

# Curriculum Vitae

## Personal Information

### Dr. Mohammed Alzoraiki

Assistant Professor in Human Resources Management,  
College of Administrative and Financial Sciences at  
Gulf University (G.U.) - Bahrain

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Publication ID <https://researchid.co/alzoraiki>



## BIOGRAPHY

Dr Mohammed Alzoraiki is an assistant professor at the College of Administrative & Financial Sciences at Gulf University (G.U.), Bahrain. He attained his PhD in Human Resource Management from Universiti Sains Islam Malaysia (USIM). His research interests include H.R.M., leadership, organizational performance, Educational Leadership, Organizational Management, Business Management, Research Methodology, and data analysis (quantitative approach). He possesses strong skills in quantitative analysis using SPSS, AMOS-SEM, and Smart-PLS-SEM.

## Research Responsibilities


- **Chair of the College Research Committee** - Gulf University -2023
- **Managing Editor** of the International Journal of Intellectual Human Resource Management (IJIHRM) -2021 – present
- **International Advisory Committee** for International Journal of Finance & Management (IJFM) in Faculty of Finance & Administrative Sciences, Al Madinah International University
- A reviewer for the Journal of Critical Reviews
- A reviewer at Journal: Educational Management Administration & Leadership (EMAL)
- A reviewer at Journal: The European Scientific Journal (E.S.J.)
- A reviewer for ICMESH2020 (International Conference for Management, Social Sciences and Humanities 2020)
- A reviewer at Conferences: International Scientific Forum (ALMAHFAL) at ARID platform Academy.

## Teaching and Research.

- **Teaching the following courses at Gulf University – Bahrain – 2021-Present**
  - Performance Management HRMN452A
  - Introduction to Business BUSS101/BUSS101A
  - Business Ethics BUSS201A
  - Principles of Management BUSS102A
  - Principles of Management BUSS102
  - Supply Chain Management BUSS322 + BUSS322A
  - Production and operations management BUSS321A
  - Operations Research In Management. MGT210 + MGT210A

- Integrated Business Application. BUSS 431/BUSS431A
- Small Business Management MGT381A / BUSS401A/ BUSS401
- **Teaching the following courses at UTHM – Malaysia 2020 -2021**
  - Principles of Marketing" (BPA 10502) - 2021
  - Principles of Management" (BPA11303) at UTHM -2020
- **Postdoctoral Research Fellow at Universiti Tun Hussein Onn Malaysia (UTHM).- 2020 – August 2021**
- Supervising postgraduate students(Master & Ph.D.) at UTHM.
- Researcher at ARID and Executive Manager of the International Scientific Forum of Conferences (Almahfal) – Malaysia, 2018 – 2020.  
Member of a committee preparing conferences, training, seminars, and workshops at Arabic Research ID (ARID) and Filspay Academy - Malaysia, 2016 - 2018.

Qualifications		
Name of Awarding University	Name of Degree Obtained	Year Graduated
Universiti Sains Islam Malaysia (USIM) - Malaysia	PhD in Human Resource Management	2019
Infrastructure University Kuala Lumpur (IUKL) - Malaysia	Master of Business Administration	2011
Sana'a University – Yemen	Bachelor's degree in Agriculture Science	1998

