

**King Fahd University of Petroleum & Minerals
College of Industrial Management
Management and Marketing Department
Dhahran, Saudi Arabia**

June 2008

RESUME

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PERSONAL

- Nationality: Tunisian
- Marital Status: Married (Two Children)

PRESENT POSITION

Assistant Professor at the Department of Management and Marketing,
College of Industrial Management (AACSB Accredited)
King Fahd University of Petroleum & Minerals
Dhahran, SAUDI ARABIA

WORK EXPERIENCE

- Assistant Professor at the KFUPM, Department of Management and Marketing, College of Industrial Management since 21st February, 2004.
- Teaching Management Sciences for professional trainees in Tunisia, 1994-1995.
- Working for a consultant company in Management and Accounting for Small and Medium Enterprises (SMEs) in Tunisia, 1993-1994.
- Teaching Assistant at the University of Tsukuba, Japan (Courses: Business Management, Financial Accounting, and Business Administration), 2002-2003.

EDUCATION

- 1993/07

Bachelor in Management Accounting, High Institute of Management, Tunis, Tunisia
Subject of Research: Le Marché Des SICAV en Tunisie (In French)

- 1996/04/01 to 1997/03/31

Research Student at the Graduate School of Commerce of Chuo University, Tokyo, Japan

Field of Research: Business Management: The Japanese Management Practice

- 2000/03

Master of Science in Management, University of Tsukuba, Japan

Subject of Research: Shareholding Structure and Corporate performance of Japanese FDI in Europe.

- 2003/09

Ph.D. in Management, University of Tsukuba, Japan

Dissertation Title: Entry mode and Performance of Japanese Investments in NAFTA, Europe and NIEs.

TEACHING

Taught the following courses at the diploma level:

- International Business (061)

Taught the following courses at the undergraduate level:

- Organizational Behavior (032, 041)
- Strategic Management (041, 052, 061, 062, 071, 072)
- Principles of Management (042, 043, 051, 062, 071)

Taught the following courses at the graduate level:

- Independent Research in Management (071)

COMMITTEE WORK

1. University Committees

- Student Affairs Standing Committee 2007-2008 (Member)
- Standing Committee on Academic Development 2007-2008 (Member)
- Faculty Processing Sub-Committee 2006 and 2008 (Member)
- Library Affairs Standing Committee 2005-2006 (Member)
- 23rd Career Day Committee 2006 (Member)
- Open Day for Employment December 2006 (Member)
- 24th Career Day Committee 2007 (Member)
- Open Day for Employment January 2008 (Member)
- 25th Career Day Committee 2008 (Member)

2. College Committees

- CIM Publications Standing Committee (Chairman)
Editor-in-Chief of CIM Newsletter “CIM TIMES”
- Ad Hoc Committee to Revise “Chair in International Marketing” (Member)
- 30th College Anniversary Organizing Committee (Member)

3. Departmental Committees

- Textbook Committee (Member)
- Management Program Curriculum Affairs Committee (Member)
- Ad Hoc Committee for Department Nominees for “Distinguished Teaching and Advising Award 2005” (Member)
- Program Self-Assessment Committee (Member)
- Ad Hoc Committee for Department Nominees for “Distinguished Teaching and Advising Award 2007” (Member)
- Department Representative to University Library 2007
- Department Representative to University Public Relations 2007

NON-ACADEMIC PROFESSIONAL EXPERIENCE

1. Professional Consulting Activities or Employment

- Establishment of National Center for WTO Affairs prepared for the Council of Saudi Chambers of Commerce and Industry (September, 2004-March, 2005)
- Establishment of Dar Al-Uloom College. Responsible for the development of the Business Administration College Curriculum: Marketing, Finance, Accounting and Human Resources Management (May, 2007-January, 2008)

2. Student Activities

- CIM Club Academic Advisor 2006-2008
- Invited many Guest Speakers from the business field
- Conducted many presentations to students

Date	Presentation	Club
17/03/2005	أعماق التجربة اليابانية	نادي عشائر الجواله
04/12/2005	اليابان من وجهة نظر عربية	نادي العلاقات العامة
13/12/2005	كيف تبدأ مشروعاً صغيراً؟	نادي الكلية الصناعية
10/12/2006	How to Start your Own Business?	عمادة شؤون الطلاب
03/04/2007	How to Write your Résumé?	عمادة شؤون الطلاب
12/05/2007	How to Write your Résumé?	كلية المجتمع بالدمام
13/05/2007	How to Succeed your Interview?	كلية المجتمع بالدمام
13/05/2007	How to Start and Manage a Small Business?	IEEE Society (KFUPM Student Branch)
27/05/2007	Emotional and Social Intelligence	النادي الاجتماعي
28/05/2007	كيف تبدأ مشروعاً صغيراً؟	مركز سلطان بن عبد العزيز للعلوم والتقنية "سايتك"
18/11/2007	حياة طالب عربي في اليابان	مركز التوجيه والإرشاد بعمادة شؤون الطلاب
31/12/2007	How to Write your Résumé?	عمادة شؤون الطلاب
13/01/2008	Art of Leadership	نادي الكلية الصناعية
12/05/2008	Leadership	نادي الكلية الصناعية
25/05/2008	How to Write your Résumé?	عمادة شؤون الطلاب

3. Other Activities

- Member of the Organizing Committee of the Second e-Services Symposium in the Eastern Province, December 12-13, 2006, Khobar, KSA.
- Member of the Jury for Ideas Challenge 2007 Contest, IEEE Saudi Education Society, KFUPM, KSA.

