



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

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

**Nationality: Jordanian**

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

**Gender: Male**

**Fields of Specialization: Business Administration, HR Development and Structuring, Strategic Management, Key Performance Indicators, Organizational Change And Development, HRM, HR Metrics and People Analytics, HR-ROI, HR 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.**

**E-mail: Mohammad.taamnha@gju.edu.jo**

**Cell: 00962775313876**

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### **Education**

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

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### **Professional Certificates**

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<b>2022</b>	Business Analytics: Decision Making Using Data, Cambridge Judge Business School Executive Education, University of Cambridge, UK
<b>2021</b>	Global Professional in Human Resources (GPHR), HR Certification Institute (HRCI), USA
<b>2020</b>	Workforce Analytics upSkill Micro-Learning, HR Certification Institute (HRCI), USA
<b>2019</b>	Training of Trainer Certificate, BIOFORCE, France
<b>2019</b>	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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October 2022- until now	<b>German-Jordanian University</b> Accreditation and Quality Assurance Department Director
October 2022- until now	<b>German-Jordanian University</b> Organizational Performance Project Manager
January 2022- until now	<b>German-Jordanian University</b> Human Resources Development Project Manager
October 2021- until now	<b>International WaSh Master Program - German Jordanian University, Bioforce, Action Against Hunger, USAID</b> Human Resource Management Course Leader and Developer
March 2018 – October 2018	<b>German Jordanian University</b> Head, Management Sciences Department
June 2015-Jan 2016	<b>King Abdullah II Fund for Development/German Jordanian University- Jordan</b> Director- Career Guidance and Alumni Office

October 2014- Oct. 2018	<b>University of East Anglia- UK</b> Visiting Academic
October 2014- until now	<b>German-Jordanian University- Jordan</b> Human Resource Management Course Leader
October 2014- until now	<b>German-Jordanian University- Jordan</b> Assistant Professor of Human Resources Management
October 2012- until now	<b>Freelancer</b> Career Counsellor and HR Consultant
January 2011- Oct. 2014	<b>University of East Anglia- UK</b> Associate Tutor- Master Level
January 2010- Sep. 2010	<b>German-Jordanian University-Jordan</b> Teaching Assistant- Human Resources Area

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### **Memberships and committee**

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2020-until now	<b>Head and member of structuring committee, German Jordanian University</b>
2018-until now	<b>Society For Human Resource Management USA</b>
2018-until now	<b>Eurasia Business and Economics Society</b>
2015	<b>Member in “developing an entrepreneurship curriculum in five Jordanian universities” committee</b>
2015	<b>Member in “developing an entrepreneurship and innovative center in the German-Jordanian University” committee</b>
2015-several times	<b>Member in the management and logistics sciences school council- German Jordanian University</b>
2015	<b>Member in the scientific and social committee in the Managerial and logistics sciences college- German Jordanian University</b>
2013-until now	<b>British Academy of Management</b>

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### **Current Project**

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- Currently, I am the Human Resources Development Project Manager at the German Jordanian University. The major goal of this project is to make a transformational change of the university strategy and structure and the whole human resource practices. 2022-2023
- 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, 2018-2023. Fund: 30,000 US dollar.
- Developing career path and succession planning programs: policies, procedures and practices, A Jordanian commercial bank. 2021- 2022

## 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.

## Conferences and publications

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| 2022 | <p>Mohammad A. Ta’Amnha, Omar M. Bwaliez, Ghazi A. Samawi, Loay Jresat, Garza-Reyes, &amp; Jose Arturo. <b>Interrelationships among lean human resource management practices and their impacts on firm performance: a comparison between Jordanian and German models.</b> International Journal of Lean Six Sigma, Accepted.</p> <p>Journal Ranking: Chartered Association of Business Schools (CABS UK), Publication Forum (Finland), Scrimago Q1, Social Sciences Citation Index (SSCI) Clarivate Analytics.</p> |
| 2022 | <p>Mohammad A. Ta’Amnha, Omar M. Bwaliez, Ghazi A. Samawi, and Mohammad F. Al-Anaswah. <b>The Direct and Indirect Impacts of Transformational Leadership on Employee Change-Oriented</b></p>   |

