

**Name: Dr. Oualid Abidi****Rank: Associate Professor – Human Resources****Title: Head of Human Resource Department / Acting Head
of Management Information Systems Department****Personal Information**

Nationality:	Canadian
AU Joining Date:	14 Feb 2021
E-Mail Address:	o.abidi@au.edu.kw

Professional Information

Education:	Qualification: <i>Ph.D.</i> Major: <i>Business Administration</i> College/University: <i>Université Laval (Canada)</i> Year: <i>2011/2012</i> Qualification : <i>Masters</i> Major : <i>Project Management</i> College/University: <i>Université du Québec à Trois-Rivières (Canada)</i> Year : <i>2004/2005</i> Qualification : <i>Bachelor</i> Major: <i>Finance</i> College/University: <i>Institut Supérieur de Gestion de Tunis (Tunisia)</i> Year: <i>2001/2002</i>
Specialization:	Human Resources Management Knowledge Management Business Digital Transformation Entrepreneurship Leadership
Current Academic Position:	Associate Professor – Human Resources
Current Professional Positions:	NA

Previous Administrative Position Held:	Chair of HRM Department at the American University of the Middle East
Previous Academic Positions Held:	- Associate Professor of Business studies at Arab Open University (AOU Kuwait) - Associate Professor of Management/HRM at the American University of the Middle East (AUM, Kuwait) - Assistant Professor of Management/HRM at the American University of the Middle East (AUM, Kuwait) - Teaching Assistant at Université Laval (Canada)
Fellowships And Honors:	- 2021-2022: Nomination for the best teaching award (Australian University, College of Business). - 2013-2014: Faculty Award for Outstanding Teaching and Learning (American University of the Middle East, College of Business Administration) - Scholarship for Academic Excellence from the Stephen-A.-Jarislowsky Chair in International Business Management (Université Laval, Canada).
Teaching Experience:	- Feb. 2021 to Present: Associate Professor/College of Business/AU-Kuwait. - Sep. 2019 to Feb. 2021: Associate Professor - Department of Business Studies/AOU Kuwait. - Nov. 2017 to July. 2019: Associate Professor/College of Business Administration/AUM Kuwait. - Sep. 2012 to Nov. 2017: Assistant Professor/College of Business Administration/AUM Kuwait. - Jan. 2007 to May 2010: Teaching Assistant/Faculty of Administrative Sciences/Université Laval, Canada.
Industrial And Technical Experience:	NA
Research Interest:	Entrepreneurship Knowledge management Digital transformation in business Human resource management
Research Grants:	KFAS Research Grant 2023-2024 (as principal investigator - PN22-18IQ-1606) AU Internal Research Grant 2021-2022 (as co-investigator) ACK Internal Research Grant 2020-2021 (as principal investigator)
Research and Publications including Journal and Books:	Peer-Reviewed Journals AlReshaid, F., Erturk, A., Alkhayat, R., Abdallah, F., Abidi, O. & De La Roche, M. (2025). Are we on the same wavelength? Supervisor-subordinate cognitive style congruence and its association with supervisors' self-awareness through leader member exchange. <i>Frontiers in Psychology</i>. 16:1583837. https://doi.org/10.3389/fpsyg.2025.1583837 Abidi, O., Safi, M., Sarhan, H. & Bhagat, R. (2025). Creative Self-Efficacy and Innovative Behaviour amidst the Digital Deluge: Unravelling their Nexus with Autonomy and Workplace Civility. <i>International Journal of Productivity and Performance Management</i>. https://doi.org/10.1108/IJPPM-05-2024-0319

