



## **Dr. Mohammad Ta'Amnha**

**Address:** German Jordanian University- Amman, Madaba Street, P.O.  
Box 35247/ Amman 11180 Jordan

**Nationality:** Jordanian

**Place and Date of Birth:** Saudi Arabia, 07-11-1982

**Gender:** Male

**Fields of Specialization:** Business Administration, HR Development and Structuring, Leadership, Quality Management, Strategic Management, Key Performance Indicators, Organizational Change and Development, Leadership, HRM, HR Metrics and People Analytics, HR Return On Investment (ROI), HR Training for Non-HR Manager, HR for NGOs, Statistics of Compensation, Performance Management, Career Development, Employer Branding, Social and Human Capital, Career Development and Success, Organizational Behaviour, Assessment Center, and Workforce Diversity Issues.

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### **Education**

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2010-2014	<b>University of East Anglia, United Kingdom</b> PhD in Human Resources Management, GJU Scholarship
2006-2008	<b>Yarmouk University, Jordan</b> Master's degree in management
2000-2004	<b>Yarmouk University, Jordan</b> Bachelor's degree in business administration

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## Professional Certificates

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- 2025** Student-Centred Learning and Teaching, The university of Sheffield – UK, at the American University of the Middle East (AUM)
- 2023** Global Professional in Human Resources (GPHR), HR Certification Institute (HRCI), USA. Recertification.
- 2023** Senior Professional in Human Resources, International (SPHRi), HR Certification Institute (HRCI), USA. Recertification.
- 2023** HR Ethics Series: Globalization and Ethics, HR Certification Institute (HRCI), USA
- 2023** Quality Reviewer in Higher Education in Arab Universities, Association of Arab Universities Secretariat-General
- 2023** Enhancement of Peer Reviewers Capacity in Higher Education in Arab Universities according to the International Standards – Advanced Stage, Association of Arab Universities Secretariat-General -Jordan
- 2023** Online and blended Learning (First Level), German Jordanian University, Jordan
- 2022** Enhancement of Peer Reviewers Capacity in Higher Education in Arab Universities according to the International Standards – Primary Stage, Association of Arab Universities Secretariat-General- Tunisia
- 2022** Business Analytics: Decision Making Using Data, Cambridge Judge Business School Executive Education, University of Cambridge, UK
- 2021** Global Professional in Human Resources (GPHR), HR Certification Institute (HRCI), USA- Recertification in 2023 until 2026
- 2020** Workforce Analytics upSkill Micro-Learning, HR Certification Institute (HRCI), USA
- 2019** Training of Trainer Certificate, BIOFORCE, France
- 2019** Certified Employer Branding Leader, Australian College of Branding, Australia
- 2019** Senior Professional in Human Resources, International (SPHRi), HR Certification Institute (HRCI), USA.
- 2019** Certified HR Professional (SHRM-CP), Society For Human Resource Management, USA
- 2018** CBT Cognitive Behavioral Therapy
- 2018** Understanding Yourself and Others through Myers-Briggs
- 2018** Life Purpose: Life Coach Certification

- 2015** Entrepreneurship Curriculum Enhancement Certificate, USAID/Eastern Iowa  
Community Colleges, Luminus
- 2015** Work-Based Learning and Career Counselling Certificate, USAID
- 2012** Developing Teaching Skills Certification, University of East Anglia, UK
- An Introduction to Learning and Teaching and to Developing Practice
  - Supporting Students with Individual Learning Needs
  - Evaluation of Learning and Development
  - Developing Presentation Skills
  - Assessing Students' Learning
  - Designing and Leading Seminars to Promote Learning
  - Teaching International Students

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## Work Experience

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- Sep.2024 – until now **Coordinator of the Recruitment and Talent Management Club**  
American University for the Middle East, Kuwait
- Sep.2024 – until now **Academic Staff of Human Resources Management**  
American University for the Middle East, Kuwait
- Sep.2024 – Sep. 2024 **Associated Professor of Human Resources Management**  
German- Jordanian University, Jordan
- Oct. 2022 – until now **Senior Trainer and Consultant**  
Bristol for Training and Development
- Oct. 2022 – Oct. 2023 **Accreditation and Quality Assurance Department Director**  
German Jordanian University
- Mar 2022- until now **SHRM Courses Instructor**  
American Society For Human Resource Management (SHRM)  
Morgan International
- Jan 2022- until now **Human Resource Trainer and Consultant**  
Success EDU HUB Center
- Jan. 2022 – Jan. 2024 **Human Resources Development Project Manager**  
German Jordanian University
- Oct. 2021 - present **Human Resource Management Master Course Leader and Developer**

