

# Amer Ali Al-Atwi, Professor, PhD

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## Education

- Sep 2009 – Sep 2012* **University of Baghdad**  
PhD, Business Administration-organizational behavior  
, Iraq, Graduation Rate: 88.88
- Sep 2003 – Sep 2005* **University Of Kufa**  
MD, Business Administration-organizational behavior  
, Iraq, Graduation Rate: 83.6
- Sep 1997 – Sep 2002* **University of Al-Qadisiyah**  
BSc, Business Administration  
, Iraq, Graduation Rate: 81.1

## Thesis

Amer Ali Al-Atwi: *Managing Forces of Paradox for Insuring Sustainable Organizational Performance according to the Dynamic Equilibrium Model of Organizing*. 06/2012, Ph.D. Degree in Business Administration Sciences, Supervisor: Prof. Dr. Sa'ad Ali Al\_Enizi

Amer Ali Al-Atwi: Relationship between emotional intelligence competences and team effectiveness. 01/2005, Degree: MD, Business Administration, Supervisor: Prof. Dr. Yousef Hadjim Al-Taie

## Teaching Interest

Organizational Behavior, Organization Theory, Leadership

## Research Interest

Organizational Justice, Leadership, Social Exchange Relationships, Identification, Performance, Social Network, Mistreatment Behavior

## Academic Positions Held

### College of Administration & Economics, Al Muthanna University

- *Dean, College of Administration & Economics; 2014-2018*
- *Professor of Business Research Method; 2014-Present*

### College of Administration & Economics, Al-Qadissya University

- *Chair, Department of Business Administration; 2013-2014*
- *Chair, Department of Statistical Sciences; 2012-2013*
- *Chair Deputy, Department of Business Administration; 2006-2009*
- *Professor of Organizational Behavior & Organization Theory; 2012-Present*

## Statistics

*RG Score* 20.14

*Publications* 85

## Awards & Grants

*Sep 2019* Award: Iraqi Science Day

*Sep 2017* Award: Iraqi Science Day

*Jun 2016* Award: Iraqi Science Day

*Oct 2015* Award: Higher Education Award for Social Sciences

## Skills & Activities

*Skills* Quantitative Analysis, Social Network Analysis, Research Methodology, SPSS, AMOS, LISREL, UCINET, Mplus, SMART pls

*Languages* Arabic, English

*Scientific Memberships* Academy of Management

## Publication Highlights

[authors]: [title]. [details]

## Books

Amer Ali Al-Atwi. (2013). Paradox Management. Althakera for Publication & Distribution, ISBN: 658405

Amer Ali Al-Atwi (2010). Emotional Intelligence. Alwaraq for Publication & Distribution, ISBN 13 9789957331788

## Journal Publications

- Al-Atwi, A., A. , Joseph, A., & Khan, Z. (2019), Micro-foundations of organizational design and sustainability: The mediating role of learning ambidexterity, *International Business Review*. <https://doi.org/10.1016/j.ibusrev.2019.101656>
- Al-Atwi, A., A. (2019), The effect of social network ties on performance: a moderated mediation model, *International Journal of Productivity and Performance Management*, <https://doi.org/10.1108/IJPPM-01-2019-0038>
- AL-Atwi, A., A. (2018). Oblivious, paranoid, and disclosed negative ties: An examination of the mechanisms underlying the relationship between negative ties and job performance. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2261>
- AL-Atwi, A., A. (2018). How do positive and negative ties impact job performance? A job demands-resources perspective, *Academy of Management Proceedings* <https://doi.org/10.5465/AMBPP.2018>
- AL-Atwi, A., A. (2017). *Pragmatic impact of workplace ostracism: toward a theoretical model*. *European Journal of Management and Business Economics*, Vol. 26 Issue: 1, pp.35-47. <https://doi.org/10.1108/EJMBE-07-2017-003>
- AL-Atwi, A., A. (2016). *Personalized and Depersonalized Responses to Leaders' Fair Treatment: Status Judgments and Leader-Member Exchange as Mediating Mechanisms*. *Group & Organization Management* ; DOI:10.1177/1059601116646471
- AL-Atwi, A., A. & Bakir, A. (2014). *Relationships between status judgments, identification, and counterproductive behavior*. *Journal of Managerial Psychology* 01/2014; 29(5):472 - 489. DOI:10.1108/JMP-02-2012-0040
- AL-Atwi, A., A. (2016). The Nature and Causes of Organizational Cynicism among Iraqi Employees: Scenario-Based Field Experimental Study. *Arab Journal of Administrative Sciences*, Volume 23, Issue 2.
- AL-Atwi, A., A. (2015). Organizational Identity Gap and Deviant Workplace Behaviors. *Muthanna Journal of Administrative and economics sciences*, Volume 5, Issue 2, 47-82.
- AL-Atwi, A., A. (2013). Approach to manage the forces of paradox in organizations. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2013 Issue: 4 Pages: 9-41.
- AL-Atwi, A., A. (2012). Understand the underlying structure of the determinants of overall job performance evaluation. *The Iraqi Journal for Managerial Sciences*, ISSN: 18181074 Year: 2012 Volume: 8 Issue: 31 Pages: 24-46
- AL-Atwi, A., A. (2012). Philosophy to solve the paradox forces in Organization Theory. *journal of Economics And Administrative Sciences*, ISSN: 2227703X Year: 2012 Volume: 18 Issue: 68, Publisher: Baghdad University

