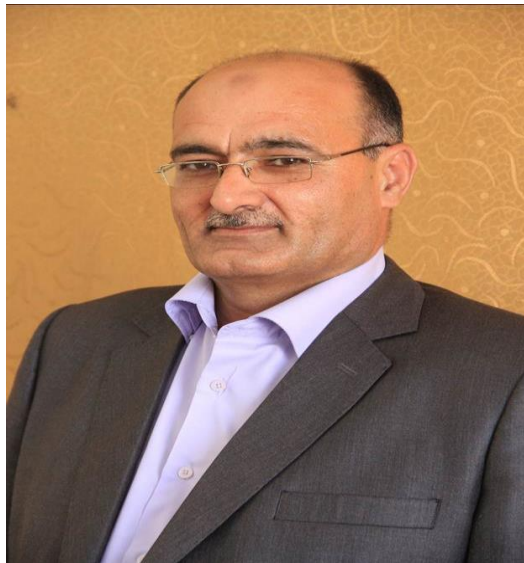


CURRICULUM VITAE



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Editorial Boards and Reviewer

- Reviewer to the Journal of Education, Business and Society: Contemporary Middle East, **Emerald**.
- Reviewer to the Journal of Business and Management, (<http://www.sciepub.com/journal/JBMS>).
- Editorial Board and reviewer, Journal of Business Research, Asia Publisher Pakistan.
- Reviewer to International Arab Conference of Quality Assurance IACQA.
- Co-Editorial Chief, Islamic University Journal of Economics and Managerial Studies, 2014.

Awards:

- Received award from Emerald for a paper entitled “***Employee attitudes toward organizational change in the Coastal Municipalities Water Utility in the Gaza Strip***” published in *EuroMed Journal of Business*. It has been chosen as a **Highly Commended Award Winner** at the Literati Network Awards for Excellence 2013.
- Received inclusion in the new Who's Who in the World 2014 (31st edition).

EDUCATIONAL BACKGROUND

(1998- 2009) Assistant and full Professor in management and strategy. 40 papers and articles in different managerial subjects were published.

(1993-1998) PhD in Management

The Thesis was designed to set up strategies, policies and procedures which need to be implemented immediately to develop industrialization in Gaza including material management. In addition, the study explained the strengths and weaknesses of local Palestinians in understanding the nature of industrialization - how their attitudes and managerial practices contributed to the lack of manufacturing development in Gaza Strip.

University of Exeter, UK

(1991-1993) MBA Business Administration.

The MBA was a taught course, consisted of various subjects including, material management, the principles and practices of management, marketing management, personnel management, feasibility studies, organisational behaviour, industrial sociology, NGOs management, finance and quantitative techniques, business ethics and environment and economy. Dissertation title was: “The Balance between Centralisation and Decentralisation in Managerial Control”. The aim of this dissertation was to investigate how to achieve the appropriate balance between administrative centralisation and decentralisation in the establishment without losing control.

University of Exeter, UK

(January 2000-November 2000) MBA in Management Development

This program was aimed to train tutors or facilitators in the field of management development. Special attention was given to curriculum design, MIS and management cross-culture with particular focus on management and business practices in Europe and the Middle East.

Euro Arab Management School, Spain

(1981-1986) BA in Business Administration.

The Islamic University of Gaza

EMPLOYMENT HISTORY

(August 2015-2019) Vice-President, Administrative Affairs, IUG. The responsibilities were to look after the administrative and financial affairs of the IUG. In addition, caring for purchasing and inventory management. Furthermore, responsible for IUG financial management.

(August 2013-2015) Dean, IUG Khan Younis Branch. I was managing the branch in terms of employees' management, academic programmes management and networking with local and international communities.

(September 2009-2013) Dean, Faculty of Commerce IUG. The responsibilities were to manage the faculty and its academic programs portfolio. Develop the BA, MA and MBA programs. In addition, caring for quality assurance according to international standards. Furthermore, many international conferences and scientific days were organized. Moreover, faculty strategic plan and budget estimates were prepared.

(August 2007-2009) Dean, Planning and Development IUG. Responsible for providing consultancies to the IUG president, prepare the required analytical studies and strategic plan of the IUG.

