



# FAHAD ALAMMAR

Ph.D. (Assistant Professor  
of Management)

📍 Riyadh - Saudi Arabia

☎ +966

✉ faalammar@alfaisal.edu

in linkedin.com/in/fahadalammar/

🔗 Google Scholar <https://goo.gl/t7bV9n>

## Skills

### Project Management Skills

Actively participated in administrative and development projects such as MBA committees, hiring committees, and strategic committees. Developed operational plan, KPIs, mission & vision, and key goals and objectives.

### Excellent Teaching Style

Delivered numerous lessons successfully for management subjects at various universities. Presented at different conferences and events.

### Research & Analytical Skills

Published research and business articles in different international journals. Highly capable of collecting/analyzing data and writing comprehensive research proposals and business reports.

### Cooperation and Self-Management Skills

Focused on a commitment to the process while achieving deadlines and goals.

### Extensive Knowledge in Management and Business

Experience of more than ten years in the field of management and business. Conducted many research interviews with senior managers.

## Awards and Recognitions

- Received Massey University Doctoral Completion Grant for timely

## Summary of Qualifications and Objectives

Assistant professor at Alfaisal University with years of experience. I hold a B.A., M.A., and Ph.D. in Management from Massey University in New Zealand. Published many papers in reputable academic journals and led many projects in strategic planning, academic accreditation, development & outreach, and quality. Able to improve work efficiency, take initiatives, and work in teams, as I have participated in various committees and programs related to research and strategic management consulting.

## Education

2014 - 2018 Ph.D. in Management

[Massey University, Auckland](#)

- Thesis: "Business Diplomacy in Practice: A Grounded Theory Study in Management Among Professional Diplomats"
- Nominated for the Dean's List of Exceptional Theses
- Massey University is ranked among the top 300 in the world in the overall QS World University Ranking.
- Thesis link: <https://mro.massey.ac.nz/handle/10179/13615>
- Thesis published in the Journal of General Management: <https://doi.org/10.1177/03063070211059943>

2011 - 2013 Master of Business Studies in Management

[Massey University, Auckland](#)

- Received Second Class Honours
- Thesis: "Exploring the Concept of Wisdom Among Senior Managers in Large Organisations in Auckland: An Exploratory Study."
- Subjects include Advance Change Management, Advance Trade Management, Marketing Management, and Operational Management of International Business.
- Thesis published: <https://doi.org/10.1017/jmo.2015.53>

2008 - 2011 Bachelor of Business Studies - Double Major in Management & Finance

[Massey University, Auckland](#)

2000 - 2003 Executive Secretary's Diploma

[Institute of Public Administration, Riyadh](#)

## Work experience

08/2022 - Present Assistant Professor

[Alfaisal University](#)

- Planned and taught Negotiation, Organizational Change, Employee Training and Development, and Change Management courses for undergraduate and MBA students within the College of Business.
- Engaged in various administrative duties (such as NCAAA Accreditation) within the College and the Department of Management.
- Represented the department in the Jahiziya Exam and standardized test development.
- Contributed to curriculum review and enhancements for the BBA program.

2020 - 2022 Vice Dean of Admission and Registration for Development and Quality

[Imam Mohammad Ibn Saud University](#)

- Oversaw the admission and registration process and all academic procedures to ensure their execution to the standards and practices of the university.
- Developed the organizational structure of the Deanship.
- Led the development of the Deanship's strategy and goals.
- Developed the operational plan, KPIs, mission & vision, and key goals and objectives.

submission of Ph.D. thesis (valued at \$4250).

- Received Massey University Doctoral Research Dissemination Grant to support the development and dissemination of doctoral research (valued at \$6250).
- Nominated for the Dean's List of Exceptional Theses – Massey University.
- Education New Zealand “Brand Ambassador” to Saudi Arabia.

## Professional Membership

- Member of several main committees at Alfaisal University, including:
  - Undergraduate Business Committee.
  - Advisory Board Awards.
  - Disciplinary committee.
- Reviewer: Journal of Management Inquiry.
- Editorial Board Member: The Qualitative Report.