- AL-Atwi, A., A. (2012). Interpreting The Phenomena of Organizational Cynicism in Organizations by Interconnection of psychological contract Processes and Internal Respect. AL-Qadisiya Journal For Administrative and Economic sciences, ISSN: 91711816 Year: 2012 Issue: 2 Pages: 8-40.
- AL-Atwi, A., A. (2012). Multilevel analysis in organizational research. journal of Economics And Administrative Sciences, ISSN: 2227703X Year: 2012 Volume: 18 Issue: 65, Publisher: Baghdad University
- AL-Atwi, A., A. (2011). The Interactive Effects of Status Judgments and Individualism -Collectivism Orientation on Organizational Identification. journal of Economics And Administrative Sciences, ISSN: 2227703X Year: 2011 Volume: 17 Issue: 63 Pages: 1-26, Publisher: Baghdad University
- AL-Atwi, A., A. (2011). High performance work systems as a method to enhance the strategic management of talent in organizations. Journal of Administration and Economics, ISSN: 18136729 Year: 2011 Issue: 89 Pages: 91-105
- AL-Atwi, A., A. (2011). The Citizenship behavior of the customer: survey study for a sample of the customers of Islamic Bank in Malaysia (CIMB). The Iraqi Journal for Managerial Sciences, ISSN: 18181074 Year: 2011 Volume: 7 Issue: 28 Pages: 1-20
- AL-Atwi, A., A. (2011). Measuring organizational culture and diagnosing its gap in higher education institutions. AL-Qadisiya Journal For Administrative and Economic sciences, ISSN: 91711816 Year: 2011 Issue: 1 Pages: 37-65.
- AL-Atwi, A., A. (2010). Status Judgments: New Insight into the Promoting Process of Entrepreneurial Behavior. journal of Economics And Administrative Sciences, ISSN: 2227703X Year: 2010 Volume: 16 Issue: 58, Publisher: Baghdad University
- AL-Atwi, A., A. (2010). The effect of educational service quality on students Satisfaction: An empirical study in the college of Administration and Economic / Al\_qadisiya University. AL-Qadisiya Journal For Administrative and Economic sciences, ISSN: 91711816 Year: 2009
- AL-Atwi, A., A. (2010). Role of trust and leadership support in enhancing organizational commitment. Journal: journal of Kerbala university , ISSN: 04101813 Year: 2010 Volume: 8 Issue: 3 Pages: 127-144
- AL-Atwi, A., A. (2011). Organizational justice and organizational identification and their role in reducing counterproductive work behavior. Algharee Journal of Economics and Administration Sciences, Vol 7, No 21, 167-187.
- AL-Atwi, A., A. (2009). The relationship between internal social capital and organization effectiveness: Contextual performance perspective. Managerial Studies Journal, ISSN: 98612076, Volume: 3 Issue: 5 Pages: 36-69
- AL-Atwi, A., A. (2009). Toward intelligent organizations: Survey study in a sample of Iraqi industrial organization. AL-Qadisiya Journal For Administrative and Economic sciences, ISSN: 91711816 Year: 2009 Issue: 1 Pages: 58-78
- AL-Atwi, A., A. (2009). Trends in higher education leaders about the problems of the process of evaluating job performance. . AL-Qadisiya Journal For Administrative and Economic sciences, ISSN: 91711816 Year: 2009 Issue: 2 Pages: 42-50.

