

## **Curriculum Vitae**

### **Randah Salamah Alyafi-AlZahri**

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#### **Education**

Ph.D. in Leadership & Human Behavior, United States International University, San Diego, California	1990-93
Master of Management Sciences (Human Resources Management), Ball State University, Muncie, Indiana.	1988-90
Bachelor of Economics & Commerce (Business Administration), University of Damascus, Syria.	1981-85

#### **Academic Experience**

Associate Professor, Department of Management, Faculty of Business Administration, King Saud University, Riyadh, Kingdom of Saudi Arabia	2008-present day
Assistant Professor, Department of Business Administration, Faculty of Management Sciences, King Saud University, Riyadh, Kingdom of Saudi Arabia.	1995-2008
A lecturer in the Department of Business Administration, Faculty of Economics & Commerce, University of Damascus, Syria.	1993-95
Teaching Assistant, Faculty of Business Administration, United States International University, San Diego, California.	1992-93
Assistant Job Analyst, Department of Human Resources, Ball State University, Muncie, Indiana.	1989-90
Teaching Assistant, Department of Business Administration,	1986-

### Professional Development Activities

1. The Effects of Social Parallelism on the Achievement of Self-Defined Aims and the Accomplishment of Tasks by Self-Deprecating and Self-Appreciating Individuals. (1999). *AlTarib Journal*, Vol. 9, no. 18, PP 129-161.
2. Planning for Human Resources Strategies. (2000). *Damascus University Journal*, Vol 16, No 1, PP 261-293.
3. Administrative Creativity under Bureaucracy. (2002). *Alam AlFikr* (Kuwait), vol. 30, no. 3 January/March, PP 231-264.
4. The Relationship between Bureaucracy, Stress, and Job Dissatisfaction: A Field Study. (2003). *King Saud University Journal*, Vol. 15, Management Sciences no. 1, PP 25-71.
5. The Relationship between Leadership Styles, Organizational Commitment and Role Conflict and Role Ambiguity. (2007). *Arab Journal of Administrative Sciences*, Vol 14, No. 3, PP 415-443.
6. A translation of Kenneth Blanchard, William Oncken, and Hal Burrows's book *The One Minute Manager Meets the Monkey*, 1<sup>st</sup> ed., Beirut, Lebanon: Arab Encyclopedia House (the book was published before the translation in 1990).
7. A translation of Richard Denny's book "Selling to Win" (2008), 3<sup>rd</sup> ed., Beirut, Lebanon: Arab Encyclopedia House (the book was published before the translation in 2007).
8. A Study of the Extent of King Saud University Students' Satisfaction with the Choice of their Fields of Study at the University and the Factors Determining their Decisions, was submitted to the Research Center at King Saud University (2008).
9. Is the Strategic Leader a Transactional or Transformational Leader? Research Center at King Saud University (2009).
10. The Relationship Between Managers' Personal Values and Competitive Advantages. Research Center at King Saud University (2010).
11. Attitude of Students at College of Business Administration, KSU toward Teleworking, (2013) *Damascus University Journal*, Vol 29, No 2, PP 59-93.
12. A translation of Jim Taylor and Lisa Haneberg's book "Connecting Top Managers". Translation Center, King Saud University. (2014).
13. Factors Affecting Training Transfer on the Job. (2015). *Arab Journal of Administrative Sciences*, Vol. 22, No. 3, PP 487-516.
14. Prominence of Strategic Staffing in E-Recruitment: A Case Study of Glowork Phenomenal Success (2016) Coauthor with Rizvi, Lubna. *Research on Humanities and Social Sciences*, Vol. 6, No. 2, PP 119-129.
15. The Impact Of Elements Of Quality Of Work Life: Applied Study On Civil Services Employees In Saudi Arabia (2017) *Jordan Journal in Business Administration*, Vol 13, No 1, PP 65-94.
16. The Development of Audit Committees - A Review of Literature on Theoretical and Global Perspective. (2018). *Journal of Management Research*, Vol. 10, No. 2, PP 82-93.