- Abdelqader, M., Abidi, O., Nimer, K. & Idris, M. (in press). Carbon Emission and Fraud Risk: An International Evidence. *Advances in Science, Technology and Innovation*.
- Safi, M., Abidi, O., Sarhan, H. & Bhagat, R. (forthcoming). Managing information and communication overload in higher education institutions in Kuwait amid accelerated digital transformation: prospecting key success factors gained from the COVID-19 experience. *International Journal of Business Innovation and Research*.
<https://doi.org/10.1504/IJBIR.2023.10062582>
- Dzenopoljac, V., Dzenopoljac, A., Abidi, O., Muhammed, S. & Kraus, S. (2024). Intra-organizational knowledge sharing, ambidexterity and firm performance: Evaluating the role of knowledge quality. *Journal of Knowledge Management*, 28(11), 132-155. <https://doi.org/10.1108/JKM-06-2023-0533>
- Safi, M., Abidi, O., Sarhan, H. & Bhagat, R. (forthcoming). Managing information and communication overload in higher education institutions in Kuwait amid accelerated digital transformation: prospecting key success factors gained from the COVID-19 experience. *International Journal of Business Innovation and Research*.
<https://doi.org/10.1504/IJBIR.2023.10062582>
- Abidi, O., Nimer, K., Bani-Mustafa, A., Toglaw, S. & Dzenopoljac, V. (2023). Do faculty members matter in corporate entrepreneurship in Kuwaiti higher education institutions? *Journal of Applied Research in Higher Education*, ahead-of-print. <https://doi.org/10.1108/JARHE-05-2023-0190>
- Abidi, O., Dzenopoljac, V. & Safi, M. (2023). Online meeting tools, tacit knowledge sharing and entrepreneurial behaviours among knowledge workers during COVID-19. *Knowledge Management Research & Practice*, <https://doi.org/10.1080/14778238.2023.2261885>
- Dzenopoljac, V., Georgievski, B., Cavagnetto, S., & Abidi, O. (2022). National intellectual capital: A comparative longitudinal study. *Ekonomika preduzeća*, 70(3-4), 147-160. <https://doi.org/10.5937/EKOPRE2204147D>
- Dzenopoljac, V., Abidi, O., Rauf, A. & Bani-Mustafa, A. (2022). Managerial tacit knowledge transfer: A potential outcome of cross-border mergers and acquisitions in the GCC banking sector. *Economic Horizons*, 24(2), 211-224. <https://doi.org/10.5937/ekonhor2202211D>
- Abidi, O., Nimer, K., Bani-Mustafa, A. & Toglaw, S. (2022). Relationship between faculty characteristics and their entrepreneurial orientation in higher education institutions in Kuwait. *Journal of Innovation and Entrepreneurship*, 11:12. <https://doi.org/10.1186/s13731-022-00206-7>
- Bani-Mustafa, A., Toglaw, S., Abidi, O & Nimer, K. (2021). Do individual factors affect the relationship between faculty intrapreneurship and the entrepreneurial orientation of their organizations? *Economies*, 9, 199. <https://doi.org/10.3390/economies9040199>
- Abidi, O., Dzenopoljac, V. & Dzenopoljac, A. (2021). Discussing the role of entrepreneurial universities in COVID-19 era in the Middle East. *Management: Journal of Sustainable Business and Management Solutions in*

- Emerging Economies*, 26(2), 55–66.
<https://doi.org/10.7595/management.fon.2021.0014>
- Youssef, D., Abidi, O. Zaim, H., Keceli, Y. & Dzenopoljac, V. (2020). Impact of diversity management on citizenship behaviour: the mediating role of human resources management. *International Journal of Learning and Intellectual Capital*, 17(4), 384–409. (Scopus: Q3).
<https://doi.org/10.1504/IJLIC.2020.113154>
- Alasadi, R., Muhammed, S., Abidi, O., & Dzenopoljac, V. (June, 2019). Impact of Servant Leadership on Intrinsic and Extrinsic Job Satisfaction. *Leadership & Organization Development Journal*, 40(4), 472-484
<https://doi.org/10.1108/LODJ-09-2018-0337>
- Abidi, O., Antoun, R., Habibniya, H., & Dzenopoljac, V. (November, 2018). Firm-specific determinants of FDI from GCC to MENA countries. *Journal of International Studies*, 11(4), 9-21. DOI: 10.14254/2071-8330.2018/11-4/1
- Yamen, A., Nimer, K., Ramadan, A. & Abidi, O. (March, 2018). The Impact of National Culture on Sustainability Reporting: A Cross Country Analysis. *Asian Journal of Empirical Research*, 8(3), 110-123
- Abidi, O., Dzenopoljac, V., & Janosevic, S. (November-December, 2017). A reflective analysis of firm-level determinants of binary investments between MENA countries, *Ekonomika preduzeća*, 65(7-8), 427-435.
- Abidi, O., Zaim, H., Youssef, D., Habibniya, H. & Baran, A. (December, 2017). Diversity Management and Its Impact on HRM Practices: Evidence from Kuwaiti Companies. *Eurasian Journal of Business and Economics*, 10(20), 71-88.
- Abidi, O. & Elbardan, H. (August, 2015). Explaining Arab manufacturing exporters' preference for western over MENA markets: The key role of information availability and R&D spillovers. *Organisational Studies and Innovation Review*, 1 (1), 108-114.
- Abidi, O. (Mars, 2015). How international knowledge assets support capability-building in high-tech born globals? *Journal of Organisational Studies and Innovation*, 2 (1), 1-27.
- Abidi, O., Su, Z. & Muhiuddin, M. (2011). Strategic and organizational evolutions of High-tech SMEs on global market. *Chinese Business Review*, 10 (5), 327-339.