- AL-Atwi, A., A. (2009). Leaders of higher education trends towards the process of assessing the performance problems. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2009 Issue: 2 Pages: 42-51
- AL-Atwi, A., A. (2008). The relationship between emotional intelligence and strategies of planning change. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2008 Issue: 4 Pages: 50-63 .
- AL-Atwi, A., A. (2008). The relationship between Individualism -Collectivism Orientation and work knowledge ownership: OCB as mediator variable. : *journal of Kerbala university*, ISSN: 04101813 Year: 2008 Volume 5, issues 20, 180-199.
- AL-Atwi, A., A. (2008). The role of the organizational climate in promoting the behavior of knowledge sharing in educational institutions. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2008 Issue: 2.
- AL-Atwi, A., A. (2008). The role of organizational trust in enhancing attitudinal and behavioral work-outcomes. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2008 Issue: 2 Pages: 24-48
- AL-Atwi, A., A. (2007). Effect of relationship marketing strategy on marketing performance in hostel service. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2007 Issue: 3 Pages: 146-170
- AL-Atwi, A., A. (2007). Effect of organizational justice on contextual performance. *AL-Qadisiya Journal For Administrative and Economic sciences*, ISSN: 91711816 Year: 2007 Issue: 3 Pages: 146-170

## Conference Proceedings

- AL-Atwi, A., A., Stollberger, J. & West, M. (2020). Team Social Capital and Team Innovation: The Role of Task Conflict and Transformational Leadership. *Academy of Management Proceedings* (2020).
- AL-Atwi, A., A. (2018). How do positive and negative ties impact job performance? A job demands-resources perspective, *Academy of Management Proceedings* 2018 :1
- AL-Atwi, A., A. (2016). Diagnosing Indicators of counterproductive behavior. Eighth International Conference on Administrative and economic reform; College of Economics and Administration; Karbala University; Iraq.
- AL-Atwi, A., A. (2016). The readiness of Iraqi universities to academic accreditation and world ranking. The International Arab Conference on Quality Assurance in Higher Education; Sudan University of science and technology; Sudan.
- AL-Atwi, A., A. (2015). Job demands–resources model and work outcomes. Seventh International Conference on Scientific research and economical security; College of Economics and Administration; Karbala University; Iraq.
- AL-Atwi, A., A. (2014). *The relationship between knowledge management strategies and human capital in educational institutions. Conference on Human Resources Development, University of Ibn Zahr Agadir, the Kingdom of Morocco, December 15-16.*

- AL-Atwi, A., A. (2014). The effect of social network characteristics on empowerment structures. Fifth International Conference of Economics and Administration College in Karbala University; Iraq.
- AL-Atwi, A., A. (2013). *The relationship between productive organizational energy and organizational creativity*. Third Conference of Economics and Administration College in Al-Qadisiyah University; Iraq.
- AL-Atwi, A., A. (2012). The influence of organizational identity gap on acceptance of change initiatives. Third Conference of Economics and Administration College in Basrah University; Iraq.
- AL-Atwi, A., A. (2012). Ambidextrous Leaders in educational institutions: Moderated role of behavioral and cultural complexity. International Conference on management globalization in the knowledge era, Jinana University, Lebanon, Tripoli.
- AL-Atwi, A., A. (2011). *Educational quality service and its effect on students satisfaction*. Second Conference of Economics and Administration College in Al-Qadisiyah University; Iraq.
- AL-Atwi, A., A. (2011). Research Models in Management. Fourth International Conference of Economics and Administration College in Karbala University; Iraq.
- AL-Atwi, A., A. (2009). Relationship between perceived external prestige and employee commitment. First Conference of Economics and Administration College in Al-Qadisiyah University; Iraq.
- AL-Atwi, A., A. (2008). Perceived organizational support and change readiness. Second International Conference of Economics and Administration College in Karbala University; Iraq.
- AL-Atwi, A., A. (2007). Interactive effect of cultural orientation and supervisor support on faculty's behavior. First International Conference of Higher education; Iraq.

