

# CURRICULUM VITAE



**Name:** OSAMA MOUSA THEEB ALAWNEH

**Date of Birth:** 31/10/1984

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**Location:** Amman - Jordan

## LANGUAGES

**Arabic:** Native

**English:** Good (Reading & Writing)

## EDUCATION

- **Hassan 1st University** (Morocco) 2017-2023  
PhD in Human Resources Management / Business Management  
Graduated with "Excellence"
- **Red Sea University** 2011-2013  
MSc in Human Resources Management / Business Management  
Graduated with "Excellence"
- **Al AL-Bayt University (Jordan)** 2002-2007  
BSc in Financing and Banking

## RESEARCHES

- **Time quality management and its impact on human resources: a comparative study among Jordanian banks and Moroccan banks** (PhD Thesis)
- **The impact of the contemporary global financial crisis on the performance of Jordanian banks** (MSc Thesis)

## Published Articles

- **Reveling the Interrelationship of Digital Transformation and Business Intelligence Techniques to Boost Human Capital Development**  
Economics – Innovative and Economics Research Journal, Vol. 13, No. 1, 2025
- **The Impact of Digital Transformational Leadership on Job Performance and the Mediating Role of Organizational Ambidexterity**  
Journal of Posthumanism, Vol. 5, No. 3, 2025
- **Evaluating How Big Data Analysis Mediates the Impact of Digital Marketing Strategies on Tourism Development in Jordan**  
GeoJournal of Tourism and Geosites, 2025
- **Digital Marketing and Business Resilience: Examining the Mediating Role of Word of Mouth (WOM) in Jordan's Tourism Sector**  
Journal of Tianjin University (Natural Science and Engineering Edition), 2025
- **E-HR Practices and Risk Management Effectiveness: The Mediating Role of Operations Strategy in the Saudi Stock Exchange (Tadawul)**  
International Journal of Data and Network Science, 2026
- **The Effect of Blockchain Adoption on Fintech Development: The Moderating Role of Organizational Agility – An Empirical Study of Digital Wallet**  
Co-authored; 2025
- **Strategic Integration of Artificial Intelligence and Institutional Performance: The Mediating Effect of HR Planning in the Saudi Stock Exchange (Tadawul)**  
International Journal of Data and Network Science, Vol. 10, 2026

- **The Impact of IoT on Tourist Satisfaction: The Mediating Role of HRM Capabilities in the Hotel Industry**  
GeoJournal of Tourism and Geosites, 2025
- **Digital Leadership and Its Impact on Job Performance: The Mediating Role of Dynamic Capabilities and Global Stock Exchanges in Jordan**  
International Journal of Applied Mathematics, 2025
- **The Impact of Digital Human Resource Management on Talent Retention in a Changing Workplace: The Mediating Role of Entrepreneurship Development**  
International Journal of Applied Mathematics, 2025
- **The Effect of Blockchain Adoption on Fintech Development: The Moderating Role of Organizational Agility – An Empirical Study of Digital Wallet**  
International Journal of Basic and Applied Sciences, 2025
- **Examining the Effect of Digital Transformative Leadership on Employee Performance: Evidence from SMEs in Jordan and the Moderating Role of Knowledge Management**  
International Journal of Basic and Applied Sciences, 2025

## **WORK EXPERIENCE**

- **Jadara University (2024-2026) – assistant professor**
- **Jadara University (2025-2024) – Trainer**
- **Head of the Committee for the Promotion of Technological Awareness – Irbid Governorate Council (2024-2025)**
- **Certified Trainer and Expert accredited by the Jordanian Skills Development Commission(2024-2029)**
- **Amman Arab University (2023-2024) – Researcher**
- **Amman Arab University (2023-2024) – Trainer**
- **Real for Investment (2019–2023) – CEO**
- **Dubai Financial (2012–2019) – CEO**
- **Trust Financial Brokers (2010–2012) – CEO**
- **New Era Co. for Financial Brokerage (2006–2008) – HR Manager Assistant**
- **Osama Alawneh Est. for Import and Export (2010–2023) – Founder and CEO**

## **MAIN TASKS AND DUTIES**

- Training human resources in commercial companies
- Expert in dispute resolution between traders and financial companies
- Collecting and linking data for economic forecasting
- Digital platform proficiency
- Analyzing financial indicators and tools
- Handling complex issues in financial markets
- Reading all financial instruments and symbols in all languages
- Making strategic financial decisions
- Conducting market investigations and development tracking
- Providing advisory services to traders and departments
- Explaining and proving trader/company rights digitally
- Advising traders on appropriate strategies and decision-making
- Understanding global market timings and opportunities
- Participating in seminars and TV interviews

## **COURSES & PARTICIPATIONS**

- Comprehensive computer course
- TOEFL preparation course
- Head of the Jordanian delegation at Tangier Conference, Morocco
- Ambassador of Peace, Global Shield Organization (since 2016)
- Member of Board of Directors - Nashama Jordan
- Consultant - Union of Writers, Journalists, and Internationals (since 2016)
- General Coordinator - Jordanian Assembly (since 2008)
- Member - Arab Traders Club for Financial Markets
- Participant - Industrial Investment & Export Development Forum, Tangier

## **SKILLS**

- Strong presence and personality
- Creative thinking
- Analytical skills
- Public speaking
- Effective communication
- Leadership
- Neutrality and impartiality
- Deduction skills
- Active listening
- Innovation and adaptability

## **REFERENCES**

- **Dr. Mohamed Haysoun, Hassan I University - Morocco - Tel: 00212661517696**
- **Dr. Saleh Ahmed Al-Quraan, Applied Science University - Bahrain - Tel: 00962772287002**
- **Dr. Emad Al-Shdouh, University of Science and Technology - Jordan - Tel: 00962788802281**