**C. V.**

**Personal Information**

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Abdulrahman Alshaikhy, CEO of Rehla, holds a Masters and PhD in Human Resource Management. I have completed more than 50 courses in the area of HRM and entrepreneurship and published more than 10 academic publications in high ranking journals. In terms of practical experience, I had more than 20 year’s experience in different departments in the Saudi Navy. Also, as a co-founder in different startup ideas and innovation projects. My motivation and entrepreneurial skills play a key role in this promising business venture. I have founded Rehla, a technological startup and grew the business from idea to revenue with a small team. Succeeded in developing and implementing a business plan and strategy and exploited new opportunities, and maintained professional relationships with potential partners.

**Are of interest**

* Resistance to change and Adoption new technology HRIS, re-engineering Human Resources.
* Human Resources Consultant · HR Executive · Talent Acquisition Specialist · Planning Manager.

**Academic Education**

* ***Doctor of Philosophy Degree (PhD)***

Doctorate of Business Administration - Human Resources Management, 2018.

The National University of Malaysia UKM-Graduate School of Business.

* ***Master Degree (MBA)***

Master (MBA) of Business Administration - Human Resources, 2012.

AL-FAISAL University - Prince Sultan College – Jeddah. GPA (4.97) out of (5.00).

* ***Bachelor Degree***

Bachelor of Business Administration - Human Resources Management, 2009.

King Abdul-Aziz University - faculty of Economics & Admin. GPA (4.07) out of (5.00).

* ***Diploma Degree***

Diploma in Electronic Technology from Junior College of Technology, Jeddah, 1995.

GPA (3.68) out of (5.00).

**Practical Experience**

* ***Rehla Application like Careem App (2018 -present) (Part-time)***
* CEO , HR Manager
* ***Planning Department in Maritime Supply in the Naval Forces (2018 -present) (Full-time)***
* HR Consultant for SRF.
* Director assistant of the Planning Department.
* ***Saudi Student Council in Kuala Lumpur (2016 -2017) (Part-time)***
* President of Saudi Student Council in Kuala Lumpur, Malaysia.
* ***Graduate School of Business-UKM (2014 -2017) (Part-time)***
* Head of social media at Student club of graduate school of business-UKM.
* ***Planning Department in Maritime Supply in the Naval Forces (2007 -2014) (Full-time)***
* Planner estimation
* Ladder of Ship Alteration section.
* ***Logistics Management in Naval Forces (2001 -2007) (Full-time)***
* Supervisor and HR coordinator.
* ***Advance Training Center in the Naval Forces Schools (1995 -2001) (Full-time)***
* Technical and Instructor in Electronic.

