

# Dr. Maher Alnawasrah

Assistant Professor of Human  
Resources Management

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**Current position:** Assistant Professor of Human Resources Management, Department of Human Resources Management, College of Business Administration  
Jerash University, Jordan

## Experience

### Teaching Experience

#### **September 2022 – Present**

- Assistant Professor, Department of Human Resources Management, College of Business Administration, Jerash University, Jordan
  - Participated in developing the curriculum for Human Resources Management program besides teaching several undergraduate level courses
  - Participated in adopting international standards for accreditation e.g. EQUIS
  - Introduced new courses in the curriculum to match quality standards

#### **October 2020 – September 2022**

- Lecturer, Department of Human Resources Management, College of Business Administration, Jerash University, Jordan

## Practical Experience

**July 1993 – August 2020**

Pilot (Retired as Brigadier General)

### **Highlights of Practical and Industry Experience:**

- 2020: Chief of Jordanian Military Counter Terrorism and Extremism Center:  
Directed and managed the center established by NATO with almost 150 personnel including Professors, Military Officers, and Operations Experts
- 2019: Strategic Director, Royal Jordanian National Defense College  
Directed and guided senior civilian and military students to provide solutions at the strategic levels to come up with practical proposals to face the Covid-19 crisis by activating work teams
- 2018: Head of Public Safety, HQ Royal Jordanian Air Forces  
Developed safety measures to fit specific air force needs
- 2016: Commander of Prince Hashem Bin Abdullah II Brigade / Special Operations Aviation / 5. Special Operations Command  
Initiated a Pilot Exchange Program with UAE Joint Aviation Command
- 2015: International Forces Command / Democratic Republic of Congo / UN
- 2014 Chief of Staff, Special Operations Aviation Brigade.
- 2012: Special Operations Squadron Commander
- 2011: SO1 Intelligence – Airbase (RJAF)
- 2009: SO1 Planning Operations Support / Directorate of Joint Operations
- Exchange Pilot Officer, Turkey Armed Forces HQ
- 2004 – 2015: Pilot Tactical Instructor

## Education

FEBRUARY 2021

- **PhD in Business Administration – Human Resources Management**

The World Islamic Sciences and Education University W.I.S.E. – Jordan

Thesis Title: *The Impact of Human Resources Management practices on person-job Fit the Mediating Role of Human Resources Agility at Jordanian Airlines Companies, 2021.*

NOVEMBER 2016

- **Master's Degree in Human Resources Management**

Jadara University - Irbid, Jordan

Thesis Title: *The process of evaluating employee performance and its impact on work turnover: Job satisfaction as a modified variable in the International Wings group in Jordan.2016.*

AUGUST 2018

- **Master's Degree in Military Science**

National Defense University – Taiwan

JULY 2009

- **Bachelor's Degree in Military Science**

Mu'tah University – Karak, Jordan

## Membership of Committees and Boards

1. Member of Strategic Defense Review Committee (Jordanian Armed Forces) USA, 2010
2. Member of Establishment Team of Prince Hashem Special Operations Aviation Brigade, Jordan, 2009
3. Member of Several Aircraft Modification Committees, 2007 – 2011
4. Head of Committee for Studying the Establishment of the Institute of Public Safety, Royal Jordanian Airforce, Jordan, 2019
5. Coordinator of Allied Air Force Commanders Conference, Jordan, 2020

## Courses and Workshops

### Leadership and Management Related Courses

- Resources Management Course, Defense Resources Management Institute, Naval Postgraduate School, Monterey, California
- Human Capital Resources Management Course. Defense Resources Management Institute, Naval Postgraduate School, Monterey, California
- Human Resources Management, Jordan
- Crisis Management Course, National Defense University “CAROL 1”, Romania
- Risk Management Course, UK
- Risk Management Workshop, ICAO
- National Defense Course, Taiwan
- Next Generation Leaders Course. National Defense University/Taiwan
- International Negotiation Management Course. NATO
- Defense Against Terrorism (Center of Excellence). NATO
- Security Policies and Multilateral Diplomacy Course, NATO
- Minor Leadership and Staff Course. SOS.
- Visit, Board, Search, Seizure Professional Exchange. Maritime Center of Exchange /USA.
- Prevention Of Infiltration Course. Special Operation Training Center (JAF).
- Diplomacy And International Security Policies (GCSP). Geneva.

