

King Talal School of Business Technology



Faculty Curriculum Vitae (CV) 2020-2025

I. Personal and Contact Information

Full Name:	Bilal Ibrahim Hmoud
Current Rank	Assistant Professor
Faculty Type	<input checked="" type="checkbox"/> Core Faculty <input type="checkbox"/> Non-Core Faculty Non-Core Faculty (Adjunct, Visiting, Practitioner)]
Date of Appointment	Sep - 2022
Academic Discipline/Field	HR and Organization Development
Professional Email	b.hamoud@psut.edu.jo
ORCID/Scopus ID	57222604783

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	University of Debrecen	Hungary	2022	Business and Management Science
Master's	University of Pécs	Hungary	2018	Human Resources Counseling
Bachelor's	Hashemite University	Jordan	2007	Management Information System
Professional Certification	HRCI	USA	2015	SPHR
Professional Certification	HRCI	USA	2013	PHR

III. Teaching and Pedagogical Activities

A. Courses Taught (Last 5 years)

Course Name	Program Level (UG/Master's)	Credit Hours	ERS Integration (Y/N)
Life Skills	UG	3	Y
Principles of Management	UG	3	y
Public Relations Management	UG	3	N
Operations Research for Business	UG	3	Y
Business Ethics and Social Responsibility	UG	3	Y
Human Resources Management	UG	3	Y
Special Topics in Management	UG	3	Y
Organizational Behavior	UG	3	Y

B. Student Supervision

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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.

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	Hmoud, B., Alhadid, O., & Sammour, G. (2025, September). Beyond Efficiency: Understanding Job Candidates' Acceptance of AI-enabled Recruitment: A Socio-Technical Perspective. In <i>Forum Scientiae Oeconomia</i> (Vol. 13, No. 3, pp. 89-113).	2025	Q1	N
AS	Hmoud, B., & Varallyai, L. (2023). The Role of Artificial Intelligence in Human Resource Management in Middle Eastern Countries. <i>KnE Social Sciences</i> , 435-448.	2023		N
AS	Hmoud, B., & Várallyai, L. (2021). Artificial intelligence in talent acquisition, do we trust it?.	2021		N
AS	Hmoud, B. (2021). The adoption of artificial intelligence in human resource management and the role of human resources. In <i>Forum Scientiae Oeconomia</i> (Vol. 9, No. 1, pp. 105-118). Wydawnictwo Naukowe Akademii WSB.	2021	Q1	N
AS	Hmoud, B. I., & Várallyai, L. (2020). Artificial intelligence in human resources information systems: Investigating its trust and adoption determinants. <i>International Journal of Engineering and Management Sciences</i> , 5(1), 749-765.	2020		

B. Conference Presentations and Research Grants

Activity	Title/Topic	Funding Body/Conference Name	Year
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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
Safwan Trading (pharmaceutical) - Amman Regional Office, http://www.safwantrading.com/	HR Section Head	Feb-2014	Jul-2017	Organization and HR Development

Refrigeration Industries Company (RIC), Jahra (Kuwait), www.ric.com.kw	Senior HR Specialist	OCT- 2009	JUN- 2013	
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B. Professional Engagement

Activity	Organization /Client	Role/Nature of Work	Dates (Start-End)

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)
AACSB accreditation / standard 5 committee	Member	KTSBT/PSUT	Current
EMBA development Committee	Member	KTSBT/PSUT	Current
Business School accreditation Committee	Member	KTSBT/PSUT	Current
Department Curriculum Committee	Head	KTSBT/PSUT	Current
Business School Curriculum Committee	Member	KTSBT/PSUT	Current
Business School Strategic Planning Committee	Member	KTSBT/PSUT	Current
Assurance of Learning (AOL) Committee	Member	KTSBT/PSUT	Current
AACSB accreditation Committee	Member	KTSBT/PSUT	Current
Students affairs Committee	Member	KTSBT/PSUT	Current
Networking with Labor Market Companies and Institutions Committee	Member	KTSBT/PSUT	Current
Reviewer Activity	[Journal Names Reviewed For]	[Date]	[Last 3 Years]
Digitalization and Environmental Sustainability Ramifications on the Moroccan Companies' Resilience	Management & Sustainability: An Arab Review	2025	

The Role of AI in Shaping Psychological Safety through HR Tools	The Journal of Applied Behavioral Science	2025	
Strategic Human Resource Management in the Digital Economy Era: An Empirical Study of Challenges and Opportunities among MSMEs and Startups in Indonesia	Cogent Business & Management	2025	
Knowledge-based human resource management practices and organizational performance in selected universities of Amhara regional state, Ethiopia: the moderating effect of intellectual capital	Cogent Business & Management	2024	
Blind Scouting: Using Artificial Intelligence to Alleviate Bias in Selection	Personnel Review	2024	
Transformative AI in human resource management: Enhancing workforce planning and management	Cogent Business & Management	2024	
Navigating the AI Wave to Transform Human Resource Management for the Digital Age: Evidence from the Pakistani Public Sector Banks	Cogent Business & Management	2024	

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	Teaching Business Ethics and Awareness	Ethics	2025
Service/Engagement	?Supervising Hult-Prize Students club	Service	2023,2024,2025

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	Laszlo Varallyai	Role of Artificial Intelligence in Human Resource Management in the Middle East Countries	[2023]