

## C. V.

Surname: Al-Baghdadi , First name: Adel, Middle name: Hadi.



### **Personal Information:**

Nationality: Iraqi	Place and date of birth: 1956
Gender: Male	Marital Status: Married
Residence address: Iraq - Al-Najaf Al-Ashraf / Al-Adala district	<b>Email:</b> <a href="mailto:adel.hadi.albaghdadi@gmail.com">adel.hadi.albaghdadi@gmail.com</a> <a href="mailto:adilh.albaghdadi@uokufa.edu.iqm">adilh.albaghdadi@uokufa.edu.iqm</a>
<b>Mobile: +9647901629855.</b>	
Scientific title: Professor	
General Specialization: Business Administration	
Detailed specialty: Theory and Behavior / Human Resource Management	
Languages: Arabic / English	
Current address: University of Kufa - College of Administration and Economics - Department of Business Administration	

### **Academic Qualifications:**

Degree/Certificate	the University	study years	Graduation Year
o PhD in Business and Administration	Al-Mustansiriya University/College of Administration and Economics/Iraq	3	2006
o Master of Business Administration	University/(Keele)/ United Kingdom	2	1990
o Bachelor's degree in Business and Management	University of Baghdad / College of Administration and Economics / Iraq	4	1979

### **Professional Qualifications**

- o Holds a certificate of training of trainers from the International Finance Corporation (International Finance Corporation). The World Bank
- o Holds a Training of Trainers Certificate from the Center for International Private Enterprise (CIPE)

### **ex-jobs:**

o President of Al-Bayan University

o President of the University of Babylon

o The assistant president of the University of Kufa for legal and administrative affairs, and the university president is sometimes vice president.

o Assistant to the President of Al-Mustansiriya University for Legal and Administrative Affairs, and sometimes Vice President of the University.

O Director of the Studies Department outside Iraq - Ministry of Higher Education and Scientific Research.

O Head of Office Administration Department, Technical Education Authority, Hawija Technical Institute.

O Head of the Accounting Department, Technical Education Authority, Technical Institute in Baquba.

O Director of the Consulting Office - Administrative Technical College, Technical Education Authority.

O Director of Research and Development Department - University of Kufa.

O Head of the Accounting Department - College of Administration and Economics - University of Kufa.

### **Professional experiences:**

o Expert and former consultant, General Company for Mechanical Industries.

o Former expert and consultant, General Company for the Automotive Industry.

o Lecturer and rapporteur for programs in administrative development, State Company for Chemical Industries.

o Lecturer and rapporteur for programs in administrative development, Industrial Training and Qualification Center, Ministry of Industry.

o Lecturer and rapporteur for programs in administrative development, Diyala State Company for Electrical Industries.

o Lecturer and rapporteur for programs in administrative development, Administrative Development Center, Ministry of Electricity.

o Lecturer and rapporteur for programs in administrative and marketing development, General Company for Southern Cement Industry.

o Lecturer and rapporteur for marketing work development programs, Al-Rafidain University College.

o Member and lecturer of programs in administrative development, Iraqi-American Chamber of Commerce (IACCI).

o Consultant in Organization Development Affairs - Zamzam General Trading Company.

o Consultant in the field of quality system development - Al-Murjan General Contracting Company.

o Consultant in a number of Iraqi and Arab scientific journals.

### **Higher Education Experience:**

o Teaching undergraduate students since 1991 in the fields of business administration (marketing management, production and operations management, business management principles, strategic management, information systems management, quality management systems and management control).

o Teaching graduate students in the fields of business administration: (production and operations management, marketing strategies, strategic management, organizational behavior, organization theory, entrepreneurship, and human resource management).

o Supervised many postgraduate students (higher diploma, master's, and doctorate) in the fields of business administration.

o Chairman and member of a large number of committees for discussing doctoral, master's and higher diploma theses and theses.

o Evaluating a large number of promotion transactions for teachers to obtain a scientific title.

o Evaluation of many doctoral, master's and higher diploma theses and theses in the fields of business administration.

o Evaluating a large number of scientific research published in scientific journals.

### **Membership:**

o Member of the Iraqi Economists Association.

o A training member in the Iraqi-American Chamber of Commerce and Industry.

o Training member of the Cipe Center for International Private Projects.

o Member of the Organization for Negotiation and Strategic Studies (INI).

o Member of the Iraqi Consumer Protection Association.

o Member of the Advisory Board of the Zarqa Journal for Research and Human Studies - Zarqa University - Jordan 2014.

o Member of the Advisory Board of Quality Magazine - Zarqa University - Jordan.

### **Authored books**

No	The title of the book	Dar Al nasher	Year	Country
1	Product Pricing Strategies	Four directions	2012	Iraq
2	Product Planning Strategies	Four directions	2012	Iraq
3	Organizational learning contemporary theories and models	Yazurdi House	2011	Jordan

4	Strategic Foresight and Level of Empowerment	Dar Al-Safa Publishing and Distribution	2013	Jordan
5	Encyclopedia of Contemporary Strategic Management: Operational Perspective, Case Studies and Application	Dar Al-Safa Publishing and Distribution	2019	Jordan
6	The role of innovative marketing in achieving sustainable tourism development	Iraqi letters for publishing and printing	2016	Iraq
7	Organizational Behavior: an integrated approach, case studies and applications	Tota Office for Publishing and Distribution	2018	Iraq
8	Organization theory between modernity and practice	Tota Office for Publishing and Distribution	2018	Iraq
9	international human resource management	modern library	2019	Iraq
10	human resource management strategy	University Book House	2021	United Arab Emirates
11	International Human Resource Management Strategy	University Book House	2021	United Arab Emirates

#### Published research

No	Research Title	the magazine	Version
1	Examine the role of innovative tourism in shaping the behavioral intentions of the tourist	Moin Magazine Issue 2	2019
2	Diagnosing innovative tourism opportunities through the use of exploratory factor analysis	Journal of the Islamic University College	2017
3	The impact of pioneering marketing in achieving sustainable development	Al-Ghari Magazine Issue 2 Volume 15	2018
4	The role of governance in supporting the reputation of the organization: an exploratory study	Journal of the College of Administration and Economics, Al-Mustansiriya University	2016
5	The relationship between the organization's reputation and strategic performance	Al-Ghari Magazine / Issue 4 Volume 15	2018

6	Employing the relationship between knowledge management, customer relationship management and marketing within the framework of cooperation	The Iraqi Journal of Administrative Sciences, College of Administration and Economics, University of Karbala	2015
7	Assessing strategic Philosophy in Iraq	The journal of applied management and entrepreneurship	2014
8	The effect of organizational ingenuity in achieving competitive advantage	Al-Qadisiyah Journal of Administrative and Economic Sciences	2014
9	The impact of core capabilities on entrepreneurial marketing	Al-Qadisiyah Journal of Administrative and Economic Sciences	2014
10	The effect of strategic directives on customer loyalty	Al-Arabi Journal of Economic and Administrative Research	2014
11	The conformity of the customer to the organization and its impact on choosing the market orientation strategy	Islamic college magazine	2013
12	The impact of organizational ingenuity in achieving strategic flexibility	Al-Qadisiyah Journal of Administrative and Economic Sciences	2013
13	Strategic Foresight and the Level of Organizational Empowerment	Dar Al-Safa Publishing and Distribution	2013
14	The role of commitment to social responsibility and management ethics in enhancing the reputation of the organization	Journal of Management and Economics	2012
15	The impact of strategic foresight approaches on the level of organizational empowerment	Journal of Management and Economics	2011
16	The role of customer relationship management dimensions and creative thinking in achieving strategic success	Journal of Management and Economics	2011
17	The impact of the role of adopting market orientation in building sustainable competitive advantage	Al-Ghari Journal of Administrative Sciences	2009
18	The role of the factors of the overall marketing environment in the	Al-Rafidain College Journal	2009

	personal characteristics of buyers of household electrical goods		
19	Advancing the reality of Iraqi higher education	National Conference for the Development of Higher Education	2008
20	A comprehensive production and quality management system: a philosophical perspective that achieves competitive capabilities for companies	Al Ghurair Magazine	2008
21	The effect of knowledge management on reengineering the organization's operations, an applied study in the Babylon tire factory	Journal of Economic Sciences	2008
22	The relationship between the characteristics of the learning organization and its readiness for change	Al-Qadisiyah Journal of Administrative and Economic Sciences	2008
23	The possibility of applying total quality management in university education	International Quality Conference	2007
24	The efficiency of production and use is a predictive function of the survival of the business organization	Technical Research Journal, Technical Education Authority, Tenth Scientific Conference	2007
25	The relationship and impact of organizational memory on organizational performance	Journal of Administration and Economics / College of Administration and Economics / Al-Mustansiriya University	2007
26	Customer relationship management: a conceptual framework for a modern marketing philosophy	Al-Rafidain University College for Administrative Sciences	2006
27	Customer brand management, a conceptual framework for a modern marketing philosophy	Al-Rafidain College Journal	2005
28	The use of kinetic planning in preparing production plans	Al-Rafidain University College for Administrative Sciences	2003
29	Kinetic production plans function of planning the total production in the framework of dynamic programming	Al-Rafidain College Journal	2003

30	Are you a strategist or just an eco-knowledge entrance manager?	The First National Conference for Administrative Sciences	2002
31	Features of the strategic personality of managers	Journal of Economic and Administrative Sciences	2001
32	Factors affecting the behavior and the dimensions of the behavior of hospital customers	Technical Research Journal	2001
33	Analysis of the trade-off factors between the strategy of concentration and diversification of private sector companies	Al-Rafidain College Journal	2001
34	Managing and investing time and factors affecting management leadership	Journal of the College of Administration and Economics	2001
35	The effect of some personal and functional characteristics on job satisfaction among heads of scientific departments	Technical Magazine	2000
36	The impact of organizational environment variables on the efficiency of working time management	Technical Magazine	1999
37	The effect of the administrative range of the second organizational level on leadership behavior	Technical Magazine	1998
38	The effect of the scope of supervision on leadership characteristics from a situational perspective	Technical Magazine	1997
39	Mutual effect between leadership behavior and job satisfaction	The Fourth Scientific Conference of the Institutes Authority	1996
40	Factors affecting the efficiency of investment management for the time of employees at the second administrative level	Journal of Management and Economics	1994
41	Attitudes of administrative leaders towards incentives	Technical Magazine	1993
42	Motivation and job satisfaction for a faculty member in the Technical Institutes Authority	Technical Magazine	1992

43	The role of real leadership in the implementation of strategic renewal activities in light of the availability of political skills among the leaders of the organizations	Journal of the Islamic University College Issue 49	2018
44	Analysis of the relationship between the added value of perceived quality and strategic balance	Principle Magazine / Islamic University	2018
45	Analyzing the relationship between ethical marketing and strategic balance	Babylon University Journal No. 2 Volume 27	2019
46	The business model in light of the relationship between systems thinking and knowledge generation	Journal of the principle of the Islamic University	2018
47	Examining the relationship between business model dynamism and strategic transformation	Journal of the Islamic University College	2021
48	The impact of employee leadership competencies on organizational policy	Journal of the Islamic University College	2021
49	Testing the role of marketing sensitivity in choosing a market orientation strategy	Journal of the College of Administration and Economics / University of Babylon	2021
50	Test the role of core entrepreneurial capabilities in developing an employee expected value model	Journal of the College of Administration and Economics / University of Babylon	2021
51	The role of organizational characteristics in developing an employee expected value model	Al-Ghari Magazine / Management and Economics / Kufa	2021
52	Examining the role of the dimensions of competitive confusion in the market orientation strategy	Al-Ghari Magazine / Management and Economics / Kufa	2021
53	Measuring the Levels of Thinking Systems in the Civil Colleges in Baghdad City.	International Journal of Research in Social Science and the Humanities Vol,08 Issue 4 , Oct.- Dec.	2018
54	Strategic Recycling Behavior as an Interactive Variable on the Retlationship between Recycling Process and Lean Supply Chain Practices.	Vol.XX11 , No,50 Transylvanian Review	2020



