



Accreditation and Quality Assurance Department

The World Islamic Sciences & Education University (WISE)

Curriculum Vitae



Personal Information:

Name	Khaled Mahmoud Sulaiman Al.Shawabkeh
Place and Date of Birth	Amman, 18/May/1983
Faculty	Business & Finance Faculty
Department	Management
E-Mail (Official)	Khaled.alshawabkeh@wise.edu.jo

Academic Qualifications:

Qualification	Specialization	Awarded by	Date
Ph.D. in Management	(Strategic Human Resource Management)	The World Islamic Sciences & Education University (WISE)	2013
Master of Management	Human Resource Management & Electronic Government	University of Jordan	2009
B.Sc. in Modern Languages	English & Italian	University of Jordan	2004-2005
Secondary School (Tawjihi)	Literary stream	Madaba	2001

Specialization and Field of Interest:

Specialization	Strategic Human Resource Management & Knowledge Management
Field of Interest	Human Resource Management, Strategic Management, Knowledge Management

**Title of Doctorate Dissertation and Abstract (within 150 words)****Knowledge Management and its Impact in Human Resource Management Strategies in Jordanian Commercial Banks.**

This study aimed to investigate Knowledge Management and its impact in Human Resource Management Strategies in Jordanian Commercial Banks, and the role of Human Resource Information Systems as a Mediating Variable.

In order to achieve the objectives of the study, the researcher designed a questionnaire consisting of (86) items, to gather the primary data from study sample which consisted (185) managers.

The statistical package for social sciences (SPSS) was used to analyze and examine the hypotheses. The researcher used many statistical methods to achieve study objectives such as simple linear regression, and hierarchical regression.

The main conclusions of the study were:

- ❖ It has been shown that the relative importance of the different processes of knowledge management (knowledge diagnosis, knowledge acquisition, knowledge generation, knowledge storage, knowledge sharing and distribution, application and use of knowledge) came up and with a mean around (3.74 - 3.91). This confirms also that the relative importance of the processes of knowledge management has combined high and came with a mean (3.79).

In the light of the results of this study, a set of recommendations were introduced as:

- ✓ The necessity to institute Knowledge Management unit in bank; to ensure the continuous work in Knowledge Management efficiency, effectively.
- ✓ Participating employees' banks in specialized training courses about Knowledge Management and Human Resource Information Systems.

Key words: Knowledge Management, Human Resource, Human Resource Information System, Jordanian Commercial Banks.



Title of Master's Thesis and Abstract (within 150 words)

Relationship Between the Electronic Government's Application and Job Performance: Study of Employees' Attitudes in Jordanian Governmental Department

This study aimed to know and identify the relationship between the electronic government's application and job performance in Jordanian governmental departments. Also to define whether there are statistical differences in the attitudes of public sector employees' due to the demographic variables (gender, academic qualification, administrative levels, and experience).

The population of the study consisted of top, middle, low management and employees in these departments. In order to achieve the objectives of the study and to test its hypotheses, a questionnaire was developed. The researcher distributed (340) questionnaires and (324) questionnaires were received (95%) of the total number of the distributed copies.

For analyzing the data and testing research hypotheses, appropriate statistical methods were used.

The main conclusions of the study were :

- ❖ There was a significant statistical relationship between electronic government's application and job performance.
- ❖ There was a significant statistical relationship between electronic government's application (technology, training, and updating rules and regulations) and job performance.

-The most important recommendations of the study are as follows :

- The necessity of adopting a long – term strategy for a successful implementation of e-government in Jordanian public sector.
- Involvement of the private sector in the transformation process of e –government.



