King Talal School of Business Technology

Faculty Curriculum Vitae (CV)
2020-2025

I. Personal and Contact Information

Full Name	**Ahmad Suliman Alnsour**
Current Rank	**Assistant Professor**
Faculty Type	☒ **Core Faculty** ☐ **Non-Core Faculty** **Non-Core Faculty (Adjunct, Visiting, Practitioner)]**
Date of Appointment	**15/9/2019**
Academic Discipline/Field	**Business Administration**
Professional Email	**a.alnsour@psut.edu.jo**
ORCID/Scopus ID	**ORCID: 0000-0002-2216-6402** **Scopus: 57867896100**

II. Education and Qualifications

Please list all relevant degrees and professional certifications, starting with the highest degree (Ph.D./DBA).

Degree/Certification	Institution	Country	Year Completed	Academic Discipline
Ph.D./DBA	**California International Business University**	**USA**	**2018**	**Business Administration**
Master's	**Al Balqa Applied University**	**Jordan**	**2010**	**Business Administration**
Bachelor's	**Al Balqa Applied University**	**Jordan**	**2008**	**Management Information Systems**
Professional Certification				
Professional Certification				
Professional Certification				

III. Teaching and Pedagogical Activities

A. Courses Taught (Last 5 years)

Course Name	Program Level (UG/Master's)	Credit Hours	ERS Integration (Y/N)
International Business	Master	3	Y
Human Resources Management	UG	3	Y
International Business Management	UG	3	Y
Management Communication Skills	UG	3	Y
Principles of Management	UG	3	Y

B. Student Supervision

Year	Student Name	Role Supervisor/ Co-sup	Thesis Title	Status Ongoing/Completed
2025	NARJIS ABU-MAHFOUZ	Supervisor	The Impact of Employee Upskilling on Organizational Digital Transformation in the Telecommunication Industry in Jordan; DoI as a Mediating Variable	Ongoing

C. Teaching Innovation and Recognition

Describe any significant new course/program development, use of innovative pedagogical methods (e.g., simulations, blended learning, use of case study method), and list any teaching awards.

I have actively engaged in designing and delivering innovative courses and programs that enhance student learning and engagement. Notable examples include:

New Courses Development: Developed the following courses by integrating real-world case studies, guest lectures from industry professionals, and project-based learning to bridge theory and practice:

International Business for Master program in Business Entrepreneurship, International Business Management, Human Resources Management, Management Communication Skills, and Principles of Management for Undergraduate students.

Innovative Pedagogical Methods: Implemented blended learning approaches combining online modules with in-class simulations in Human Resources Management course and International Business Management course.

These initiatives reflect my commitment to continuously improving pedagogical approaches and providing students with practical, engaging, and applied learning experiences.

IV. Research and Intellectual Contributions (IC)

A. Peer Reviewed Journal Publications

Classify your intellectual contributions (IC) into the three categories: Disciplinary/Basic Scholarship (DS), Applied/Practice-Oriented Scholarship (AS), and Pedagogic Scholarship (PS). ERS (Ethics, Responsibility, and Sustainability)

IC Type (DS/AS/PS)	Full Citation (Journal, Book, Case Study, etc.)	Publication Date	Journal Indexing/ IF (If Applicable)	ERS Focus (Y/N)
AS	Alnsour, A. S., Kanaan, O. A., Salah, M., Alfayyad, L., Hijazi, Y., & Alsharif, D. (2024). The impact of implementing AI in recruitment on human resource management efficiency and organizational development effectiveness. *Journal of Infrastructure Policy and Development*, *8*(8), 6186.	2024	Scopus Indexed (Q3)	Y
AS	Alnsour, A. S., Sumadi, M. A., Shrydeh, N., Kanaan, O. A., Harb, L., & Abedalfattah, M. (2023). Industry 4.0 Framework for Sustainable Manufacturing Sector in Jordanian Rural Areas. *International Journal of Sustainable Development & Planning*, *18*(5).	2023	Scopus Indexed (Q2)	Y
AS	Sumadi, M. A., Comite, U., Tahir, M., Alkhateeb, N. A., & Alnsour, A. S. (2023). *Managerial empowerment and job performance: An empirical study of female Syrian refugees in Jordan*. Migration Letters, 20(S8), 251–266. https://doi.org/10.59670/ml.v20iS8.4518	2023	NA	Y
AS	Sumadi, M. A., Alkhateeb, N. A., Alnsour, A. S., & Sumadi, M. (2023). Perceptions and attitudes towards Syrian refugee on socioeconomic sectors: Evidence from Jordan. *Journal of International Migration and Integration*, *24*(2), 865-884.	2022	Scopus Indexed (Q1)	Y
AS	Sumadi, M. A., Alkhateeb, N., Alnsour, A. S., Abuhashesh, M. Y., & Ahmed, A. E. (2022). Impact of managerial empowerment on job performance: a pragmatic investigation on female Syrian refugees in Turkey. *The International Journal of Organizational Diversity*, *23*(1), 43.	2022	Scopus Indexed (Q2)	Y