55	The Role of Enabling Leadership in reducing ,Knowledgeable Inertia.	Journal of Critical Review Vol,7 Issue 19	2020
56	Examining the Variance of Business Dynamic Models upon Organizational Polices through Strategic Transformation.	International Journal of Management	2020
57	Exploring the Role of Competitive Confusion and Marketing Sensitivity in Choosing Marketing Strategic Orientation.	Central European Business Review	2021
58	Using of the Strategic Planning Matrix Method Asian E-Commerce and To Developing a Hospital Service Expected	Financial Review Value Method.	2021
59	Examining The Role of And Entrepreneurial Core Competences in Developing Organizational Characteristics Employee Value Proposition Model.	Central European Business Review	2021

#### Committees

No	Committee name	Order No	date of it	problem side
1	A ministerial committee for accreditation of the electronic card for students	955	27/2/2018	Ministry of Higher Education and Scientific Research
2	A ministerial committee to study the evaluation of teaching staff	6276	2018/4/1	Ministry of Higher Education and Scientific Research
3	A ministerial committee to update the knowledge materials for the faculties of administrative and economic sciences	1694	26/04/2018	Ministry of Higher Education and Scientific Research
4	Ministerial committee not to restructure universities	1865	8/5/2018	Ministry of Higher Education and Scientific Research
5	The council of the body supervising evening studies for the academic year 2018-2019	25090	23/10/2018	University President/Agency
6	A voluntary advisory committee is concerned with establishing a	22146	27/09/2018	P / President of the university

	forum for foreign university graduates who hold graduate degrees at the University of Babylon			
7	Ministerial committee not to restructure universities	1865	8/5/2018	Ministry of Higher Education and Scientific Research
8	A central committee concerned with supervising the competitive examination between our university and Al-Mustaqbal University College	11876	17/05/2018	Vice President of the University
9	The working committee to approve the electronic card for students through the information and data available at the Department of Studies and Planning	1703	26/04/2018	Minister of Higher Education and Scientific Research
10	A central committee that oversees the steps and stages of implementing the university's independence program	9000	11/04/2018	University's president
11	A central committee for reviewing and approving assignments and contracts	8586	08/04/2018	University's president
12	A committee to discuss the doctoral student's thesis in the Department of Business Administration, Fadi Hassan Jaber	897	11/03/2018	University of Baghdad/College of Administration and Economics
13	An audit committee to check the fulfillment of the candidates through the electronic system for the position of dean at our university	46	14/01/2018	Vice President of the University
14	A central committee to preserve the integrity of the Arabic language	34505	17/12/2017	Vice President of the University
15	A ministerial committee to update the knowledge materials for the faculties of	1694	26/04/2018	Ministry of Higher Education and Scientific Research

	administrative and economic sciences			
16	Committee for Preparation and Celebration of the Opening of Hammurabi Colleges of Medicine and Postgraduate Studies	706	21/11/2017	University's president
17	Preparatory Committee for the Second Conference on Science and Arts	29512	30/10/2017	P / President of the university
18	Supervising committee of the Iraqi-German International Medical Conference	29307	29/10/2017	Vice President of the University
19	A central committee responsible for setting the curriculum for the graduation ceremony	24541	19/09/2017	P / President of the university
20	A central committee that studies the issue of merger in case the merger decision is taken and submitted to the Department of Studies, Planning and Follow-up	24314	17/09/2017	Vice President of the University
21				
22	Higher Central Committee for Scientific Research	18006	16/07/2017	University President / Agency
23	A central committee to supervise and follow up the competitive examination for students of the Faculty of Dentistry	15037	08/06/2017	University President / Agency
24	A committee that sets criteria for extending service for faculty members (professor, assistant professor) who have completed the retirement age	2219	01/06/2017	P / Minister of Higher Education and Scientific Research
25	A central committee that manages the affairs of the competitive examination at Al-Mustaqbal Private College	12189	09/05/2017	University President / Agency
26	A committee that monitors the visit of our university students to the liberated areas	5604	28/02/2017	University's president

27	A ministerial committee to study the evaluation of teaching staff	6276	2018/4/1	Ministry of Higher Education and Scientific Research
28	A higher central committee for the final exams for the first semester of the 2016-2017 academic year	1796	19/01/2017	University's president
29	Formation of a crisis management cell	692	15/01/2017	Babylon Governorate Office/Governor's Office
30	An advisory board concerned with the strategic planning of the university	90	02/01/2017	University's president
31	Formation of the council of the body supervising evening studies for the academic year 2016/2017	23104	09/10/2016	University's president
32	A committee that holds a small meeting to discuss the provisions of the law	3291	29/09/2016	P / Minister of Higher Education and Scientific Research
33	A crisis cell in accordance with Cabinet Resolution No. 31 of 2015	21937	26/09/2016	University's president
34	Higher Central Committee for Final Exams	12454	16/05/2016	University's president
35	Formation of the Board of Directors of the Higher Education Fund	5270	25/02/2016	University's president
36	Studying the files of professors, candidates for the faculties of Babylon University, for the purpose of honoring distinguished Iraqi scientists	31317	06/12/2015	University's president
37	A higher committee is responsible for supervising the project to modernize and develop knowledge resources for human sciences curricula	1370	23/02/2014	Ministry of Higher Education and Scientific Research
38	A committee responsible for updating and developing knowledge	1081	05/02/2014	P / Minister of Higher Education and Scientific Research

	resources/administrative science curricula			
39	Advisory Board for the International Journal of Quality Assurance in Higher Education	3848	14/01/2014	University's president
40	Representative of the Ministry of Education in the Iraqi-French Committee.	9941	22/04/2013	Ministry of Higher Education

thanks

No	Kind of thanks	Effort	date of it	order number	Donor
1	to thank	In appreciation for your attendance at the emergency opinion board meeting held at the Ministry's center	25/10/2018	1658	Minister of Higher Education and Scientific Research
2	to thank	In appreciation of the distinguished efforts in securing the University of Babylon the first place among Iraqi universities on the occasion of the Iraqi Flag Day	17/10/2018	15844	The General Secretariat of the House of Representatives
3	to thank	In appreciation of the distinguished efforts in securing the University of Babylon the first place among Iraqi universities on the occasion of the Iraqi Flag Day	24/09/2018	143	The General Secretariat of the House of Representatives
4	to thank	In appreciation and appreciation for your tireless efforts in the fourth job fair	22/05/2018	7426	Minister of Higher Education and Scientific Research
5	to thank	Due to the outstanding efforts in the performance of the tasks assigned to them	16/05/2018	10913	Governor of Babylon
6	to thank	Due to the distinguished efforts in performing the tasks assigned to them in	14/05/2018	1159	General Manager of the Babylon Investment Authority

		supporting the investment environment			
7	to thank	In appreciation and appreciation for your warm welcome to us at your university	07/05/2018	1558	Zarqa University
8	to thank	In appreciation of your tireless efforts that culminated in building and implementing safe electronic exams using the moodle system in the College of Nursing	25/04/2018	642	Minister of Higher Education and Scientific Research
9	to thank	In appreciation of the efforts made in opening Hammurabi Colleges, Graduate Studies and Virtual World Laboratories	05/04/2018	5079	Minister's Office
10	to thank	For your participation in the supervisory committees for postgraduate students	26/03/2018	1095	University of Baghdad / College of Administration and Economics
11	to thank	Through our visit to the University of Babylon on a date that we cannot but extend our thanks and appreciation for your efforts in performing your work in an outstanding manner 26/2/2018	02/03/2018	210	The office of the representative, Dr. Iskandar Watut
12	to thank	Appreciation and appreciation for the development of the University of Babylon	26/02/2018	1915	Chairman of the Babylon Provincial Council
13	to thank	Due to your participation in the discussion committees for postgraduate students in our college	25/02/2018	786	Dean of the College of Administration and Economics / University of Kufa
14	to thank	In appreciation of your efforts in recruiting and employing graduates of your university	21/01/2018	1896	Minister of Higher Education and Scientific Research

15	to thank	Due to the distinguished efforts in chairing the discussion committee for the master's thesis specializing in Operations Management Techniques tagged	21/01/2018	116	Dean of the Administrative Technical College/Basra/Dean
16	to thank	Due to your university's obtaining advanced positions in the annual assessment of student activities departments at the level of Iraqi universities	26/09/2017	2564	Minister of Higher Education and Scientific Research
17	to thank	In appreciation of the scientific efforts made in discussing the master's student	12/09/2017	3366	Vice Dean of the College of Administration and Economics
18	to thank	In appreciation of the efforts made in supervising the project for the independence of the University of Technology	07/08/2017	12865	Minister of Higher Education and Scientific Research
19	to thank	Distinguished and able efforts to support the victories of our beloved country	25/07/2017	364	Iraqi logistics team
20	to thank	Due to the outstanding efforts in the performance of the tasks assigned to them	23/07/2017	2639	Dean of the College of Administration and Economics / Vice Dean
21	to thank		13/06/2017	7854	Governor of Babylon
22	to thank	In appreciation of your fruitful efforts in evaluating research and studies that are published in the journal of the Kufa Studies Center	05/06/2017	754	Director of the Kufa Studies Center
23	to thank	In appreciation of your efforts and your active contribution to studying, discussing and amending the paragraphs of the Law	07/05/2017	695	Minister of Higher Education and Scientific Research

		of the Ministry of Higher Education			
24	to thank	Due to your sincere orientations for the scientific advancement of the University of Babylon	24/04/2017	89	Director of the Babylon Governorate office
25	to thank	For the efforts you have made in your field of work	06/03/2017	262	The General Secretariat of the Noble Shiite Shrines
26	to thank	Due to the outstanding efforts	17/10/2016	10213	Head of the Provincial Council/ Haider Jaber Al-Zanbour
27	to thank	Due to the outstanding efforts	04/10/2016	3578	Dean of the Administrative Technical College / Baghdad / Postgraduate Studies
28	to thank	Due to the outstanding efforts	24/07/2016	2457	Dean of the College of Administration and Economics / University of Baghdad
29	to thank	Due to the outstanding efforts	23/07/2016	2204	Member of the Iraqi Parliament / Dr. Haitham Al-Jubouri
30	to thank	In appreciation of your outstanding efforts in the two permanent programs (university mobilization and volunteer work)	27/06/2016	12050	Undersecretary for Administrative Affairs
31	to thank	In appreciation of your valuable and fruitful work	08/05/2016	479	Minister of Higher Education
32	to thank	Due to the outstanding efforts	07/05/2016	535	Dean of Dijla College
33	to thank	Due to the outstanding efforts	01/03/2016	386	Ministry of Justice
34	to thank	For the efforts made to support student activities	22/02/2016	589	Head of the Scientific



