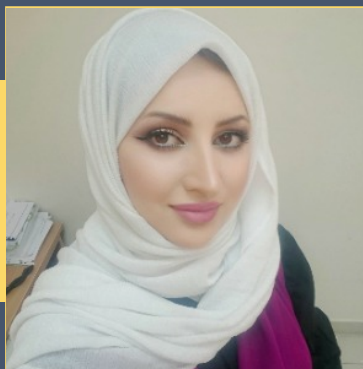


# DR. ESRAA QAWASMEH



## PROFESSIONAL SUMMARY

Experienced Assistant Professor specializing in Human Resources Management, with a strong background in Business Administration, Managerial Economics, and Business Intelligence. Proven ability to develop and teach courses in HRM, BA, and other related fields, with a strong record of research and publication

## PERSONAL INFORMATION

Name

Esraa Farid Qawasmeh

Date of Birth

13/5/1988

Place of Birth

Jordan

## CONTACT INFORMATION

Address

Jordan

Mobile

+ (962) 799547212

E-Mail

esraaq@jadara.edu.jo (Professional)

esra2q111@yahoo.com (Personal)

## EDUCATION

- |      |   |
|------|---|
| 2023 | PhD in Economics and Mu'amalat Administration (Human Resources Management), USIM/ Malaysia.<br>Thesis title: Achieving Competitive Advantage (CA) Through The Role of Training, Compensation Practices, and Innovative Work Behavior (IWB).<br>Grade: (A) |
| 2013 | Master of Business Administration, UNITEN/ Malaysia.<br>Thesis Title: The Interaction Effect of Lecturers' Learning Styles and Students' Learning Styles on Students' Satisfaction at Universiti Tenaga Nasional (UNITEN).<br>Very good (3.21)            |
| 2010 | Bachelor in Anthropology at Yarmouk University/ Jordan.<br>Very good (78.5%)  |

## WORK EXPERIENCE

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|--------------------|--|
| Oct 2023 - Present | Assistant Professor, Department of Human Resources Management, Faculty of Business, Jadara University, Jordan. |
| Oct 2017- Feb 2021 | Teaching Assistant, Department of Business Administration, Faculty of Business, Jadara University, Jordan.     |

## SEMINARS AND COURSES

- |      |  |
|------|--|
| 2017 | American- Canadian Board for Professional Training (ACBPT): Instructional Techniques and Strategies, Jordan.                   |
| 2017 | Talal Abu Ghazaleh Knowledge Society (ICTDAR): Small & Medium Enterprises (SMEs), All Jordan Youth Commission (Amman, Jordan). |
| 2017 | Training & Business Development Centre (T & BDC): Human Resources Management (HRM), Chamber of Commerce, Jordan.               |
| 2017 | JETHRO Training and Consulting: Training of Diploma in (HRD), Jordan   |
| 2017 | National Information Technology Centre: Training of Trainers (TOT), All Jordan Youth Commission, Jordan.                       |

## SPECIALIZATION

### Profession

Human Resources Management, e-HRM, Business Administration, Managerial Economics, Banking, Business Intelligence

### Lectures Taught

MGMT (1), Introduction to HRM, International HRM, International BA, Supply Chain MGMT, Communication Skills using English Language, Labor Force Economics, Computer Apps in HRM, Computer Apps in MGMT, Total Quality MGMT, Life Skills, Entrepreneurship & Innovation, Strategic HRM, Job Analysis and Design, and Scientific Research Methods for Business Faculty Students, Operations Research, Compensation Management

## SKILLS

### Technology

Advanced proficiency in Microsoft office; Word, Excel, PowerPoint, and Outlook; experienced in using SPSS, AMOS, Smart PLS, KPI Systems and AI tools

### Others

Strong HRM training skills; excellent team player; strong engagement, communication and leadership skills; high lecturing skills; entrepreneurial.