Chapters in Books

- Hassan, H. S., Abdelkader, A. A. M. & Abidi, O. (accepted, forthcoming in November 2024). The Synergy between Advanced Water Management and Smart Cities: Enhancing Sustainability and Quality of Life. In Lytras, M. D., Alkhalidi, A. & Malik, S. *The Emerald Handbook of Smart Cities in the Gulf Region Innovation, Development, Transformation, and Prosperity for Vision 2040*. Emerald Publishing.
- Abidi, O., Dzenopoljac, V. & Dzenopoljac, A. (2024). [Country digitalization, trade openness and innovation: is there a symbiosis?](#) In Erturk, A., Colbran, S., Coskun, E., Theofanidis, F. & Abidi, O. *Convergence of Digitalization, Innovation, and Sustainable Development in Business*. IGI Global: USA.

	ISBN13: 9798369307984 EISBN13: 9798369307991. https://doi.org/10.4018/979-8-3693-0798-4.ch001 Abidi, O., Su, Z. & Chrysostome, E. V. 2014. Growth of high-tech born global SMEs in emerging countries. In: E. V. Chrysostome and R. Molz, eds. Building Business in Emerging and Developing Countries: Challenges and Opportunities. Abingdon: Routledge, 190-214. ISBN: 978-0-415-64317-7 Zhan, S. U., & ABIDI, O. 2013. Modes de globalisation des PME de haute technologie et facteurs déterminants. <i>Entrepreneuriat, PME durables et réseaux sociaux</i>: Ouvrage en l'honneur du professeur Robert Paturel. Paris: L'Harmattan, 233. ISBN: 978-2-336-30240-9
Paper Presentations at Professional Conferences:	Abidi, O., Dzenopoljac, V. & Dzenopoljac, A. (2023). The interplay between university characteristics, sustainability performance, and industry outcomes in the GCC region. <i>The 20th International Strategic Management Conference</i>, Belgrade, Serbia, September 11th-13th, 2025. Safi, M., Nissi, Y. & Abidi, O. Strategic performance management in the digital era: data-driven HR & leadership. <i>The 20th International Strategic Management Conference</i>, Belgrade, Serbia, September 11th-13th, 2025. Dzenopoljac, V., Ognjanovic, J. Dzenopoljac, A. & Abidi, O. (2025). Leadership, Trust, and Knowledge: Enhancing SME Performance in Transition Economies. <i>The 85th Academy of Management Conference</i>, Copenhagen, Denmark, 27th-29th July 2025. Abidi, O., Abdallah, F. (2025). From Vision to Metrics: Positioning Australian University-Kuwait for UI GreenMetric Excellence through Digital Transformation. <i>The 11th International Workshop on UI GreenMetric World University Rankings (IWGM 2025)</i>, Nice, France, 17th-19th June 2025 Dzenopoljac, V., Dzenopoljac, A. & Abidi, O. (2024). Global accreditation, local impact: evaluating the influence of international business school accreditation on institutional performance. <i>Proceedings of the 8th International Scientific Conference on Contemporary Issues in Economics, Business and Management (EBM 2024)</i>, Faculty of Economics in Kragujevac, Republic of Serbia, 16-17th December 2024. Abdelqader, M., Abidi, O., Nimer, K. & Idris, M. (2024). Carbon Emission and Fraud Risk: An International Evidence. <i>International Conference on Technology for Innovation Management-2024</i>, May 20-21, 2024. Amman, Jordan Abidi, O., Bhagat, R., Sarhan, H. & Safi, M. (2024). Another perspective on the relationship between job autonomy and knowledge workers' innovative behavior: The unexpected role of communication overload. <i>The 47th Eurasia Business and Economics Society Conference</i>, April 18-20, 2024. Berlin, Germany. Abidi, O., Dzenopoljac, V. & Dzenopoljac, A. (2023). Country digitalization, trade openness and innovation: is there a symbiosis? <i>International Scientific Conference On Digitalization, Innovations & Sustainable Development: Trends And Business Perspectives</i>. November 29-30, 2023. Australian University – Kuwait. Nimer, K.; Abidi, O.; Tahat, Y., & Abu Ghazaleh, N. "Carbon Emission and Fraud Risk: International evidence" Presented at the <i>NREET-2023 Conference</i>

(*Natural Resources Economics and Energy Transition in the MENA Region*), March 15-16, 2023, Gulf University for Science and Technology, Kuwait.