		and to obtain second place at the level of established universities			Supervision and Evaluation Authority
35	to thank		11/01/2016	4	President of Jaber Ibn Hayyan University
36	to thank	In appreciation and appreciation for your hard work	18/10/2015	2551	Minister of Higher Education
37	to thank	Due to the outstanding efforts	23/07/2015	836	Member of the Iraqi Council of Representatives / Representative / Salem Saleh Al-Maslamawi
38	to thank	Due to the outstanding efforts	12/07/2015	549	Dean of Hilla College, Ahlia University
39	to thank	In appreciation and appreciation for your hard work	30/06/2015	1618	Head of the Scientific Supervision and Evaluation Authority
40	to thank	Due to the outstanding efforts	28/06/2015	3019	Dean of the University College of the Future
41	to thank	In appreciation and appreciation for your hard work	28/05/2015	409	Higher Education Committee
42	to thank	Due to the outstanding efforts	14/04/2015	4352	Parliament / General Secretariat / Deputy Secretary-General for Administrative Affairs
43	to thank	In appreciation and appreciation for your hard work	09/03/2015	3096	Governor of Babylon
44	to thank	In appreciation of your valuable and fruitful efforts	23/06/2014	1580	Deputy Ali Shebr's office
45	to thank	In appreciation of the efforts made, the continuous	11/06/2014	19884	Acting Secretary General of the

		support, and the overcoming of all obstacles to studying the Higher Diploma in Strategic Planning			Council of Ministers
46	to thank	In appreciation and appreciation for your efforts to develop the university	06/03/2014	3526	Chairman of the Babylon Provincial Council
47	to thank	In appreciation of your valuable and fruitful efforts	22/02/2014	920	Representative Dr. Ali Al-Shalah
48	to thank	In appreciation of your valuable and fruitful work	18/02/2014	299	Minister of Higher Education
49	to thank	In appreciation of the scientific efforts	18/02/2014	299	Minister of Higher Education and Scientific Research
50	to thank	In appreciation of the scientific efforts and the achievement of the General Secretariat of the Central Library at the university, the first rank among Iraqi universities	13/02/2014	261	Minister of Higher Education and Scientific Research
	to thank	Due to your efforts in discussing the master's student	11/02/2014	648	Dean of the Administrative Technical College/Baghdad
51	to thank	Due to your efforts in obtaining the international certificate from QS	04/02/2014	215	Minister of Higher Education
52	to thank	Due to your efforts in obtaining the Central Library's first classification in the classification of the US Senate Library	04/02/2014	216	Minister of Higher Education
53	to thank	In appreciation of your valuable and fruitful efforts	12/01/2014	1447	President of the University of Kufa
54	to thank	In appreciation of your valuable and fruitful efforts	12/12/2013	36717	President of the University of Kufa
55	to thank	In appreciation of your valuable and fruitful efforts	28/11/2013	47	President of the Iraqi Nursing Association

56	to thank	In appreciation and appreciation for your humanitarian work through the relief campaign for the affected civilians	28/05/2013	901	Minister of Higher Education
57	to thank	In appreciation of your valuable and fruitful efforts	10/05/2013	563	Deputy Iskandar and Toot's office
58	to thank	Due to your efforts and active participation in the success of the first environmental scout camp	10/03/2013	346	Minister of Environment
59	to thank	In appreciation of your valuable and fruitful efforts	12/02/2013	6034	Dean of the College of Administration and Economics / University of Kufa
60	to thank	Due to your efforts in the discussion of the master's thesis	20/02/2012	311	Dean of the College of Administration and Economics / University of Karbala
61	to thank	Due to the outstanding efforts	18/12/2011	32040	President of Al-Mustansiriya University
62	to thank	In appreciation of your valuable and fruitful efforts	04/10/2011	3720	Dean of the College of Administrative Technology
63	to thank	In appreciation of your efforts to complete training courses in the field of human rights	21/09/2011	13305	Minister of Human Rights
64	to thank	First place win for _IC3	04/09/2011	20997	President of Al-Mustansiriya University
65	to thank	In appreciation of your valuable and fruitful efforts	19/05/2011	772	Minister of Higher Education
66	to thank	In appreciation and recognition for your efforts	03/04/2011	1805	Head of the supervision and evaluation body
67	to thank	In appreciation of your valuable and fruitful efforts	15/11/2010	32809	Minister of Higher Education

68	to thank	In appreciation of your valuable and fruitful efforts	27/07/2010	1088	Minister of Higher Education
69	to thank	Due to the stability you achieved, it had a clear impact on the stability, development and success of the educational process in success	08/06/2010	883	Minister of Higher Education and Scientific Research
70	to thank	To dedicate your book, Organizational Education and the Learned Organization and its Relationship to Contemporary Administrative Concepts	25/03/2010	620	Dean of the Technical Administrative College
71	to thank	In appreciation for your efforts	15/12/2009	33808	Minister of Higher Education and Scientific Research
72	to thank	In appreciation for your efforts	07/07/2009	4523	Dean of the College of Administration and Economics / University of Kufa
73	to thank	Thanks and appreciation	2019 / 5 / 29		Najaf Governorate Council
74	to thank	Thanks and appreciation			Minister of Electricity
75	thanks	Thanks and appreciation			President of Karkh University

### Contributions to community development

o The Ministry's candidate for preparing and discussing "Preventing Monopoly," the Ministry's book, No. 1689, on 30/6/2010.

o Member of a ministerial committee responsible for following up on the implementation of the terms of the cooperation agreement signed between the Ministry of Higher Education and Practical Research and the German Academic Exchange Service (DAAD).

o Preparing the strategic plan for the University of Kufa according to the university order 2010 on 9/7/2012

o Member of a ministerial committee responsible for setting criteria for determining the service of faculty members - in accordance with Ministerial Order (2219) on 1/6/2017

o Member of the Crisis Management Cell in Babil Governorate according to Administrative Order 24 issued by Babil Governorate in accordance with Book 692 on 1/15/2017

- o Member of the Coordinating Council of the Ministry of Higher Education and Scientific Research with the Iraqi Business Council pursuant to Ministerial Order 33115 of 8/12/2009
- o Member of the Ministerial Committee to Supervise the Independence of Universities under Ministerial Order 1217 on 3/16/2017
- o Member of the Higher Ministerial Committee to prepare the draft law of the ninth amendment to the Law of the Ministry of Higher Education and Scientific Research No. 40 of 1988 as amended. Pursuant to Ministerial Order 3424 of October 11, 2016.
- o Preparing the policy and procedures manual for the University of Babylon 2016.
- o Preparing and submitting a study of university education, Iraq between change and restructuring, "lifted to the Ministry"
- o Preparing a study entitled (restructuring the university education sector) "submitted to the Ministry."
- o Preparing a study entitled (Advancing the Reality of Iraqi University Education) "Raised to the Ministry"
- o Head of the project (Al-Hilla Civilization Encyclopedia) - University of Babylon.
- o Preparing a study entitled (Management of Financing Small and Medium Industries Projects for Babylon Governorate in cooperation with Dr. Ahmed Al-Husseini for the account of the Council of Ministers for financing small and medium projects.
- o Preparing the internal system of the University of Babylon, which was sent to the Ministry of Higher Education and Scientific Research, discussed in the University Council, and approved by the Ministry.
- o Presenting a project to develop and update the curricula of the faculties of administration and economics in Iraqi universities, which was approved and launched in my capacity as the head of the committee.
- o Signing an agreement (memorandum of understanding) for the twinning program with the British University of Northampton and Liverpool John Mors in 2013 and sending our students and the first, second and third batches have graduated, and the two universities have awarded the top students with scholarships to complete their PhD.
- o Holding a set of memoranda of understanding with various international, regional and Arab universities.
- o Provides the level of classification of the University of Babylon according to the classifications of international and international institutions and organizations QS, THE, RUR, Creen matrices, 4 International College and Universities at the Iraqi, Arab, regional and global levels..
- o Signing a memorandum of understanding with Northampton University to open a branch at the University of Babylon for the 2018-2019 academic year, accepting our first successful students in the second stage and completing the rest of the stages according to the system, rules and laws of Northampton University by teaching our professors and curricula and using the infrastructure of our university..

o Signing a memorandum of understanding with the German University of Leipzig / Leipzig Hospital to train the final stage students at the Faculty of Medicine at the University of Babylon in the above-mentioned hospital for a period of two weeks annually.

o Approval of the initials of the Franchise project with the British University of Liverpool with the faculties of engineering in our university. Where our students will enter this project if it is achieved and approved by our ministry after they have passed the third stage in our university and entered the program in the last year and used the infrastructure of our university for this project.. and a memorandum of understanding with the British University of Leicester in order to develop the curricula of the College of Science and open a branch for it specializing in forensic evidence..

o Preparing and presenting the study of university education, Iraq between change and restructuring



**Personal Info:**

Name: **Abbas Mizel Musharraf Abboud**

The state of Najaf - Iraq

Email : abbas\_muzel@yahoo.com

Mobile number: +964 782 366 1456

**Education Level:**

BA ( 1981), Business Administration , University of Baghdad / College of Management and Economics

Master of Business Administration ( 2003) from the University of Kufa / College of Management and Economics

D . Business Administration ( 2011) from the University of UUM Malaysian specialist in strategic planning.

**Research published:**

1-Mushraf, A. M., & Ahmad, S. (2011) . The Relationship between Knowledge Management and Business Performance: An empirical study in Iraqi industry. Paper accepted at the Harvard Journal of Management, Published By: World Business Institute, Australia, ISSN: 1836-070X, [In Print], <http://www.wbiaus.org/wjm.htm>

2-Mushraf, A. M., & Ahmad, S. (2010) . A Conceptual Framework of the Relationship between Intellectual capital and Business Performance. Proceedings of the first UCTI Business & Management Conference, Towards Global Ready Business - Issues and Challenges, 25\_26 October, 2010, Kuala Lumpur

3-Mushraf, A. M., & Ahmad, S. (2011) . The Relationship between Knowledge Management and Business Performance: An empirical study in Iraqi industry. ISBN: ISBN: 978-0-9804557-5-5. Proceedings of the International Asia-Pacific Business Research Conference <http://www.wbiconpro.com/>, 21-22 February, 2011, Kuala Lumpur. This paper published online.

4-Mushraf, A. M., & Ahmad, S. (2011) . A Conceptual Framework of the Knowledge Management And Business Performance. Proceedings of the International Conference on Economics, Business and Marketing Management-CEBMM 2011, 11-13 March, 2011, Shanghai, China. This paper publishes by IEEE Xplore

5-Mushraf, A. M., & Ahmad, S. (2011) . The Relationship between Intellectual capital and Business Performance: An empirical study in Iraqi industry.Proceedings of the International Conference on Management and Artificial Intelligence, ICMAI 2011, 1-3 April, 2011, Bali, Indonesia. This paper publishes by IEEE Xplore

6-Mushraf, A. M., & Ahmad, S. (2011) . The Relationship between Knowledge management, Intellectual capital and Business Performance: An empirical study in Iraqi industry, (Accepted for Publication in GCA Conference in Kuala Lumpur

7-Has (TOT) certification from Arabic Organization of Managerial Development, Egyp

8- Mushraf, A.& Alhadrawi, H. (2013). *Tknustratjah the role of information management in achieving the quality of university education according to the requirements of the labor market* . ( Beni Suef University, Egypt

9 - Mushraf, A. & Alhadrawi, H. (2013). Influence of knowlodge cartels ineromoting knowlodge monopoly in medical field,(Accepted for Publication in Journal Aslami college)

10-Mushraf, A. Alhadrawi, H. (2013). The cultivation of knowledge and investment in human capital and their role in the face of the monopoly of knowledge, (Accepted for Publication in management Journal of management and economice college)

11- Mushraf, A. (2014). *The moderator role of organization culture between intellectual capital and business performance; An empirical study in Iraqi industry* *المجله الامريكيه في NJSS، Net Journal of Social Science*. Vol. 2(3), pp. 82-91, July 2014  
ISSN: 2315-9774

### **Teaching Experience:**

1. Stayed several courses within and outside the university to members of the university and government departments.
2. A lecturer at the Institute for Developmental more than five years.
3. Participated in numerous courses inside and outside Iraq in the (Malaysian University UUM) (The Arab Organization for Administrative Development) (Egypt) (LAS).
4. Lecturer at the Supreme Administrative Leadership courses for college deans and associate scientific and administrative assistants and the university president.

