|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| *Lecturer in Human Resource Management and Organisational Behaviour* | | | | | | |
| *Mohamed Ibrahim Lawaj*  *(PhD, MSc, BSc, PGCert)*  *H6 Salah Aldeen Road, Apartment 10, Tripoli, Libya*  *Email:*  [lawajm@gmail.com](mailto:lawajm@gmail.com)  *Mobile: 00218911409901- 00218928793501* | | | ***Teaching and research experience with professional communication, presentation and teamwork skills*** | | | |
| Education | | **Degree Title** | | | | **Awarding University** |
| Oct 2009 – Aug 2014 | | **PhD in Management** (Awarded on 6th August 2014)  ***Subject Area:*** Human Resource Management  ***Thesis Title:*** Performance Appraisal in a Libyan State Owned Organisation: an Interpretive Perspective on Managers’ Practices\*.  \* An interpretivist study with a research design that went beyond the borders of the numerical data in previous statistical research and provided insights that could not be offered by the more common quantitative approach. | | | | Hull University Business School, UK**.** |
| Sep 2000- March 2004 | | **MSc in Management and Organising**  A full-time taught master programme that included the following modules: strategic management, human resource management, managing finance, marketing, organisation studies, project management, organisational behaviour and research methods. Dissertation title: *Limit of Production Capacity and their Effects on Production Sufficiency “An Applied Study on the Cement Arabic Company from 1997 to 2002”* | | | | Academy of Postgraduate Studies, Tripoli, Libya |
| Sep 1995- Sep 1999 | | **Bachelor in Business Management**  A 4 year full-time taught programme that included 40 modules covering various topics in Management, Accounting, Finance, public administration and political economy. | | | | University of Al- Merghb, Faculty of Economics and Political science, Zliten, Libya. |
| Skills Training | | **Course Title** | | | | **Awarding Body** |
| Sep 2012 - Feb 2013 | | **Postgraduate English for Business (PGEB)**  ***Course Title:*** Studying English for business purposes. | | | | The University of Hull, UK. |
| Sep 2009 - July 2013 | | **Postgraduate Certificate in Research Training PGCert (P-T)**  ***Training modules taken:*** Philosophical issues in business management, managing the research process, communication skills, the research interview, exploration of qualitative research theory and practice, an introduction of qualitative research and an introduction to quantitative methods. | | | | The University of Hull, UK. |
| Employment History | | **Position Title** | | | | **Employer** |
| Jan 1999 - March 2004 | | **Tutor in Business Management**  My main responsibilities were to give discourses and seminars related to the modules of business management for undergraduate students. | | | | University of Al- Merghb, Al-Khoms, Libya. |
| April 2004- Aug 2007  March 2015- August 2016  April 2015- Aug 2015  Oct 2015-June 2016  Sep 2016 | **Lecturer**  My main responsibilities were teaching principles of management, management of production processes, marketing, human resource management, and supervising students. I also was the head of Management Department in the school from Aug 2006 to Aug 2007.  My main responsibilities were teaching management of production process, human resource management, operational research and supervising students.  Teaching management of production process to postgraduate student at finical and management school.  Teaching principles of quality management and operations management to undergraduate students  Teaching management of production process, human resource management, operations research and management of procurement | | | | | University of Al- Merghb, Faculty of Economics and Commerce, Al-Khoms, Libya.  University of Al- Merghb, Faculty of Economics and Commerce, Al-Khoms, Libya.  Libyan Academy, Misurata, Libya  College of Applied Administrative & Financial Sciences, Tripoli.  Open University, Tripoli, Libya. |
| Other Positions | | | | | | |
| Jan – May 2007 | Lecturer in the area of management of procurement and stores at Institute of Human Resources Development, Tripoli, Libya. | | | | | |
| Sep 2013 – April 2014 | Committee member of organizing the 5th PhD Experience Conference in April, 2014, at University of Hull, UK. | | | | | |
| May 2011 | Students’ ambassador for Hull Business School’s *AACSB* accreditation event, UK. | | | | | |
| May 2012 | Students’ ambassador for Hull University potential students | | | | | |
| Employment Gap | **Reasons** | | | | | |
| Aug 2007 – Dec 2008  Jan 2009 – June 2009 | Studying English language courses at University of Denver, USA  Studying English language and IELTS courses at Eastbourne School of English, UK | | | | | |
| Languages | | | | | | |
| English | Excellent listening, speaking, reading and writing | | | **Arabic** | Native speaker | |
| Computer Skills | | | | | | |
| I have the International Computer Driving License (ICDL), with a focus on MS office package, and I have an experience in using the following software:  1- N-Vivo (Qualitative Data Analysis Computer Software).  2- RefWorks (an online research management, writing referencing and collaboration tool)  3- End Note (Reference Management Software).  4- Excellent Interpersonal and Presentation Skills. | | | | | | |
| List of Publications | | | | | | |
| - Lawaj, M. (2014), “*Performance Appraisal in a Libyan State Owned Organisation: an Interpretive Perspective on Managers’ Practices*” PhD Thesis (unpublished), Hull, University of Hull.  - Lawaj, M.  (2004), "*Limit of Production Capacity and their Effects on Production Sufficiency, an Applied Study on the Cement Arabic Company from 1997 to 2002”,* MSc dissertation (unpublished), Academy of Postgraduate Studies, Tripoli, Libya. | | | | | | |
| Refereed Conference Proceedings and Invited Presentations | | | | | | |
| - Lawaj, M. (2014) “Performance Appraisal process in Libyan Public Organisations: an Exploratory Study*” West East Institute ‘WEI’ European Academic Conference in Budapest, Hungary, from June 22 through June 25, 2014.*  - 5th – 6th June 2014, Libyan Higher Education Forum, A Vision for the Future, research poster, London, UK.  - June 10, 2013, Comparative research in Human Resources Management (HRM) &Industrial Relations (IR): problems and methods in Quality Comparative Analysis (QCA), Northern Advanced Research Training Institute- NARTI, University of York, York, U.K.  - Lawaj, M. (2012) “Human Resource Management in the Middle East: an Interpretive Perspective on Managers’ Practices” *5th International Conference on Social Sciences (ICSS), İzmir, Turkey from 05-07 October 2012.*  - Lawaj, M. (2011) The Impact of High Performance Work Practices on employees’ performance, *British Academy of Management Conference (BAM 2012),* Aston University, Birmingham  Research interests  Human resource management, organizational behaviour, Organization studies, managing people, management of production process, global employee, labour relations, strategic management of human resources, International management, creativity innovation and management, qualitative research methods and narrative analysis.  References  Pro. Kevin Orr Dr. David Bright  Professor of Management Professor of Organisational Behaviour and HRM  Co-Head of School, University of Hull  University of St Andrews, Scotland, UK Hull University Business School  The Gateway, North Haugh, St Andrews, Fife, Hull, United Kingdom, HU6 7RX  KY16 9RJ. Scotland UK Room 228 Esk Building  Tel: +44 (0)1334 461998 Tel: +44 (0) 1482 463 136  Fax: +44 (0)1334 462812 Email : d.bright@hull.ac.uk  Email: kmo2@st-andrews.ac.uk | | | | | | |