PUBLICATIONS

Refereed Conferences and Journals

1. **Mansour, M.** and Hoshino, Y. "Firm-specific Factors, Shareholding Structure and Corporate Performance of the Japanese Manufacturing Investments in Europe". Proceedings of the 3rd Annual Conference of the Japanese Association of Administrative Science, Isehara, Japan, November 25-26, **2000**.
2. **Mansour, M.** and Hoshino, Y. (2001). Firm-specific Factors, Shareholding Structure and Corporate Performance of the Japanese Manufacturing Investments in Europe. *Journal of Japanese Administrative Sciences*, 14(3), p: 117-127.
3. **Mansour, M.** and Hoshino, Y. "Entry Mode Choice of the Japanese MNEs in Europe: Impact of Firm and Industrial Factors". Proceedings of the 4th Annual Conference of the Japanese Association of Administrative Science, Nissin, Japan, November 17-18, **2001**.
4. **Mansour, M.** and Hoshino, Y. (2002). Entry Mode Choice of the Japanese MNEs in Europe: Impact of Firm and Industrial Factors, *Journal of Japanese Administrative Sciences*, 15(3), p: 231-247.
5. **Mansour, M.** and Hoshino, Y. (2003). An Analysis of the Determinants of the Performance of Japanese Manufacturing Investments in NAFTA, Europe and NIEs, *Journal of Business Management*, 10, p: 65-82.
6. **Mansour, M.** "Performance of Japanese MNEs in Developed Countries: The Case of Europe and USA." Proceedings of the 2nd Conference on Administrative Sciences: Meeting the Challenges of the Globalization Age, Dhahran, Saudi Arabia, April 19-21, **2004**.
7. Ramady, M.A. and **Mansour, M.** "Saudi Arabia WTO Accession and Global Economic Reforms" Proceedings of the World Association for Sustainable Development Annual Conference, Abu Dhabi, UAE, November 21-23, **2005**.
8. **Mansour, M.** and Abdul-Muhmin, A.G. "Online Purchase in Saudi Arabia: Incidence, Products, and Driving Factors" 1st E-Services Symposium in the Eastern Province, Khobar, Saudi Arabia, November 29-30, **2005**.
9. Ramady, M.A. and **Mansour, M.** (2006). The Impact of Saudi Arabia's WTO Accession on Selected Economic Sectors and Domestic Economic Reforms, *World Review of Entrepreneurship, Management and Sustainable Development*, 2(3), p: 189-199.
10. **Mansour, M.** "JV vs. WOS: A Comparison between Developed and Emerging Markets". Proceedings of the Academy of World Business, Marketing and Management Development Biennial Conference, Paris, **France**, July 10-13, **2006**.
11. Achoui, M. and **Mansour, M.** "Employee Turnover and Retention in Saudi Arabia". Proceedings of the 3rd International Business Research Conference, Melbourne, Australia, November 20-22, **2006**.
12. **Mansour, M.** "Project HRM: Benefits and Methods". Proceedings of the 1st Project Management Conference, Riyadh, Saudi Arabia, April 07-11, **2007**.
13. Achoui, M. and **Mansour, M.** (2007). Employee Turnover and Retention Strategies: Evidence from Saudi Companies, *International Review of Business Research Papers*, 3(3), p: 1-16.
14. Agourram, H. and **Mansour, M.** "E-Learning Effectiveness and Culture".

- Proceedings of the World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education, Quebec City, Canada, October 15-19, 2007.
15. Razali, M.Z. and **Mansour, M. (2007)**. The Perceived Effects of Work and Family Related Variables on Faculty Performance: An Exploratory Analysis, *The Business Review*, Cambridge, 9(1), p: 192-197.
 16. **Mansour, M.** and Abdul-Muhmin, A.G. "Attitudes Toward Domestic Tourism in Saudi Arabia" 1st Gulf Tourism and Community Forum, Al-Madina, Saudi Arabia, April 21-23, 2008.
 17. **Mansour, M. (2008)**. Women Job Satisfaction in Saudi Arabia: An Exploratory Analysis, *The Journal of American Academy of Business*, Cambridge, 13(2), p: 204-208.

