



Dr. Saleh Amarneh

PhD in Human Resource Practices

Palestinian

Date of birth: Aug 1988

Career Objectives

With both the teaching and industrial experience that I have, I consider myself to be able to deliver a comprehensive model combined with theoretical and practical approaches related to the social science field. Also, I have experience in setting up and carrying out human resources management studies. I feel that I would be an asset to any institution as I am diligent, industrious, and efficient in handling exact details with methodical approaches to gain insights into the human resource management field. I am very motivated to work in an institution in which I can employ all the resources that I have to be reflected in desirable outcomes.

Education

Oct 2020 **Ph.D**, *Doctor of Philosophy in Human Resource Practices*, Universiti Sains Malaysia, Penang, Malaysia.

Thesis: Influence of human resource practices, job satisfaction and person-organization fit on job performance of private healthcare employee in Jordan's medical tourism industry.

○ Majored in human resource practices.

○ Minored in health human resource.

○ Elected to be one of the students in charge in organizing the following conference: 12th Asian Academy of Management International Conference 2017 which was held at PARKROYAL PENANG RESORT on the 6th - 9th October 2017.

○ Elected to write extended abstract: The Influence of Human Resource Management Practices and Person Organization Fit on Nurses' Job Satisfaction.

Jan 2014 **M.Sc**, *Master of Business Administration (General)*, College of Business, Al Ain University of Science and Technology, Al Ain, UAE.

Professor (Assistant)

Faculty of Business and Administration, Al Zaytona University of Science & Technology, Salfit

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June 2010 **B.Sc, Bachelor of Accounting**, Faculty of Economic & Admin. Sciences, Al Zaytoonah Private University, Amman, Jordan.

Employment History

Full-time Instructor

Mar 2024- **Al Zaytona University for Science & Technology, Salbit, Palestine**

Present **Administrative roles**

Acting Dean - Faculty of Business & Administration (Mar 2025-Present):

- Setting the vision and strategic direction of the business school
- Managing the school's budget and resources effectively
- Overseeing student recruitment, retention, and success
- Preparing the course schedule for each semester
- Managing workload, promotion, and performance processes
- Promoting research excellence and applied business research
- Ensuring compliance with university policies, regulations, and ethical standards
- Ensuring the quality of teaching and learning across programs
- Deliver frequent reports to the top management about the school's progress
- Monitoring frequent school meetings to discuss progress
- Building relationships with industry, alumni, and professional bodies

Faculty of Business & Administration Coordinator (Mar 2023- Mar 2025):

- Coordinating course schedules, timetables, and exams
 - Dividing the load for each faculty member
 - Response to the needs of the faculty members
 - Follow the progress of each faculty member
 - Ensure that the process goes well during each semester
 - Deliver frequent reports to the top management about the school's progress
 - Monitoring frequent school meetings to discuss progress
 - Building relationships with industry, alumni, and professional bodies
 - Acting as a point of contact for students regarding academic matters
 - Handling student academic issues (appeals, complaints, special cases)
 - Coordinating with central university units (e.g., registrar)
- I was assigned as the director of the Examination Committee for the final exams held in the first semester of the academic year 2024-2025.

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Part-time Instructor

Feb 2023 - **Al Zaytona University for Science & Technology, Salfit, Palestine.**

Feb 2024 **Tasks:**

- Students' academic advisor
- Developing course materials (especially for the course delivered for the firsttime)
- Worked with diverse students and successfully contributed to the department's mission.
- Continually offered a variety of teaching methods and curricular perspectives
- Worked with a team to research and develop new learning material for students
- Assigned meaningful homework that facilitated learning experiences outside of the classroom
- Remained committed to helping each student grow and learn as an academic scholar
- Evaluated student performances, assignments and classwork
- Implemented effective classroom management strategies.