	International WaSh Master Program - German Jordanian University, Bioforce, Action Against Hunger, USAID
Mar. 2018 - Oct. 2018	<b>Head, Management Sciences Department</b> German Jordanian University
July 2016-until now	<b>Human Resource Trainer and Consultant</b> Nell Academy
Jun. 2015 - Jan 2016	<b>Director, Career Guidance and Alumni Office</b> King Abdullah II Fund for Development/German Jordanian University, Jordan
Oct. 2014 - Oct. 2018	<b>Visiting Academic</b> University of East Anglia, UK
Oct. 2014 - present	<b>Human Resource Management Course Leader</b> German-Jordanian University, Jordan
Oct. 2014 – Sep.2024	<b>Assistant Professor of Human Resources Management</b> German-Jordanian University, Jordan
Oct. 2012 - present	<b>Career Counsellor and HR Consultant</b> Freelancer
Jan. 2011- Oct. 2014	<b>Associate Tutor (Postgraduate Level)</b> University of East Anglia, UK
Jan. 2010- Sep. 2010	<b>Teaching Assistant, Human Resources Area – Management Sciences Department</b> German-Jordanian University, Jordan

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## Memberships and Committees

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2024 – Until Now	Member of College of Business Administration ( <b>CBA</b> ) <b>Activities and Competitions Committee</b> The American University of the Middle East (AUM)
2022 – 2023	<b>Member of Study Plan committee</b> German Jordanian University
2022 – 2023	<b>Member of Accreditation and Quality Control Committee</b> German Jordanian University

2022 – 2023	<b>Member of Student Admission and Transfer Committee</b> German Jordanian University
2022 – 2023	<b>Member of A coordination committee to study the possibility of using (My Tickets) through (MYGJU)</b> German Jordanian University
2022 – 2023	<b>Member of A committee to follow up on the Jordanian National Qualifications Framework at the university level</b> German Jordanian University
2022 – 2023	<b>Member of World Rankings Team Committee</b> German Jordanian University
2022 – 2023	<b>Member of QMS Committee</b> German Jordanian University
2021 – 2023	<b>Member of University council</b> German Jordanian University
2020 – 2023	<b>Head and Member of Disciplinary Board of Appeal</b> German Jordanian University
2020 – 2023	<b>Head and member of structuring committee</b> German Jordanian University
2018 – present	<b>Member</b> Society for Human Resource Management USA
2018 – present	<b>Member</b> Eurasia Business and Economics Society
2015-2015	<b>Member</b> Developing an Entrepreneurship Curriculum in Five Jordanian Universities Committee
2015-2015	<b>Member</b> Developing an Entrepreneurship and Innovative Center in the German Jordanian University Committee
2015 – 2023	<b>Member</b> Managerial and Logistics Science College Council, German Jordanian University

2015-2015	<b>Member</b> Scientific and Social Committee in the Managerial and Logistics Sciences College, German Jordanian University
2013 – present	<b>Member</b> British Academy of Management

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## Selected Projects

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- My other project is “*Attracting and Maintaining Talented Employees: How Employers Manage Their ‘Employer Brand’ to Win the ‘War for Talent’*”  
This project is funded by the German Jordanian University (USD 30,000) (2018-2023)
- Developing career path and succession planning programs: policies, procedures and practices, a Jordanian commercial bank (2021-2022)
- **Assessment Center Consultant.** Working with a German Company to select and prepare nurses from Jordan for the German Market. 2021

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## Training

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**2011 SPSS Training - University of Southampton, UK**

**2010-2013 Professional Development Program, University of East Anglia**

- Using Statistics in Social Science Research
- Project Managing
- Managing Bibliographies with Endnote
- Academic Writing in English
- Smart Email / Managing It Efficiently
- Experiential Learning Communicating Across Cultures
- Conference Skills
- Creative Writing
- CV Surgery for Non-Academic Jobs
- Plagiarism, Collusion and Referencing
- Using Quantitative Evidence to Test Theory or Support Arguments
- Web Publishing
- Excel Clinic

- Word Clinic.