 **Journals and Books Publications (Selected paper)**

1. Alzoraiki, M.; Ahmad, A.R.; Ateeq, A.A.; Naji, G.M.A.; Almaamari, Q.; Beshr, B.A.H. Impact of Teachers' Commitment to the Relationship between Transformational Leadership and Sustainable Teaching Performance. *Sustainability* **2023**, *15*, 4620. <https://doi.org/10.3390/su15054620>
2. Ali Ateeq, Mohammed Alzoraiki, Marwan Milhem and Mujeeb Al-Absy (2023). Impact of employee loyalty on job performance: Mediating role of job satisfaction on the example of Zain company, Bahrain. *Problems and Perspectives in Management*, 21(2), 470-481. doi:10.21511/ppm.21(2).2023.44
3. Ali, A. A. A., AlZgool, M., Alzoraiki, M., Milhem, M., & Al-Absy, M. S. M. (2023). Moderating Effect of Strategic Planning on the Relationship between Career Path Planning and Job Performance. *Sustainability*, 15(11), 8490. *Sustainability* 2023, 15(11), 8490; <https://doi.org/10.3390/su15118490>
4. Al-refaei, A. A. A., Ali, H. B. M., Ateeq, A. A., & Alzoraiki, M. (2023). An Integrated Mediating and Moderating Model to Improve Service Quality through Job Involvement, Job Satisfaction, and Organizational Commitment. *Sustainability*, 15(10), 7978.
5. Ali, A. A. A., Alzoraiki, M., AL-Tahitah, A. N., Almaamari, Q., & Al-shaibah, M. (2023). Association between Islamic Work Ethics and Employee Commitment Among Medical Staff in the Public Health Sector in Bahrain. *International Journal of Intellectual Human Resource Management (IJIHRM)*, 4(02), 01-11.
6. Isha, A.S.N.; Naji, G.M.A.; Saleem, M.S.; Brough, P.; Alazzani, A.; Ghaleb, E.A.A.; Muneer, A.; Alzoraiki, M. Validation of "Depression, Anxiety, and Stress Scales" and "Changes in Psychological Distress during COVID-19" among University Students in Malaysia. *Sustainability* **2023**, *15*, 4492. <https://doi.org/10.3390/su15054492>
7. Do Leadership, Organizational Communication, and Work Environment Impact Employees' Psychosocial Hazards in the Oil and Gas Industry? *Int. J. Environ. Res. Public Health* **2022**, *19*(8), 4432; <https://doi.org/10.3390/ijerph19084432>

8. Assessing the Mediating Role of Safety Communication Between Safety Culture and Employees Safety Performance. doi.org/10.3389/fpubh.2022.840281; *Frontiers in Public Health*, 296 - **2022**
9. A Study on Customer Loyalty, Customer Trust, and Market Orientation Towards Online Business in Saudi Arabia. doi: 10.1109/IEEECONF53626.2021.9686316 *International Conference on Sustainable Islamic Business and Finance- 2021*
10. Impact of Safety Culture on Safety Performance; Mediating Role of Psychosocial Hazard: An Integrated Modelling Approach. *Int. J. Environ. Res. Public Health* **2021**, 18, 8568. <https://doi.org/10.3390/ijerph18168568>
11. Alzoraiki, M.& Ahmed, A (2021). Strategic Agility and Intellectual Capital towards Organizational Performance in Higher Education Institutions. *IBIMA*
12. "An Assessment of Safety Communication Interplay between Safety Culture and Employee Safety Performance Through Structural Equation Modelling (S.E.M.)", DOI: 10.3389/fpubh.2022.840281
13. Alzoraiki, M. S. M. & Ahmed, A. (2021). Towards The Sustainable Teaching Quality Through School Culture And Teachers' Commitment Using Pls- Sem Approach. *Asia Proceedings of Social Sciences*, 8(2), 84-87.
14. Naji, G. M. A., Isha, A. N., Bin, S. M. N., Rahman, S. A., Alzoraiki, M., & Al-Mekhlafi, A. B. (2020). The Role of H.R. Strategy on Safety Culture and Psychological Stress among Employees in the Upstream Oil and Gas Companies: a Conceptual Review. *Solid State Technol*, 63(5), 12.
15. Alzoraiki, M. S. M. (2021). Towards the Sustainable Teaching Quality Through School Culture and Teachers' Commitment using PLS-SEM Approach. *Asia Proceedings of Social Sciences*, 8(2), 84-87.
16. Ahmed G. M. & Alzoraiki M. (2020). Impact of Safety Culture and Psychosocial Hazard on Safety Performance Among Upstream Employees in the Oil and Gas Sector of Malaysia. *Solid State Technology*, 63(6), 4120-4126.
17. Ahmed G. M. & Alzoraiki M. (2020). Enhancement of Employees Performance via Professional Training and Development: A Study on Oil and Gas Companies Operating in Yemen, *International Journal Of Scientific & Technology Research* Volume 9, Issue 06, June 2020issn 2277-8616,
18. Alzoraiki, M., Rahman, O. B. A., & Mutalib, M. A. (2018). The Effect of the Dimensions of Transformational Leadership on the Teachers' Performance in the Yemeni Public Schools. *European Scientific Journal, E.S.J.*, 14(25), 322.
19. Alzoraiki, M. (2017). A Review of Transformational Leadership and Environment Work Quality. *International Education and Research Journal*. Vol 3, No 7 (2017)