Part-time Instructor

Mar 2022 - **Arab American University, Jenin, Palestine.**

Sep 2023 **Tasks:**

- Worked with diverse students and successfully contributed to the department's mission.
- Continually offered a variety of teaching methods and curricular perspectives.
- Worked with a team to research and develop new learning material for students.
- Assigned meaningful homework that facilitated learning experiences outside of the classroom.
- Remained committed to helping each student grow and learn as an academic scholar.
- Evaluated student performances, assignments and classwork.
- Implemented effective classroom management strategies.

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Advisory Tasks at The Faculty of Graduate Studies (Arab American University_ RamAllah) Aug 2023 – Present

- Role: Academic advisor
Level: Master's in Human Resource Management
Number of current students: Three
Number of graduated students: Two
- Role: External examiner (Master's students' level)
Number of discussions: Three
- Role: Expert in the field of HRM to ensure that the discussion during the proposal defence of the master's thesis goes well, 'Chairman'.
Number of sessions: 9

Courses delivered:

Post Graduate level (Master)

1. Reward Management
2. Advanced Human Resource Management
3. Managing Innovation
4. Advanced Organizational Behavior

Undergraduate level

○ Management

1. Business Ethics
2. Introduction to Business Administration
3. Business Communication
4. Organizational Behavior

○ Specialized (HRM)

1. Career Management
2. Compensation Management
3. Training and Development
4. Negotiation
5. Human Resource Management

○ Related to My Practical Experience (Real Estate)

1. Introduction to Property Valuation Science
2. Building, Real Estate and Land Law in Palestine

○ Marketing

1. Customer Relations Management
2. Transnational Marketing Strategy
3. E-Marketing Strategies
4. Product Planning and Development
5. Introduction to Digital Marketing
6. Integrated Digital Marketing Communications
7. Electronic Distribution Channels
8. Consumer Behavior
9. Global Marketing
10. Graduation Project

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0 Others

1. Palestinian Economy
2. Research Methods

Academic Memberships at ZUST

1. *University Council*
2. *Academic Committee:*
Review and revision of the university's academic regulations

Non- Academic Memberships at ZUST

Administrative Committee:
Review and revision of the university's financial and administrative regulations

Participations

Presenter at the 1st International Conference on Sustainable Development and Innovation (ICSIDI 2025) 16th – 17th November 2025 at The Art Hotel & Resort, Kingdom of Bahrain.

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Property Manager

Dec 2013 -
Feb 2017

Tabarak Investment, Abu Dhabi, UAE.

Tasks:

- Responsible for the assembly of data and analysis of facts in order to formulate estimates of property land values.
- Ensure proper preparation of data entry documents by reviewing them for completeness, legibility and overall workflow.
- Review assigned neighbourhoods to ensure fair and equitable assessments while implementing mass appraisal principles.
- Monitored timely receipt and reconciliation of rent collections in accordance with landlord and resident statutes.
- Introduced prospective tenants to types of units available and performed tours of premises.
- Responded to messages and inquiries from various parties and used well-developed active listening and open-ended questioning skills to promote quick issue resolution.
- Maintained operational facilities attractive to potential tenants by organizing regular maintenance, major repairs and capital improvement projects.
- Processed project change requests and performed coverage research to handle repair issues.
- Directed property management program by determining requirements, applying use standards, planning for material equipment replacement, and implementing quality control oversight.
- Maximized rental income while minimizing expenses through effective planning and control.

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General Accountant

April 2011 -
Dec 2013

Al Ain University of Science & Technology, Al Ain.

Tasks:

- Completed daily cash functions like account tracking, payroll and wage allocations, budgeting, donating and all types of cash and banking reconciliations.
- Accurately documented all cash, credit, fixed assets, accrued expenses and line of credit transactions.
- Reviewed accounting structures and procedures on regular basis to identify areas in need of improvement.
- Supported monthly reporting analysis to achieve validation of internal reports and to reconcile production operations and general ledger.
- Prepared documents, reports and presentations for executives and board members using advanced software proficiency.
- Managed entire accounting cycle including gathering information, preparing documents, finalizing reports and closing books.
- Reconciled accounts and reviewed all materials, including surplus, income, expense data, net worth and assets.
- Modified comprehensive financial reporting package to reflect growing organizational complexity.

