

Robert N. Zacca, PhD

Academic Employment

- *Assistant Professor of Management, Alfaisal University, Kingdom of Saudi Arabia (August 2014 –Present)*. Full time faculty member in the College of Business: Engaged in research, teaching and service activities.
- *Assistant Professor of Management and Entrepreneurship, United Arab Emirates University (UAEU), AACSB Accredited (2008 – 2014)*. Full time faculty member in the Business Administration Department of the College of Business and Economics: Engaged in research, teaching and service.
- *Visiting Scholar, Jiangxi University of Finance and Economics, Nanchang, China (2012 - 2023)*. Providing undergraduate seminars in International Business.
- *Visiting Scholar, Institut Supérieur de Gestion, Paris, France (2008 - 2011)*. Provided MBA courses in Corporate Entrepreneurship.
- *Faculty of Management, Cracow University of Economics (1998 - 2008)*. Provided instruction to undergraduate and graduate students of management; Involvement in project and program development work.

Refereed Journal Publications and Conference Proceedings

- AlMazrouei, H. and Zacca, R. (in press). Learning Goal Orientation, Empowering Leadership, Participative Decision-Making as Predictors of Expatriates' Post-Pandemic Job Performance. *International Journal of Organizational Analysis*.
- AlMazrouei, H., Bodolica V. and Zacca, R. (in press) Learning Goal Orientation and Turnover Intention: An Interplay Between Cultural Intelligence and Organisational Commitment. *International Journal of Organizational Analysis*.
- Zacca, R. (2024). *Leveraging Network Capability for Small Enterprise Success: The Critical Roles of Organizational Capability and Alertness*. 2024 International Conference on Partial Least Squares Structural Equation Modeling (PLS-SEM), Kuala Lumpur, Malasia.
- Zacca, R. (2024). *Strategic Learning Capability and SME Performance Relationship: The Moderated-Mediation of Strategic Entrepreneurial Behavior and Environment Hostility*. The 2024 12th International Conference on Social Science and Humanity (ICSSH 2024), Fukuoka, Japan.
- Zacca, R., Kafaji, M. and Shaltoni, A.M. (2024). The Interaction Effect of Leadership Support on the EO - Innovative Performance Relationship. *The*

International Journal of Entrepreneurship and Innovation, 25(3): 172–186 (Scopus 3.1 / ABS 2 / SJR Q2).

- AlMazrouei, H., Bodolica, V., and Zacca, R. (2024). Learning goal orientation and turnover intention: an interplay between cultural intelligence and organisational commitment. *International Journal of Organizational Analysis*, 32(7), 1322-1357 (Scopus 2.5 / ABS 1 / SJR Q2).
- Dayan, M., Ng, P.Y., Zafar, H. and Zacca, R. (2023). Effects of Constructive Politics and Market Turbulence on Entrepreneurial Orientation-Performance Relationship: A Moderated Mediation Model. *European Management Journal*, 41(3): 385-394 (Scopus 6.4 / ABS 2 / SJR Q1).
- AlMazrouei, H., Zacca, R., & Mustafa, G. (2023). Mediating-moderating effect of employee creativity and team potency on expatriate innovative work behaviour. *International Journal of Organizational Analysis*, 31(5), 1669-1693. (Scopus 2.5 / ABS 1 / SJR Q2).
- AlHogail, S., Zacca, R. and Floyd, C. (2022). Thrown Under the Bus: The Signaling Role of CMO Dismissal and its Effect on Firm Value. *Journal of East-West Business*, 28(4): 388-403 (Scopus 1.6 / ABS 1 / SJR Q3).
- AlMazrouei, H. and Zacca, R. (2022). The Impact of Covid-19 on Managerial Decision Making: The Case within Australian Organizations. *Journal of General Management*, 48(1), 32-45 (Scopus 1.0 / ABS 1 / SJR Q3).
- Zacca, R. and AlHogail, S. (2021). Entrepreneurial and Market Orientation Interactive Effects on SME Performance within Transitional Economies. *Journal of Research in Marketing and Entrepreneurship*, 23(2): 268-281 (Scopus 2.4 / SJR Q2).
- AlMazrouei, H. and Zacca, R. (2021). The Impact of Corona Coronavirus on Australian Public Sector Employees. *Journal of East-West Business*, 27(4): 382-399 (Scopus 1.6 / ABS 1 / SJR Q3).
- AlMazrouei, H., Zacca, R. and Alfayez, N. (2021). The Counterintuitive Effect of Team Potency on Expatriate Creative Work Involvement. *Journal of Global Mobility BitBlog*.
- Zacca, R. and Kafaji, M. (2021). The Interaction Effect of Leadership Support on the EO - Innovative Performance. 14th Academy of Innovation, Entrepreneurship, and Knowledge Conference (ACIEK).

