

Khalil Ahmad AL-Hyari



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PERSONAL DATA:

- Nationality: Jordanian.
- Place and date of birth: Aqaba-Jordan, 6 February 1977. □
Marital Status: Married with three children

Key qualifications:

- Excellent academic skills and experience in Business Administration and SMEs in UK, and Jordan. Courses taught at undergraduate and a postgraduate level: Principles of marketing, Principles of management, Research methodology, International business, SMEs management,

Principles of management in English, Project management, Strategic management, Knowledge management, and all basic business courses.

- Diverse research skills and capacity in marketing, business, and small businesses development.
- Excellent and effective communications and presentation skills.
- Effective high-quality consultation services in business and SMEs management, training for various businesses at national and international levels.
- Effective leadership, team building and motivation as well as change management skills.
- Adaptive, creative and willing to learn.

EDUCATION:

- PhD in Business and SMEs internationalisation, Glamorgan Business School, Glamorgan University, UK, July 2009.
- PhD scholarship from Al-Balqa Applied University in UK.
- Master of Economic, the University of Jordan, Jordan, 2001.
- B.S in Economics, Al-Yarmouk University, Jordan, June 1999.
- General Secondary Certificate, Scientific Stream, Al-Ittihad School, Amman-Jordan, June 1995.

TRAINING COURSES:

- Generic Skills Programme for PhD students, Glamorgan University, Cardiff-UK.2005-2006.
- PhD students' workshops programme, Glamorgan University, Cardiff -UK. 2007.
- PhD students' development programme, ISBC international small business congress, Belfast/N.Ireland-UK. March 2008.
- Special training on SPSS and Nvivo software for researchers, Glamorgan University, Cardiff -UK. 2008.
- Introduction on SAP program 2012/2013.
- **PMP** Project Management Professional / Pioneers Academy, 2015.
- Microsoft Project 2010, Pioneers Academy, 2015.

WORK HISTORY AND PROFESSIONAL EXPERIENCE:

- March 2022-Present **Vice President for Administrative Affairs** Al-Balqa Applied University, Salt- Jordan.
- August 2021-Present **Dean of Amman University College for Financial and Administrative Sciences**, Al-Balqa Applied University, Salt- Jordan
- July 2021-Present **Professor of SMEs Management, Project Management Department** – Faculty of Business, Al-Balqa Applied University, Salt-Jordan.
- September 2017-2018 **Dean of Business School**, Al-Balqa Applied University, Salt- Jordan
- September 2016-2017 **Dean of Princess Rahma University College**, Al-Balqa Applied University, Salt- Jordan.
- September 2015-2016 **Director of Development and Quality Assurance Center**, Al-Balqa Applied University, Salt- Jordan. Duties: Taking part in defining the university strategic goals, in general, and those of the Development and Quality Assurance Center, in particular; Direction and supervision over drawing up and updating executive action plans all over the university in coordination with the administrative units concerned, Supervision over and following up developing the university draft strategic plan, in addition to measuring their results, and taking part in making assessment reports of institution performance and actual accomplishment all over the university in coordination with different administrative units.
- February 2015- Present **Associate Professor of SMEs Management, Project Management Department** – Faculty of Business, Al-Balqa Applied University, Salt- Jordan.
- Contributed to critical literature review and develop the table of the previous research studies.
- June 2014- February 2015 **Associate Professor of SMEs Management, Business Department** – Faculty of Business, Al-Balqa Applied University, Salt- Jordan.
- Sep 2011- Sep 2014 **Head of Business Administration Department**– Faculty of Business, Al-Balqa Applied University, Salt- Jordan. Duties: Actively promote the