## Languages Spoken

Fluent: English and Arabic

## References

- Professor David Pauleen
  - Main Ph.D. Supervisor, School of Management, Massey University

E: D.Pauleen@massey.ac.nz

- Assistant Professor Nourah Alfayez
  - Head of the department of management

E: noalfayez@alfaisal.edu

## 2019 - 2022 Assistant Professor - Head of Quality & Accreditation Unit Imam Muhammad Ibn Saud University

- Planned and Taught Principles of Management, Organizational Behavior, Project Management, and Research Methods courses within the Department of Business Administration.
- Head of Quality and Accreditation Unit - Department of Business Administration.
- Ensured that the quality standards of the National Center for Academic Calendar and Accreditation (NCAAA) were applied within the department.
- Member of both the Recruitment Committee and MBA Candidates Committee within the department.

## Sep 2019 - Dec 2022 Adjunct Assistant Professor Prince Sultan University & King Saud University

Planned and taught Organizational Behavior at the College of Business during various times at Prince Sultan University & King Saud University.

## Jan 2019 - Sep 2019 Assistant Professor Al Yamamah University, Riyadh

- Planned and taught core business courses within the College of Business Administration. This includes Introduction to Management, International Business, and Introduction to Quality Management.
- Participated in research committees and department meetings.

## 2014 - 2018 Research and Teaching Assistant Massey University, Auckland

- Planned and taught classes for Organisations and Management core courses while studying for my P.h.D.
- Managed several funded research projects at Massey University on topics such as Management Analytics and Decision Making, and Volunteerism in Organisations
- Authored several [news articles](#) and was prominently featured in a profile on the university's [website](#).

## 2006 - 2007 Compliance Officer Banque Saudi Fransi

## 2004 - 2006 Administrator Riyad Bank

## Committees

- Member, Development and Community Outreach Committee (College Level - Alfaisal University)
- Member, Disciplinary Committee (College Level - Alfaisal University)
- Department Representative, Jahiziya Exam and Standardized Test Development (Alfaisal University)
- Member, Undergraduate Business Committee (College Level) – Reviewed BBA program changes (Alfaisal University)
- Member, Advisory Board Awards Committee – Academic excellence recognition (Alfaisal University).
- Member, Teaching Load Policy Review Committee – Evaluated faculty research alignment (Alfaisal University).
- Member, Committee for Transfer of Student Data and Academic Programs – Oversaw the data migration from Shaqra University to Imam Muhammad ibn Saud Islamic University (Imam University).
- Member, Executive Committee for Information Technology and Electronic Transactions – Developed and aligned IT operational plans with the university's strategy (Imam University).

## Publications in English

1. **Alammar, F. M.,** Alfayez, N. and Fallatah, M. (2024), Employers' perspectives on disability inclusion: exploring the dynamics between professed beliefs and actual practices, Employee Relations, Vol. 47 No. 1, pp. 173-192 <https://doi.org/10.1108/ER-05-2024-0289> (*ABS ranking 2, SJR Q1*).

2. **Alammar, F. M., & Pauleen, D. J. (2022).** Business diplomacy in practice: A strategic response to global business challenges. *Journal of General Management*, 48(1), 14-31. <https://doi.org/10.1177/03063070211059943> (**ABS ranking 1, SJR Q3**).
3. **Alammar, F. M., Intezari A., Cardow, A., & Pauleen, D. (2018).** Grounded theory in practice: Novice researchers' choice between Straussian and Glaserian. *Journal of Management Inquiry* 28(2) 228-245. <https://doi.org/10.1177/1056492618770743> (**ABS ranking 3, SJR Q1**).
4. **Alammar, F. M., & Pauleen, D. J. (2016).** Business diplomacy management: A conceptual overview and an integrative framework. *International Journal of Diplomacy and Economy*, 3(1), 3-26. <https://doi.org/10.1504/IJDIPE.2016.079170> (**SJR Q4**).
5. **Alammar, F., & Pauleen, D. (2015).** Exploring managers' conceptions of wisdom as a management practice. *Journal of Management & Organization*, 22(4), 550-565 (**ABS ranking 2, 2018**). <https://doi.org/10.1017/jmo.2015.53>

## Books/Chapters

1. **Alammar, F. M. (2020).** The concept of wisdom in the Arab-Islamic traditions. In A. Intezari, S.Y., Yang, & C. Spiller (Eds.), *Practical wisdom and leadership in a poly-cultural world: Asian, indigenous and middle-eastern perspectives* (pp. 178–188). London: Routledge Publishing. (<https://www.taylorfrancis.com/chapters/edit/10.4324/9780429055508-15>).