## EVALUATION ACTIVITIES

### *- International Journals*

#### *Prepared by Publons on September 12th 2020:*

Reviewed: Sep 2020 for Journal of Managerial Psychology

Reviewed: Sep 2020 for Journal of Management & Organization

Reviewed: Aug 2020 for Leadership & Organization Development Journal

Reviewed: Aug 2020 for The Journal of Social Psychology

Reviewed: Jul 2020 for Leadership & Organization Development Journal

Reviewed: May 2020 for Leadership & Organization Development Journal

Reviewed: May 2020 for Journal of Managerial Psychology

Reviewed: Apr 2020 for Leadership & Organization Development Journal

Reviewed: March 2020 for International Journal of Productivity and Performance Management

Reviewed: Jan 2020 for International Journal of Organization Theory & Behavior

Reviewed: Jan 2020 for International Journal of Organization Theory & Behavior

Reviewed: Jan 2020 for The Journal of Social Psychology  
Reviewed: Jul 2019 for Journal of Management & Organization  
Reviewed : Dec 2019 for Journal of Management & Organization  
Reviewed: Dec 2019 for International Journal of Productivity and Performance Management  
Reviewed: Jul 2019 for International Journal of Productivity and Performance Management  
Reviewed: Jul 2018 for Journal of Managerial Psychology  
Reviewed: Apr 2018 for International Journal of Organization Theory & Behavior  
Reviewed: Feb 2018 for Academy of Management Annual Meeting  
Reviewed: Feb 2018 for Academy of Management Annual Meeting  
Reviewed: Feb 2018 for Academy of Management Annual Meeting  
Reviewed: Dec 2017 for International Journal of Management Practice  
Reviewed: Aug 2017 for International Journal of Management Practice  
Reviewed: Jul 2017 for European Journal of Work and Organizational Psychology  
Reviewed: Feb 2017 for Academy of Management Annual Meeting  
Reviewed: Feb 2017 for Academy of Management Annual Meeting  
Reviewed: Feb 2017 for Academy of Management Annual Meeting  
Reviewed: Apr 2016 for Journal of Vocational Behavior  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Feb 2016 for Academy of Management Annual Meeting  
Reviewed: Jan 2016 for Journal of Managerial Psychology  
Reviewed: Aug 2015 for Journal of Business Economics and Management  
Reviewed: Jun 2015 for Journal of Vocational Behavior  
Reviewed: Feb 2014 for Tourism Planning and Development  
Reviewed: Sep 2013 for Journal of Managerial Psychology  
Reviewed: Jan 2013 for Journal of Managerial Psychology

**- National Journals**

(Description), (Evaluation Activity),(Year).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2016).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2016).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2016).

Manuscript Reviewer, Managerial Studies Journal, Article In Journal , (2015).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2015).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2015).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2015).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2014).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2014).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2014).

Manuscript Reviewer, The Iraqi Journal for Managerial Sciences, Article In Journal , (2014).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2014).

Manuscript Reviewer, The Iraqi Journal for Managerial Sciences, Article In Journal , (2013).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2013).

Manuscript Reviewer, Muthanna Journal of Administrative and economics sciences, Article In Journal , (2013).

Manuscript Reviewer, AL-Qadisiya Journal For Administrative and Economic sciences, Article In Journal , (2012).

***- External Examiner & Scientific Reviewer***

(Description), (Evaluation Activity),(Year).

External Examiner, PhD thesis, (Mustinsiria U., Administration & Economics College), (2016), Thesis , (2016)

External Examiner, Master thesis, (Kerbala U., Administration & Economics College), (2016), Thesis , (2016)

Scientific Reviewer, PhD thesis, (Kufa U., Administration & Economics College), (2016), Thesis , (2016)

External Examiner, Master thesis, (Qadissya U., Administration & Economics College), (2016), Thesis , (2016)

External Examiner, PhD thesis, (Kufa U., Administration & Economics College), (2015), Thesis , (2015)

Scientific Reviewer, Master thesis, (Kufa U., Administration & Economics College), (2015), Thesis , (2015)

External Examiner, PhD thesis, (Mustinsiria Administration & Economics College), (2015), Thesis , (2015)

External Examiner, Master thesis, (Kufa Administration & Economics College), (2015), Thesis , (2015)

External Examiner, PhD thesis, (Mustinsiria Administration & Economics College), (2016), Thesis , (2016)

External Examiner, Master thesis, (Qadissya U., Administration & Economics College), (2015), Thesis , (2015)

Scientific Reviewer, Master thesis, (Kerbala U., Administration & Economics College), (2015), Thesis , (2015)

Scientific Reviewer, Master thesis, (Kerbala U., Administration & Economics College), (2015), Thesis , (2015)