#### **Books Publications:**

1. From Strategy to Strategic Agility. **ISBN: 978-967-0061-77-1 Published**
2. Introduction to Strategic Management, Concepts, and Tools (**Under UTHM Publisher**)



#### **Conferences Proceedings**

#### **Participated as Presenter**

1. The role of transformational leadership and school culture in influencing educational quality in Yemeni public schools. Paper presented at the third international conference on social science and Humanities. 29-30 December 2018, Hotel Bangi Putrajaya, Malaysia
2. A review on Transformational leadership and environment work quality". Paper presented at 1st international research conference on economics business and social science April 12-13, 2016 Penang Malaysia.
3. Transformational Educational Leadership and Teacher Motivation: A Conceptual Review. Poster presented at Academic International Dialogue - National Conference on the Sciences and social science (NACOSS2016), 16 November 2016 – Malaysia.
4. Service quality and students' satisfaction at (USIM). Paper presented at 12th international conference Kuala Lumpur Malaysia 2-3 May 2016.

#### **Conferernces Attendee**

5. Participant At 10th Knowledge Management International Conference (Kmice2021). 1 February 2021
6. Attendance at the 6th International Conference on Social, Humanities, and Linguistic Sciences held on 18<sup>th</sup> – 21<sup>st</sup> April 2020, Kuala Lumpur – Malaysia
7. Attendance at the 6th International Conference on Sustainable Development, held on 18<sup>th</sup> – 21<sup>st</sup> April 2020, Kuala Lumpur – Malaysia
8. Attendance at the Ninth session of the World Urban Forum held on 7 - 13 Feb 2018, Kuala Lumpur
9. The scientific season for conferences, workshops, and exhibitions in Malaysia ISSCW2017 held on 20-30 April 2017

#### **Participated as organizer**

10. The Sixth Arid International Scientific Forum ISF2020 – Almahfal, 18<sup>th</sup> – 21<sup>th</sup> April 2020, Kuala Lumpur – Malaysia
11. Arid International Scientific Forum AISF2019, 23-27 November 2019, Bangi Resort Hotel, Malaysia
12. The Fourth International Conference on Social Science and Humanities. 6-7 April 2019, Hotel Bangi Putrajaya, Malaysia
13. The Third International Conference on Social Science and Humanities. 29-30 December 2018, Hotel Bangi Putrajaya, Malaysia
14. The scientific Season for conferences, workshops, and Exhibitions in Turkey ISSCWE 2016, 25-27 October 2016, Istanbul, Turkey.
15. The First international conference of the manuscripts and historical documents in Malaysia 27-28 April 2016, USIM. Malaysia



#### **Technology Skills**

- **Statistical software:** Experience and appropriate skills in Quantitative Statistical software (SPSS, AMOS, SmartPLS).
- **Reference Management Programs:** Endnote and Mendeley.
- **Additional software:** Advanced knowledge of Microsoft Office package and Windows environments