- AlMazrouei, H. and Zacca, R. (2021). The Influence of Organizational Justice and Decision Latitude on Expatriate Organizational Commitment and Job Performance. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, 9(4): 338-353 (Scopus 2.7 / ABS 1 / Q3).
- Alzahmi, R., AlMazrouei, H. and Zacca, R. (2021). Developing Future Leaders: Evidence of Talent Management Planning in a UAE Multinational Company. *International Journal of Customer Relationship Marketing and Management*, 12(4) (Scopus 0.50 / SJR Q3).
- AlMazrouei, H. and Zacca, R. (2021). Cultural Intelligence as a Predictor of Expatriate Managers Turnover Intention and Creative Self-Efficacy. *International Journal of Organizational Analysis*, 29(1): 59-77 (Scopus 2.5 / ABS 1 / SJR Q2)
- AlMazrouei, H., Zacca, R. and Alfayez, N. (2020). The Impact of Team Potency and Leadership Member Exchange on Expatriate Creative Work Involvement. *Journal of Global Mobility*, 8(3/4): 309-323 (Scopus 2.6 / ABS 2 / SJR Q2)
- Jeong, Y., Ali, M., Zacca, R. and Park, K. (2019). The Effect of Entrepreneurship on Firm Performance: A Multi Mediation Model. *Journal of East-West Business*, 25(2): 166-193 (Scopus 1.6 / ABS 1 / SJR Q3).
- AlMazrouei, H., Zacca, R., Evans, J. and Dayan, M. (2018). Great Expectations: The Moderating Role of Pre-departure Opinion on the Relationship between Organizational Justice and Organization Commitment / Job Satisfaction. *Journal of Global Mobility*, 6(2): 178-193. (Scopus 2.6 / ABS 2).
- Zacca, R. and Dayan, M (2018). Linking Managerial Competence to Small Enterprise Performance within the Dynamic Capability Logic. *Journal of Small Business and Enterprise Development*, 25(2): 256-276. (Scopus 4.5 / ABS 2).
- Zacca, R., Dayan, M. and Elbanna, S. (2017). The Influence of Conflict and Intuition on Explorative New Products and Performance in SMEs. *Journal of Small Business and Enterprise Development*, 24(4): 950-970 (Scopus 4.5 / ABS 2).
- Zacca, R. and Dayan, M. (2017). Entrepreneurship: An Evolving Conceptual Framework. *International Journal of Entrepreneurship and Innovation Management*, 21(1/2): 8-26 (Scopus 1.4 / ABS 1).
- AlMazrouei, H., Zacca, R., Bilney, C., and Antoine, G. (2017). Expatriate Managers Decision-Making Practices within the UAE: A Qualitative Study. *International Journal of Organizational Analysis*, 24(5): 856-882 (Scopus 2.5).

