

## **CURRICULUM VITAE**

### **Personal Data:**

FULL NAME	Waed Abdel Razzaq Ensour
DATE OF BIRTH	4 <sup>th</sup> Nov. 1976
NATIONALITY	Jordanian
MARITAL STATUS	Married
PHONE NUMBER	962-795075573
E- MAIL	<a href="mailto:waed@hu.edu.jo">waed@hu.edu.jo</a>

### **Education:**

- PhD Management (2013), University of Hull, England.
- Master Degree (2007), Business Administration – AL- Balqa' University.
- B.SC (2000), Business Administration – Yarmouk University.

### **Academic and Professional Positions:**

<b>10/10/2021 till now</b>	Deputy Dean/ Faculty of Economics and administrative sciences/ The Hashemite University
<b>2-9-2018 till 3-10-2021</b>	Business Administration Department Head/ The Hashemite University.
<b>13-11-2019 till now</b>	Associate professor/ Business Administration Department / The Hashemite University.
<b>8-9-2013 till 13-11-2019</b>	Assistant professor/ Business Administration Department / The Hashemite University.
<b>18-11-2008 till 7-3-2009</b>	Legal affairs Section Head- Central Electricity Generating Co.
<b>1-1-2004 till 17-11-2008</b>	Training Section Head – Central Electricity Generating Co.
<b>30-9-2000 till 1-1-2004</b>	Administrator- Administration Department/ Central Electricity Generating Co.

### **Published Articles:**

- 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. *Int. J. Services and Operations Management*, 35(4), 482-503
- Shrafat, F., Zeglat, D., Ensour, W. and Sarhan, N. (2021). Analysis of the Factors That Influence Adoption of Information from Managerial Responses to Negative Electronic word-of-mouth, accepted for publication in *Int. J. Services and Operations Management*. 39 (4), 495 – 527.
- Ensour, W., Alshurafat, H., & Al Shbail, M. (accepted for publication) Organizational cynicism and auditors' turnover intention: the mediating role of emotional exhaustion, *Int. J. of Business Innovation and Research*.

### **Forthcoming Articles:**

- Ensour, W., Sarhan, N & Harb, A. Work Environment and Workaholism: Personality Traits as Mediating variable
- Ensour, W., Kharabsheh, R. & Al-Maaitah, H. Academic profession from the viewpoint of faculty members: comparison between Jordan, Iraq and Bahrain

### **Research Grants:**

- The impact of Covid 19 pandemic on poverty and unemployment in Jordan, funded by Scientific Research and Innovation Support Fund. (March 2022-May 2023).

### **Academic Conferences:**

- Aldulaimi, S., Kharabsheh, R. & Ensour, W. (2021). Bahraini Female and Social Entrepreneurs Networking Behavior, International Conference on Sustainable Islamic Business and Finance
- 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, ECKM, university of Udine, Italy.
- Alakaleek, W., Cooper, S., & Ensour, W. (2019). Understanding the strength of ties: Exploring the network connections of female entrepreneurs in emerging technology firms. Paper presented at Australian Centre for Entrepreneurship Research Exchange Conference, Sydney, New South Wales, Australia.

### **Academic and Professional Committees:**

- Chair of Employees' Result Committee / Universities excellence Award (2021).
- Chair of Faculty Graduate Studies Council/ Faculty of Economics and Administrative Sciences/ The Hashemite University (2021- till now)
- Member of University Graduate studies council / The Hashemite University (2021- till now).
- Member of organizational structure committee / The Hashemite University (2015- till now).
- Member of Strategic Plan Committee/ The Hashemite UNIVERSITY (2022- till now)
- Member of Faculty Board / Faculty of Economics and Administrative Sciences / The Hashemite University (2018- till now).
- Curriculum committee / The Hashemite University (2015- till now)
- Chair of Marketing Department Establishment Committee / Faculty of Economics and Administrative Sciences / The Hashemite University (2020-2021).
- Committee member, Establishment of Governmental Studies Faculty Committee / Hashemite University (2016).
- Chair of Human Resources Allocation Committee / The Hashemite University (2016-2017)

- Chair of Risky Occupations / Social Security Committee/ The Hashemite University (2015).
- Member of ISO for Administration Processes Committee / The Hashemite University (2017)
- Member of Transparency and Integrity committee / The Hashemite University (2015).
- Member of Housing fund committee / Central Electricity Generating Company (2007-2009).
- Member of Internal Purchasing Committee / Central Electricity Generating Company (2005-2006).
- Member of Human resource regulations revision / Central Electricity Generating Company (2007-2008).

### **Teaching Experience:**

#### ***Undergraduate Level:***

- Human Resource Management
- Organizational Theory
- Organizational Behavior
- Business ethics
- Strategic Management
- Principles of Management 1
- Principles of Management 2

#### ***Graduate Level:***

- Human Resource Management
- Organizational Behavior
- The Basics of Management (For Information Technology Faculty Students)

### **Master Students' Supervision:**

- Thesis title: "Factors influencing workplace learning at nonprofit organization in Jordan". The Hashemite University (2018)  
Student: Fares, K. I.
- Thesis title: "The impact of workaholism on employee performance in Jordanian aviation sector". The Hashemite University (2021).  
Student: Masadeh, I.

- Thesis title: “The impact of Emotional Intelligence on Career Development of employees at Social Security Corporation in Jordan”. The Hashemite University (2021).  
Student: Widyan, M.
- Thesis title: “The Impact of Work Environment on Nurses’ Retention: The Mediator Role of Work Stress”. The Hashemite University (2022).  
Student name: Al-Dineh, R.

### **Consulting Experience:**

- A Human resource consultant, (2018). Restructuring, revision of HR policies and legislation and evaluating the job descriptions for the Jordanian national commission for women which includes.
- Mentor for Knowledge Network for Women in Municipal Councils "Nashmiyat", (2021) managed by the Jordanian national commission for women, to up skilling women in municipal councils.

### **Service to Profession:**

- Peer reviewer for Management Research Review Journal, Emerald Publishing.
- Peer reviewer for International Journal of Management Practice, Inderscience
- Peer reviewer for Sage open, SAGE publication.
- Peer reviewer for Abhath Al-Yarmouk Humanities and Social Sciences Journal. Yarmouk University.
- Peer reviewer for International journal of Technology Marketing – Inderscience
- Peer reviewer for Jordan Journal of Business Administration, Jordan University
- Peer reviewer for Jerash Journal, Jerash University.

### **Workshops:**

- Gender sensitive budgeting, 7/11/2019, USAID
- Gender equality and Jordan’s personal status law workshop, 26-27<sup>th</sup> September 2018, USAID Takamol.

- Female mentoring program implementation guide workshop, 17 March 2018, ANA HUNNA, (GIZ).
- 12<sup>th</sup> Human Resource Management Conference: Fingerprint of Change, 17-18<sup>th</sup> July 2017, Reference consultation and business development.
- Chang management conference, 14-16 October 2003. Management Consultants.

### **Voluntary Work:**

- Volunteer trainer, Injazz, (2017-2018), Performing a training course called “my path to employment” for the Hashemite university students through Injazz.
- Volunteer trainer, All sit and fit (2017).
- Managing Training program for Arab American university students- Jenin in Jordan (2003).

### **Membership:**

- Member of Jordan forum for business and professional women.
- Member of Insaf Alliance (Gender Equality) Jordan.