AS	Sumadi, M. A., Alkhateeb, N. A., Alnsour, A. S., Abuhashesh, M. Y., & Ahmed, A. E. (2022). Festinger's Social Comparison Using McGregor's Theory X/Y: Investigating Biasness among Jordanian Employees. *Journal of Positive School Psychology*, 5960-5980.	2022	NA	N
AS	Alnsour, A. S., & Kanaan, O. A. (2021). The effects of financial and non-financial incentives on job tenure. *Management Science Letters*, *11*(3), 729-736.	2020	Scopus Indexed (Q2)	N

B. Conference Presentations and Research Grants

Activity	Title/Topic	Funding Body/Conference Name	Year
Conference Presentation	[Paper Title]	[Conference Name]	[Year]
Research Grant	[Grant Title]	[Funding Body]	[Year]
[Add New Row]	[Add New Row]	[Add New Row]	[Add New Row]

V. Professional Experience and Relevance

A. Non-Academic Work Experience

List significant full-time non-academic employment, especially if relevant to your teaching and research.

Company/Organization	Title/Role	Start Date	End Date	Key Responsibilities/Achievements
PSUT	Director, Human Resources	9/2024	Present	
PSUT	Head, Business Administration Department	9/2020	9/2022	
G STAR	*eCommerce Warehouse Manager*	7/2018	9/2018	
Shoe Kahuna	eCommerce Manager	3/2016	7/2018	
NEPCO	Human Resource Administrator	5/2009	10/2019	

B. Professional Engagement

Activity	Organization/Client	Role/Nature of Work	Dates (Start-End)
Consultancy/Executive Education	[Organization Name]	[Role/Topic]	[Dates]
Board Membership	[Board Name (For-profit/Non-profit)]	[Role]	[Dates]
Professional Association Leadership	[Association Name]	[Role]	[Dates]
[Add New Row]	[Add New Row]	[Add New Row]	[Add New Row]

VI. Service and Engagement

List your service contributions, distinguishing between internal (University/School) and external (Community/Societal) roles.

Service Type	Committee/Role	Organization/Body	Dates (Start-End)
University/School Service	[Committee/Role Name]	[School/University]	[Dates]
Editorial Service	[Journal Name]	[Editor/Board Member]	[Dates]
Reviewer Activity	[Journal Names Reviewed For]	[Journal]	[Last 3 Years]
Community/Societal Engagement	[Organization Name]	[Role/Activity]	[Dates]
[Add New Row]	[Add New Row]	[Add New Row]	[Add New Row]

VII. Ethics, Responsibility, and Sustainability (ERS) Contribution

Please ensure all ERS-related activities are documented here, even if listed elsewhere. CSR (Corporate Social Responsibility)

Activity Type	Details of Contribution	ERS Theme (e.g., CSR, Climate, Governance)	Year
Teaching	[e.g., Developed a module on Climate Risk in the MBA program]	[Theme]	[Year]

Research	[e.g., Publication on ethical supply chain management]	[Theme]	[Year]
Service/Engagement	[e.g., Member of the School's Sustainability Task Force]	[Theme]	[Year]
[Add New Row]	[Add New Row]	[Add New Row]	[Add New Row]

VIII. International Experience

List activities that demonstrate international engagement in teaching, research, and professional practice.

Activity Type	Institution/Location	Role/Purpose	Dates (Start-End)
International Teaching/Research Visit	[Institution Name, Country]	[Role, e.g., Visiting Professor]	[Dates]
International Collaboration	[Name of Co-author/Partner, Country]	[Project/Publication Title]	[Year]
International Professional Experience	[Company/Organization, Country]	[Role]	[Dates]
[Add New Row]	[Add New Row]	[Add New Row]	[Add New Row]