### **Research Interests**

Effect of knowledge Management to improve the worm Health Care Services

The impact of intellectual capital in improving the Organizational performance of

### **Managerial positions**

1. Head of the administrative and legal affairs presidency of the University of Kufa for the period from 1992 to 1995.
2. Director of administrative and legal affairs of each.
3. Girls College of Education - Faculty of Agriculture - Faculty of Arts - for the period from 1995 through 2006.
4. Associate Dean of the Faculty of Management and Economics administrative 2011.
5. President of Administration and Business Management Department - 2016.



## Curriculum Vita



### **Personal Data:**

<b>Name as in Passport</b>	Hayder Gasim Obaid
<b>Date of Birth</b>	the 23 <sup>th</sup> of Desamber, 1980
<b>Place of Birth</b>	AL-shameya
<b>Province</b>	Qadesaa
<b>Country</b>	Iraq
<b>Nationality</b>	Iraqi
<b>Religion</b>	Muslim
<b>Gender</b>	Male
<b>Marital Status</b>	Married
<b>Health Condition</b>	Excellent and Non-smoker
<b>Mobile No.</b>	+9647804433275
<b>Email</b>	haiderg.abed@uokufa.edu.iq

### **Scientific Qualifications & Employment:**

<b>Education Background</b>	<b>University</b>	<b>Country</b>	<b>Year</b>	<b>Major Field of Study</b>
<b>Bachelor of Business (BA)</b>	University of Kufa	Iraq	2002-2003	Business Administration
<b>Master of Business (MA)</b>	University of Kufa	Iraq	2010-2011	Business Administration/ organizational Behavior

<b>Dr of Business (PhD)</b>	University of Kufa	Iraq	2016-2017	Financial and Banking Management
<b>Employment Status</b>	Employed			
<b>Date of Employment</b>	The 5 <sup>th</sup> of October, 2006			
<b>Place of Employment</b>	University of Kufa			

### **Training & Work Experiences:**

<b>Training/Experiences</b>	<b>Date</b>	<b>Location</b>
Employment Unit Manager	02/01/2007-01/10/2009	University of Kufa
Head of Continuous Learning Dept.	01/10/2012 to present	Faculty of Administration and Economics / University of Kufa
Deputy of Management Business Dept.	01/09/2012 to present	Faculty of Administration and Economics / University of Kufa
Assistant Lecturer	February/2012 to present	Management Business Dept./ Faculty of Administration and Economics/ University of Kufa
A lecturer in Successful Leadership and Teams Work Training Course	March, 2013	Faculty of Administration and Economics/ University of Kufa
A lecturer Modern Management Concepts Training Course	September, 2012	Faculty of Administration and Economics/ University of Kufa
ICDL Certificate in (Windows, Word, Excel, Power Point ,and Internet Applications)	December, 2012	University of Kufa

### **Language Skills:**

<b>Native Language</b>	<b>Arabic</b>
------------------------	---------------

<b>Other (s)</b>	<b>English</b>
------------------	----------------

## **Research and Publications:**

<b>Title of Research or Paper</b>	
Impacts of Organizational Ambidexterity in Achieving Strategic Flexibility	MSc. Thesis
Influence of Core Competence in the Organizational Ambidexterity	A published paper in the University of Karbala/2011
The role of Employment Empowerment in Quality of Presented Services to Faculty Staff Members	A published paper in the third conference of Quality and Academic Credit/ University of Kufa/2012
Impacts of Transformational Leadership Behaviours in Promoting Strategic Ambidexterity of Business Organizations.	A published paper in the University of Karbala/2012
The role of relational capital in organizational learning	A published paper in the University of Kufa /2013
Use of relational capital to enhance organizational learning	A published paper in the University of Kufa /2013
The Impact of Big Five Personality Factors on Organizational Citezenship Behavior	International Journal of Management Science 2015; 2(5): 93-97
Relationship of information technology techniques in the face of cycosomatic disorders and related theret	A published paper in Al-Farapy Journal
The use of academic accreditation standards in the educational process.	A published paper in the University of Kufa /2014
Blackmail The Customer Emotionally And Reduce It By Using The New Product Rating	A published paper in the University of Baghdad /2016
Causal relationship between blind spots and functional deviation.	A published paper in the University of Karbala /2017

Financial flexibility and its impact in reducing the fragility of the banking system.	A published paper in the University of Al-Aslamiy /2017
Financial flexibility and its impact on banking risk management	A published paper in the University of Kufa /2017
Financial stagnation and its impact on the financial performance of business organizations	A published paper in the University of Kufa /2017
Non-performing assets and their role in banking instability.	A published paper in the University of Al-Muthanna/2017

**Special Skills:**

Knowledge in Computer:

- 1- Microsoft Word.
- 2- Microsoft Excel.
- 3- Power Point.
- 4- WinQsb

**Hobbies:**

Collect more information about computer and programs, reading books and newspapers, traveling, playing soccer.

**Professor. Hashim Fawzi dabaas Alabadi**  
**PhD. Management ( Strategic Management and Organization Theory)**  
**Date of Birth: 1980-04-24**  
**( male )**

**General Information**

Ministry of Higher Education and Scientific Research The presidency of the  
University of Kufa College of Administration and Economics

**Curriculum Vita First:**

**Personal Information:**

- A) Name: Dr. Hashim Fawzi Dabbas AL – abadi
- B) Degree: Assistant Professor.
- C) Birth: Iraq , Baghdad, Eastern Karrada, 1980
- D) General Specialization: Ph.D Business Administration
- E) Specialization: Strategic Management and Organization Theory
- F) E-mail: hashimf\_2000@yahoo.com. [hashimf.dabbass@uokufa.edu.iq](mailto:hashimf.dabbass@uokufa.edu.iq)
- G) Mobile No. : 07830020185.
- H) Website: [www.dr.alabadi.com](http://www.dr.alabadi.com).
- I) Postal address: - Iraq - Najaf Al - Ashraf - (250).

**Second: Certifications:**

- 1) Bachelor of Business Administration. (University of Kufa, 2002-2003)
- 2) Master of Business Administration. (University of Kufa, 2005)
- 3) Ph.D.: Business Administration. (Baghdad University, 2011)
- 4) Experience: Operating system (Windows), Microsoft Word processing program, Excel, Power point Software, Internet.
- 5) Holds the certificate of proficiency in English from the fifth position Baghdad University / College of Education for Girls / on 9/3/2002.
- 6) Holds a certificate of computer efficiency from the center of electronic computing / Presidency of the University of Kufa / on 7/9/2003.
- 7) Holds a certificate of qualification from the University of Kufa Department of Scientific Affairs / Center for teaching methods in the course (educational rehabilitation and teaching methods / 5) at the University of Kufa / on 23/7/2006.

**Third : Scientific Activities:**

**A - Teaching:**

- 1- Assistant Professor in the Department of Business Administration / College of Administration and Economics / University of Kufa.

- 2- Associate Dean for Scientific Affairs and Graduate Studies from 2016. This period had added experience in the administrative work field.
  - 3- Lecturer in the Department of Business Administration / College of Management and Economics / University of Qadisiyah.
  - 4- Lecturer in many civil society organizations, lectures, studies and research.
  - 5- I authored scientific methodology books.
  - 6- Publish several scientific, social and political articles in many Iraqi newspapers and magazines.
  - 7- Participate in many literary and cultural conferences and seminars.
  - 8- Publish many scientific researches in various scientific journals which issued by colleges and universities and scientific institutions and publishing houses outside Iraq.
  - 9- Founder of the study of the higher diploma in strategic planning at the University of Kufa and supervised by the General Secretariat of the Iraqi Council of Ministers.
  - 10- Founder of the Higher Diploma in Local Administration at the University of Kufa, supervised by the General Secretariat of the Iraqi Council of Ministers.
  - 11- Founder of the Master's Degree in Hospital Management in Iraq.
- B- Supervision: I had supervised many master's thesis and higher diploma research in strategic planning, hospital management and local administration and, all of them got the excellent degree.
- C - Discussions: I had participated in dozens of committees to discuss graduate students' theses. (master's and doctoral)
- D - Conferences and Seminars: I had participated in numerous conferences and scientific symposia in Iraq and out of Iraq to resolve the administrative problems and make suggestions and recommendations.
- E - Scientific research: I accomplished many administrative researches of Administration and Economics, strategic management, and human resources ..Etc..

**F- Published Books & under authoring:**

- 1) Risk and Insurance Management, 2006, it has been teaching in the colleges of Administration and Economics (University of Basra, Qadisiyah University, the University of Kufa, Karbala University).
- 2) Financial Engineering and its Tools with a Focus on Financial Options Strategies, (Printed in Amman: Jordan: Al-Warraq Publishing and Distribution, 2007).

- 3) Human Resources Management, integrated strategic Approach, (printed in Amman: Jordan: Warraq Foundation for Publishing and Distribution, 2006).
- 4) The Total Quality Management in university education, (published in Warraq Foundation for Publishing and Distribution, Amman, Jordan, 2007).
- 5) University Education Management, (printed in Amman: Dar Al Warraq for Publishing and Distribution, Amman, Jordan, 2008).
- 6) Electronic Marketing management, (printed in Amman: Dar Al Warraq for Publishing and Distribution, Amman, Jordan, 2009).
- 7) Higher Education in the Islamic World, Management - Curriculum - Quality, IIUM Press (International Islamic University Malaysia), International Islamic University of Malaysia. For the year 2009.
- 8) Marketing according to a contemporary philosophical and contemporary perspective (Print in Amman: Jordan: Al-Warraq Publishing and Distribution, 2010).
- 9) organizational learning and learning organization and its relation to modern administrative concepts, (printed in Amman: Jordan: Al - Warraq Publishing and Distribution, 2010).
- 10) Information Management Systems - Strategic Perspective (printed in Amman: Dar Al Safa for publication and distribution, 2012).
- 11) Sustainable Strategic Management Introduction to the Management of Organizations in the Third Millennium (Printed in Amman: Jordan: Al Warraq Publishing and Distribution Foundation, 2012).
- 12) Sustainable Balanced Scorecard Introduction to Sustainable Management (printed in Lebanon: Dar Al Kuttab Al-Alami for Publishing and Distribution, 2012).
- 13) Customer relationships management, (printed in Amman: Dar Al Warraq for Publishing and Distribution, Amman, Jordan, 2009)
- 14) Human Resource Management, Contemporary Issues (printed in Amman: Dar Al Safa for publication and distribution, 2014).
- 15) Methods of Scientific Research, (printed in Amman - Dar Al Ayyam Publishing and Distribution, 2016)

**G- Scientific papers published in magazines and periodicals**

- 1) Using the Total Quality tools depending on the quality function deployment in achieving consumer satisfaction.
- 2) The relationship between diversification strategy and risk and non-regular reflection in the investment portfolio to achieve efficient / Empirical Study.



