

Emad Waladali CV

Palestine
West Bank
Jenin

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Personal Information

- Marital status: Married
- Nationality: Palestinian.
- Place & Country of Birth: Sanour – Palestine.
- Birth date: 10/4/1974

Education

- Ph.D Degree in Management (Human Resource)– The World Islamic Sciences and Education University- Amman Jordan
Thesis title: *The impact of human resources information systems on competency life cycle, moderating role of learning organization: An applied study in the Palestinian universities*
- **Master Degree in Information Technology** //2006-2007//
University Sains Malaysia, Penang - Malaysia.
Evaluation: **Excellent (3.67 out of 4).**
- **B.Sc. in Management Information System** //2000-2004//
Arab American University, Jenin - Palestine.
Evaluation: **Excellent (3.80 out of 4).**
- **B.Sc. in Mathematics** //1991-1995//
Jordan University, Amman - Jordan.
Evaluation: **fair (66.4%).**

Publications

Emad Waladali (2022). The impact of perceived effectiveness of performance management system on affective commitment: Employee participation as a moderator. *Problems and Perspectives in Management*, 20(1), 514-531.
doi: [10.21511/ppm.20\(1\).2022.41](https://doi.org/10.21511/ppm.20(1).2022.41)

Waladali, E., & Al-Najjar, F. J. (2021). The impact of human resources information systems on competency life cycle, moderating role of learning organization: An applied study in the Palestinian universities. *Global Journal of Economics and Business (GJEB)*, 10(1), 176-189.
doi: <https://doi.org/10.31559/GJEB2021.10.1.12>

Waladali, E. (2019). The relationship between scientific research success factors and scientific research productivity in Palestinian universities: The case of academic staff at the Arab American University. *Journal of the Arab American University*, 5(1), 15-48.

Waladali, E. (2017). The perceived organizational justice and job satisfaction of Arab American university's employees. *Journal of the Arab American University*, 3(1), 1-21.

In progress

- The perceived leadership style and its impact on employee loyalty: the mediating role of employee satisfaction in Palestinian Insurance company.
- The impact of job satisfaction on employee online brand community engagement: The mediating role of employee loyalty: The case study of Arab American University

Objective

To have a profession that will enhance my knowledge, as well as seek a better financial and experience positions in new opened horizons. Moreover, applying the knowledge I had gain into a very useful media.

Languages

	Read	Write	Conversation
Arabic	Excellent	Excellent	Excellent
English	Excellent	Excellent	Very Good

Work Experience

☀ **The Arab American University - Business Administration Department Chairman 1-9-2019 – now**

The Arab American University 1/9/2009 –31-8- 2019

Management Information Systems department / business administration department/ teacher/ lecturer/ assistant professor

☀ **The Arab American University** 1/5/2013 –1/2/2016

Hasib Sabbagh IT center of Excellence director

☀ **The Arab American University** 1/9/2012 – 1/9/2013

MIS department chair person

Master courses I have Taught during this period

Leadership	Talent Management and selection
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Undergraduate Courses I have Taught during this period

Strategic human resource management	Performance management
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Fundamentals of research methods	Leadership
Human resource management	Decision analysis
Operation Research	Career path
Seminar in management	Fundamentals of database systems
Programming With Visual Basic	Business Telecommunications And Networking
Introduction to MIS	Advanced Management Information Systems
Accounting Information Systems	Introduction To Business Administration
Graduation Project I	Information Security Foundation

☀ **The Arab American University** **2004-2006**
Jenin – Palestine

Teacher Assistant and Lab Technician

- ❖ Devising lab courses together with the supervising professor
- ❖ Coordinating, persuing and supervising projects given to student as a part of the academic process
- ❖ Assisting students/professors in their scientific research
- ❖ Supporting professors through providing presentation and computerized materials necessary for the success of their classes

☀ **Ministry of Education** **1996 – 2003**
Ramallah, Palestine

- ❖ Teaching mathematics in high school

Certificates

- TS: Silverlight 4 (506), Development May 24, 2014
- 519 Pro: Designing and Developing Web Applications Using Microsoft .NET Framework 4 (519) May 05, 2014
- TS: Accessing Data with Microsoft .NET Framework 4(516) Apr 30, 2014

Skills

- SPSS/ AMOS
- Structural equation modeling
- Web Developer, ASP
- Java, C#, C++, SQL / PL – SQL, Visual Basic, VB.Net.
- Operating System: Win 9x, Win NT, and Windows 2000.
- Adding to that my knowledge in the Office programs such as (MS-Word, MS-Excel, MS-Access and the MS-Power Point).
- MYSQL DBMS
- ORACLE DBMS
- Excellent knowledge in accounting
- Excellent knowledge in Finance
- Start learning security issues (SQL injections)
- UML
- Object Oriented analysis and design using UML

Research Interest/ reading interest	<ul style="list-style-type: none"> ▪ Competency Management ▪ Scientific Research Competencies ▪ Structural equation modeling. ▪ Multivariate analysis
achievement	Develop New stand alone application in Accounting for single company, the application built using JAVA and MYSQL DBMS.
Team Work	<p>Skills gained:</p> <ul style="list-style-type: none"> ❖ Sharing information with workmates effectively and seamlessly ❖ Work disciplines and code of conducts ❖ Time appreciation and synchronization ❖ Inter-relations with foreign experts
Project	Financial and Managerial application using C# and SQL server Database at Hassib Sabbagh Center of Excellence at the Arab American University Jenin
Interests	Reading in the discipline of Computer Science, Internet, and Programming. Non-academic reading and many others.
Others	<ul style="list-style-type: none"> ➤ Holding Driving License (Palestinian). ➤ References are available upon request.