



Faculty CV Template

Dr. Rawan Abukhait

Academic Rank

Associate Professor in Organizational Behavior and Human Resource Management

Qualifications

- Ph.D. in Business Administration, University of Western Sydney.
- Master in Quality Management, University of Wollongong.
- BSc in Marketing, Applied Science University.

Research field(s)

- Organizational Behavior
- Human Resource Management
- Innovative behavior

Publications *(Last five years)*

- Mohd Shamsudin, F., Bani-Melhem, S., Abukhait, R., Aboelmaged, M., & Pillai, R. (2024). Favouritism: a recipe for ostracism? How jealousy and self-esteem intervene. *Leadership & Organization Development Journal*, 45(1), 116-139.
- Haq, M. Z. U., Cao, G., & Abukhait, R. (2024, April). Understanding Students' Attitudes and Behavioral Intentions Towards Using ChatGPT. In *Proceedings of the 2024 9th International Conference on Information and Education Innovations* (pp. 44-50).
- Shaya, N., Mohebi, L., Pillai, R., & Abukhait, R. (2024). Illegitimate Tasks, Negative Affectivity, and Organizational Citizenship Behavior among Private School Teachers: A Mediated–Moderated Model. *Sustainability*, 16(2), 733.
- Khattak, M. N., & Abukhait, R. (2024). Impact of perceived organizational injustice on deviant behaviors: moderating impact of self-control. *Current Psychology*, 43(12), 10862-10870.
- Bani-Melhem, Ahmad Jamal, et al. "Passive leadership and hospitality frontline employees' creative performance in the UAE: The moderating role of job tenure and coworker help and support." *Journal of Human Resources in Hospitality & Tourism* 23.4 (2024): 592-618.

- Shamsudin, F. M., Bani-Melhem, S., Abukhait, R., Pillai, R., & Quratulain, S. (2023). The role of leader favoritism, unfairness, and employability in employee psychological withdrawal behavior. *Business Ethics, the Environment & Responsibility*, 32(4), 1185-1200.
- Khan, A., Khan, A., Shah, T. A., Nisar Khattak, M., & Abukhait, R. (2023). Management's internal governance policies on flexible work practices and the mediating lens of work life enrichment– Outcome for employee work engagement and organizational attractiveness. *Journal of Organizational Effectiveness: People and Performance*.
- Abukhait, R., Khattak, M. N., Shaya, N., & Ramanathan, U. (2023). The underlying mechanism between compulsory citizenship behaviors and employee innovative work behaviors and knowledge sharing: A moderated mediation model. *Frontiers in Psychology*, 14.
- Bani-Melhem, S., Abukhait, R. M., & Mohd Shamsudin, F. (2023). This doesn't make sense! Does illegitimate tasks affect innovative behaviour?. *The Service Industries Journal*, 1-27.
- Massouti, A., Shaya, N., & Abukhait, R. (2023). Revisiting Leadership in Schools: Investigating the Adoption of the Dubai Inclusive Education Policy Framework. *Sustainability*, 15(5), 4274.
- Bani-Melhem, S., Shamsudin, F. M., Abukhait, R., & Al-Hawari, M. A. (2023). Competitive psychological climate as a double-edged sword: A moderated mediation model of organization-based self-esteem, jealousy, and organizational citizenship behaviors. *Journal of Hospitality and Tourism Management*, 54, 139-151.
- Abukhait, R., Shamsudin, F. M., Bani-Melhem, S., & Al-Hawari, M. A. (2022). Obsessive–compulsive personality and creative performance: the moderating effect of manager coaching behavior. *Review of Managerial Science*, 1-22.
- Bani-melhem, S., Abukhait, R., Bourini, I., (2022). How and when does centralization affect the likelihood of passive leadership?". *Leadership & Organization Development Journal*. Q1
- Shaya N., Abukhait, R., Madani, R. Khattak, M. N. (2022). Organizational Resilience of Higher Education Institutions: An Empirical Study during the COVID-19 Pandemic. *Higher Education Policy*.
- G Cao., Shaya N., Abukhait, R., Enyinda Cl., Naboush, E. (2022). Students' Relative Attitudes and Relative Intentions to Use E-Learning Systems. *Journal of Information Technology Education: Research*.
- Bani-melhem, S., Abukhait, R., Shamsudin, F. M., & Al-hawari, M. A. (2021). how and when does job challenge promote the innovative behaviour of public sector employees? *International Journal of Innovation Management*, 2150069.
- Bani-Melhem, S., Zeffane, R., Abukhait, R., & Shamsudin, F. M. (2021). Empowerment as a Pivotal Deterrent to Employee Silence: Evidence from the UAE Hotel Sector. *Human Performance*, 1-19.
- Bani-Melhem, S., Abukhait, R. M., Shamsudin, F. M., & West, M. (2020). Customer incivility and customer problem-solving behaviour in frontline employees: testing a moderated mediation model. *Total Quality Management & Business Excellence*, 1-19.
- Bani-Melhem, S., Shamsudin, F. M., Abukhait, R. M., & Quratulain, S. (2020). Paranoid personality and frontline employee's proactive work behaviours: a moderated mediation model of empathetic leadership and perceived psychological safety. *Journal of Service Theory and Practice*.
- Bani-Melhem, S., Abukhait R. & Shamsudin F. M, (2020). Does job stress drive innovative behavior? Evidence from Dubai five stars hotels. *Journal of Human Resources in Hospitality & Tourism*.
- Akour, I. A., Bourini, I., & Abukhait, R. M. (2020). Investigating the impact of technology and training on new service development through the mediating role of innovative behaviour. *International Journal of Technological Learning, Innovation and Development*, 12(3), 191-207.
- Abukhait R., Bani- Melhem, S., and Shamsudin F. M. (2019). Do employee resilience, focus on opportunity, and work-related curiosity predict innovative work behavior? The mediating role of career adaptability. *International journal of innovation management*.



