



FAHAD ALAMMAR

Ph.D. (Assistant Professor of Management)

📍 Riyadh - Saudi Arabia

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LinkedIn: [linkedin.com/in/fahadalammar/](https://www.linkedin.com/in/fahadalammar/)

Google Scholar: <https://scholar.google.com/citations?user=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 - Assistant Professor

[Alfaisal University](#)

- Planned and taught Negotiation, Organizational Change, Business Ethics 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 various committees and meetings.
- 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 Alfaisl 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 Ph.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 - Alfaisl University)
- Member, Disciplinary Committee (College Level - Alfaisl University)
- Department Representative, Jahiziyah Exam and Standardized Test Development (Alfaisl University)
- Member, Undergraduate Business Committee (College Level) – Reviewed BBA program changes (Alfaisl University)
- Member, Advisory Board Awards Committee – Academic excellence recognition (Alfaisl University).
- Member, Teaching Load Policy Review Committee – Evaluated faculty research alignment (Alfaisl 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. Alfayez, N., & Alammar, F. (2025). The duality of remote work: A transactional perspective. *Employee Relations* <https://doi.org/10.1108/ER-03-2025-0178> (SJR Q1, ABS 2).
2. Alammar, F. M. (2025). Navigating organizational change in Saudi Arabia: A case study on employees' sensemaking during planned change. *Journal of Organizational Change*

Management [https://doi.org/10.1108/JOCM-02-2025-0116 \(SJR Q1, ABS 2\)](https://doi.org/10.1108/JOCM-02-2025-0116).

3. **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 \(SJR Q1, ABS 2\)](https://doi.org/10.1108/ER-05-2024-0289).
4. **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 \(SJR Q3, ABS 1\)](https://doi.org/10.1177/03063070211059943).
5. **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 \(SJR Q1, ABS 3\)](https://doi.org/10.1177/1056492618770743).
6. **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 \(SJR Q3\)](https://doi.org/10.1504/IJDIPE.2016.079170)
7. **Alammar, F.**, & Pauleen, D. (2015). Exploring managers' conceptions of wisdom as a management practice. *Journal of Management & Organization*, 22(4), 550-565 [https://doi.org/10.1017/jmo.2015.53 \(SJR Q1, ABS 2\)](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. Paper presented at the **Academy of Management Annual Meeting**, Chicago, IL. Published in Academy of Management Proceedings, 2024(1), 18206. <https://doi.org/10.5465/AMPROC.2024.18206abstract>
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. Ahmed, Mishal, **Alammar, F.M.** (under review). Productivity and frequency of working from home: Evidence from Saudi Arabia. **Applied Empirical** (ABS 2).
2. **Alammar, F. M.** (under review). Managing Change in the Public Sector: The Case of Saudi Arabia Vision 2030. **Public Management Review** (ABS 3).

Publications in Arabic

1. العمار, فهد. محمد. (2021). الانقسامات والاختلافات في الأبحاث النوعية والكمية: وجهة نظر نقدية. *المجلة العلمية لجامعة الملك فيصل / العلوم الإنسانية والإدارية*, 22(2), 39 – 46. [https://doi.org/10.37575/h/mng/0035 \(Q4 SJR\)](https://doi.org/10.37575/h/mng/0035)
2. العمار, فهد. محمد.. الضبيبي, مشعل. عبدالعزيز. (2022). مناهج النظرية المجدزة في دراسات العلوم الإدارية: تجارب واقعية. *المجلة العربية للإدراة*, 23(2), 42. [https://dx.doi.org/10.21608/aja.2022.230675 \(242\)](https://dx.doi.org/10.21608/aja.2022.230675)

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/>