(August 2003- 2006) Chairman of Postgraduate programs, Faculty of Commerce IUG.

(September 2006- August 2007) Deputy Dean of Faculty of Commerce IUG.

(August 2001- August 2003) Head of Department of Business Administration, IUG.

(October 1998-) working at the Islamic University of Gaza (IUG) in the field of Strategy and management. The main fields of interest including: material management, strategic management, culture and management, research methodology, business essentials, principles of management, entrepreneurship, marketing research, international management and small business management.

Consultancy Experience

Many Consultancy works have been performed including projects evaluation, need assessment, strategic planning, organizational restructuring, evaluation of effectiveness and performance of several international NGOs operating in the Gaza Strip. These Consultancy activities helped the targeted organisations in improving their services and expand their activities. On-site visits and advises were also paid to many NGOs to evaluate and develop their performance in management.

LANGUAGE PROFICIENCY

Arabic (First language) and English (Fluently).

PUBLICATIONS:

First: Refereed Articles, Conferences and Books

- 1) **Article:** "The Internal Constraints on the Process of Industrialisation in Gaza". Joint Article. The Article was published in international journal, May 1999, *British Journal of Middle Eastern Studies*, Co-Author.
- 2) **Article:** "The External Constraints on Gaza's Manufacturing Industries". Joint Article. The Article was published, at *International Journal 'Middle Eastern Studies*), January 2000, Co-Author.

- 3) **Article:** "Business Failure in the Gaza Strip: Experts perspectives". Joint Article. The Article was published at the *Islamic University Journal*, Co-Author , June 2002.
- 4) **Article:** "Strategic managerial Practices of Palestinian manager: An Applied study on Plastic and Shoe manufacturers in the Gaza Strip", published at the *Journal of Faculty of Commerce*, Cairo University, Issue (59) 2002.
- 5) **Article:** Constraints on Academic Scientific Research in the Gaza Strip's Universities: Faculty of commerce professors and lecturers viewpoints, *Islamic University Journal*. Vol. 12, no. 1 2004.
- 6) **Article:** Opinions around the Strategic managerial Practices of Palestinian manager: Case study from the Gaza Strip, Published at the *Islamic University Journal*, Vol. (11) no (2) 2003.
- 7) **Article:** Management Characteristics in Gaza's Manufacturing Establishments: Cross-Culture management; Gaza versus Europe. *Islamic University Journal*. Vol. 12, no. 1 2004.
- 8) **Article:** Evaluation of Managerial Practices at Family Establishments in the Gaza Strip: Field Study, *Journal of Commerce and Finance*, Tanta University, Egypt, Fist Issue 2005.
- 9) **Article:** Evaluation of Internal Control in the Ministries of Palestine Authority in the Gaza Strip: Field Study, *Journal of Commerce and Finance*, Tanta University, Egypt, First Issue, 2006 Co-Author.
- 10) **Article:** Strategic Planning at the Construction Companies in the Gaza Strip, *Journal of Commercial Studies and Researches*, Faculty of Commerce, Zaqazeeqe University, 2006, Co-Author.
- 11) **Article:** Dominant Leadership Pattern at Palestinian Ministries in Gaza's Governorates, *Islamic University Journal* , Vol. (15) Issue (2) 2007, Co-Author.
- 12) **Article:** The characteristics of Governance at Large Food Manufacturing establishments in the Gaza Strip, *Journal of Al-Aqsa University* 2009.
- 13) **Article:** Strategic Thinking at the Ministry of Health in the Gaza Strip: Management Viewpoint, *Journal of Al-Azhar University* 2009, Co-Author.
- 14) **Articles:** The Development of Organizational Structures at Palestinian ministries in the Gaza Strip and their Impact on Managerial Efficiencies, *Islamic University Journal*, Vol. (15) Issue (2) 2007, Co-Author.
- 15) **Article:** The Influence of Organizational Climate on Human Resource Performance: a field Study on Palestinian Ministries in the Gaza Strip, *Islamic University Journal*, Vol. (16) Issue (1) 2008, Co-Author.
- 16) **Article:** The reality of Selection and hiring Policies at the Managerial Jobs in the Palestinian Ministries in the Gaza Strip, *Islamic University Journal* , Vol. (16) Issue (2) 2008, Co-Author.
- 17) **Article:** Level of Management Innovation at the Palestinian Ministries, *Anajah University Journal* , Vol. (21) Issue (4) 2007.
- 18) **Article:** Level of Strategic Thinking at the NGOs in the Gaza Strip, *Periodical of Rafidain Development*, 2009.