### Safety Related Courses

- Aviation Safety Awareness. Civil Aviation Authority.
- Flying Supervisor Course. UK.
- Flight Safety Officers Course. Pakistan.
- Safety Management System Course (SMS). Queen Noor Civil Aviation Technical Collage.
- Aircraft Accident Investigation Course. Pakistan.
- Jet Engine Mishap Investigation Course. USA.
- Occupational Safety and Health in Industrial Workplaces (OSHA). USA/Jordan.
- Aircraft Accident Prevention Course. Queen Noor Civil Aviation Technical Collage.
- Safety Seminar. Qatar.

### Specialized Workshops and Courses

- Prevention Of Intellectual Extremism for Officers. Military Center for Anti-Terroirs and Extremism / Jordan.
- Aviation Support for Special Operation Air Assault. USA.
- Air Assault Course. Jordanian Special Operations School.
- United State Army Central Regional Combined Aims Symposium. USA.
- Certificate Of Achievement The U.S Aviation Seminars. USA.
- Attack Helicopter Simulator Course. USA.
- Tactical Attack Helicopter Course. Royal Air Force Collage.
- Flight Instructor Course for Highest 500. Royal Air Force Collage.
- Cobra Flight Emergency Training Course. Bahrain.
- Forward Air Traffic Controller Course (FATC). Royal Air Force Collage.
- ICDL. Royal Air Force Command.
- Military English Language Training Course. Royal Air Force College Cranwell- England.
- English Language Course. Royal Jordanian Air Force.

## Publications

- The Impact of Human Resources Management Practices on the Alignment Between the Individual and the Job: HR Agility as a Mediating Factor in Jordanian Airlines
- The Link Between Emotional Labor and Employee Performance in the Services Sector
- How to Motivate Employees to Perform Better? The Impact of Social Support on Employees' Performance in the Hotel Industry
- An Extension of the Diffusion of Innovation Theory for Business Intelligence Adoption: a Maturity Perspective on Project Management
- The Effect of Financial Technology on Financial Performance in Jordanian SMEs: The Role of Financial Satisfaction
- Factors Affecting Middle Eastern Countries Intention to Use Financial Technology
- The Relationship Between Marketing Capabilities and Financial Performance: The Moderating Role of Customer Relationship Management in Jordanian SMEs
- Performance Measurement: Key Performance Indicators as Drivers in Assessing Risk and Improving Value in the Services Sector

## Aircraft Types and Flying Hours

- Bulldog
- Hughes 500D
- Heavy Attack Helicopter (Cobra AH-1F)
- Light Attack Helicopter (Hughes 350F)
- Huey
- Ecureuil
- Casa 295

Total Number of Flying Hours – 3000 Hours

## External Representations

- Liaison Officer / Participation in The Pilot Exchange For 6 months / Turkey.
- Air Operations Officer with UN / Congo.

## Languages

- Arabic / Mother Language
- English / Excellence. (TOEFL, 103/120)
- Chinese /Good. (TOCFL Chinese Language Level 2)

## Teaching Courses

- Principles of Marketing, Jerash University
- Human Resources Management, Jerash University
- Principles of Administration, Jerash University
- Decision Making, Jerash University
- Strategic Planning and Human Resource Management, Jerash University
- National Education, Jerash University
- The Negative Effects on Jordan of Middle Eastern Refugees, Chung Yuan Christian University, Taiwan
- The Role of the Jordanian Armed Forces in Local Development, Al Zaytoonah University and Yarmouk University
- Leadership and Work Teams
- Knowledge Management
- Business Administration in English
- Fundamentals of Human Resources Management
- Managing Institutional Excellence
- Occupational Health and Safety Management

## Teamwork and Skills

- Computer Skills: Good Command of Microsoft Office (Word, PowerPoint, Excel)
- Strong Communication Skills
- Follow-up And Time Management
- Team Oriented, Organize, Manage Time, Well and Positive Attitude
- Initiator And Solution Provider
- Work Well Under Pressure, Flexible and Quick Learner
- Good Presentation and Communication Skills
- Outstanding Interpersonal Skills, Establishing Positive Relationships with The Working Team
- Standardized Databases That Meet International Standards for Health and Safety Information
- Concerned with Health, Safety, and Security Best Practices
- Academic Work Practice License Course in Universities and University Colleges

## Countries Served To

USA, England, Italy, Romania, Taiwan, Pakistan, United Arab Emirates, Qatar, Bahrain, Democratic Republic of Congo

## Medals Awarded

- Managerial And Technical Competence Honor
- Long And True Service Appreciation Badge
- Senior Pilot Badge
- Star Medal for Outstanding Performance / Taiwan
- Legion Of Merit 4th Class Medal
- Great Arab Revolt Centennial Badge