- 3) Assess the prevailing methods teaching and their impact on the University education process, applied study at the of the University of Karbala.
- 4) The possibility of the application of total quality management in university education / applied study / University of Kufa, Journal of Ghari Economic and Administrative Sciences, Volume I / Issue (3) / year: 2005.
- 5) Globalization is geographic illusion and developing countries is its victims, Babylon Magazine for Management and Economic Sciences, published in 2005
- 6) Marketing of university education service and relevance with the students' needs / applied study at the University of Kufa / research presented to a scientific conference hold in the College of Administration and Economics / University of Basra.
- 7) Strategic role of TQM in the management of customer relations, an Empirical Study
- 8) Strategic vision for university leaders in the management of the internal customer relations, practical study at the University of Kufa
- 9) The role of the university performance in the community service, an analytic study at the University of Kufa.
- 10) Role of product quality to delight customer in using the Kano model, participated in the scientific conference at the University of Kufa.
- 11) Knowledge management and intellectual capital and their importance in achieving the competitiveness of the organization. Research presented to the first scientific conference held in the Faculty of Management and Economics, Karbala University, held on 18-19 / 4/2006.
- 12) The importance of the role of education in human development by focusing on human capital. Journal of Gulf Studies, Basra University / Faculty of Management and Economics.2006.
- 13) Addressing Strategic Challenges through Human Resource Management Practices to Achieve Competitive Advantage, Al Qadisiya Journal of Economics and Administration, Vol. (9), Issue (4), Faculty of Management and Economics, Qadisiyah University.
- 14) The use of the method of reference comparison in the calendar of university performance (a comparative study between the departments of management and economics universities of Kufa and Qadissiya).

- Qadisiyah Journal of Economics and Administration, Vol. (9), Issue (3), Faculty of Management and Economics, Qadisiyah University, 2007.
- 15) The Impact of Knowledge Management on Business Process Reengineering, Journal of Economic Sciences. Volume (5), No. (21), June, Faculty of Management and Economics / University of Basra. (2008).
  - 16) Use the customer behavior model to prioritize resource management for e-commerce servers. Qadisiyah Journal of Economics and Administration, Vol. (10), Issue (2), Faculty of Management and Economics, Qadisiyah University. (2008).
  - 17) Principles of management from the perspective of the values of Imam Ali, Journal of Studies Kufa - University of Kufa, No. (6), the fourth year. (2008).
  - 18) The importance of the role of evaluation of university performance in achieving efficiency and effectiveness in decision-making. Al-Qadisiyah Journal of Administrative and Economic Sciences, vol. 11, No. (2). (2009).
  - 19) The role of administrative control and transparency in the fight against administrative corruption - Journal of the College of Islamic University, No. (6) Third year (2009).
  - 20) The role of product quality in customer abhorrence using KANO model. Al-Ghari Journal of Economic and Administrative Sciences, Vol. III - Number (16) - Faculty of Management and Economics - University of Kufa. (2010).
  - 21) Organizational evaluation and its role in the examination and treatment of organizations by focusing on performance - a proposed study for application in service organizations. Al-Ghari Journal of Economic and Administrative Sciences, Volume III-Issue (16), Faculty of Management and Economics, University of Kufa. (2010)
  - 22) The Role of the Application of the Senge Model in Organizational Learning to Achieve Creativity in Business Organizations - Introduction to the Study of Systems Thinking - Journal of Economic and Administrative Sciences, Volume 14, No. 51, College of Management and Economics, University of Baghdad. (2010).
  - 23) High performance work systems and industrial enterprise performance. Journal of Economic and Administrative Sciences, Volume (15), Issue

- (54), Faculty of Management and Economics - University of Baghdad. (2011).
- 24) Leadership and strategy and its role in formulating the marketing strategy in business organizations - an applied study at Pepsi Kufa. Al-Qadisiyah Journal of Administrative and Economic Sciences, Vol. (13), Issue (1) (2011).
  - 25) The philosophy of the role of talent management in building high performance organizations. SU-ERBIL, 4th World Scientific Conference in the Kurdistan Region, Erbil, vol. 4, No. 4, Faculty of Management and Economics, Salahuddin University, Iraq. (2011).
  - 26) Management of Talent in Business Organizations - Views and Proposed Models. Al-Ghari Library for Economic and Administrative Sciences, Faculty of Management and Economics, University of Kufa. (2012)
  - 27) Use high performance work system practices as an input to achieve TQM in university education. Journal of Quality Assurance and Accreditation Conference (2012).
  - 28) Strategies for Enhancing Job Intolerance and its Role in Achieving High Performance of Business Organizations - An Exploratory Study of a Sample of Employees in the Iraqi Banking Sector in Erbil Journal of Administrative Studies - University of Basra (2012).
  - 29) Psychological Capital: A Behavioral Perspective to Study the Spirituality of the Work Place (Applied Study in a Sample of Kufa University Faculties). Journal of Economic and Administrative Sciences, Faculty of Management and Economics, University of Baghdad.

#### **Fourth: Membership**

- 1) Member of the Middle East Center for businessmen and investors for the administrative, economic, accounting Studies and rehabilitation public and private sector organizations, to get the ISO certificate.
- 2) Administrative consultant to many government and private enterprises.
- 3) Editor of the editorial board of the Journal of Administrative and Economic Sciences at the University of Qadisiyah
- 4) Member of the Scientific Promotion Committee at the College of Administration and Economics / University of Kufa.
- 5) Member of Teachers Union.

- 6) Head of Library Section 2006 - 2007 Faculty of Management and Economics - University of Kufa.
- 7) Assistant Dean for Scientific Affairs and Graduate Studies 2016 - and present time. Faculty of Management and Economics - University of Kufa.
- 8) Holds the shield of the University of Baghdad on 26-10-2011.
- 9) Recipient of the prize of martyr Imam Hussein bin Ali, International intellectual creativity of the Islamic University, 2016.
- 10) Awarded the Master of Global Guardianship for Intellectual and Literary Creativity from the Secretariat of the Mufti of Kufa, 2016.
- 11) Member of the conference of the Committee on Renewable Energy and Recycling of Waste under Administrative Order 6651 dated 30/3/2017.
- 12) He was assigned to the Deanship of the Faculty of Management and Economics under the university order number 7286 on 9/4/2017

**Fifth:** Thankful and appreciation Books: I have a priority service more than twelve years, I received many thankful and appreciation from the Ministry of Higher Education and Scientific Research and governmental departments and different Iraqi universities.

Dr.Hashim Fawzi Dabbas AL – abadi Ph.D Business Administration

## **Personal Information**

**Name:** kassim Mohammed Madhloom Al-Enizi



**Gender:** Male

**Birthday:** 1967

**Nationality:** Iraqi

**E-mail:** [kassimm.alenizi@uokufa.edu.iq](mailto:kassimm.alenizi@uokufa.edu.iq)

**Website:** [www.mng.kufauniv.com/teaching/kasemmohamed](http://www.mng.kufauniv.com/teaching/kasemmohamed).

**Scientific title:** Professor

**Certificate:** PhD

**General specialty:** Business Administration

**Exact specialization:** production and operations management / quality management systems

**Marred status:** Marred

### **Educational Level**

M.Sc. Business Administration, College of Administration and Economy, University of Kufa, 2002.

**Thesis Title:** Studying the Possibility of Applying the (ISO 9002) in Al-Kufa Old Plant of Cement

B.Sc. Business Administration, College of Administration and Economy, University of Kufa, 1999.

**Thesis Title:** Possibility of Applying QS –Quacquarelli Symonds Criterion in Iraqi Universities Field Research in the Universities of Baghdad and Kufa

### **Occupation:**

Lecturer in Dept. of Business Administration, College of Administration and Economy, University of Kufa, (2002- until now)

### **Teaching Experiences:**

Subject	Year of study	Stage
Operation Management	2019/2020	PhD
Quality Management System	2020/2021	B.Sc.
Quality Management System	2009/2010 Semester 1 <sup>st</sup>	Diploma in hospital management
Marketing of health services	2009/2010 Semester 2 <sup>nd</sup>	Diploma in hospital management

Quality Management System	2008 – till now	Four
Managerial Information system	2006 – 2008	Four
Material Management	2004 – 2006	Third
Risk and Assurance Management	2003/2004	Four
Operations Research	2002/2003	Third

## **CURRICULUM VITAE (C.V)**

### **1- Personal Information:-**

**Name:** Dr. Ali Razzaq Chyad Mohammed Al-Falah (Al-Abedie)

**Birth date :** 5 /11/ 1980

**Scientific Degree:** Professor

**Certification:** Ph.D. in Business Administration

**Address :** Al-Najaf

**Job :-** University Professor

**Workplace:-** Kufa University-Iraq

**General Specialization :** Business Administration

**Pure Specialization :**Human Resources Management

**E-mail:** [alir.alabed@uokufa.edu.iq](mailto:alir.alabed@uokufa.edu.iq) , [alirazak1980@yahoo.com](mailto:alirazak1980@yahoo.com)

**Mobile:** 009647800002724

**P.O.Box (251), Najaf Governorate, Iraq**

### **2- Scientific Qualifications:-**

1. Bachelor in Business Administration- Kufa University-2003.
2. M.A.-Business Administration- Kufa University-2005.
3. Ph.D.-Human Resources Management-Baghdad University- 2012.

### **3-Administrative experiences:-**

1. Director of administrative affairs- College Of Administration and Economics University of Kufa, 2006.
2. Assistant Head Of Business Administration Department in College Administration and Economics University of Kufa, 2007-2008.
3. Assistant Head Of Scientific Committee for Business Administration Department in College Administration and Economics University of Kufa, 2012.

4. Dean Assistant for Managerial and Financial Affairs in College Administration and Economics University of Kufa, 2017-2019

#### **4- Academic Experiences :**

Member of Teaching staff in Business administration Dept., Scientific Committee.

1. Member of Teaching staff in Business administration Dept., Higher Studies.
2. Member of Teaching staff in Business Administration Dept. , Kufa University, 2006 and still.

#### **5- Consulting Experiences:-**

Member of Training and Managerial development Team, Managers Organization, Iraq, 2009-Still.

1. Member of Training and Managerial development Team , College Administration and Economics University of Kufa –Iraq, 2008\_Still.
2. Member of Training and Managerial development team, Development Institute for Human Resources Development, Iraq, 2006-Still.
3. Expert of Training and consultant in Business Administration.
4. Member of Business Administration Department Council- University of Kufa, 2006 and still.

#### **6- Studies & Researches :-**

1. Future Strategies and the possibility of their Application in the Environment of Iraqi Banks –Iraq 2005.(M.A. Thesis ).
2. Reflections of High-Performance Work Systems in Work Outcomes According to Human Resource Flexibility practices, Iraq .2012. (Ph.D. Dissertation).
3. Using of Management information systems in decision making, Journal of managerial studies -University of Basra , No.1 ,Vol. 4, 2006.