- 19) **Article:** Performance Evaluation of Large Food Manufacturing Establishments in the Gaza Strip by Using the Balanced Scorecard (BSC) Approach, *Journal of Financial and Commercial Researches*- Swais University, Egypt, Issue (2) 2008.
- 20) **Article:** Organizational Culture Dominant at the Islamic University of Gaza: Managers point of views, *Journal of Financial and Commercial Researches*- Swais University, Egypt, Issue (1) 2008.
- 21) **Article:** Obstacles of External Investments in the Gaza Strip: A Field study, *Conference Proceeding, Investment and Finance in Palestine: Between Development and Contemporary Challenges*, Faculty of commerce, Islamic University of Gaza, May 2005, Co-Author.
- 22) **Article:** The Reality of Internal Managerial control at the NGOs in the Gaza Strip, *Islamic University Journal*, 2009, Co-Author.
- 23) **Article:** "Towards an Industrial Strategy for the Gaza Strip". This paper was presented and published at the *Conference proceedings* 14-16 July 1998, Bradford Management and Technology Centre, University of Bradford UK.
- 24) **Article:** Reality of Scientific research in Gaza's Universities: Faculties of commerce case study, Gaza, *Palestine Legislative Council*, January 2002.
- 25) **Article:** Obstacles of Managerial Researches in the Gaza Strip, *ARADO*, Ashareja, Published at the *conference* Proceedings, April 2002.
- 26) **Article:** Proposed Policies and Programs of Incentives for Gaza's Industry Development, *Conference Proceeding*, Faculty of Commerce, IUG February 2006.
- 27) **Article:** A review to Internal Control and its Techniques in the Palestinian Ministries in the Gaza Strip, *Conference Proceeding*, Arab Organization for Managerial Development June 2006.
- 28) **Article:** Challenges of managerial quality development at Arab higher institutes, *ARADO conference* Wales, 2011.
- 29) Aspects Of Governance At Food Manufacturing Establishments In The Gaza Strip: Field Study, 4th Annual EuroMed Conference of the EuroMed Academy of Business, *Conference* Proceedings, October 20th-21st, 2011.
- 30) **Article:** Methods of Developing MBA programs at Palestinian Universities: Islamic University of Gaza IUG, a case study, *conference*, IUG, 2011.
- 31) **Article:** Palestinian Experience in external evaluation of economic and managerial programs, *Arab Quality Assurance Conference*, Gulf U., Bahrain, 2012.
- 32) **Book:** Manufacturing Industries in the Gaza Strip, 1967-1994: Industrialization in the Gaza Strip, *LAP Lambert Academic Publishing*, 2012.
- 33) **Article:** Developing the core competencies of the Islamic University of Gaza (IUG): Deans and Managers Viewpoints, 2012.
- 34) **Article:** Employee Attitudes toward Organizational Change in the Coastal Municipalities Water Utility in the Gaza Strip, *Emerald, Euro-med Journal* 2012 Co-Author. It has been chosen as a **Highly Commended Award Winner** at the Literati Network Awards for Excellence 2013.
- 35) **Article:** Challenges of Governance at Palestinian Higher Education Institutes, Arab Quality Assurance *Conference*, Jordan, 2013.