Discussion Papers

- **Mansour, M.** and Hoshino, Y. (**August 2001**). Entry Mode Choice of the Japanese MNEs in Europe: Impact of Firm and Industrial Factors, Discussion Paper No. 939, Institute of Policy and Planning Sciences, University of Tsukuba, Japan.

Seminars

- Achoui, M. and **Mansour, M. (May 2006)**. Employee Turnover and Retention in Saudi Arabia, College of Industrial Management Seminar, KFUPM.
- **Mansour, M.** and Achoui, M. (**April 2007**). Gender and Employees' Job Satisfaction in Saudi Arabia, College of Industrial Management Seminar, KFUPM.
- Razali, M.Z. and **Mansour, M. (April 2008)**. The Perceived Effects of Work and Family Related Variables on Faculty Performance: An Exploratory Analysis, College of Industrial Management Seminar, KFUPM.

Technical Reports

- **Mansour, M.,** Al-Ghamdi, S. and Islam, S. (**2007**). "Accredited Online Master of Business Administration (MBA)" Submitted to the Deanship of Academic Development, KFUPM.

Reviewed Manuscripts for

- The 15th Annual Meeting of the Association of Japanese Business Studies (AJBS), June 6-9, 2002, University of Missouri, St. Louis, U.S.A.
- The 63rd Annual Meeting of the Academy of Management (AoM), August 1-6, 2003, Seattle, U.S.A.
- The 64th Annual Meeting of the Academy of Management (AoM), August 6-11, 2004, New Orleans, U.S.A
- International Industrial Engineering Conference, December 19-21, 2004, Riyadh, Saudi Arabia.
- The 18th Annual Meeting of the Association of Japanese Business Studies

(AJBS), July 7-8, 2005, Quebec City, Canada

- The 31st Annual Meeting of the European International Business Association (EIBA), December 10-13, 2005, Oslo, Norway
- The 66th Annual Meeting of the Academy of Management (AoM), August 11-16, 2006, Atlanta, U.S.A
- The 67th Annual Meeting of the Academy of Management (AoM), August 3-8, 2007, Philadelphia, U.S.A
- The Annual Meeting of the Academy of International Business (AIB), June 25-28, 2008, Indianapolis, U.S.A

COMPUTER SOFTWARE TOOLS

- **Operating Systems:** DOS; Windows
- **Software Languages:** Basic; Pascal
- **Statistical Software:** SPSS; S-Plus
- **Word Processors:** MS Word
- **Spread Sheets:** MS Excel
- **Presentation Software:** MS Power Point
- **E-Learning Course Designing:** WebCT; Blackboard; Centra
- **Others:** Adobe Illustrator; DHTML; Macromedia Flash; Adobe Acrobat Professional

ACADEMIC AFFILIATIONS

- Academy of International Business (AIB): 1998-Present
- Academy of Management (AoM): 1998-Present
- Strategic Management Society (SMS): 2005-Present
- European International Business Association (EIBA): 2006-Present
- Family Firm Institute (FFI): 2007-Present
- International Association of Management and Business (IAMB): 2006
- Academy of World Business, Marketing and Management Development: 2006-Present
- Arab Knowledge Economy Association (AKEA) (Founding Member): 2006-Present
- Institute for Operations Research and the Management Sciences (INFORMS): 1999
- Association of Japanese Business Studies (AJBS): 2000
- Japanese Association of Administrative Sciences (JAAS): 2000-2003
- Canadian Economic Association: 1998
- Royal Economic Society: 1998-2000

SCHOLARSHIPS, GRANTS

- Tunisian Government Scholarship: 1988-1993
- Japanese Government Scholarship: 1995-2002
- College of Industrial Management (KFUPM) Grant **2005**: "Job Turnover and Retention Strategies in Saudi Arabia" (with Dr. Mustafa Achoui)
- SABIC/FAST TRACK Grant **2005**: "The Perceived Effects of Work and Family Variables Faculty Performance: a Case of KFUPM" (with Dr. Razali Mat-Zin)
- Junior Faculty Grant **2006**: "Characteristics and Performance of Foreign Companies in Saudi Arabia"
- Academic Development Grant **2006**: "Accredited Online Master of Business Administration (MBA)" (with Dr. Salem Al-Ghamdi and Mr. Shahid Islam)
- KFUPM Internal Grant **2007**: "Factors Influencing Employer Decisions in Hiring and Retaining Individuals with Disabilities in Selected Arab Countries"
- KFUPM Internal Grant **2007**: "Gender and Job Satisfaction Among Employees in Saudi Arabia" (with Dr. Mustafa Achoui)

CERTIFICATES AND HONORS

- AcademicKeys Who's Who in Business Higher Education (WWBHE) 2006-2007
- Certificate for the completion of the requirements of the Junior Faculty Development Program offered by the Teaching and Learning Center at the Deanship of Academic Development, March 2007
- Crestcom International, Ltd. Bullet Proof® Training Facilitator Certificate, April 2007