**Practical skills and abilities support by Courses and workshops**

* ***Human Resources:*** in line with all HR policies and company requirements, in order to achieve development and engagement among all employees.
* Human Resources Specialist Diploma, Cambridge Training College Britain, 36 Hours, 1st Oct – 2nd Nov 2016.
* Human Resources Re-engineering, Ajaxee, Kuala Lumpur, Oct 2015.
* ***Training:*** using skills and advanced technique in such a manner to permit the trainer to assimilate the lessons skills.
  + Rehabilitation of teachers, 2006.
  + Teachers Qualification, Jubail, S.A. 24 Nov – 20 Des 2005.
  + Entrepreneurship Association, Jeddah – KSA, 2019.
* ***Talent Acquisition:*** Strong recruiting and demonstrated ability to improve talent acquisition strategies linking scientific expertise with work by using Hermann or Birkman scales. Coordinate efforts with recruitment service agencies.
  + Recruiting, Interviewing & Selection Skills, Alfaisal University, Jeddah, 19 Des 2011.
  + Head of Talent Acquisition team in CSC, Jubail, S.A.
  + Part of Talent Acquisition team in SRF, Jeddah, S.A.
  + Talent Acquisition - The Ministry of Human Resource and Social Development, Issued Mar 2020 – Expires Mar 2021, Credential ID 21308fb7
* ***Computer skills:*** Proficiency seasoned to use most of Office programs (PowerPoint, Word, Excel), as well as used of AutoCAD, business planning programs and the Internet.
  + Photoshop session, Faculty of Economics and Management, Jeddah, 29 -31 May 2010.
* ***Communication skills:*** Analysis of personality, tendencies and dealing with a person has resistance to change.
  + Development of leadership skills, 22 – 26 May 2011.
  + President of Saudi Student Club in Saudi Cultural Mission – Saudi Royal Embassy of in Malaysia, 2016 – 2017.
  + Organization member for events and celebrations group at Saudi Cultural Mission - Royal Embassy of Saudi Arabia in Malaysia.
  + Coordinator for new students’ registration (2016, 2017) at The National University of Malaysia UKM - Graduate School of Business.
* ***Team building:*** manage the performance of the team building by use of brainstorming and workshops to solve problems by modern methods, optimizing talents and growing individuals, Develop and maintain teamwork among all employee.
  + Research retreat programme, Graduate School of Business – UKM, 18 – 20 Aug 2017.
  + Crisis Management and Decision Making, University of Malaya, 27th Feb 2016.
  + Brain Dominance, Filsaby Academy, Malaysia, 27 – 28 Dec 2014.
  + Head of social media at Student club of the graduate school of business-UKM.
* ***Administrative work:*** Experience in the training and development of employees and increase efficiency enhancement, updating job requirements and job descriptions for all positions. Also, preparing, updating, and recommending human resource policies and procedures.
  + Development of leadership skills, 22 – 26 May 2011.
* ***Planning and organizing:*** Preparing and identifying the organization needs of human resources, path career, training and development to identify the strengths and weaknesses of the organization, and planning for the best use of the resources efficiently.
  + Planning and Estimating Process, Jeddah, 8 – 19 Mar 2008.
  + Mind maps workshop, Xaab Jeddah, 24 – 26 Sep 2011.
  + Reparation of action plans projects, 8 – 10 May 2009.
* ***Performance evaluation:*** Evaluating the performance of employees in accordance with the required standards and development to identify the strengths and weaknesses of the employee.
  + Attended five workshops on SPSS and PLS-SEM using Smart PLS 3.0 for Analyses.
* ***Research and Reports:*** Ability in read and writing researches for publishes in high ranking journal and long experience in the preparation of reports, i.e., official administrative communications, analysis studies by using scientific analysis software.
  + Research writing and thesis defense skills, Academy for Training Malaysia, 16 Apr 2016.

**Publications in Scopus Journal 2019**

* + - 1. Purchasing decision using mediation of trust in product quality and brand image. 2019. [Opcion](https://produccioncientificaluz.org/index.php/opcion/article/view/24760). ISSN 1012-1587.
      2. The effect of strategic performance measures and market orientation on a firm’s performance. 2019. [Journal of Business and Retail Management Research (JBRMR).](https://jbrmr.com/home) ISSN 1751-8202.
      3. Quality Performance and Corrupt Behaviour in the Indonesian Police Officers. 2019. [UtopiaY Prexis Latinoamericana Journal](https://www.scimagojr.com/journalsearch.php?q=5700164382&tip=sid). ISSN 2477-9555.
      4. Dispositional Resistance to Change and User Resistance Behaviour to Use Human Resources Information Systems in the Healthcare Sector: The Moderating Role of Conscientiousness. 2019. International Journal of Recent Technology and Engineering ([IJRTE](https://www.ijrte.org/)), ISSN: 2277-3878.

**Publications in Conferences (proceeding paper)**

* + - 1. Exploring the Impact of Socially Responsible-HRM Practices on Employee Negative Workplace Behavior with the Mediating Effect of Organizational Trust, 2018. 9th IMAC, Malaysia (proceeding paper).
      2. The Moderating Role of Personality in the Relationship between Routine Seeking and User Resistance Behaviour to Use HRIS, WEI International Academic Conference in Barcelona 2018, ISSN: 2167-3179 (proceeding paper).
      3. Modelling the Impact of Resistance to Change within the Context of Human Resources Information Systems Adoption, The 11th Asian Academy of Management International Conference, Penang, Malaysia, 2–4 Oct 2015, ISBN: 978-967-394-227-5 (proceeding paper).
      4. Effects of employee's resistance to change on behaviour to use Human Research Information System, IFSCC2014 Doctorate workshop, Bangi, Malaysia, 23 – 25 Nov 2014.

**Under Publications (in reviewing process)**

* + - * Supervisor and doctoral student relationships: Supervisor bullying and psychological detachment” the Journal of Managerial Psychology (Q2, Scopes) JMP-01-2017-0004.