Career Experience:

Job Title	Place of Work	Date
Associate Professor of Strategic Human Resource Management	The World Islamic Sciences & Education University (WISE)	2019- present
Assistant Professor of Strategic Human Resource	The World Islamic Sciences & Education University (WISE)	2014-2019
Lecturer (Full time) Scholarship	The World Islamic Sciences & Education University (WISE)	2011- 2014
Research and teaching assistant	University of Jordan	2007-2009

Administrative Works and Committees:

Administrative Work and Committee	Date
Quality Assurance Committee / Member/ Department	2011-2013
Study Plan Committee/ Member/ Department	2011-2016
Representative of the Department of Management in the School of Business board	2016-2017
Strategic planning Committee member/ Faculty	2015-2016
Scientific Research Committee member/ Faculty	2014-2017
Syllabus Committee / Member/ Department	2015-2017
Assistant Dean for Student Affairs	2017-2018
Acting Head of Business Management Department	2018-2019



Recent Publications within the Last Five Years:

Name of Researcher	Research Title, Publisher, Date
الشوابكة، خالد محمود	اثر اليقظة الاستراتيجية في فعالية اتخاذ القرارات: الدور المعدل لنظم دعم القرار في شركات الأدوية الأردنية (2019)، المجلة الاردنية للعلوم التطبيقية، 21(2)، 1-26.
Al.Shawabkeh, Khaled Mahmoud	Exploring the Mediating Role of Knowledge Sharing between Human Resource Development and Organizational Ambidexterity (An Empirical Study on Jordanian Telecommunication Companies). 2018 European Journal of Scientific Research
Al.Shawabkeh, Khaled Mahmoud & Hijjawi, Ghufra Saed	Impact of Quality of Work-Life (QWL) on Organizational Performance: (An Empirical Study in the Private Jordanian Universities) 2018 Asian Social Science (ASS)
Hijjawi, Ghufra Saed & Al.Shawabkeh, Khaled Mahmoud	Impact of Strategic Agility on Business Continuity Management (BCM): The Moderating Role of Entrepreneurial Alertness: An Applied Study in Jordanian Insurance Companies. 2017 International Journal of Business and Management
Al.Shawabkeh, Khaled Mahmoud	Career Path Development and its Impact on Organizational Citizenship Behavior in Greater Amman Municipality. 2017, International Journal of Business and Management.
أبوليلي، هنادي و الشوابكة، خالد محمود	المرونة الاستراتيجية وأثرها في إدارة الأزمات: (دراسة تطبيقية في الجامعات الأردنية الخاصة)، 2017 مجلة المثقال للعلوم الاقتصادية والإدارية



Academic Conferences and Symposiums:

Conference Title	Place and Date of Conference	Type of Participation
The second international scientific conference "The role of excellence and leadership in business excellence"	Business and Finance Faculty /The World Islamic Sciences & Education University (WISE). 20-21/5/2013	Attendance
The scientific conference on the role of business colleges in Jordanian universities in developing administrative work Business, Middle East University - Jordan	Middle East University - Jordan. 21/3/2015	research paper
Fourth Economic Conference entitled Prospects Jordan institutional reforms in economic policies	Royal Amman, 2012	Attendance
2nd International Conference on Business and Innovation	Kuala Lumpur, June 18, 2014	Research paper

Training Courses (as a trainer):

Name of Course	Date
Developing Research capabilities of graduate students - PhD students in Business Administration.	2015- 2016
The art of dealing with the public and customer service for the staff of WISE University	2015
My way to success - Injaz	2014
Be an Entrepreneur - Injaz	2015
Business Ethics - Injaz	2016
Office Management	2017



Taught Courses:

Taught Course	Bachelor	Graduate
Seminar in Human Resource Management (PhD)	<input type="checkbox"/>	√
Seminar in Change & Development (PhD)	<input type="checkbox"/>	√
Seminar in Knowledge Management (PhD)	<input type="checkbox"/>	√
Seminar in Project Management (PhD)	<input type="checkbox"/>	√
Strategic Management	√	√
Marketing Principles	<input type="checkbox"/>	√
Management Principles	√	
Organizational Behavior	√	
Business Research Methods	√	
Crisis Management	√	
Decision Making	√	

Membership in Scientific, Academic, and Professional Bodies and Societies:

Name and Place of Scientific / Academic Body and Society	Date

Awards:

Name of Award	Award by	Date