

# DR. OSAMA MOUSA ALAWNEH

PhD in Human Resources Management · Assistant Professor · Business Consultant

☎ +962 79 955 1441 ✉ oalawneh766@gmail.com 📍 Amman, Jordan

## EDUCATION

---

### PhD in Human Resources Management / Business Management

Hassan 1st University, Morocco 2017 – 2023

Graduated with Distinction — Excellence

### MSc in Human Resources Management / Business Management

Red Sea University 2011 – 2013

Graduated with Distinction — Excellence

### BSc in Financing and Banking

Al Al-Bayt University, Jordan 2002 – 2007

## RESEARCH

---

### Theses

- ▶ Time Quality Management and Its Impact on Human Resources: A Comparative Study among Jordanian and Moroccan Banks
- ▶ The Impact of the Contemporary Global Financial Crisis on the Performance of Jordanian Banks

### Published Articles

- ▶ **Revealing 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*
- ▶ **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*

## CONFERENCES & ACCEPTED PAPERS

---

### International Conferences

- ▶ **The Role of Sustainability in Linking Entrepreneurial Leadership to Educational Innovation**  
*Entrepreneurship Division, Academy of Management Annual Meeting — Philadelphia, PA*

### Jadara University — Accepted Papers

- ▶ **Consequences of Big Data Analytics for Knowledge Management: The Mediating Role of Organizational Resilience**  
*Jadara University*
- ▶ **AI-Based Digital Human Resource Planning and Employee Productivity**  
*Jadara University*
- ▶ **The Impact of AI DNA Marketing on Corporate Efficiency**  
*Jadara University*
- ▶ **How Intelligent Systems Enhance Corporate Efficiency**  
*Jadara University*

## PROFESSIONAL EXPERIENCE

---

**Assistant Professor** | Jadara University | 2024 – 2026

**Trainer** | Jadara University | 2024 – 2025

**Head, Committee for Technological Awareness Promotion** | Irbid Governorate Council | 2024 – 2025

**Certified Trainer & Expert** | Jordanian Skills Development Commission | 2024 – 2029

**Researcher & Trainer** | Amman Arab University | 2023 – 2024

**Chief Executive Officer** | Real for Investment | 2019 – 2023

**Chief Executive Officer** | Dubai Financial | 2012 – 2019

**Chief Executive Officer** | Trust Financial Brokers | 2010 – 2012

**HR Manager Assistant** | New Era Co. for Financial Brokerage | 2006 – 2008

**Founder & CEO** | Osama Alawneh Est. for Import and Export | 2010 – 2023

## KEY AREAS OF EXPERTISE

---

- ▶ Training Human Resources in Commercial Companies
- ▶ Expert in Dispute Resolution — Traders & Financial Companies
- ▶ Collecting and Linking Data for Economic Forecasting
- ▶ Digital Platform Proficiency
- ▶ Analyzing Financial Indicators and Tools
- ▶ Strategic Financial Decision-Making
- ▶ Market Investigations and Development Tracking
- ▶ Advisory Services to Traders and Departments

- ▶ Reading Financial Instruments in All Languages
- ▶ Understanding Global Market Timings and Opportunities

## CORE SKILLS

---

- ▶ Leadership & Management
- ▶ Creative Thinking
- ▶ Innovation & Adaptability
- ▶ Analytical Thinking
- ▶ Effective Communication
- ▶ Neutrality & Impartiality
- ▶ Public Speaking
- ▶ Active Listening
- ▶ Deduction Skills

## LANGUAGES

---

**Arabic** (Native) · **English** (Good — Reading & Writing)

## COURSES, MEMBERSHIPS & ACTIVITIES

---

- ▶ TOEFL Preparation Course
- ▶ Head of Jordanian Delegation — Tangier Conference, Morocco
- ▶ General Coordinator — Jordanian Assembly (since 2008)
- ▶ Member — Arab Traders Club for Financial Markets
- ▶ Ambassador of Peace — Global Shield Organization (since 2016)
- ▶ Member of Board of Directors — Nashama Jordan
- ▶ Consultant — Union of Writers, Journalists & Internationals
- ▶ Participant — Industrial Investment & Export Development Forum, Tangier

## REFERENCES

---

**Dr. Mohamed Haysoun** — Hassan I University, Morocco | Tel: +212 661 517 696

**Dr. Saleh Ahmed Al-Quraan** — Applied Science University, Bahrain | Tel: +962 772 287 002

**Dr. Emad Al-Shdouh** — University of Science and Technology, Jordan | Tel: +962 788 802 281

---

*Note: Photo placeholder — please insert your professional photo here*