- department programs within the university. Handle student grievances, complaints, cases of plagiarism and other cheating cases. Set goals with the faculty members in the form of the planned faculty portfolio. Support staff to meet the needs of the department. Conduct annual performance review of the faculty and staff; make merit recommendations to the dean, and renewal decisions in accordance with university policy.
- July 2009- June 2014 **Assistant Professor of SMEs Management, Business Department** – Faculty of Business, Al-Balqa Applied University, Salt- Jordan. Duties: Teaching business courses such as knowledge management, international business, principles of management, research methodology, strategic management, SMEs management, and crisis and risk management, as well as supervising many MBA Theses and conducting research in different areas of business and their applications.
- July 2000 to Jan 2004, **A Shipping Manager, Al-Eeman Investment Group.** Duties: responsible for the people and resources of a shipping warehouse, loading and unloading trucks, picking orders and completing housekeeping tasks and facilitates personnel management, operational management and interdepartmental communication.

Academic Ranks

- **Professor.** July 2021/ Granted by Al-Balqa Applied University
- **Associate Professor.** July 2014/ Granted by Al-Balqa Applied University.
- **Assistant Professor.** July 2009 to June 2014/ Granted by Al-Balqa Applied University.

Honours and Awards

- Certificate of Excellence Award – Al-Balqa Applied University. In Recognition of distinguished Academic in Scientific Research, 2017.
- Appreciation Award by Higher Education Accreditation Commission for outstanding performance to curriculum development for project management of undergraduate programs, Jordan: 2015.

- Scholarship for Outstanding Students to seek Ph.D. in business administration and SMEs management from UK – Al-Balqa Applied University. From September, 2005 - July, 2009.

Academic Committees

- Development and Installation of E-Course, E-Learning at BAU, 2015 - 2017.
- National Accreditation for the different Graduate and Undergraduate Programs at BAU, 2015 - 2016.
- Assessment Report - for BAU, 2015 - 2016.
- Annual Report – for Quality Assurance and Accreditation Center, BAU, 2015 - 2016.
- Strategic Plan – for Quality Assurance and Accreditation Center, BAU, 2015 - 2016.
- Bachelor for Planning and Project Management Program Curriculum Development, 2016 - 2017.
- Masters of Human Resource Management Curriculum Development, 2013 - 2014.
- Member of Curriculum Development Committee for Undergraduate Programs at Al-Balqa Applied University, 2015 to 2018.
- Member of Innovation and Entrepreneurship Course Curriculum Development Committee, 2017 to 2018.
- Member of Private Accreditation Committee, for assessing the program offered at the Department of Business, Amman Arab University, 2016.

Academic and Research Interests:

SMEs management, internationalisation of SMEs, E-business, business strategy, Islamic marketing and businesses, project management, lean system, kaizen, blended learning, and marketing intelligence.

CONSULTATION AREAS:

- A member of scientific committee for developing MBA and Master of Human resource management at the Faculty of Business. Al-Balqa Applied University – Jordan, 2012-2013.
- Director of the Organizing Committee of the International Conference on Creativity, Innovation and Entrepreneurship in Business Environment (15th – 17th October 2019) AlBalqa Applied University- Jordan.

- Peer Reviewer (PR) for the Qatar National Research Fund (QNRF).
- Peer Reviewer (PR) for the Jordanian scientific research and innovation Fund.

In Refereed Journals:

