

Date: 11/04/2025



## CURRICULUM VITAE

### PERSONAL INFORMATION

Faculty Member Name: Mohamed Mahmoud Khtatbeh  
Academic Rank: Assistant Professor  
College: College of Business  
Department: Business Administration Department  
Nationality: Jordanian  
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### ACADEMIC QUALIFICATIONS

Degrees with fields, institution, and date

- B.S. in Physics, Mutah University, 1996.
- B.S. in Administrative Sciences, Mutah University, 2014
- M.Sc. in Human Resources Management, Jadara University, 2017.

Project / theses title: Employees' Positive Energy and its Impact on their Job Happiness; an Empirical Study on Royal Jordanian Airlines.

- Ph.D. in Human Resources Management, University Putra Malaysia, 2020.

Dissertation title: Mediating Role of Organizational Justice on Internal Alignment and Job Performance among Local Employees in Jordan Industrial Estates.

### ACADEMIC EXPERIENCE

- Duration: 2024 until date
- University: Amman Arab university
- Academic Rank: Assistant Professor
- Date the rank was granted: 2024
- The body granting the rank: Amman Arab university
- College: College of Business
- Country: Jordan

### NON-ACADEMIC EXPERIENCE

- Duration: 2021-2024
- Institution: MENA Center for Research & Development and Internship
- Department: Human Resources Management and Capacity Building
- Country: Jordan

### CERTIFICATIONS OR PROFESSIONAL REGISTRATIONS

- General English and IELTS Preparation, British Council, Jordan.
- English Language course. Language Institute, Jordan.
- Communications Systems, Technical Training Center, Harris Corporation, USA.
- Comprehensive Computer Course, IT Institute, Jordan.

### CURRENT MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- Consultant Fellow for The Future Research Center, Malaysia.
- Consultant Fellow (Human Resources and Capacity Building) for MENA Center for Research & Development and Internship, Jordan.

### HONORS AND AWARDS

- The Prize of Outstanding Achievements in Academics and Leadership, UPM, Malaysia, 2021.
- Medal of Merit.

### SERVICE ACTIVITIES

- Organizing a national conference to empower youth, women, and people with disabilities with the participation of target groups from all regions of the Hashemite Kingdom of Jordan.
- Empowering youth in Jordan: Strengths and current barriers.
- Holding guidance sessions on barriers facing people with disabilities in Jordan labor market.
- Conducting guidance sessions on opportunities and obstacles to women empowerment in Jordan.
- Participation in organizing, managing, and conducting medical studies and conferences to identify types of risks that may affect children in Jordan.

### THE MOST IMPORTANT PUBLICATIONS IN LAST FIVE YEARS

- **Khtatbeh, M., Mahomed, A., Ab Rahman, S., Mohamed, R. (2020).** The Mediating Role of Procedural Justice on the Relationship between Job Analysis and Employee Performance in Jordan Industrial Estates. **Published in Heliyon.** Volume 6, Issue 10, October 2020. **WoS ISI, Scopus Q1, Publisher: Elsevier.**  
<https://doi.org/10.1016/j.heliyon.2020.e04973>.
- **Khtatbeh, M., Mahomed, A., Ab Rahman, S., Mohamed, R. (2022).** The Role of Equity in the Relationship between Job Evaluation and Employee Performance in Jordan Industrial Estates. Published in International Journal of Productivity and Quality Management. Volume 35, Issue 4, May 2022. **Scopus Q2. Publisher: INDERSCIENCE.** <https://doi.org/10.1504/IJPM.2022.122756>.

دائرة الموارد البشرية  
Human Resources Department

- Farah Abu-Dabaseh, **Mohamed M. Khtatbeh**, Kayed Al'Ararah, Abdalla Alassuli (2025). Exploring the Role of Digital Transformation in Mitigating Accounting Fraud: A Cybersecurity Perspective. Published in International Review of Management and Marketing (IRMM) Volume 25, Issue 3, 2025. **Scopus Q3. Publisher: Econjournals.**

#### INSTITUTIONAL PROFESSIONAL DEVELOPMENT ACTIVITIES IN THE LAST FIVE YEARS

- Building capacity in human resource management for relevant staff in the Ministry of Education and the Ministry of Higher Education and Scientific Research, Jordan.
- Human resource planning and development from a gender perspective, Ministry of Water and Irrigation, Jordan.
- Qualifying social development centers to obtain accreditation in implementing the CARF system, Qatar Social Work Foundation.

#### RESEARCH LINK (Scopus and Google Scholar)

- [https://scholar.google.com/citations?view\\_op=list\\_works&hl=en&user=CmI536AAAAAJ](https://scholar.google.com/citations?view_op=list_works&hl=en&user=CmI536AAAAAJ)
- <https://www.researchgate.net/profile/Mohamed-Khtatbeh-2>
- <https://www.scopus.com/authid/detail.uri?authorId=57219305144>
- <https://orcid.org/0000-0003-4738-8586>

#### LANGUAGES

- Arabic (Mother Language)
- English (Speaking, Reading, and Writing)