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## Academic Publications

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- 2024      **Ta’Amnha M.A**, Ihab K. Magableh, Maher Almahrouq Big data and transformational leadership: mediating role of knowledge management in small and midsize enterprises (SMEs) or in entrepreneurial enterprises- Submitted
- 2024      Ihab K. Magableh, Maher Almahrou, **Ta’Amnha M.A**, Hosam Alden Riyadh. Open Innovation and Performance of Entrepreneurial Firms: The Roles of Reverse Knowledge Sharing and Stakeholder Relationships. *Submitted*
- 2024      Ihab K. Magableh, **Ta’Amnha M.A**, Maher Almahrou. MSME Financing Gap and the Role of Digital Credit Platforms, Arab Planning Institute, Development Bridge, No. 170. (Arabic).
- 2024      Ihab K. Magableh, Maher Almahrou, **Ta’Amnha M.A**, Hosam Alden Riyadh. The Role of Marketing Artificial Intelligence in Enhancing Sustainable Financial Performance of Medium-Sized Enterprises Through Customer Engagement and Data-Driven Decision-Making, *Sustainability* 2024, 16, 11279.  
<https://doi.org/10.3390/su162411279>
- 2024      **Ta’Amnha M.A**, Malek Alsoud, Muzaffar Asad, Ihab K. Magableh, Hosam Alden Riyadh. Moderating role of Technological Turbulence between Green Product innovation, Green Process Innovation and Performance of Small and Medium Enterprises. *Discover sustainability*, Vol. 5. <https://doi.org/10.1007/s43621-024-00522-w>
- 2024      Samawi, G. A., Bwaliez, O. M., , Dmour, D.,A , Mdanat, M. F, & **Ta’Amnha, M.A** Eco-Smart Economics: Revolutionizing Jordan’s Logistics with Sustainable Drone Technology. *International Journal of Energy Economics and Policy*. Vol. 14 No. 5. <https://doi.org/10.32479/ijeep.16462>
- 2024      Kanaan O.A, Alsoud M., Asad M., **Ta’Amnha M.A**, Al-Qudah S.A Mediated Moderated Analysis of Knowledge Management and Stakeholder Relationships Between Open Innovation and Performance of Entrepreneurial Firms. *Uncertain Supply Chain Management*. Vol. 12, No. 4, p.p. 2113-2906.

- 2023 **Ta'Amnha** M.A., Magableh I.K., Asad M., Al-Qudah S. Open Innovation; The Missing Link between Synergetic Effect of Entrepreneurial Orientation and Knowledge Management over Product Innovation Performance. *Journal of Open Innovation: Technology, Market, and Complexity*. Vol. 9, 100147
- 2023 Aydıntuğ Myrvang N., Sart G., Danilina M., **Ta'Amnha** M.A. Impact of Market-Oriented Business Environment and ICT on Sustainable Development: Panel Evidence from the New EU Member States. *Sustainability*. Vol. 15, No. 19, p.p. 1-14.
- 2023 Allowh S., Malak M., Alnawafleh A., **Ta'Amnha** M.A. The relationship between perceived management commitment to safety, psychological empowerment, and safety performance among emergency nurses in Jordan. *International Emergency Nursing*. Vol. 70, p.p. 101343
- 2023 Tokal P, Sart G, Danilina M and **Ta'Amnha** MA. The impact of education level and economic freedom on gender inequality: panel evidence from emerging markets. *Frontiers in Psychology*. Vol.,14, pp.1-8 <https://doi.org/10.3389/fpsyg.2023.1202014>
- 2023 Samawi, G. A., Jraisat, L., Khlaif, F., Jreissat, M., **Ta'Amnha**, M. A., Alomari, S., & Khawajah, A. Evaluating Usability and User Experience Amid Covid-19. *International Journal of Technology and Human Interaction (IJTHI)*. 19(1), 1-23. <http://doi.org/10.4018/IJTHI.328090>
- 2023 **Ta'Amnha**, M., Sayce, S., & Tregaskis, O. Wasta in the Middle East: A corruption or an opportunity? In Budhwar, P., & Pereira, V. (Eds.), *Doing business in the Middle East: A research-based practitioners' guide* (Chapter 6). Routledge.
- 2023 **Ta'Amnha**, M., Jreissat, M., Samawi, G., Jraisat, L., Bwaliez, O. M., Kumar, A., Garza-Reyes, J. A., & Upadhyay, A. (2023). Interrelationships among lean HRM practices and their impact on firm performance: A comparison between the Jordanian and German models. *International Journal of Lean Six Sigma*. Advance online publication. Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJLSS-08-2022-0178>
- 2022 **Ta'Amnha**, M. A., Bwaliez, O. M., Samawi, G. A., & Al-Anaswah, M. F. (2022). The direct and indirect impacts of transformational leadership on employee change-oriented organizational citizenship behavior. *Corporate Ownership & Control*, 19(3), 47–157. <http://dx.doi.org/10.22495/cocv19i3art11>