- 36) **Article:** Family Establishments in the Gaza Strip: Field study of the managerial characteristics and prospects, *Islamic University* , Co-Author , *Journal*, 2014.
- 37) **Article:** Human Development Strategies and their Role in Alleviating the Scientific Brain Drain in Palestine (Case Study - Gaza Strip), *Islamic University*. Co-Author, *Journal*, 2014.
- 38) **Article :** Impact of Organizational Culture on Donations Provided to the Gaza Strip: International Arabs' versus European Donors, accepted by 13th EBES *Conference* – Istanbul, Co-Author , June 2014.
- 39) **Article:** The Role Of High Performance Work System (HPWS) In Developing Entrepreneurship – Case Study: Islamic University Of Gaza (IUG). *Conference* of the Academy of Business (EMAB) hosted by EDC Business School, 21-22 May 2015, in Paris, France, Co-Author .
- 40) **Article:** THE REALITY OF MANAGEMENT EXCELLENCE IN THE LIGHT OF THE EUROPEAN MODEL OF EXCELLENCE (EFQM) CASE STUDY AL AQSA UNIVERSITY". *Islamic University*, Co-Author, *Journal*, 2015.
- 41) **Article:** "Success Factors to improve human resource planning at Technical Collages in Palestine". *Islamic University Journal*, Co-Author , Vol. 24, (4) 2016.
- 42) **Article:** " The Impact of Higher Education Programs on Students' Entrepreneurship Knowledge, Skills and Attitudes ". *Journal of Inspiration Economy*, September. Vol. (3), (2) 2016.
- 43) **Article:** "Implementing Knowledge Management in the Palestinian Public Sector Institutions: Empirical Study on the Presidency of the Palestinian Government". *International Review of Management and Marketing*. Co-Author, 1/1/2016.
- 44) **Article:** " Measuring performance of Public Sector Institutes In The Gaza Strip by using Balanced Scorecard". *Islamic University Journal*, Co-Author , Vol. 25, (1) 2017.
- 45) **Article:**" The relationship between motivation process and Organizational justice: Field Study on Palestinian Police in the Gaza Strip". *Islamic University Journal*, Co-Author , Vol. 25, (1) 2017.
- 46) **Article:** " The Reality of Governance in Palestinian Universities". *Islamic University Journal*, Co-Author , Vol. 25, (1) 2017.
- 47) **Article:** Success Requirements for Disaster Management in the Gaza Strip (Case Study: Role of the Palestinian Ministry of Interior in Facing Alexa Low December 2013). *Journal of the College of Return for Research Legal and Human Studies*. , Co-Author , Vol. (1), No. (1) 2017.
- 48) **Article:** El-Farra, Majed (2018) A proposed Entrepreneurial Development Model to Palestine. National Conference on Graduates Unemployment, Faculty of Business & Economics, Islamic U. of Gaza.
- 49) **Article:** El-Farra, Majed (2018) "The Development of the human resource working in government control bodies in the sectors of security and justice" Third Conference on Criminal Justice in Palestine - "Strengthening the role of the controlling bodies in the Palestinian justice system", February 2018.

Second: Books:

1. Co-Author of "*Management, Concepts and Practices*", published by authors 2002.
2. Co-Author of "Scientific Research Methods and Statistical Analysis in Management Sciences" 2004.
3. Author of "Entrepreneurship Development In Palestine: An Empirical Study on the Gaza Strip" 2017.

Computer skills:

Able to use the following computer programs very well: Word, SPSS, and PowerPoint. In addition, E-mails, Internet and social media are highly used.

Membership:**First: Member of Board of Directors.**

1. Member of EuroMid Research Business Institute since 2011 (Palestinian Director).
2. Member, Board of Trustees, *National Assurance Quality Institute for higher education*, Palestine, Gaza, 2011-2016.
3. Member, Board of Trustees, *Palestinian Zakat Institute*, Palestine, Gaza, since 2011.
4. Head of Board of Directors, Essalam Hospital, Khan Younis, 2011 till now.
5. Member of Islamic University Council since September 2007-2019.

Second: Member of Committees.

1. Head of Scientific Committees of 6 conferences, 2008-2017.
2. Head of IUG Financial Efficiency Committee, 2016-2017.
3. Team leader of external evaluation of 3 academic programs, Academy of Management & Politics, Gaza Strip, 2015.
4. Team leader of external evaluation of 17 academic programs in faculties of Commerce in three universities in Gaza Strip, 2011.
5. President of 2 conferences, Faculty of Commerce.
6. Member of preparation committees of 4 conferences.
7. Member of steering committee responsible for restructuring the Palestinian Ministry of Health, 2006.

REFERENCES:

Eng. Alaa El Ghalayini, Director of NGOs Development Center (NDC), Gaza.

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Mobile: 00972 599475455

Prof. Dr. Naser Farahat, President of the Islamic U. of Gaza.

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