External Examiner, Master thesis, (Kerbala U., Administration & Economics College), (2015), Thesis , (2015)

External Examiner, Master thesis, (Kerbala U., Administration & Economics College), (2015), Thesis , (2015)

External Examiner, Master thesis, (Qadissya U., Administration & Economics College), (2015), Thesis , (2015)

Scientific Reviewer, Master thesis, (Baghdad U., Administration & Economics College), (2014), Thesis , (2014)

Scientific Reviewer, Master thesis, (Baghdad U., Administration & Economics College), (2014), Thesis , (2014)

External Examiner, Master thesis, (Qadissya U., Administration & Economics College), (2014), Thesis , (2014)

External Examiner, Master thesis, (Kerbala U., Administration & Economics College), (2014), Thesis , (2014)

External Examiner, Master thesis, (Baghdad U., Administration & Economics College), (2013), Thesis , (2013)

Scientific Reviewer, Master thesis, (Baghdad U., Administration & Economics College), (2013), Thesis , (2013)

Member of the conference scientific committee, international conference sustainability issues and challenges in tourism , 3-5 October , 2013, Istanbul , turkey. New Buckinghamshire university, British.

External Examiner, Master thesis, (Baghdad U., Administration & Economics College), (2013), Thesis , (2013)

External Examiner, Master thesis, (Qadissya U., Administration & Economics College), (2012), Thesis , (2012)

Scientific Reviewer, Master thesis, (Baghdad U., Administration & Economics College), (2012), Thesis , (2012)

## **COURSE TAUGHT**

Undergraduate level: course taught in management principles- 2006-

Undergraduate level: course taught in educational and psychological counseling-2009-

Undergraduate level: course taught in educational and psychological counseling-2009-

Undergraduate level: course taught in management principles-2007-

Undergraduate level: course taught in management principles-2008-

Undergraduate level: course taught in management principles-2009-

Undergraduate level: course taught in English reading -2006-

Undergraduate level: course taught in English reading -2007-

Undergraduate level: course taught in management principles- 2010-

Undergraduate level: course taught in organizational behavior- 2011-

Undergraduate level: course taught in educational and psychological counseling-2009-

Undergraduate level: course taught in educational and psychological counseling-2009-

Undergraduate level: course taught in organizational behavior- 2012-

Undergraduate level: course taught in organizational behavior- 2011-

High studies level-Master: course taught in organizational behavior- 2011

High studies level-Master: course taught in organizational behavior- 2012

High studies level-Ph.D.: course taught in organization theory- 2013

Staff level: course taught in emotional intelligence-2009-

Staff level: course taught in strategic planning-2010-

Staff level: course taught in performance appraisal -2010-

## **SUPERVISION**

(Name of Degree), (Name of Candidates), (Title of Thesis), (Academic Session)

**Completed**

Masters Degree, Khariya Abed Fathel, Interactive effects of organizational identity gap and organizational politics and their reflecting in deviance workplace deviance, 2014/2015

Masters Degree, Farrah Qasim Mohammed Al-Jabry, Measuring the Strategic Readiness of Human Capital According to the Perspective of Balanced Scorecard, 2014-2015

Masters Degree, Esraa Kasem Yaseen, The dynamics of integration between structural power in social network and upward influence strategies and their role in enhancing employees benefits: longitudinal study, 2015/2016

Doctoral Degree (PhD), Hameed Salim Ghyadh, Strategic perspective for readiness of intellectual capital in transformation to learning organizations, 2015-2016.

Masters Degree, Assma Ali, Relationship between group social capital and group effectiveness: the mediating role of decision making and conflict, 2016-2017.

Masters Degree, Zaina Faleh Hamid, Using the Job-Demands-Resources model to predict banking service quality, 2016-2017.

Masters Degree, Zainab Mohammed, Measuring the Strategic readiness of organizational Capital According to the Perspective of Balanced Scorecard, 2016-2017

Masters Degree, Bashair Saad, Goal orientation, learning behaviors, and recovery performance, 2019-2020

### **Ongoing**

Doctoral Degree (PhD), Kamal Kadhm, Complementary and supplementary person-supervisor fit , 2018-present.

Doctoral Degree (PhD), Ali Essam, Mis-accountability, 2019-present.

Masters Degree, Ahmed Hussien, Error culture, proportional task conflict, and service performance, 2020.