- **Khalil Al-Hyari.** (2022). "A Call to Action to Save Jordanian SMEs during the Covid-19 Pandemic", *World Journal of Entrepreneurship, Management and Sustainable Development*, Vol.18, No.2.
- **Khalil Al-Hyari.** (2022). "The Determinants of Export Performance of Jordanian SMEs: A Comparative Perspective", *International Journal of Business and Globalisation*, (In press).
- Haffar, M., **Al-Hyari, Khalil**, Djebarni, R., Al-Shamali, A., Abdul Aziz, M. and Al-Shamali, S. (2021), "The myth of a direct relationship between organizational culture and TQM: propositions and challenges for research", *The TQM Journal*, Vol. ahead-of-print No. ahead-ofprint. <https://doi.org/10.1108/TQM-06-2020-0138>.
- **Khalil Al-Hyari.** (2021). "The Influence of TQM on Export Performance of Manufacturing SMEs in Jordan", *Jordan Journal of Business Administration (JJBA)*, Vol. 17, No.4, pp. 505-529.
- **Khalil Al-Hyari.** (2020). "Initial Empirical Evidence on how Jordanian Manufacturing SMEs Cope with the COVID19 Pandemic", *Academy of Strategic Management Journal*, Vol. 19, No.1, pp. 1-12.
- **Khalil Al-Hyari.** (2020). "Lean Bundles within Jordanian Manufacturing SMEs and their Effect on Business Performance", *Problems and Perspectives in Management*, Vol. 18, No.2, pp. 302-315.
- **Khalil Al-Hyari.** (2020). "Blended Learning at the Faculty of Business in Al-Balqa Applied University", *International Journal of Business and Management*, Vol. 15, No. 10, pp. 14-26.
- Mohammed Khair Abu Zaid, and **Khalil Al-Hyari.** (2020). "The Effect of Supply Chain Integration on New Product Performance: The Mediating Role of Product Innovation Capability (In Arabic)", *Jordan Journal of Business Administration (JJBA)*, Vol. 16, No.1, pp. 117-194.
- **Khalil Al-Hyari**, Mohammed Khair Abu Zaid and Omar Suleiman Arabeyyat, Laith Al-Qwasmeh, and Mohamed Haffar. (2019). "The Applications of Kaizen Methods in

- Project Settings: Applied Study in Jordan”, *The TQM Journal*. Vol.31, No. 5, pp. 831-849.
- Sami Khasawneh , **Khalil Al-Hyari**, Waleed Kalf AlZoubi. (2017). “E-Marketing and the Extent of Awareness of SMEs for its Application and Benefits: A Field Study in Context Commercial Firms in Jordan”. *AIEDARI Institution of Public Administration*, Muscat- Sultanate of Oman. Vol. 149, No.39.
 - Mahmoud Migdadi, Mohammed Khair Abu Zaid, Mohammed Yousif, Ra'd Almestarihi , and **Khalil AlHyari**. (2017). “An Empirical Examination of Knowledge Management Processes and Market Orientation, Innovation Capability, and Organizational Performance: Insights from Jordan”. *Journal of Information and Knowledge Management*. Vol. 16, No.1, pp. 1750002 -32.
 - Mahmoud Migdadi , Mohammed Khair Abu Zaid, Fawwaz Alhammad , **Khalil Al-Hyari**. (2016). “An Empirical Examination of Total Just-in-time Impact on Operational Performance: Insights from a Developing Country”. *International Journal of Supply Chain and Inventory Management*. Vol. 1, No.4, pp.286-305.
 - **Khalil Al-Hyari**, Sewar Abu Hammour, Mohammed Khair Abu Zaid, Mohamed Haffar.(2016). “The Impact of Lean bundles on Hospital Performance, Does Size Matter?” *International International Journal of Health Care Quality Assurance*. Vol.29, No.8, pp.877-894.
 - Ibtihal Hadidi, **Khalil Al-Hyari**. and Mohammed Khair Abu Zaid, (2016). “The Effect of Enterprise Resource Planning Systems Implementation on Business Performance: An Applied Study on Small and Medium Manufacturing Companies in Jordan”. *Dirasat: Administrative Sciences*. Vol. 43, No.1, pp.629-645. (In Arabic).
 - Rahmah Al Wshah, **Khalil Al-Hyari**, and Mohammed Khair Abu Zaid. (2015). “The Impact of Using Information Technology on Achieving Competitive Advantage and Organizational Performance for SMEs: An Empirical Study on the Manufacturing Industry in Jordan”. *Journal of Administrative and Economic Sciences*. Vol. 8, No.2.(In Arabic).
 - Ghazi Al-Weshah, Muhamod Al-Nsour, and **Khalil AlHyari**. (2013). “E-networks and Relationship Marketing: Qualitative Evidence from Jordanian Travel Agencies”. *Journal of Relationship Marketing*. Vol.12, No.20.