17. Social Responsibility of Industrial Organizations, Kingdom of Saudi Arabia. (2018). *The Journal of Economics and Finance*, Vol 4, No 2, PP 131-161.
18. The Role of Financial Organizations in the Modern Economy of the Kingdom of Saudi Arabia (2020). *International Journal of Humanities and Social Science Invention (IJHSSI)*. Vol. 9, Issue 3, Ser. 1, PP 52-71.
19. Breeding Ground for SMEs–The Success Story of the KAFALAH Program. (2020). International Finance Corporation World Bank Group, IFC. <https://www.smefinanceforum.org/post/publication-breeding-ground-for-smes%E2%80%93the-success-story-of-the-kafalah-program>.
20. Developing Human Capital. Pease, Beresford, Walker. (2014), edited/revised the English-Arabic translation, issued by the *Institute of Public Administration* (2021).
21. The efficiency of cooperative training in bridging the gap between education outputs and labor market requirements (2021). *Shaqra University Journal of Humanities and Administrative Sciences*. No. 16, pp. 102-134.
22. A study submitted to the *Human Resources Development Fund* (2021). Identifying the needs of the Saudi labor market in terms of skills and competencies.
23. Saudi Women Employees' Psychological Empowerment, Does It Matter? (2022). *Sci.Int.* Vol. 34, No 4, PP: 393-40.
24. Organizational Socialization Applicability, Measurements, And Theories: A Systematic Review and Guideline for Future Research. (2022). *International Journal of Business Management and Economic Review*. Vol. 5, No 4, PP 219-239.
25. The Mediating Role of Organizational Learning: An Empirical Study in the Saudi Context. 2023. *Journal of King Saud University*, will be published in Volume 31, p. 2.
26. The role of environmental regulation and green human capital towards sustainable development: The mediating role of green innovation and industry upgradation. **2023**. *Journal of Cleaner Production*. Vol. 421, 1 October. <https://doi.org/10.1016/j.jclepro.2023.138497>.
27. Corporate Sustainability and Vision 2030: Exploring Aramco's Role in Promoting Social Responsibility For Sustainability. (2023). *Journal of Law and Sustainable Development*. Vol.11, No. 11, PP: 01-15.
28. Perceived Social Support and Workplace Deviant Behaviors: The Mediating Role of Self-esteem in Employees in Saudi Arabia (2024). *The Journal of Behavioral Science (TJBS)*. Vol 19, No. 1, PP 51-67.
29. Role of perceived ease of use, usefulness, and financial strength on the adoption of health information systems: the moderating role of hospital size. (2024). *Humanities & Social Sciences Communications*. Vol (11), PP 1-12.
30. The Role of Adapting Automated Technology And The Efficiency of Banking Operations on Employees' Intention To Leave Work In The Saudi Banking Sector (2024) *Arabian Gulf Journal for Administrative Sciences*. Vol. 1, No. 1, PP 137-159.

### Non-Academic Experience

- Accountant in the Free Zone Area, Damascus, Syria 1985-85

## **Membership in Professional Organizations**

- A member of the Saudi Management Organization.
- A member of the committee of contemporary scientific culture - Arab Organization for Translation.

## **Honors and Awards**

- Asian Education Leadership Awards for Best Professor in Management. 2013
- Fulbright Scholarship 1988-90
- Dean's List, Valedictorian of Graduating Class 1985
- Monetary awards from Damascus university, Syria for attaining the highest GPA at the College of Business 1982-84

## **Public Service Activities**

Time Management Training for Students at KSU	12/3/2018
Workshops at Princess Nourah University	2013

## **Important Presentations**

Speaker in Ethics of Scientific Research Workshop	2013
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## **Training Courses and workshop:**

The planning and provision of training courses on: Cultural diversity and career development, time management, groups and teams Building, managing individuals effectively, leaders' methods of motivating workers, salesmanship (selling skills), telemarketing, etiquette and public relations, effective self-management, successful presentation, distinguished saleswomen, winning new projects and effective marketing, Managing Performance Effectively.

## **Administrative/Academic Work**

- A member of the Strategic Review Committee for the College of Business Administration, KSU, 2020
- A member of the AOL Committee, 2020
- A member of the Scientific Committee to prepare for the first conference of the Business schools of (GCC) at King Saud University.
- A member of the Strategic Plan team for Princess Nourah University.
- A member of the Strategic Plan team for the University Studies Center for Girls, KSU.
- A member of the editorial board of the Journal of King Saud University for Administrative Sciences.
- A member of reviewing teams for two books: Management in the Arab World, and Human Resources Management in the Arab World published by Pearson Education.

- A member of the Strategic Plan team for the college of Business Administration, KSU.
- A member of the program review plan in the management department
- Business Management Program Coordinator for Master degree, Female section.
- A member of the Doctorate Committee in the college of Business Administration.
- Head of the support-teaching assistants and lecturers in the College of Business Administration.
- A member of the scientific committee in the management department.
- A member of the Department of Human Resources committee for choosing female teaching assistants.
- The coordinator of the committee of academic advisers.
- Participation in the cultural symposium at the Faculty of Business Administration (for females).

### **Manuscript Works**

- A translation of ‘The Leader’s Self-Determined Conduct’ & ‘The Leader’s Conduct as Seen by Others’—Questionnaires devised by Kenneth Blanchard et al for use in a PhD thesis (1993).