Courses

- 2021 Completed 56 hours of conversation-based English classes with native speaking tutors on Cambly (an online platform).
- 2020 Research operationalisation and questionnaire development for quantitative studies, Graduate school of business, USM
- 2019 Intermediate & advance smart PLS, Institute of postgraduate studies, USM
- 2019 Basic smart PLS, Institute of postgraduate studies, USM
- 2019 Establishing research for PhD, Graduate school of Business, USM
- 2019 Quantitative data analysis, Graduate school of business, USM
- 2018 Establishing research for PhD, Graduate school of business, USM
- 2018 Introduction to research methodology, Institute of postgraduate studies, USM
- 2018 Writing an effective research paper, Institute of postgraduate studies, USM
- 2017 Adventures in Questionnaire Design, Institute of postgraduate studies, USM
- 2017 Basic Statistics using SPSS, Institute of postgraduate studies, USM
- 2017 Academic research writing from A to Z, Institute of postgraduate studies, USM
- 2017 Introduction to research methodology, Institute of postgraduate studies, USM
- 2017 Conceptualisation of research framework, Graduate school of business, USM
- 2017 Tips for publication, Graduate school of business, USM
- 2017 Publishing strategies, Institute of postgraduate studies, USM
- 2017 Understanding the research process, Graduate school of business, USM

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Skills

- Solid organizational and time management
- Excellent interpersonal
- Analytical and problem-solving
- Decision making
- Well versed with MS Office (MS Word, MS Excel, MS PowerPoint)
- Data collection and organization
- Data analysis
- SmartPLS analysis
- Student counseling
- Online content delivery
- Faculty collaboration
- Organization
- Progress reporting
- Academic research
- Classroom management
- Classroom presentation
- Thesis advisement
- Performance assessment

Publications

**Emerald
Publishing
Limited**

Book Chapter- 2024

The Expectations and Motivations of Tourists From Green Destinations. In *The Role of Artificial Intelligence in Regenerative Tourism and Green Destinations* (pp. 207-222).

Second Author

**Emerald
Publishing
Limited**

Book Chapter- 2024

Regenerative Tourism. In *The Role of Artificial Intelligence in Regenerative Tourism and Green Destinations* (pp. 11-31).

Third Author

MDPI

Applied Sciences- 2023

Web of
Science

The use of blockchain technology and OCR in e-government for document management: Inbound invoice management as an example.

Eighth Author

**Sage
Journals**

Global Business Review- 2023

Web of
Science:
Emerging
Sources

A Mediated Moderation Model of Destination Social Responsibility and Residents' Support for Tourism Development in Saudi Arabia

Fifth Author

Citation
Index (ESCI)

Scopus

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**Taylor &
Francis
Group**
Scopus

**JOURNAL OF QUALITY ASSURANCE IN HOSPITALITY &
TOURISM**
– 2022

Destination Social Responsibility and Residents Quality of Life: The Mediating Role of Multidimensional Impacts of Tourism, Journal of Quality Assurance in Hospitality & Tourism
Fourth Author

GAE
Malaysian
citation index

Journal of Tourism, Hospitality and Environment Management- 2022
The Influence of Tourism Impacts and Destination Social Responsibility on Support for Tourism Development: A Conceptual Model
Fifth Author

Hindawi
Web of
science,
Scopus

Nursing Research and Practice Journal- 2021
The Influence of Person-Environment Fit on the Turnover Intention of Nurses in Jordan: The Moderating Effect of Psychological Empowerment
First Author & Co-respondent Author

**Growing-
Science**
Scopus

Management Science Letters- 2020
Human resource management practices and person-organization fit towards nurses' job satisfaction.
First Author & Co-respondent Author

**Extended
Abstract**
Google
Scholar

Google Scholar- 2020
The Influence of Human Resource Management Practices and Person Organization Fit on Nurses' Job Satisfaction
First Author & Co-respondent Author
Forwarded by Dean of Graduate School of Business, Universiti Sains Malaysia

References

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