- 2021 Sayce, S., **Ta'Amnha**, M., & Tregaskis, O. (2021). Converting capital: A Bourdieu perspective of wasta in careers in the insurance sector in Jordan and the implications for symbolic power. In Robinson, S., Ernst, J., Larsen, K., Thomassen, O. J. (Eds.), *Pierre Bourdieu in studies of organization and management: Societal change and transforming fields* (pp. 79–97). Routledge.  
<http://dx.doi.org/10.4324/9781003022510-7>
- 2021 **Ta'Amnha**, M., Bwaliez, O., & Samawi, G. A. (2021). Employer brand and employee performance: Moderated mediation of self-efficacy and work engagement. *Journal of Management Information and Decision Sciences*, 24(6), 1–17.
- 2021 **Ta'Amnha**, M., Bwaliez, O., & Samawi, G. A. (2021). The impact of employer brand on employee voice: The mediation effect of organizational identification. *Journal of Legal, Ethical, and Regulatory Issues*, 24(S1), 1–14.
- 2021 **Ta'Amnha**, M., Samawi, G. A., Bwaliez, O. M., & Magableh, I. K. (2021). COVID–19 organizational support and employee voice: Insights of pharmaceutical stakeholders in Jordan. *Corporate Ownership & Control*, 18(3), 367–378.  
<http://dx.doi.org/10.22495/cocv18i3siart11>
- 2021 **Ta'Amnha**, M. A., Bwaliez, O. M., Magableh, I. K., Samawi, G. A., & Mdanat, M. F. (2021). Board policy of humanitarian organizations towards creating and maintaining their employer brand during the COVID-19 pandemic. *Corporate Board: Role, Duties and Composition*, 17(3), 8–20. <https://doi.org/10.22495/cbv17i3art1>
- 2020 **Ta'Amnha**, M. (2020). Institutionalizing the employer brand in entrepreneurial enterprises. *International Journal of Economics and Financial Issues*, 10(6), 183–193.  
<http://dx.doi.org/10.32479/ijefi.10660>
- 2016 **Ta'Amnha**, M., Sayce, S., & Tregaskis, O. (2016). Wasta in the Jordanian context. In P. Budhwar, & K. Mellahi (Eds.), *Handbook of human resource management in the Middle East* (pp. 393–411). Edward Elgar. <https://doi.org/10.4337/9781784719524>

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## Conferences

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- Nov 2024 Conference paper, Title **Integrating Artificial Intelligence Pathways to Financial Success for SMEs Through Enhanced Customer Satisfaction**