4. Using Future Strategies for Speculation , Al-Qadisiya Journal of Economics and Administration , University Al-Qadisiya, Iraq ,No.3, 2007.
5. E-commerce between theory and Practice, Journal of Al-Ghari, University of Kufa- Iraq, No.1, Vol.2 , 2006.
6. Analysis the relationships between information Technology and Intellectual capital , The Iraqi Journal, University of Kerbela No.16, 2007.
7. Analysis of the effect of the interactive relationship between the cultural orientation and the leadership support in the behavior of the teaching staff's work, The International Scientific Conference, Erbil-Kuridstan , Iraq, /2007.
8. The role the knowledge management in Re-engineering , Journal of Economic Sciences , University of Basra , Iraq No.2, Vol.21 , 2008.
9. Using of benchmarking in University performance evaluation, International Conference on higher education in Islamic World ,International Islamic University Malaysia , Kuala lumpur, Malaysia , 2008.
10. The role the knowledge management in achieving superior performance , journal of administration and economics, University of Baghdad , Iraq, No.15, Vol.56, 2009.
- 11.The Effect of the Organizational Trust in Strategic Performance By Using Balance Scorecard Model .The International Scientific Conference – University of Philadelphia-Amman-Jordan - 2009.
- 12.Effect the organizational trust in total Quality Management, ,International Conference on higher education in Iraq –Kurdistan Region Erbil -Iraq 2011.
- 13.The relationship between the talent management Strategy and High Performance Work Systems, , journal of administration and economics College, University of mustansryai, Iraq, No.15, 2011.

- 14.**Proposed Conceptual Model for public Organizations according to the Accountability and Transparency, Scientific Conference, University of Mustansryai, Iraq, 2011.
- 15.**Using of High performance Work Systems practices as approach for achieve the Total Quality Management in Higher Education, The International Scientific Conference, University of Kufa, Iraq, 2011.
- 16.**Psychological Capital: Behavioral Insight for Study of Spirituality at the Workplace , A Research acceptance publish, , journal of administration and economics , University of Baghdad. 2012.
- 17.**The Organizational Agility : A Strategic Approach into the Promoting process of Job Engagement for Employee's , Journal of Al-Ghari, University of Kufa-Iraq, No.5, Vol.24 , 2012.
- 18.**Human Resource cost in behavioral perspective, , journal of administration and economics College, University of Baghdad, Iraq, 2012.
- 19.**Principles of Learning Organizations and It`s Role to achieve Group Work, journal of administration and economics College, University of Baghdad, Iraq, 2013.
- 20.**The mediating effect of organizational happiness on the relationship between benevolent leadership and organizational outcomes. World Journal of Pharmaceutical Research. Vol. 4, Issue 9, 2015.
- 21.**" The Influence of Workplace Friendship on Employees' Well-Being in Korek Telecommunications, Iraq", Journal of Information, Communication, and Intelligence Systems (JICIS) Volume 2, Issue 3, September 2016.
- 22.**The role of human resource governance in behavior modeling: Applied research in Baghdad Teaching Hospital, International Journal of Psychosocial Rehabilitation, Vol. 24, Issue 10, 2020.

- 23." The role of super-leadership in enhancing behavioral integrity (An Empirical study in the Federal Integrity Commission), International Journal of Psychosocial Rehabilitation, Vol. 24, Issue 06.2020.
24. The influence of Organizational Rumors on Employee's Dignity (An Empirical Study at University of Kufa, Iraq), International Journal of Innovation, Creativity and Change. www.ijicc.net Volume 14, Issue 7.2020.
25. The influence of the Organizational physics on organizations vitality". Acceptance letter in the Utopia y Praxis Latino Americana.

### **C.V.Biography and academic**

Triple name and surname: Sajjad Muhammad Attia Al-Janabi

Place and date of birth: Najaf / 1986

Mail and website: dr.sajad2016@gmail.com

Mobile phone number: (07810660283)

Address: Najaf / Kufa

Marital status: Married

Occupation: University professor

Place of work: University of Kufa / College of Administration and Economics

Scientific biography:

Certification: Ph.D

General Specialization: PhD in Business Administration

Detailed specialty: Financial management

Certificates and awarding body:

.1 Bachelor of Business Administration / College of Management and Economics / University of Kufa 2008

.2 Master of Business Administration / College of Administration and Economics / University of Kufa 2011

.3 Ph.D. Business Administration / College of Administration and Economics / University of Kufa 2016

Scientific Research:

A- Arabic research:

Title of research publication year

1 The knowledge gap between Arab and foreign countries according to the Knowledge Assessment Methodology (KAM) Kufa Studies Center 2013

2 Knowledge culture and its role in achieving organizational immunity  
The Islamic University 2016

3 Management of wisdom and its role in achieving sustainability for  
business organizations Al-Ghari Council for Economic and  
Administrative Sciences 2016

4 The role of sustainable leadership in achieving organizational  
excellence Kufa Studies Center 2018

5 The Role of Knowledge Management Infrastructures in Reducing  
Organizational Ignorance Council of the College of Business and  
Economics, University of Babylon 2018

6 Investors' preferences as an entry point for building the optimal  
investment portfolio within the framework of the capture theory Kufa  
Studies Center 2016

7 Investors' preferences and their role in building the optimal investment  
portfolio: An analytical study of the services sector in the Iraqi stock  
market. Journal of the Islamic University College 2016

8 Cooperative leadership and its role in supporting the advocacy behavior  
of employees Cihan University Council + Conference 2018

9 The role of value-based management in the sustainable growth of  
companies University of Jordan under publication 2017

10 Organizational integrity and its role in achieving high performance for  
employees The Islamic University Journal 2019

11 Organizational integrity and its role in achieving high performance for  
employees The Islamic University Journal 2019

12 Relationship of the dimensions of organizational integrity in improving the high performance of employees Journal of the College of Education for Girls Humanities 2019

13 Strategic capabilities and their role in achieving marketing success for the organization Journal of Administrative Studies University of Basra 2018

14 The emotional interaction of employees and its role in reducing job laziness. Journal of Kirkuk University for Administrative Sciences 2018

15 The role of key behavior practices in achieving sustainable leadership Cihan University Conference 2018

16 Sustainable development and its role in achieving strategic stability for business organizations Sulaymaniyah Human Development University Conference 2018

17 Behavioral traps and their impact on psychological terrorism for individuals working in business organizations  
Research project in progress 2019

## B–Foreign Research

Sequence Search title Publisher The year

1 The impact of marketing information systems on brilliant financial performance in hospital industry Indian journal of public health research & development 2019

2The influence of strategic foresight on hospital financial performance: mediating effect of continuous quality improvement Indian journal of public health research & development 2019

3Comparison of the financial performance of Iraqi commercial banks contributing before and after ISIS Journal of banking and finance 2019

4Administrative Practices and Policy for the financial technology: A Guide to Improving Strategic Performance, Published 2019

The subjects you taught

-1Postgraduate studies

Higher Diploma in Strategic Planning/ Operations Research subject

Higher Diploma in Hospital Administration/Crisis Management

Master of Business Administration / Research Ethics

-2Preliminary studies

-Total Quality Management / Fourth Stage, Tourism Branch

-Scientific research, fourth stage, tourism

Purchasing management / third stage business management

Cost accounting / third stage of business management

-Tourism investment / third phase tourism

-Management of tourism companies / second phase tourism

Administrative Mathematics / first stage of business administration

Computer / first stage business administration

I supervised a number of graduate research, approximately (25) research papers, and discussed many of them

Scientific contributions for postgraduate studies:

A – Supervising postgraduate students

B – Participation in committees for discussions of graduate studies

C – Evaluation of many scientific research submitted to reputable scientific journals

d– Evaluation of many higher diploma researches

Other scientific activities

–1 Submitting a higher diploma study in (Tourism Management / Tourism Department / University of Kufa(

Participating courses and workshops:

First, as a coach:

1. Lecturer in the management development course
2. Lecturer in the modern administrative and functional concepts course
3. Lecturer in the course of time management and getting rid of work stress
4. Lecturer in the financial and administrative development course
5. Lecturer in the management skills development course (middle management(
6. A workshop entitled How to create websites
7. Second: As a trainee:

1– ICDL Computer Driving Course at the University of Kufa /  
Computer Center



- 2- English Language Proficiency Course / University of Kufa /  
College of Administration and Economics
- 3- Computer Efficiency Course (IC3), University of Kufa /  
Computer Center
- 4- A workshop entitled “Academic Program”
- 5- A workshop entitled Etiquette and the art of dealing
- 6- A workshop entitled Press and Media Freedom

#### Participation in conferences and scientific symposia

1. Sulaimani University of Human Development Conference 2018
2. Cihan University Erbil Conference 2018
3. Participation in a seminar on tourism investment and its role in  
developing religious tourism in Najaf as a lecturer
4. Participation in the media symposium

## Curriculum Vita



### **Personal Data:**

<b>Name as in Passport</b>	Mohanad Hameed Yasir
<b>Date of Birth</b>	the 17 <sup>th</sup> of Nov.,1980
<b>Place of Birth</b>	AL-Kofa
<b>Province</b>	Baghdad
<b>Country</b>	Iraq
<b>Nationality</b>	Iraqi
<b>Religion</b>	Muslim
<b>Gender</b>	Male
<b>Marital Status</b>	Married
<b>Health Condition</b>	Excellent and Non-smoker
<b>Mobile No.</b>	+9647726772638
<b>Email</b>	<a href="mailto:mohandh.yser@uokufa.edu.iq">mohandh.yser@uokufa.edu.iq</a>

Bachelor of Business Administration (2005), Master of Marketing and Strategic Management (2011) from the University of Kufa - Faculty of Management and Economics - Department of Business Administration, PhD Business Administration Financial Management 2017, Academic title Lecturer in Business Administration, College and University above, 2007-2009 Administrative Officer On the staff of the Office of the Presidency of the University of Kufa and from 2011 to now the owners of the Department of Business Administration.

### **Scientific Qualifications & Employment:**

<b>Education Background</b>	<b>University</b>	<b>Country</b>	<b>Year</b>	<b>Major Field of Study</b>
<b>Bachelor (BA)</b>	University of Kufa	Iraq	2004-2005	Business Administration

<b>Master (MA)</b>	University of Kufa	Iraq	2010-2011	Business Administration/ Marketing Management
<b>Doctor (PhD)</b>	University of Kufa	Iraq	2010-2011	Business Administration/ Financial Management
<b>Employment Status</b>	Employed			
<b>Date of Employment</b>	The 17 <sup>th</sup> of Jun., 2007			
<b>Place of Employment</b>	University of Kufa			

**Title of Research or Paper:**

1. Entrepreneurial Marketing and Core Competence : Relative and Impact , MSc. Thesis.
2. The Role Strategic Flexibility in Entrepreneurship of Business Organization , A published paper in the University of Karbala/2011.
3. The role of Employment Empowerment in Quality of Presented Services to Faculty Staff Members , A published paper in the third conference of Quality and Academic Credit/ University of Kufa/2012.
4. Impacts of Transformational Leadership Behaviours in Promoting Strategic Ambidexterity of Business Organizations , A published paper in the University of Karbala/2012.
5. Impacts of Emotion Intelligence in Transformation Leadership Behaviors A published paper in the University of AL-Qadysia /2013.
6. The effect of the core in leading marketing capabilities, accepted for publication in the Journal of the University of Qadisiyah (2014).
7. The possibility of marketing capabilities in market orientation, accepted for publication Journal of others Faculty of Administration and Economics University of Kufa (2014).
8. The role of social responsibility in promoting customer loyalty, accepted for publication Journal of Business and Economics University of Qadisiya, (2014).