## PUBLISHED RESEARCH AND CONFERENCES

- 2024 Masa'd, F. M., Al-maaitah, T. A., Al-maaitah, D. A., Qawasmeh, E. F., & Qatawneh, N. A. (2024). Harnessing artificial intelligence for human resources management: Tools, advantages, and risks in the energy sector. In E3S Web of Conferences (Vol. 541, p. 02004). EDP Sciences.
- 2024 EFQ, Qawasmeh, Farid M., Al-Kufahy, Amer Muflih, Al-Tahrawi Mahmoud Ali (2024) "Corporate Social Responsibility: A New Perspective" Kurdish Studies 12 (2), 4187-4204
- 2024 Qawasmeh, Dr. Farid; Qawasmeh, Dr. Esraa (2024) "Towards a Holistic Approach to Organizational Culture". Kurdish Studies, Volume 11, No. 3, P (374-393). DOI: <https://doi.org/10.58262/ks.v11i3.028>
- 2023 Qawasmeh, E. F., Alnafisi, S. Y., Almajali, R., Alromaih, B. S., Helali, M. M., & al-lawama, H. I. (2023). The Impact of Human Resources Management Practices on Employee Performance: A Comparative Study Between Jordanian and Saudi Arabian Universities. Migration Letters, 21(2), 243-257. <https://migrationletters.com/index.php/ml/article/view/6083>
- 2023 Raed, H., Qawasmeh, Esraa, Fahed, A. A., Ahmad, H., Hammouri, Q., Halim, M., Rateb Darawsheh, S. (2023). Utilizing Business Intelligence and Digital Transformation and Leadership to Enhance Employee Job Satisfaction and Business Added- Value in Greater Amman Municipality. International Journal of Data and Network Science (IJDS)/ Canada. Volume 7, Number 3, (1077-1084)
- 2022 Qawasmeh, Esraa, & Ab. Wahab, N. (2022). Achieving Competitive Advantage (CA) Through the Role of Training and Compensations Practices on Innovative Work Behavior (IWB): A Study in Jordan Islamic Banks. International Journal of Academic Research in Economics and Management and Sciences. 11(2), (510-531)

## OTHER

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### Hobbies

Active Member at Chess.com, (2011-Present); enhancing strategic thinking and problem-solving skills.

Owner of a Beauty Center since 2017; developing business management and customer service skills.

## LANGUAGES

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Arabic

Native

English

Fluent

## REFERENCES

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References are available upon request.

- 2020 Qawasmeh F.& E. (2020). Elecetronic Control and Its Impact on Corporate Performance: Evidence from Jordanian Commercial Banks.International Journal of Economics, Commerce and Management (IJESM), Volume VIII (3), (131-148)
- 2020 Qawasmeh, Esraa & Abd Wahab, Dr. N (2020). Conceptual Model of Achieving CA Through The Role of HRM Practices on Innovative Work Behavior Evidence in Jordanian Banks. 5th Asia International Conference at KLCC Convention Center, Kuala Lumpur, Malaysia (In Collaboration with Universiti Teknologi Malaysia UTM 2019), Published in IJPR, Volume 24 (6), P (11101-11119)
- 2019 Qawasmeh, F. & E (2019). Impact of Electronic Control on Employees' Performance in Jordanian Banks. International Conference on Social Sciences and Arts, Kuala Lumpur, Malaysia
- 2015 Al-oqaily, A., Hassan, Z., Abualkishik, A., & Qawasmeh, Esraa, (2015). Develop Knowledge Adoption and Aggregation Models for Universities. Middle-East Journal of Scientific Research, 23 (9), (2117-2128)
- 2013 Qawasmeh, Dr. F., Darqal, N. & Qawasmeh, E. F., (2013). The Role of Organization Culture in Achieving Organizational Excellence: Jadara University as a Case Study. IJEMS Vol.2, No.7, (5-19)

## ACTIVITIES (JADARA UNI)

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- 2024 Business Faculty Representative at Framing and Empowering Economic Sectors in The Economic Modernization Vision Conference, Yarmouk University
- Member of the Graduation Projects Discussion Committee (20232)

2023

Committee Member of Creating a Guide for Writing a Graduation Project for Bachelor's Students in the Faculty of Business

Chairman of Efficiency Committee

Chairman of The Committee for Preparing and Designing Qualifications for Placement Purposes within The Jordanian National Qualifications Framework

Keynote Speaker at Corporate Social Responsibility Training Course

HRM Department Representative at The Qs Registration Workshop

Member of The Study Plans Committee

Member of The Risk Management Committee

Committee Member of Preparing the Self-Study Report on Quality Assurance Standards and Tasks (Teaching and Learning)

Member of The Qualification Placement Committee in The Jordanian National Qualifications Framework

Participant of The Course Preparation Workshop

Member of The Community Service Committee

Academic Guidance at HRM Department since 2023- present

Member of the Graduation Projects Discussion Committee (20231)

Member of The Strategic Planning Committee Among HRM Department