- and Decision-Making**". 7th International Conference on Entrepreneurship for Sustainability & Impact (ESI): Redefining Business in the Era of AI Revolution, Doha, Qatar.  
<https://www.qu.edu.qa/en-us/conference/esi2024/Pages/default.aspx>
- Oct 2023 Conference paper, Title **Beyond Academics: Cultivating Strong Employer Brands in Higher Education**". 18th SCF International Conference on "Sustainable Development in a Global Perspective" 14-17 October 2023, Antalya/Türkiye  
[www.scfconferences.com](http://www.scfconferences.com)
- April 2023 Conference paper, Title **Investing in Employee Well-being: The Key to Retention in the Hospitality Industry During the Post-COVID-19 Era**". 16th SCF International Conference on "Sustainable Development in a Global Perspective" 28-29 April 2023, Istanbul/Türkiye  
[www.scfconferences.com](http://www.scfconferences.com)
- April 2021 Conference paper, Title **Creating and maintaining employer brand during COVID-19 in NGOs: Not a luxury, but an imperative**. In S. Hundal, A. Kostyuk, & D. Govorun (Eds.), *Corporate governance: A search for emerging trends in the pandemic times* (pp. 104–106). Virtus Interpress.  
<http://dx.doi.org/10.22495/cgsetpt18>
- May 2018 Conference paper, Title: **"Cultural shock model and Generation Y"**, 25th EBES Conference – Berlin
- December 2016 Accepted paper, Title: **"Understanding the Arabic Women Career: A new institutional perspective"**, 30th international Research Conference on Business, Economics and Social Sciences, IRC–2016. Singapore.
- September 2016 Accepted paper, Title: **"The Impact of Boundaryless International Internship Program on Students' Career Capital: The Case of the German–Jordanian University"** AICIBS 2016 (Oxford): Academic International Conference on Interdisciplinary Business Studies– University of Oxford, UK

September 2016	Accepted paper, Title: <b>“Investigating the impact of Wasta on the Jordanian employees’ job attitudes: the mediate effect of the organizational justice.”</b> British Academy of Management, UK
July 2015	Co–Organizer, <b>Workshop on Employability</b> with University of Münster (Germany) on July 26–27, 2015, at the German Jordanian University campus in Madaba.
March 2015	Attended <b>“The role of Jordanian businesses schools in managerial development”</b> conference at Middle East University-Jordan
September 2013	Conference paper, title: <b>“The effects of human and social capital on the Jordanian insurance employees’ career success”</b> , British Academy of Management, Liverpool, UK
17 May 2013	Poster presentation, title: <b>“Beyond the Boundaryless Career? New Avenues for Career Research”</b> conference at Kingston University, London
27 February 2013	Attended <b>“Employee Career in the 21<sup>st</sup> Century: Bounded, Boundaryless or Something Else?”</b> , Business School Research Seminar, Kingston University, London
October 2012	Presented paper and poster in the <b>NBS Annual Colloquium</b> , University of East Anglia
16-18 May 2012	Attended the <b>International Conference for Economic, business and finance, Challenges in MENA &amp; GCC Countries 2012</b> , Dead Sea, Jordan
October 2011	Co-organizer of and paper presenter at the <b>NBS Annual Colloquium</b> , University of East Anglia
October 2010	Attended the <b>NBS Annual Colloquium</b> , University of East Anglia

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## Training Courses

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I am a professional trainer and consultant in human resources and strategic management areas. I develop and deliver training programs in strategic management and several HR areas such as Certified Human Resources Consultant (CHRC), Diploma in Human Resources Management (DHRM), certified professional in human resources management in NGOs, leader in human resources analytics, leader in career path and succession planning, leader in employer branding, and employment skills such as writing CV and securing job interviews, and assessment center.

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## Awards

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- 2024 Certificate of Appreciation**, awarded from the dean of College of Business Administration at The American University of the Middle East (AUM) - Kuwait
- 2023 Thanks Letter**, awarded from the President of German Jordanian University for my services as an accreditation and quality assurance director, German Jordanian University - Jordan
- 2023 Recognition Certificate**, Ostbayerische Technische Hochschule (OTH)- Germany
- 2023 Certificate of Outstanding Presentation**, Conference paper, Title Investing in Employee Well-being: The Key to Retention in the Hospitality Industry During the Post-COVID-19 Era". 16th SCF International Conference on "Sustainable Development in a Global Perspective" 28-29 April 2023, Istanbul/Türkiye  
[www.scfconferences.com](http://www.scfconferences.com)
- 2022 Innovative Ambassador**, German Jordanian University
- 2020 Outstanding Human Resources Consultant**, German Jordanian University, Consultation and Training Center
- 2020 Senior Human Resources Consultant**, Zain International
- 2010 PhD Scholarship**, German Jordanian University

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## Languages

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Arabic	Native
English	Excellent Knowledge & Drafting Skills