9. Verification of the relationship between knowledge management capabilities organizations educated in the office of the University of Kufa, third parties magazine (2014).
10. The impact of knowledge management processes in the intellectual capital Empirical Study in the Office of the University of Kufa, the Conference of the Faculty of Administration and Economics University of Qadisiya, (2014).
11. Relationship Tec. Strategy information methods in the face of Alsikosomatik and Maitalq disorders 0.2015.
12. The relationship between the duration of the financing of the analysis of the supply chain and net working capital, the Iraqi magazine, Faculty of Administration and Economy Karbala University (2016).
13. Reflection of social identity in the functional interaction, Journal of Business and Economics, University of Karbala, (2016).
14. Effect of participatory leadership in reducing organizational Silence (2016), Qadisiyah Journal of the administration and the economy.
15. The impact of organizational citizenship behavior accepted in organizational change, (2016), Journal of ALgary.
16. The effect of biological memes citizens in terrorism, (2016), management and accounting / Iran conference.
17. The effect of blind spots in career deviation.2016, under publication.
18. Emotionally blackmail the customer and reduce it by using the new product classification.2016, Journal of Business and Economics / University of Baghdad.
19. Financial Slack and its Impact on the Financial Performance of Business Organizations, 2017, Al-Ghari Journal of Economic and Administrative Sciences.
20. The Effect of Market Timing Theory in Investment Decision, 2017, Journal of Islamic College, Acceptable for Publication.
21. The Effect of Market Timing Theory in the Financial Structure, 2017, Al Ghri Journal of Economic and Administrative Sciences, Acceptable for Publication.

22. Analysis of the relationship between market timing theory and investment decision through capital structure, Ph.D. thesis, 2017, Faculty of Management and Economics, University of Kufa.
23. Use of indicators of funding sustainable growth in financial fragility, 2017, Al-Muthanna Journal of Administrative and Economic Sciences.

**Special Skills:**

Knowledge in Computer:

- 1- Microsoft Word.
- 2- Microsoft Excel.
- 3- Power Point.
- 4- Microsoft Access
- 5- SPSS Program

**Training & Work Experiences:**

<b>Training/Experiences</b>	<b>Date</b>	<b>Location</b>
Deputy of Management Business Dept./ Evening Studies	01/07/2012 to present	Faculty of Administration and Economics / University of Kufa
Assistant Lecturer	February/2012	Management Business Dept./ Faculty of Administration and Economics/ University of Kufa
Lecturer	February/2015	Management Business Dept./ Faculty of Administration and Economics/ University of Kufa
Prof Asst.	February/2018	
A lecturer in Microsoft Access Database	February, 2013	Faculty of Administration and Economics/ University of Kufa

A lecturer in WinQsb	February, 2013,2014	Faculty of Administration and Economics/ University of Kufa
A lecturer in Financial Management	February,2017 to presnt	Faculty of Administration and Economics/ University of Kufa
A lecturer in Modern Management Concepts Training Course	March, 2012	Faculty of Administration and Economics/ University of Kufa
ICDL Certificate in (Windows, Word, Excel, Power Point ,and Internet Applications)	December, 2012	University of Kufa

## **Curriculum Vitae**

**Name:** Natalya Ahmed Alkaseer

**Birth:** 7-8- 1984

**Date of first appointment:** 11-28-2008

**General Specialization:** Business Administration

**Exact specialization:** Human resources, production management, operations and organizational behavior

**Date of obtaining the title of assistant teacher:** 2015

**Date of obtaining the title of teacher:** 2018

**Date of obtaining the title of Assistant Professor:** 31-3- 2021

### **Subjects Taught**

1. Tourist behavior
2. Management thought
1. Production and Operations Management
2. Rights and Freedoms
3. Computer

**Published Research:** 6 Research

**Thanks:** (5) From the Minister. (20) From the president of the university.. (5) From the gentleman (2) the governor

### **Research interests:**

1. Strategic management
2. Operations Research
3. Marketing
4. Digital Technology Management

## **Personal information**

**Full Name:** Ameer N. Mukif Al-Kilabi

**City:** Najaf – Manathera

**Telephone No.:** 694(0) 7726772604

**Email**

[Ameer.alkulabi@uokufa.edu.iq](mailto:Ameer.alkulabi@uokufa.edu.iq)

[Ameern.alkulabi2@gmail.com](mailto:Ameern.alkulabi2@gmail.com)



## **Educational Level**

**B.SC (2003) and M.SC.(2011)** from University of Kufa in Business Administration , A. lecturer in Department of Business Administration .College of Administration and Economy .

## **Researches**

- 1-The Role Of Entrepreneur Orientation In customer perception of service quality.
- 2.The Role Of Organizational learning In Relational Capital .

## **Research interests**

- 2- Strategic management
- 3- Marketing management

## **Teaching experiences**

- 1- Information Technology
- 2-Manageral History



**C.V: Ahmed Al-Imarah**  
**Born in Basrah – Iraq, 1 October 1969**  
**Mobile: 009647811937811**  
**E-mail: ahmed.imarrah@uokufa.edu.iq**  
**Address: Al-Furat, Najaf, Iraq**

**Education**                    PhD in Organisation Studies -Higher Education Management and Quality Assurance - University of Bath, UK.

**Current Job**                    Professor of Organisation Studies -Higher Education Management and Quality Assurance, Faculty of Economic and Business Administration -University of Kufa. Iraq.

**Experiences**  
*2019 – 2021*                    Part time at the Council of Supervision and Scientific Evaluation- Ministry of Higher Education and Scientific Research.

*2019- Present*                    Teaching and supervising postgraduate studies - University of Kufa.

*2018 -2019*                    Lecturer - Fellow teaching- at Management School- University of Bath, UK.

*2012 – 2013*                    Member of the UNESCO Chair Committee for Interfaith Dialogue - University of Kufa.

*2010 – 2013*                    Member of the Council of Quality Assurance - the Ministry of Higher Education and Scientific Research.

*2009 - 2013*                    Director of quality assurance and performance at the University of Kufa.

*2008 - 2009*                    Director of research and development department at the University of Kufa.

*2005- 2013*                    Member of teaching staff at the Faculty of Business Administration and Economic- University of Kufa.

**Projects**

- 2019 -2021            The research project of “*Open Educational Resources as a Platform to Raise Academic Skills and Public Awareness of Cultural Heritage in Iraq*”, funded by the Nahrein Network, UCL -UK.
- 2018- 2019            The project of *Peace Narrative and Youth Initiatives of supporting social cohesion*, UNAMI, UN
- 2007 – 2009            Representative of NGOs - Human Rights Council, Geneva-Switzerland.
- 2005 - 2006            The project of *Municipal Planning Systems and Procedures - HABITAT*, UN

### **Key Research and Publications**

- Al-Imarah, A. A., Shields R. & Kamm, R, 2021, Is quality assurance compatible with technological innovation? Case studies of massive open online courses (MOOCs) in United Kingdom higher education
- Al-Imarah, A. A., and Shields, R., 2019, MOOCs, Disruptive Innovation and the Future of Higher Education: A Conceptual Analysis.
- Al-Imarah, A. A., Zwain, A., and Al-Hakim, L., 2013, The Impact of TQM Core Elements on Academic Performance: An Empirical Study of Iraqi Higher Education Institutions.
- Al-Imarah, A. A., 2013, Reverse evaluation of teachers and the possibility of improving scientific performance in higher education
- Al-Imarah, A. A., and Al-Dhalimi, M., 2010, Measuring the Quality of Higher Education Output from the Perspective of Universities and Labor Market: Case studies in the Middle Euphrates region (published in Arabic).
- Al-Imarah, A. A., 2007, The Relationship between Social Culture and Quality of Teaching in Higher Education: An analytical study for the faculties of the University of Qadisiyah (published in Arabic).
- Al-Imarah, A. A., 2006, The Requirements of Electronic Administration in the Higher Education Sector (published in Arabic).

### **In-progress**

- Al-Imarah, A. A., Aqbaire, J., Kahleel, W. I., & Shields, R., Open Educational Resources as a Platform to Raise Academic Skills and Public Awareness of Cultural Heritage in Iraq.
- Al-Imarah, Online Education Prospects in MENA Region: A comparative study.

**Languages:** English (Fluent); Arabic (Native)

**Computer skills :** NVivo, SPSS, Microsoft Office Package,

**Interests:** Travelling abroad and discovering new cultures.

## C.V

Name: Dr. Hakim Hsoonee Magroud Al-Mayali

Academic title: Assistant Professor

Live: Najaf

University: University of Kufa

College: College of Administration and Economics

Business Administration : Organizational Behavior

### **Certificate**

Certificate : Master's (adapting the environment of organizations according to the requirements of the international standard ISO 9001 -2000)\_ University of Kufa

PhD (THE RELATIONSHIP BETWEEN LEADERSHIP BEHAVIOR AND PERCEIVED ACADEMIC OUTCOMES: THE MEDIATING ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT AND KNOWLEDGE MANAGEMENT IN IRAQI PUBLIC UNIVERSITIES,

### **Supervision:**

Supervision of postgraduate students in the doctoral, master's and higher diploma programs Research evaluation.

### **Research evaluation:**

1. Research evaluation dated 8-3-2016 according to book No. 63 Al-Ghari Journal of Administrative and Economic Sciences.
2. A research evaluation dated May 22, 2016 under book No. 115 Al-Ghari Journal of Administrative and Economic Sciences.
3. Evaluation of the Higher Diploma in Strategic Planning research on 05/24/2016 under Book No. 430 S.
4. Research evaluation dated 2-5-2016 under book No. 107 Al-Ghari Journal of Administrative and Economic Sciences.
5. Research evaluation dated 7-1-2016 under Book No. 7 Al-Ghari Journal of Administrative and Economic Sciences.
6. Research evaluation dated 11-10-2015 under book No. 270 Al-Ghari Journal of Administrative and Economic Sciences.
7. Evaluation of other research in various fields.
8. Participating Committees→

### **Research**

1. H. Z. Ahmad. ., A. (2016).Leadership Behavior in Iraqi Public Universities: Perceived Organizational Support as Mediator.

2. Almayali, H., H. Ahmad, Z., A. (2016) Leadership Behavior, Knowledge Management, and Academic Performance in Iraqi Public Universities. 019 to Emerald Journal of the Education, Business and Society: Contemporary Middle Eastern Issues.

3. Wisdom management and its impact on improving the quality of health services

**4. In addition to the research in the table below**

التسلسل	عنوان البحث	اسم المجلة	العدد	السنة
4	The role of strategic orientation in improving innovative capabilities	International journal of psychosocial rehabilitation	ISSN:1475-7192 Vol 24 Issue 06 2020	1-4-2020
5	Job engagement and its impact on citizenship behavior analytical research in the Iraqi Ministry of Education	Universidad Del Zulia	P-ISSN 1315-5216 E-ISSN 2477-9555	26-8-2020
6	Psychological capital and its impact on decision making patterns an analytical study at the general establishment for electric energy production, central district	International journal of INNOVATION	ISSN 2201-1315	27-8-2020
7	The role of electronic Governance in Achieving	International journal of psychosocial rehabilitation	VOL 24 ISSUE 05-2020	2020

	entrepreneurial orientation using GIS			
8	Organizational commitment and its impact on achieving outstanding performance through the mediating role of Organizational integrity	The Islamic college university journal	Volume 2, issue 60	2021
9	The strategic of E-learning crisis management and effectiveness of smart e-education during covid-19	Springer science	17 3300 30	April 24-2021

**Discussions:**

Discussion of the student of the Higher Diploma in Strategic Planning (Farid Kazem Sidr) on 5-10-2016 and based on the authentication letter No. 2690 on 5-10-2017. 4. Other discussions in the master's and doctoral programs



## Curriculum Vitae/السيرة الذاتية

### Personal Information:

البيانات الشخصية:

Name : Hiyam Hasan Zabr Al .moussawi	الاسم : هيام حسن زبر الموسوي
Date of Birth :1/1/1976	تاريخ الميلاد : 1976/1/1
Place of Birth : Najaf	مكان الميلاد : النجف
E-mail : <a href="mailto:hiamh.almoussawi@uokufa.edu.iq">hiamh.almoussawi@uokufa.edu.iq</a>	

