Mediating Role of Emotional Exhaustion. *International Journal of Business Innovation and Research*. 38(1), <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>.
 - Harb, Y., Harb, A., Athamneh, S., Ensour, W., Al-Kharouf, A. (2025). Examining Poverty and Unemployment in Jordan: A Comprehensive Socio-Economic Impact Analysis, *Dirasat: Human and Social Sciences*, 52(6), 7676, <https://doi.org/10.35516/hum.v52i6.7676>
 - 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.
 - 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., & Sarhan, N. (2024). Impression Management Strategies in Accordance with Social Role Theory. *Corporate Governance and Organizational Behavior Review*, 8(2), 191-200.
 - 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>.
 - 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., Zeglat, D. & Al-Maaitah, H. (2020). Towards a New Model of Work Passion. *International Journal of Services and Operations Management*, 35(4), 482-503.
 - 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.
 - 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., 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.

➤ Academic Conferences:

- Ensour, W. (2025). Enhancing Competitive Advantage Through Intellectual Capital and Organizational Ambidexterity: A Conceptual Framework. *10th International Conference on Advanced Research, Business, Management and Economics (ICABME)*, Geneve, Switzerland.

- 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:

- Team Member, *Developing Jordanian and Iraqi Support Systems in Entrepreneurship Resources*, funded by DAAD (2023–2024).
- Team Member, *The Impact of COVID-19 on Poverty and Unemployment in Jordan*, funded by the Scientific Research and Innovation Support Fund (2022).
- Contributor, *Developing Graduate Attribute Framework*, led by the 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**, Committee for Reviewing the University Employees' Regulations, (2025)
- **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).
- **Member**, 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
 - Employees retention
 - Work-Life Balance
 - Talent Management
 - Administrative creativity

➤ **Teaching Experience:**

| Undergraduate Courses: | Graduate Courses: |
|-------------------------------|--|
| 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