- Organizational Citizenship Behavior.** Corporate Ownership & Control, 19(3), 47–157
- 2021 Susan Sayce, Mohammad Ta’amnha, and Olga Tregaskis. **Converting Capital: A Bourdieu Perspective of Wasta in Careers in the Insurance Sector in Jordan and the Implications for Symbolic Power.** *Pierre Bourdieu in Studies of Organization and Management*. Routledge.
- 2021 Bashar Al-Majali and Mohammad Ta’amnha. **The impact of high-performance work practices on the healthcare employees’ health and well-being: The moderated mediation impact of work intensification and self-efficacy.** In K. M. Hogan, & A. Kostyuk (Eds.), *Corporate governance: Fundamental and challenging issues in scholarly research*.
- 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*. Volume 24, No. Special Issue 6. pp. 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*, Vol. 24 No. S1.
- 2021 Ta’Amnha, M., Samawi, G., & Mdanat, M. (2021). **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*
- 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** [Special issue]. *Corporate Ownership & Control*, 18(3)
- 2021 Ta’amnha, M. A., Bwaliez, O. M., Magableh, I. K., Samawi, G. A., & Mdanat, M. F. **Board Policy of Humanitarian Organizations Towards Creating and Maintaining Their Employer Brand During the Covid 19 Pandemic.** *Role, Duties and Composition*, Vol. 17, No. 3, Pp.8–20.
- 2020 Mohammad Ta’amnha. **Institutionalizing the Employer Brand in Entrepreneurial Enterprises.** *International Journal of Economics and Financial Issues*, 10, 183-193.
- May 2018 Conference paper, Title: “**Cultural shock model and Generation Y**”, 25th EBES Conference – Berlin

December 2016	Accepted paper, Title: <b>“Understanding the Arabic Women Career: A new institutional perspective”</b> , 30th international Research Conference on Business, Economics and Social Sciences, IRC-2016. Singapore.
September 2016	Accepted paper, Title: <b>“The Impact of Boundaryless International Internship Program on Students’ Career Capital: The Case of the German-Jordanian University”</b> 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
September 2016	Book chapter, Title: <b>“Wasta in the Jordanian Context”</b> In Budhwar, P. and Mellahi, K. (2016) (Eds) Handbook of Human Resource Management in the Middle East. Cheltenham: Edward Elgar.
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	Attending <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 in Kingston University, London 17 May 2013
27 February 2013	Attending <b>“Employee Career in the 21<sup>st</sup> Century: Bounded, Boundaryless or Something Else?”</b> , Business School Research Seminar, Kingston University, London 27 February 2013
October 2012	Presenting paper and poster in the <b>NBS annual colloquium-</b> University of East Anglia October 2012
16-18 May 2012	Attending the <b>“International Conference for Economic, business and finance, Challenges in MENA &amp; GCC Countries 2012”</b> Dead Sea- Jordan 16-18 May 2012
October 2011	Co-organizer of and presenting paper in the <b>NBS annual colloquium-</b> University of East Anglia October 2011

October 2010

Attending the **NBS annual colloquium**- University of East Anglia October 2010

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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 NGO, Leader in Human Resources Analytics, Leader in Career Path and Succession Planning, Leader in Employer Branding, and Employment Skills such as Writing CV and Skewing Job interview, and Assessment Center.

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## Awards

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- 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 and Drafting Skills

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## References

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| 1- <b>Dr. Metri Mdanat</b>       | Email: <a href="mailto:Metri.Mdanat@gju.edu.jo">Metri.Mdanat@gju.edu.jo</a>             |
| 2- <b>Eng. Mohamad Alanasweh</b> | Email: <a href="mailto:mohammad.Alanaswah@gju.edu.jo">mohammad.Alanaswah@gju.edu.jo</a> |
| 3- <b>Dr. Susan Sayce</b>        | Email: <a href="mailto:s.sayce@uea.ac.uk">s.sayce@uea.ac.uk</a>                         |
| 4- <b>Prof. Olga Tregaskis</b>   | Email: <a href="mailto:o.tregaskis@uea.ac.uk">o.tregaskis@uea.ac.uk</a>                 |