**Conferences**

* Entrepreneur Asia Summit Conference and workshop, Cyberjaya Malaysia, 1st Nov 2015.
* WEI International Academic Conference in Barcelona 12–14 May 2018.
* 11th Word Islamic Economic Forum, Kuala Lumpur, Malaysia, 3-5 Nov 2015.
* The 11th Asian Academy of Management International Conference, Malaysia, 2–4 Oct 2015.
* HRM towards Business Excellence Saudi Quality Council, Jeddah, 19th Nov 2011.
* Proofreading seminar, Malaysia, 22nd Apr 2017.
* IFSCC2014 Doctorate workshop, Bangi, Malaysia, 23 – 25 Nov 2014.
* Preparing work project plans, 3 days, at Sultan Bin Abdul-Aziz Science & Tech. 2009.
* Human resources management towards business excellence, NQW 19th Nov 2011.

**Memberships**

* Entrepreneurship Association, Jeddah – KSA, 2019.
* Consultation in HRM, logistics management at Royal Saudi Naval Forces.
* President of Saudi Student Club in Saudi Cultural Mission - Royal Embassy of Saudi Arabia in Malaysia, 2016 - 2017
* Head of social media at Student club of the graduate school of business-UKM.
* Organization member for events and celebrations group at Saudi Cultural Mission - Royal Embassy of Saudi Arabia in Malaysia.
* Coordinator for new students’ registration (2016, 2017) at The National University of Malaysia UKM - Graduate School of Business.
* Ambassador of The National University of Malaysia UKM at the International Symposium on Applied Structural Equation Modeling in Kuching, Sarawak of Malaysia 2016.
* Member of Gulf Voluntary Council.
* Member of Curriculum Development Department in Naval Forces schools.
* Member of selection and recruiting committee in Naval Forces schools.
* Member of Saudi Council Jeddah, Saudi Arabia for Quality Western Region.
* Member and editor of the magazine of the Saudi Cultural Mission in Malaysia.

**Honors, Awards & Appreciation certificates**

* Certificate of appreciation from Cultural Mission - Royal Embassy of Saudi Arabia in Malaysia as President of Saudi Student Club activities at Kuala Lumpur from 2016 - 2017.
* Certificate of appreciation from Royal Embassy in Malaysia for participation in performance for the Saudi National day in KL 2017.
* Certificate of appreciation from Saudi Military mission - Royal Embassy of Saudi Arabia at Malaysia for participation in international Cultural Night 2016.
* Certificate of Appreciation - Participation in International Students Society Cultural Night Festival (Saudi Cultural Mission) 2015
* Certificate of appreciation as a facilitator during the new student orientation day programme from The National University of Malaysia UKM - Graduate School of Business, 2015, 2016.
* Honor a prize for Scientific Excellence Master degree from Okaz Journal, Jeddah, 2012.
* Military Administration Medal from Ministry of Defense.
* Perfection Medal for high performance and skills from Ministry of Defense.
* Service Medal for continuous service more than 20 years.

**Volunteer activities**

* + Develop a comprehensive semester plan for the GSB Student Council activities - UKM.
  + Provide directions to the activities of all committee officers for GSB Student Council - UKM.
  + Representing the Saudi Club in all Saudi official governmental departments in Malaysia such as the Embassy (Ambassador Office), Cultural Mission (Cultural Attaché Office), Religious Attaché and Military Attaché Offices.
  + Developing annual strategic plan for the Saudi Club that combines all committees activities such as Cultural, Training, Social, Sports and Media that are directed to all students in their different educational levels (Bachelor, Master and Ph.D).
  + Representing the Saudi Club in all Saudi official governmental departments in Malaysia such as the Embassy (Ambassador Office), Cultural Mission (Cultural Attaché Office), Religious Attaché and Military Attaché Offices.
  + Developing a competitive model that enable to the Saudi Club to achieve competitive advantage comparing with the other Saudi Students Clubs in other countries.
  + Enhancing corporate reputation of the Saudi Club by implementing high impact low budget strategy of special events that are covered by Saudi Arabia major newspapers and Saudi TV.
  + Coordinating with students for registration and solving their problems .

**Languish**

* Arabic native and English fluent

**References**

* Professor Dr. Saleh bin Sabaan, Faculty of Business Administration, King Abdul-Aziz University, e-Mail : [dr\_binsabaan@yahoo.com](mailto:dr_binsabaan@yahoo.com), Mobil : +966555604006
* Professor Dr. Zaid Al Harthey, Naif University for Academic Affairs, Mobil: +966504703200