### Education:

المؤهلات التعليمية:

Name of University: Kufa	أسم الجامعة: الكوفة
Major : Business Management	التخصص العام: ادارة الاعمال
Minor : Strategic Planning	التخصص الدقيق: التخطيط الاستراتيجي
Scientific title and history: <u>Assistant Teacher- 18/12/2019</u>	القب العلمي وتاريخه حصوله: مدرس مساعد – 2019/12/18

### Training Session:

الدورات العلمية:

Name of Session: teaching methods	اسم الدورة: طرائق التدريس
Session Place: Al-Kufa University - Continuing Education	مكان الدورة: جامعة الكوفة- التعليم المستمر
Session Period: One month	مدة الدورة: شهر واحد

### Experience:

الخبرات الادارية والعملية:

. Director, Resource Management Faculty of Science - Faculty of Basic Education-1997-2012.	. مدير ادارة موارد كلية العلوم و كلية التربية الاساسية من تاريخ 2012-1997
--	---

. Head of the Study Leave Unit outside Iraq. University Office 2013-2017.	2017-2013 . مسؤول وحدة الاجازات الدراسية خارج العراق في ديوان الجامعة من
. Faculty member at the University of Kufa - Faculty of Administration and Economics 2019 to date.	عضو هيئة تدريس في جامعة الكوفة - كلية الادارة والاقتصاد 2019 ولحد الان

### Scientific production (publication/accepted publication)

Search Address	Country of publication	Folder - Number	Folder History
Strategic ignorance as a tool in the development of organizational readiness/study of its analysis of the views of decision makers in the Ministry of Higher Education and Scientific Research.	Kufa Studies Centre - Iraq	1 - 57	2020
Strategic development and a course in achieving management reform/exploratory study of some of the views of the Kufa University associates.	Management Innovation and Technologies-Carafate 2237- 0722 - Brazil	11 - 3	2021
Successful strategic leadership practices in achieving managerial innovation from the point of view of senior management leaders in Najaf Province Supervision.	Journal of the Centre for Regional Studies – Mosul - ISSN:1813-4613	313 -	2021

### Conferences, seminars and workshops with which I participated:

<u>conference</u>	<u>seminars</u>	<u>instructional workshops</u>
1.Fifth International Conference (Scientific and Humanitarian Studies) Research Participation (Strategic Planning for Quality Assurance Education and Its Impact on Crisis Management).- Baghdad University - Al-Hakim Hall-11-12/4/2021	1. Participation in the Scientific Symposium in a research paper (Strategic Vision of Business Organizations after the Corona Pandemic). Faculty of Management and Economics - University of Mosul - Department of Marketing- 5/4/2021	1. Participation in the training workshop The Scientific Seminar Branded Investing in Human Capital is an effective strategy to advance the reality of educational education.  Preparation and Training Section - Anbar Education Directorate. 26/2/2021
2.Ninth International Scientific Conference of the Centre for Regional Studies of the University of Mosul. Participation of researchers in( successful strategic leadership in achieving management innovation from the point of view of senior management leaders in Najaf )Supervisory Province- University of Mosul - Centre for Regional Studies-27-28/6/2021	2. Participation in the Scientific Symposium in a research paper (e-learning strategies between disabilities and treatments) International Scientific Symposium (e-learning from indoctrination to creativity). Babylon and Middle Euphrates Technical University. 10/5/2021	2. Participation in the Strategic Planning Workshop entitled "Strategic Planning Role in Successful Leadership" of 2000/10/2020 Kufa University/College of Nursing.
3. Fifth International Scientific Conference in Erbil - Iraq's Koristan Village, entitled "Perspectives of Contemporary	3. Attended the symposium entitled "The Future Port War and Its Impact on the Iraqi Economy" on 4	3. Participation in the virtual workshop entitled Leadership Qualities (Message of

Humanities and Social Sciences," Research participant (impact of brainstorming strategy on integrated e- learning skills development)-25- 29/8/2021.	October 2020 at the University of Kufa School of Management and Economics Business Department.	Imam Ali Salam to Malik Al - Ashter Ingraja). University of Basra Centre for Continuing Education.5/11/2020
4. Participated in the Fourth Scientific Conference entitled "Hidden Economics and Crisis Management" on 4-5/3/2020 at the University of Tikrit School of Management and Economics.	4. Participation in the symposium entitled "Ethics in the Aftermath of the Covid 19 Pandemic" by the University of Tikrit, Faculty of Management and Economics, 18/5/2020.	
5. Attendance at the World Conference I Want 17/10/2020.		

### **Commissions assigned to them**

1. Member of the Examination Committee	4. Member of the Committee for Relegation of Students
2. Member of the Student Absence Committee.	5. Member of the Quality Committee Section
3. Chairman of the Reception Committee of the College Conference.	



## Curriculum Vitae

Full name: Farhan Muhammad Hassan

Place and date of birth: Najaf, 15/7/1981

Marital status: Married and has five children

In 2004, he obtained a Bachelor's degree in Economic Sciences from the University of Kufa / College of Administration and Economics.

-First in the Bachelor's class

In 2008, he was awarded a master's degree from the University of Kufa / College of Administration and Economics. For his thesis tagged (the reality of the Iraqi economy and future reform requirements) Date of obtaining a doctorate: 2013.

Doctoral thesis title: Financial policy trends in rentier countries and the necessities of change: Iraq as a model.

General specialty: Economics

Specialization: Macroeconomics / Fiscal Policy / Rentier States

Residential address / Najaf

Mobile number: 07809693966

In 2008, he began his teaching work in the Department of Geography / College of Arts / University of Kufa and studied economics and statistics for four years.

- Participated in seminars and scientific conferences in the Faculties of Arts, Administration and Economics at the University of Kufa

- Studied in the Department of Finance and Banking, Financial Markets and Statistics

- Participated in the preparation and preparation of many seminars and conferences, including a conference held in the Department of Finance and Banking

He studied the principles of macroeconomics in the Department of Business Administration

He studied Mathematics in the Department of Business Administration

He studied business economics in the Department of Business Administration

- He studied public finance and preparing budgets for postgraduate students / diploma in strategic planning
- Studied sustainable development for postgraduate students
- Ashraf and discussed many master's theses and doctoral theses

educational interests

The researcher tries to address realistically the real problems that concern the Iraqi economy and society by giving realistic research topics, especially diploma students in strategic planning, as well as his educational interests: macroeconomics, public finance, sustainable development, economic feasibility, financial markets, circular economy, performance Financial, crises, strategic planning, human resources, electronic management

He received more than fifteen letters of thanks and appreciation from the Minister and the President of the University of Kufa

He received more than ten books of thanks and appreciation from the Dean of the College of Administration and Economics

He has more than fifteen published research papers, including Scopus' research:

The impact of the financial structure of tourism companies on the market value added: An empirical study

## **THE ROLE OF TELECOMMUNICATION INDUSTRY IN FUNDING THE PUBLIC BUDGET**

### **The Role of Public Spending Practices In Responding To Implications of Covid-19 Outbreak: Analytical Study**

Unemployment in the Iraqi economy: actual causes and proposed treatments.

2- Imported inflation between challenges and ways of treatment.

3- The geographical distribution of unemployment in Iraqi cities.

4- The trends of financial policy in Iraq in light of the rentier state

5- The future of fiscal policy in Iraq between rentierism and diversification

6- The possibility of applying the electronic tool in light of the development of human capital to reduce the phenomenon of administrative corruption

7- Macroeconomic indicators in rentier countries: a comparative study

Pioneering projects of the Husseiniya and Abbasid holy shrines and their role in supporting local development

- 9- Managing the water crisis for the city of Baghdad according to the requirements of sustainable development
- 10- The impact of human capital on sustainable health performance - an applied study in Al-Manathera General Hospital
- 11- Financial performance of the General Company for Agricultural Supplies in Iraq for the period 2004-2019
- 12- The role of human resource efficiency in achieving organizational excellence / an applied study in the Department of Urban Planning in Najaf Governorate
- 13- Strategic options and local performance - a case study on the Diyala governorate office
- 14-The role of human resource efficiency in achieving organizational excellence - Applied research in the Najaf Planning Directorate / Muin Magazine - Al-Kafeel University - Acceptance to publish the fifth issue - second year - September 2020.

## CV

**Name:** Laith Shakir Mohsin Abu Tabeikh

**Academic title:** Assistant Professor

**Certification:** PhD in Business Administration

**Place of work:** University of Kufa - Faculty of Administration and Economics

**Address:** Najaf Governorate, Mohandessin quarter

**Email:** Laiths.abotabeikh@uokufa.edu.iq

**mobile number:** +964(0)7800070701 — +964(0)7732236167

He holds a Bachelor's degree in Business Administration (2000) from the University of Kufa - Faculty of Administration and Economics, a higher diploma (equivalent to a master's) in insurance (2012) from the University of Baghdad - the Higher Institute of Accounting and Financial Studies, a PhD in Business Administration with a specialization (Strategic Management and Organizational Behavior) ( 2021), from the University of Kufa - Faculty of Administration and Economics, Assistant Professor (Primary Studies - Postgraduate Studies) in the Department of Business Administration (2013) until now.

**Published Research:** 21

**Thanks and appreciation:** 34

**Research interests:** strategic management - organizational behavior - human resource management - quality management.

## C. V.



### First: Personal Information

-Full name: HAKIM JABBORI ALAK AL- KHAFAJI

-Gender: Male

-Religion: Muslim

- Date and place of birth: Najaf 1/1/1968

-Nationality: Iraq

-Marital status: Married

-E-mail: hakimg.alkhafaji@uokufa.edu.iq

Mobile: 07802866916-

-Address:

-Housing: Najaf / Old City

-Work Address: University of Kufa / Faculty of Management and Economics / Department of Business Administration 1/12/ 2005

-Graduated from Al-Khorang High School in Najaf, Scientific Branch 1987-1988

-Accepted and graduated from the University of Al-Qadisiyah / College of Administration and Economics / Department of Business Administration 1993-1994 from the first quarter

-Accepted to graduate studies for a master's program at the University of Al-Qadisiyah and obtained a master's degree in 2005

- -Specialization: Human Resources / Total Quality Management

--Teaching in the Department of Business Administration / College of Administration and Economics / University of Kufa since 01/12/2005  
University Order No. 7864 on 01/12/2005

-Promotion to teacher 10/25/2009

--Accepted into the PhD program in Business Administration, University of Kufa, first session 14/10/2012

--Doctorate of Philosophy in Business Administration 2015 University of Kufa

-Specialization: Marketing and Organizational Behavior

-Promotion to the title of assistant professor 10/25/2012

--Promotion to professor as of 01/18/2018 University order 20955 on 9/23/2018

Second: Teaching primary study subjects in the Department of Business Administration, Marketing Administration - Project Management, Human Resources Management, International Business Administration, Business Administration Principles, Management Information Systems

Third: Teaching and supervising postgraduate programs, Higher Diploma, Strategic Planning, Local Administration - Hospital Administration, Master of Hospital Administration - Master of Business Administration - Ph.D.

Fourth: Participated in more than 9 international and local conferences.  
fourth

- More than 13 research published or accepted publication in Arab and Iraqi magazines and conferences

Fifth: Research interests

- 1- Marketing Management.
- 2- Organization Behavior
- 3-Human Resource Management.
- 4- Total Quality Management.
- 5- Strategic Management.
- 6- International Business