- **Khalil A. Al-Hyari.** (2013). "Identification of Barriers Factors and Potential Solutions to SMEs Development among Jordanian Manufacturing Sector". *International Journal of Business and Management*. Vol.8, No.27. 132140.
- Mohammad Abu Zaid, Mahmud Migdaddi and **Khalil ALHyari.** (2013). "Studying the Impact of Manufacturing Strategy on Organisational Performance According to Contingency Theory and Resource-Based View Perspective: An Analytical Study". *Jordan Journal of Business Administration*. Vol.9, No.3, PP.445-464. (In Arabic).
- **Khalil Al-Hyari,** Ghazi Al-Weshah, and Muhammad AlNsour. (2012) "Barriers to Internationalisation in SMEs: Evidence from Jordan". *Journal of Marketing Intelligence and Planning*, Vol 30, No 2. PP 188-211.
- **Khalil Al-Hyari,** Muhamod Al-Nsour, Ghazi Al-Weshah, Mohamed Haffar. (2012). "Religious Beliefs and Consumer Behaviour: From Loyalty to Boycotts". *Journal of Islamic Marketing*. Vol. 3. No. 2. 155-174.
- Adeb Al-Hazaimah, **Khalil Al-Hyari** and Marwan AlNsour. (2011). "Determinants of Aggregate Import in Jordan: Empirical Evidence (1976-2008)". *Journal of Economic Development, Management, IT, Finance and Marketing*. Vol. 3. No. 1. 18-38.
- Ghazi Al-Weshah, **Khalil Al-Hyari,** Amjad Abu Elsamem, and Marwan Al-Nsour. (2011) "Electronic Networks and Gaining Market Share: Opportunities and Challenges (Cases from the Jordanian Handicrafts Sector)". *International Journal of Information Communication Technologies and Human Development (IJICTHD)*. Vol 3. Issue 3, PP.1-15.
- **Khalil Al-Hyari,** Marwan Al-Nsour, Muhammed Alnsour, Ghazi Al-Weshah, and Bandar Abutayeh (2011). "Exporting Performance and Manufacturing Activities in Jordanian SMEs: External Barriers and Relationships". *International Journal of Global Business (IJGB)*, Vol. 4, No.1. PP. 4472.
- Muhamod Al-Nsour, and **Khalil Al-Hyari.** (2011). "Internet Banking and Jordanian Corporate Customers: Issues of Security and Trust". *Journal of Internet Banking and Commerce*. Vol. 16. No. 1. PP. 1-15.
- Bandar Abutayeh, **Khalil Al-Hyari.** and Manar AlQatawneh, (2011). "The Relationship between Organization Climate and Job Satisfaction in Some Jordanian Business Organisations". *IUG Journal of Economic and Business*. Vol. 20. No. 1. PP. 159-188. (In Arabic).

In Refereed and International Conferences:

- Mohamed Haffar, **Khalil AL-Hyari** (2017), "The influence of organizational culture and employee readiness for change on employee affective commitment to change: Evidence from the manufacturing sector of Jordan. In European Academy of Management (EURAM), University of Strathclyde, Glasgow, Scotland, United Kingdom.
- Mohamed Haffar, **Khalil AL-Hyari**, Mohammed khair abu zaid, Ramadane Djbarani, and Mohammed Hamdan (2016), "An Analysis of the Influence of Employee Readiness for Change on TQM Implementation," in international Conference on Business, Economics, Finance and Management Sciences. London, United Kingdom.
- **Khalil AL-Hyari** and Marwan Al-Nsour (2010), "An Investigation into the External Exporting Barriers: Evidence from Manufacturing Activities by SMEs in Jordan," in the 14th IBIMA conference on Global Business Transformation through Innovation and Knowledge Management. Istanbul, Turkey.
- Djebarni, Ramdane and **Khalil AL-Hyari** (2009), "Exporting Barriers and the Internationalisation of Manufacturing activities by SMEs in Jordan," in International Council for Small Business-World Conference. Seoul, Korea: ICSB.
- **Al-Hyari, Khalil** and Ramdane Djebarni (2008), "Internal Exporting Barriers and the Internationalisation Activities by SMEs in Jordan," in Institute for Small Business & Entrepreneurship Conference. Belfast, N. Ireland: ISBE.

