



Name: Hamsa Sarhan

Rank: Senior Instructor – Human Resources

Personal Information

Nationality: Palestinian

AU Joining Date: 02 Jan 2012

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Professional Information

Education:	Qualification: <i>Masters</i>
	Major: <i>Business Administration</i>
	College/University: <i>Kuwait University - Kuwait</i>
	Year: <i>2016</i>
	Qualification: <i>Bachelors</i>
	Major: <i>Business Management University</i>
	College/ University: <i>University of Tasmania AU</i>
	Year: <i>2011</i>
	Qualification: <i>Diploma</i>
	Major: <i>Business Management</i>
Specialization:	University: <i>Tasmanian Polytechnic- Australian University</i>
	Year: <i>2009</i>
	Qualification: <i>Diploma</i>
	Major: <i>Level 3IVQ Advanced Diploma in Teaching, Training and Assessing Learning</i>
	Provider: <i>City & Guilds Group</i>
	Year: <i>2018</i>
	Specialization: Business Administration
	Human Resource Management
	Current Academic Position: Senior Instructor – Human Resources Department (College of Business)

Current Professional Positions:	N/A
Previous Administrative Position Held:	Senior Administration Officer – Administration & Contract Administration Officer – Quality Management Administration Officer – Academic Administration -Scholl of Business
Previous Academic Positions Held:	Instructor – Marketing Department - College of Business Australian University, Kuwait Teaching Assistant - Marketing Department – College of Business Australian University, Kuwait
Fellowships And Honors:	Dean’s Roll of Excellence – Faculty of Business – University of Tasmania – 2010. High Academic Achievers Award for Degree of Business Management - Australian University – 2011 Teaching Excellency Award - Gold Winner - College of Business - Australian University -2022 Long Service – Serving more than 10 years – Australian University.
Teaching Experience:	Australian University since 2017.
Industrial And Technical Experience:	Six years of Industrial Experience Administration & Contract Administration Quality Management Administration Academic Administration
Research Interest:	Knowledge Management Human Resources Management Digital Transformation AI & its application in Entrepreneurship Digital entrepreneurship Digital Entrepreneurial Competences
Research Grants:	KFAS Research Grant: Primary Investigator Integrating artificial intelligence (AI) to enhance human resource management capabilities of small and medium enterprises in Kuwait. KFAS Research Grant: Co-Author Information and communication overload impact on knowledge workers in digital transformation age: The role of creative self-efficacy, autonomy, and workplace civility. KFAS Research Grant: Co-Author Digital Entrepreneurial Competence Assessment Tool – A step towards digital transformation of University Education. AU Research Grant: Primary Investigator Integrating Artificial Intelligence to Enhance Human Resource Management: Review and Way Forward - IRC-2023/2024-SRC-PR18 AU Research Grant: Co-Author Digital Entrepreneurial competences of university students in Kuwait and Serbia, Australian University of Kuwait, Internal grant, 2021 AU Research Grant: Co-Author 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.

Research and Publications including Journal and Books:	Simovic, V., Domazet, I., Bugarcic, M., Safi, M., Sarhan, H., Bhagat, R., & Martinovic, A. B. (2023). The association of socio-demographic characteristics of university students and the levels of their digital entrepreneurship. <i>Journal of Entrepreneurship and Management</i>, 9(10). 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 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. <i>International Journal of Business Innovation and Research</i>. https://doi.org/10.1504/IJBIR.2023.10062582
Paper Presentations at Professional Conferences:	Sarhan, H., Amarakoon, U., Sabrina, F. and Bhagat, R., 2025. Integrating artificial intelligence to enhance human resource management: Review and way forward. <i>Proceedings of the 51st EBES Conference – Rome</i>, John Cabot University, Rome, Italy, 11–13 April 2025. 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. The 47th Eurasia Business and Economics Society Conference, April 18-20, 2024. Berlin, Germany. 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. <i>Proceedings</i> 2023,85,20. https://doi.org/10.3390/proceedings2023085020. Simovic, V., Safi, M., Bradić-Martinović, A., Sarhan, H., Bhagat, R., & Ivanovic, D. (2023, March). How Competent Are Our Students in Digital Entrepreneurship? In <i>Proceedings</i> (Vol. 85, No. 1, p. 18). MDPI. Safi, M., Abidi, O., Sarhan, H. & Bhagat, R. (2022). Rapid digitalization in pandemic times: Investigation of the leadership role in managing information and communication overload in higher education institutions in Kuwait. <i>International Scientific Conference on Digital Transformation in Business: Challenges and New Opportunities</i>. University, Kuwait. (Conference Presentation) Sarhan, H., Abidi, O., Safi, M. & Bhagat, R. (2022). The Effect of Job Design and Role Clarity on Mitigating the Information and Communication Overload: Workers in the Higher Education Institutions in Kuwait” 41st Eurasia Business and Economics Conference. October 12-14, 2022, Berlin, Germany. (Conference Presentation) Simovic, V., Domazet, I., Bhagat, R., Sarhan, H. and Ivanovic, D., 2022. Identification of opportunities as a component of digital entrepreneurial competences of university students: A pilot study in Kuwait and Serbia. <i>Proceedings of the 6th International Conference on E-Commerce, E-Business and E-Government (ICEEG '22)</i>. Association for Computing Machinery, New York, USA, pp. 85–90. https://doi.org/10.1145/3537693.3537700 Bhagat, R. and Sarhan, H., 2021. Change in behavior towards technology during Covid-19: A study from State of Kuwait.

	Innovation Everywhere – Innovation Arabia 14: International Virtual Conference & Exhibition, 22–24 February 2021
College Service including committee Membership:	Member of the Accreditation & Audit Committee - College of Business Member of the Curriculum Committee – College of Business Member of the Exams Committee - College of Business Member of the Validation & Moderation–College of Business Member of Organizing Committee-College of Business Annual Conference Member of Human Resources Department Council Member of Organizing Committee - Innovation & Entrepreneurship Center Member of Events Committee
National Service:	NA
College Committees:	Fall 2025/2026 Accreditation & Audit Committee Curriculum Committee Validation & Moderation Committee Exams Committee Organizing Committee - College of Business Annual Conference Human resources Department Council