## Conferences

1. **Alammar, F. (2025, Dec 2–5).** Organizational Change in Emerging Markets: Employees' Sensemaking During Planned Change in Saudi Arabia [Paper presentation]. **38th ANZAM Conference 2025 Geelong, Australia.**
2. **Alammar, F. (2025, Dec 2–5).** Managing Change in the Saudi Public Sector: A Qualitative Study of Vision 2030 Transformation [Paper presentation]. **38th ANZAM Conference 2025 Geelong, Australia.**
3. Fallatah, M., **Alammar, F., & Alfayez, N. (2025, June 28–July 2).** *Inclusion or illusion? The role of social perceptions in shaping workplace dynamics for people with disabilities in developing countries* [Paper presentation]. **AIB 2025 Louisville Conference, Kentucky.**
4. **Alammar, F., & Alfayez, N. (2024, 25-28 June).** *Exploring the Dynamics between Professed Beliefs and Actual Practices in Employers' Perspectives on Disability Inclusion* [Conference presentation]. Fostering Innovation to Address Grand Challenges. **European Academy of Management**, University of Bath, UK.
5. **Alammar, F., & Alfayez, N. (2024, 9-13 August).** *Untangling Espoused Theories and Theories-in-Use on Employers' Attitudes to Disability Inclusion* [Conference presentation]. Innovating for the Future. The 84th Annual Meeting of the **Academy of Management**, Chicago, IL, USA.
6. Alfayez, N., & **Alammar, F. (2023, 5-6 September).** *Remote Working as a Source of Stress: A Stress and Coping Perspective* [Conference presentation]. Towards Disruptive Sustainability: New Business Opportunities and Challenges. The 37th Annual **British Academy of Management**, University of Sussex, UK.
7. **Alammar, F., & Pauleen, D. (2015, 2-5 December).** *Business diplomacy in practice: What do the experts have to say?* Managing for Peak Performance. The 29th Australian and **New Zealand Academy of Management Conference (ANZAM)**, Queenstown, New Zealand.

## Work in Progress

1. **Alammar, F. M., Ahmed, Mishal. (under review).** Productivity and frequency of working from home: Evidence from Saudi Arabia. **Empirical Economics**
2. **Alammar, F. M. (under review).** Employees' perspectives during organizational change and development: A case from Saudi Arabia. **Journal of Organizational Change Management**
3. **Alammar, F. M. (under review).** Managing Change in the Public Sector: The Case of Saudi Arabia Vision 2030. **Management Decision**

## Publications in Arabic

1. العمار, فهد. محمد. (2021). الانقسامات والاختلافات في الأبحاث النوعية والكمية: وجهة نظر نقدية. *المجلة العلمية لجامعة الملك فيصل / العلوم الإنسانية والإدارة*, 22(2), 39 – 46. <https://doi.org/10.37575/h/mng/0035> (**Q4 SJR**)
2. العمار, فهد. محمد, الضبيب, مشعل. عبدالعزيز. (2022). *مناهج النظرية المجذرة في دراسات العلوم الإدارية: تجارب وأفعية*. *المجلة العربية للإدارة*. <https://dx.doi.org/10.21608/aja.2022.230675> (2)42

## Non-refereed (Business Magazines)

---

1. **Alammar, F. M** (2018, March 6). Digital diplomacy: How New Zealand can better sell itself. *Stuff.co.nz*. Retrieved from <https://www.stuff.co.nz/national/politics/102002297/digital-diplomacy-how-new-zealand-can-better-sell-itself>
2. **Alammar, F. M** (2017, July). Why Businesses Need Diplomacy. *New Zealand Management Magazine*, 31(6), 5. Retrieved from <https://www.pressreader.com/new-zealand/nz-business-management/20170701/282226600723140>
3. **Alammar, F. M** (2017, June). New Zealand's neglected digital diplomacy. *Massey University*. Retrieved from <https://www.massey.ac.nz/about/news/new-zealands-neglected-digital-diplomacy/>
4. **Alammar, F.**, Cardow, A., & Pauleen, D. (2016, June). Does business diplomacy "Trump" political diplomacy? *The National Business Review*. Retrieved from <https://www.nbr.co.nz/does-business-diplomacy-trump-political-diplomacy/>