- Dayan, M. Ng, P.Y. and Zacca, R. (2016). The Effects of EO and Market Turbulence on SMEs Performance through Political Behavior: Moderated Mediation Model. *Academy of Management Conference*.
- Dayan, M., Zacca, R., Hussain, Z., Benedetto, A. and Ryan, J. (2016). The Effect of Entrepreneurial Orientation, Willingness to Change, and Development Culture on New Product Exploration in Small Enterprises. *Journal of Business and Industrial Marketing*, 31 (5): 668-683 (Scopus 4.4 / ABS 2).
- Zacca, R. and Dayan, M. (2015). Linking Managerial Competencies and Performance. *Babson College Entrepreneurship Research Conference (BCERC)*.
- AlMazrouei, H. and Zacca, R. (2015). Expatriate Leadership Competencies and Performance: A Qualitative Study. *International Journal of Organizational Analysis*, 23(3): 404-424 (Scopus 2.5 / ABS 1).
- Zacca, R., Dayan, M. and Ahrens, T. (2015). Impact of Network Capability on Small Business Performance: The Mediating Role of Knowledge Creation and EO. *Management Decision*, 53(1): 2-23 (Scopus 5.5 / ABS 2).
- AlMazrouei, H., Kunnanatt, J.T. and Zacca, R. (2015). Cultural Adaptation of Expatriate Managers: Empirical Insights from the UAE. *International Journal of Strategic Management*, 15(2): 91-102.
- Dayan, M., Zacca, R., and Benedetto, A. (2013). An Explorative Study of Entrepreneurial Creativity: Its Antecedents and Mediators in the context of UAE Firms. *Creativity and Innovation Management*, 22(3): 223-240 (Scopus 5.2).
- Dayan, M., Zacca, R., and Benedetto, A. (2012). *An Exploratory Study of Entrepreneurial Creativity: Role of External Factors in the Context of UAE Firms*. IEEE ITMC Conference, Managing Technology during a Business Recovery, Dallas, Texas.
- Zacca, R. Selen, W., (2011). Unraveling a Manager's Proclivity to Innovate: An Exploratory Study. *International Journal of Entrepreneurship and Innovation*, 12(3): 157-167 Scopus 3.1 / ABS 2).
- Zacca, R., (2011). *The Framing of Entrepreneurship*. IEEE ITMC Conference, Managing Technology in Challenging Times, San Jose, California.
- Zacca, R., (2010). *Classifying Entrepreneurship within a Business Development Framework*. ICSB Conference on Entrepreneurship: Bridging Global Boundaries, Cincinnati, Ohio.

- Zacca, R., (2010). *An Essay on the Conceptual Framework of Entrepreneurship*. 2nd Research Symposium in Business and Economics, American University of Sharjah.
- Zacca, R., (2009). *Reconciling the Managerial Dichotomy to Growth*. International Association of Management of Technology Conference, Orlando, Florida.

Working Papers

- AlMazrouei, H. and Zacca, R. Exploring the Interplay Between Employee Frustration and Organizational Creativity: The Role of Psychological Contract Fulfilment and Influence of Empowerment Climate. *Organizational Psychology Review* (in review).
- Zacca, R. Leveraging Network Capability for Small Enterprise Success: The Critical Roles of Organizational Capability and Alertness. *Journal of Small Business Management*, (in review).
- Zacca, R. and Carreras, A. How Entrepreneurial Behavior Mediates the Learning Capability and Firm Performance Relationship (preparing for submittal).
- Zacca, R., AlMazrouei, H. and Alfayez, N. The Critical Role of Management Support on the Work Balance – Organizational Creativity Relationship (preparing for submittal).
- AlMazrouei, H. and Zacca, R. Moderated Mediation Effect of Job Satisfaction and Organizational Trust on Expatriate Organizational Commitment. *International Journal of Organizational Analysis* (in review).
- Aichner, T., Cologna, A., Cvilak, L. and Zacca, R. Exploring the Challenges and Opportunities of Employing Persons with Disabilities. *Humanities and Social Sciences Communications* (in review).
- Kafaji, M. Zacca, R. and Shaltoni, A. Does Strategic Posture Enable Business Success? Analyzing the Extended Effect on Small to Medium Enterprises in Emerging Economies? *FIIB Business Review* (in review).
- Shaltoni, A.M., Kafaji, M., Zacca, R. & Weiger, W. The impact of e-marketing orientation on business performance: Does innovativeness really matter? *Journal of Business-to-Business Marketing* (in 3rd review).
- AlMazrouei, H., Alfayez, N. and Zacca, R. Moderating Role of Team Potency on Innovative Behavior - Expatriate Creative Work Involvement Relationship. In process of writing up results.