- Abukhait R., Bani-Melhem, S., and Zeffane, R. (2019). "Empowerment, Knowledge Sharing and Innovative Behaviors: Exploring Gender Differences". International journal of innovation management, Vol, 32, No 1.

Courses Taught (*Last five years*)

Ajman University

Graduate level

- DBA741 Organization Theory.
- MBA 633 Organization Development
- MBA 603 Leadership and Organization Behavior

Undergraduate level

- MGT200 Introduction to Management.
- INN 311 Innovation & Entrepreneurship.
- MGT 300 Organizational Behavior.
- OTD 411 Organizational Theory and Design.

University of Sharjah

Graduate level

- 0307521- Leadership and Organizational behavior.

Undergraduate level

- 0302200- Fund. of Innovation & Entrepreneurship.
- 0302250- Legal Environment of Business.
- 0302150-Intro.to Bus for Non-Bus.
- 0302262-Organizational Behavior.
- 0302160- Principles of Management.
- 0302170- Principles of Marketing.

Professional Experience

Strategic Human Resources Consultant, Optimal Performance 2013 for Excellence Consultancy & Studies (OPECS), UAE.

October 2012-August

Duties

- Training in-charge in Motivational strategies and Models.
- Designing and conducting Employee Satisfaction Surveys for Client Organizations.
- Implementing Strategic Human Resources principles.
- Designing and developing Human Resources Policies.

Quality Assurance Coordinator, The vision for Agricultural 2011

June 2010 –February

Consultations, Amman, Jordan.

Duties

- Responsible for introducing and implementing ISO 9001:2000 QMS.

- Lead internal quality audit program.
- Conducted management review meetings.
- Established systems for measurement, analysis and continuous improvements.
- Conducted compliance audits on suppliers.
- Responsible for customer complaint system.
- Implemented and followed up performance management practices.
- Internal trainer in Quality for Management and staff.

Committees Work

Ajman University

2019/2020: Student council committee.

2019/2020: Accreditation committee responding to the **AACSB second report.**

2019/2020: college representatives for the teaching and learning council.

2019 to 2022: college representatives for the student success center.

2020/Fall: QAA committee.

2020 to current: management search committee. Chaired the committee in Spring/2021.

2021/Spring: Honour Assembly Awards Ad hoc Committee (HAAAC).

Fall/2021 to current: A member of the **Curriculum Development Committee.**

Fall/2021: A member of the **organizing committee of the Winter Study.**

2021 to current: College Council Committee.

2021 to Current: Head of Management Curriculum Committee.

2022 to current: Management Outreach Committee.

2022 to current: Management Outreach Committee.

2022 to current: COBA Entrepreneurship Club Committee.

Developed the HRM minor proposal.

Fall-2024-25: Member of the Task force Shadowing day.

2022 to current: Member of the Task force Career day.

2024-2025: Member of Community, Corporate & Alumni Engagement Committee

University of Sharjah

Fall and Spring 2017/ 2018: Business student association committee (BSA), participated in the following:

- Organizing the in-house graduation ceremony.
- Organizing the national day event.

Fall and Spring 2017/2018: Website / College catalogue Committee.

Fall and Spring 2018/2019: Cultural and Social Activities Committee.

Other Contributions and Achievements

September, 2021- Present: Head of Management Department. Ajman University, Ajman.

Theses Examiner

Spring 2019: Comparison between the impact of open leadership style and abusive supervision on knowledge sharing the mediating role of work engagement.

Spring 2018: Internal examiner for a thesis titled "The Impact of Job Security on Counterproductive Work Behavior in the UAE: The Moderating Role of Accountability".

Training

2022: How to Minimize Requirements in Program Reaccreditation.

2022: "Leadership Theory and Practice".

2022: "Coaching and Mentoring".

2022: "Removing Barriers to Student Learning: Inclusive Syllabi & Assignments".

2022: "Time Management".

2020: "Founder Award"

2020: blended learning-QASPIR, Ajman university.

2020: "innovative pedagogies for better student engagement- CLICKS, Ajman university.

2020: "Student Assessment in Higher Education"- CLICKS, Ajman university.