#### **Courses Training and Workshops**

1. **Academic Accreditation Quality Expert Program**, According to ABET IDEAL Scholar, Organized by Ofuq Academy, which was held from 26 to 31 December 2020, in Kuala Lumpur - Malaysia through the Zoom platform
2. **Academic Accreditation Quality practitioner Program**, According to ABET IDEAL Scholar, Organized by Ofuq Academy, Which Held on 28 November - 3 December 2020, Kuala Lumpur - Malaysia through Zoom platform
3. Program of Ambassadors of Sustainability (19th-23rd October 2020)
4. The Basics of MAXQDA in Analysing Qualitative Data, which organized by Ma'an Training Academy, 18-07- 2020.
5. An Introduction to Informetrics. Organized by ARID Scientific and instructed by Prof. Dr. Henk F. Moed – Sapienza, University Rome, Italy, 10/07/2020
6. Active Learning Program, Organized by Educational Council in Malaysia with Al-Ruwad Academy, Which Held on 25 - 30 June 2020, Kuala Lumpur - Malaysia
7. Academic writing and publishing, Organized by King Khalid University in Saudi Arabia, that Held on 10 - 11 June 2020, through Zoom platform.
8. Scientific Research Basics Week, Organized by ARID Scientific Platform, that Held on 6 - 12 June 2020, Kuala Lumpur - Malaysia
9. Evaluation And Measurement In Education, Organized by ARID Scientific Platform, that hold on 27th April - 1st May 2020, Kuala Lumpur - Malaysia
10. Designing Interactive Educational Online Courses, that held on First April 2020, Kuala Lumpur - Malaysia
11. Publishing strategies in the first world-class, that hold on 20 April 2020, Kuala Lumpur - Malaysia
12. Executive Training Course on Quality Management Essentials, 1<sup>st</sup> December 2019, Filspay Academy, Malaysia.
13. International Academic Platforms & its role on the Increasing Researcher Impact, 22<sup>nd</sup> November 2019, U.P.M. University, Malaysia.
14. Leadership Program on Technical and Vocational Education and Training (TVET) the Singapore Experience, 13-17 May 2019. Singapore
15. Arid Scientific Platform Certified Instructor (ASP.CI) 11th April 2019, Malaysia
16. Systematic review and Meta-analysis workshop organized by Yemeni Students Union, U.M.- Malaysia, Held in University of Malaya during the period: February 25 - 26, 2017
17. Attend a workshop for community leadership - R.A.F. Foundation - Malaysia 2016
18. Workshop on Building Researcher Brand Name held on 27th April 2017, Kuala Lumpur, Malaysia – Arid Platform.
19. Workshop on Participating in Scientific Events Skills held on 27th April, Kuala Lumpur, Malaysia – Arid Platform.
20. Strategy following to write the citable papers on (SCOPUS / ISI) on different categorized. Held on 26th March 2017 U.P.M. Malaysia.
21. Thesis documentation structure chapters held on 25th March 2017 U.P.M.- Malaysia

22. Workshop on How to publish" held on 19th February 2017 U.M. Malaysia
23. "SPSS" (Statistical Package for the Social Science) Intro to Advance Level 13th to 14th June 2015 Malaysia.
24. "S.E.M." (Structural Equation Modelling) Intro to Advance Level 15th to 16th June 2015. Malaysia



### Academic Achievements and Rewards.

- Awarded the Medal of the Activist Researcher in Organization from ARID Platform for Arab Researchers 2020. **arid.my/0001-1491**
- Awarded a Distinguished Researcher Medal from ARID Platform for Arab Researchers 2019. **arid.my/0001-1491**
- Awarded the Medal of the Entrepreneur Researcher from the ARID Platform for Arab Researchers 2016. **arid.my/0001-1491**
- Education Sponsorship by Yemen Minister of Higher Education – 2009 to 2011.
- Education Sponsorship by Yemen Minister of Higher Education – 2015 to 2019.



### References

#### **Dr Marwan Milhem**

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Former Acting Dean

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#### **Dr. Ali Ahmed Ateeq Ali**

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