- AlMazrouei, H. and Zacca, R. The Impact of Coronavirus on Employees' Job Satisfaction, Commitment and Learning: The case of Australian Private and Public Sector Organizations.
- Weldali, L., Osman, A., AlMazrouei, H. and Zacca, R. Counterproductive Work Behavior among Expatriates in SMEs: Moderating Effects of Power Distance and Perceived Organizational Support. *Journal of Asia-Pacific Business (in review)*.
- Zacca, R. Case Study: The Juice Palace (UAE). *Asian Case Research Journal (in review)*.
- Alzahmi, R., AlMazrouei, H. and Zacca, R. The Role of Strategic Workforce Planning in Achieving Organizational Goals: A Case Study Analysis. *International Journal of Management and Business Research*.
- AlNafissa, N. and Zacca, R. Work-Family Conflict in Family Owned SMEs: The influence of Entrepreneurial Orientation and Family Social Capital. Preparing draft for *Journal of Family Business Management*.
- Zacca, R. The Role of Risk-Taking on the Intuition – SME Performance Relationship. Preparing draft for *European Management Journal*.
- Zacca, R. Small Enterprise Lifecycle and Entrepreneurial Orientation: The Mediating Role of Environmental Hostility and Managerial Competence.
- Zacca, R. Investigating the Mediating Effects of Network Capabilities and New Product Exploration in the EO – Small Enterprise Performance Relationship.
- Zacca, R. Investigating the Mediating Effect of Willingness to Customize in the EO – Small Enterprise Performance Relationship.

Research Grants – Awards

- Zacca, R. (2024) The Determinants of innovative Capabilities within Entrepreneurial Businesses. Alfaisal University President's Investment Fund (PIF) Research Grant
- Zacca, R. and Carreras, A. (2022) *Drivers and Enablers of Innovative Start-up Enterprises within the Kingdom of Saudi Arabia*. Alfaisal University Internal Research Grant.
- (2017) The Alfaisal University Research Excellence Award.

- Almazrouei, H. and Zacca, R. (2016). Team behaviors and work motivation of UAE public sector employees. UAEU Research Grant Competition, 2-year research award.
- (2016) Shell Saudi Arabia Outstanding Research Award Alfaisal University, College of Business.
- Almazrouei, H., Dayan, M. and Zacca, R. (2015). *Antecedents and Consequences of Expatriate Adjustment: A Study on the Adjustment of Expatriate Workers in the UAE*. UAEU Research Start-UP Grant Competition, 2-year research award.
- Zacca, R. (2015). *The Impact of Network Capabilities on Innovative Start-up Enterprises within the Kingdom of Saudi Arabia*, Alfaisal University Internal Research Grant.
- (2014) Outstanding Research Award for paper published in A Ranked Journals, College of Business, UAEU.
- (2013) Nominated for the Tudor Rickards and Susan Moger Best Paper Award *Creativity and Innovation Management*.
- Zacca, R. (2013) *Case Study: The Juice Palace*. College of Business and Economics, UAEU grant.
- Dayan, M. and Zacca, R., (2013) *Determinants of Innovative Capabilities of Entrepreneurial Business within the UAE*. National Research Foundation and UAEU grant; ranked 'highly-competitive', (Co-Investigator).
- Zacca, R., Dayan, M., and Ahrens, T., (2011) *Drivers and Enablers of Innovative Start-up Enterprises within UAE*. National Research Foundation and UAEU grant; ranked 'highly-competitive', (Principal Investigator).
- Zacca, R. and Dayan, M., (2010) *Extending the Dialog on the Conceptual Framework of Entrepreneurship*; UAEU research grant (Principal Investigator).
- Dayan, M. and Zacca, R., (2010) *Creativity in Entrepreneurship: Its Antecedents and Mediators*; UAEU research grant (Co-Investigator).