Safi, M., Abidi, O., Sarhan, H. & Bhagat, R. "Rapid digitalization in pandemic times: Investigation of the leadership role in managing information and communication overload in higher education institutions in Kuwait" International Scientific Conference on Digital Transformation in Business: Challenges and New Opportunities. November 17th, 2022. Australian University, Kuwait.

Sarhan, H., Abidi, O., Safi, M. & Bhagat, R. "The Effect of Job Design and Role Clarity on Mitigating the Information and Communication Overload: Workers in the Higher Education Institutions in Kuwait" 41st EBES Conference. October 12-14, 2022, Berlin.

Wisker, Z.L., Tan, C-H, Abidi, O. & Nguyen L. "Managing employee-based brand equity and firm performance in the hospitality industry: The role of employer's symbolic brand image and work environment" Institute Technology and Polytechnics (ITP) Symposium 2021, 25-26 November 2021, Wellington, New Zealand.

Abidi, O. & Safieddine, F. A reflective analysis of learner centred approach for business courses in Middle East. The 8th annual International Conference on Education and New Learning Technologies, EDULEARN2016, 4-6 July 2016, Barcelona, Spain.

Safieddine, F. & Abidi, O. "IEEE: A framework for effective ICT-driven lecture planning at higher education" The 10th annual International Technology, Education and Development conference, INTED2016, 7-9 March 2016, Valencia, Spain.

Abidi, O., Su, Z. & Muhiuddin, M. "Inter-play of exploitative and explorative knowledge capital seeking internationalization of high-tech born globals" Administrative Sciences Association of Canada Conference, ASAC 2013, 8-11 June 2013, Calgary, Canada.

Abidi, O., Chartier, A., Roy, M. C. & Poulin, D. "Determinants of the use of e-government services in outlying regions: A multi-method approach" 12th European Conference on E-Government ECEG 2012, 14-15 June 2012, Barcelona, Spain.

Abidi, O., Su, Z. & Muhiuddin, M. "High-tech born-globals' motivation for growth: fathoming the key role of innovativeness using the OLI perspective" Academy of International Business-South Asia Chapter Conference, AIB-SEAR 2011, 1-3 December 2011, Taipei, Taiwan.

Abidi, O., & Su, Z. "Knowledge creation spiral: a driving force for high-tech born globals' internationalization" Academy of International Business Conference, AIB 2011, 24-28 June 2011, Nagoya, Japan.

Abidi, O., Su, Z. & Muhiuddin, M. "Strategic and organizational evolutions of High-tech SMEs on global market" Academy of International Business-North East America Chapter Conference, AIB-NE-US 2011, 23-24 October 2011, Connecticut, USA.

Abidi, O., & Su, Z. "Global high-tech SMEs in emerging countries" 20th CEDIEMS General Symposium, 8-10 November 2010, Quebec, Canada.

	Abidi, O., Su, Z. & Muhiuddin, M. "The specificity of learning SMEs in the globalization of knowledge-creation" 6th Global Congress of Administration, 13-15 September 2010, Quebec, Canada. Abidi, O., & Su, Z. "Towards a new apprehension of entry mode choice in SMEs" Administrative Sciences Association of Canada Conference, ASAC 2008, 24-27 May 2008, Halifax, Canada. Abidi, O., & Su, Z. "Learning orientation as a determinant of FDI use among SMEs" Strategic Management International Conference, AIMS 2008, 28-31 Mai 2008, Nice, France. Becheikh, N., Amewokunu, Y., Abidi, O. & Su, Z. "Towards an effective control over virtual networks" Strategic Management International Conference, AIMS 2008, 28-31 Mai 2008, Nice, France.
College Service including committee Membership:	- Member of the steering committee of the COB conference on digital transformation, and reviewer of extended abstracts (November 2023) - Delivered a research capability building training session on Qualitative research techniques (Spring 2023). - Domain coordinator of HRM courses under the Management Department (2022-2023). Head of the HRM curriculum sub-committee. - Participation in the development of the integration plan as part of the ACK Strategy for 2021-2025 (Section: Stakeholders & Outreach Services Plan).
National Service:	NA
College Committees:	- Accreditation & Quality - Assurance - Research - Management Validation and Moderation - College Curriculum Development - College Disciplinary Committee - College Council - Promotion & Appointment - Teaching Excellence Award - Industry Advisory Board