Papers under preparation:

- SMEs: A Cure for the Financial Crisis in Jordan?
- The relationship between organizational culture and affective commitment to change: the underlying effects of multiple employee readiness for change dimensions.
- City Marketing in Jordan: The Case of Petra.
- Organizational culture, affective commitment and disruptive e-learning: the underlying effects of multiple employee readiness for change dimensions.

Masters' theses supervision:

- The Impact of Applying Artificial Intelligence Systems on the Engineering Project Management.
- The Impact of Digital Entrepreneurship on Creativity in Jordanian Food Industrial Projects.
- The Impact of Strategic Vigilance in Improving the Competitiveness of Entrepreneurial Projects: An Applied Study of the Entrepreneurial Enterprises in the King Hussein Business Park.
- The role of strategic agility in crisis management: the mediating role of dynamic capabilities “an applied study on Jordanian engineering projects”.
- The effect of E-commerce on the export performance of SMEs in Jordan.

- The impact of the characteristics of human resources information systems on organizational performance: An applied study in Jordanian pharmaceutical sector.
- The determinants of e-government services usage in SMEs: An Applied study of manufacturing industries sector in Jordan.
- The extent of SMEs "E-marketing awareness of its applications and benefits.
- The Effect of Enterprise Resource Planning Systems Implementation on Business Performance: An applied study on small and medium manufacturing companies in Jordan
- The Impact of Applying Lean System on Organization Performance: An Applied Study on Jordanian Private Hospitals.
- The Impact of Using Information Technology on Achieving Competitive Advantage and Organizational Performance for SMEs: An Empirical Study on the Manufacturing Industry in Jordan.
- The Product Characteristics, Supply Chain Strategy, and their impact on pharmaceutical manufactures performance in Jordan.
- The Moderate Impact of Organizational Culture on the Relationship between Sustainability Practices and Organizational Performance in Jordan.
- The Moderate Impact of Organizational Culture on The Relationship between Lean Production and Organizational performance: applied study on Small and Medium Manufacturing Companies in Jordan.

Peer- Review Activities:

- Journal of Marketing Intelligence and Planning □
Journal of Islamic Marketing.
- Journal of Research in International Business and Management.
- Journal of Business and Economy/Qassim University
- Jordan Journal of Business Administration/ Jordan University.

- Arab journal of science and research publishing.
- International Journal of Productivity and Performance Management.

The C.V. of Dr. Khalil A. Al-Hyari (2022) page

- Al-Balqa journal for research and studies- Ahlia University
Amman
- Journal of Management Development
- Peer Reviewer (PR) for the Qatar National Research Fund (Q NRF).
- Peer Reviewer (PR) for the Jordanian scientific research and innovation Fund.
- Zarqa Journal for Research and Studies in Humanities.
- The TQM Journal.

Academic Memberships:

- Member of the *isbe* institute for small business and entrepreneurship/ UK.

OTHER SKILLS:

- Languages: Arabic and English (speaking, writing, and reading).
- Excellent Computer Skills (Microsoft Office Applications, Internet, etc)
- Excellent Computer Skills in Other Commercial, Financial and Statistical Analysis Packages (SPSS, Excel)

REFERENCES:

- Will be provided upon request