Education

- *Ph.D. in Management with specialization in Entrepreneurship*, Cracow University of Economics, Cracow, Poland, 2006
- *M.B.A.*, Plymouth State University, Plymouth, New Hampshire, 1992
- *B.S. in Mechanical Engineering*, Tulane University, New Orleans, Louisiana, 1985

Professional Interests

- *Research interest:* research investigates the drivers and enablers of innovative enterprises; the determinants of innovative capabilities of entrepreneurial businesses; creativity in entrepreneurship; and the theoretical framework of entrepreneurship.
- *Courses taught:* Entrepreneurship, Management of Innovation, Value Innovation Strategy, Strategic Management, Business Ethics, HR Planning, Recruitment and Selection, Managing Entrepreneurship Ventures, Corporate Entrepreneurship, International Entrepreneurship, International Business, E-Commerce, and Management.
- *Service interest:* Training and mentoring aspiring young entrepreneurs at the Center for Innovation and Entrepreneurship; contributing to departmental and college level committees; supervising internship students; organizing student scientific trips; supervising the Entrepreneurship Student Club, and developing entrepreneurship curriculum.

Industry Work Experience

- *Business Advisor, US Peace Corps Advanced Business Development Program for Eastern Europe (May, 1996 - May, 1998).* Provided technical assistance to Romanian business consultants and effected growth within their business consulting center; participated in the training of business managers and educators.
- *Business Advisor, Global Business Services Limited (1994 - 1996).* Affected a turnaround of a US company realizing an increase in recurring revenue, a reduction in costs, and an increase in profits (Miami, 1995-96). Assisted Chinese and US companies in trade related activities and market research (Beijing, 4/1994-10/1994).
- *Mechanical Engineering Consultant, BWS Architects and Engineers (1992 - 1994).* Mechanical engineering design work for Bell South Corporation and AT&T Corporation.
- *Mechanical Engineering Consultant, HJ Ross and Associates (1988 - 1990).* Mechanical engineering design work for National Aeronautics and Space Administration and other commercial and industrial clients.
- *Application Engineer, Johnson Controls, Inc. (1985 - 1988).* Designed automated digital control systems for commercial and industrial applications.

Professional Development and Memberships

- Editorial Board Member: (1) Journal of the Knowledge Management, (2) Intangible Capital
- December 2023, Advanced topics of PLS-SEM using SmartPLS | Northern Institute of Technology Management (NIT)
- November 2023, Foundations of Partial Least Squares Structural Equation Modeling (PLS-SEM) Using SmartPLS 4 | Northern Institute of Technology Management (NIT)
- 2016, *Workshop on Partial Least Squares Path Modeling with SmartPLS* presented by Marko Sarstedt, Otto-von-Guericke University.
- 2012 and 2013, *ICPSR Summer Program in Quantitative Methods of Social Research, at the University of Michigan, Ann Arbor.*
- 2012, *Stanford Graduate School of Business Executive Summit in Dubai: 'Leading Organizations to Global Competitiveness'*.

References

Professor Thomas Ahrens Ph.D.
Director, UAEU Corporate Governance Network,
United Arab Emirates University, T +971-3-7133278
tahrens@uaeu.ac.ae
+971 3 713 5209

Saïd Elbanna (Ph.D.)
Professor of Strategic Management
said.elbanna@qu.edu.qa
+97474018562

Muriel Gavira, Ph.D.
Professora Doutora - Assistant Professor of Entrepreneurship
Faculdade de Ciências Aplicadas - School of Applied Sciences
University of Campinas (UNICAMP), SP – Brazil
muriel.gavira@fca.unicamp.br
+551937016686