



Name: Dr. Sapheya Aftimos

Rank: Assistant Professor – Human Resources

Personal Information

Nationality: United States

AU Joining Date: 01 Nov 2012

E-Mail Address: s.aftimos@au.edu.kw

Professional Information

Education:

Qualification: Doctor of Business Administration

Major: Business Administration

College/University: Aston University

Year: 2025

Qualification: Masters

Major: Business Administration

College/University: Maastricht School of Management

Year: 2016

Qualification: Bachelor

Major: Business Administration

College/University: University of Tasmania

Year: 2012

Specialization:

Business Administration

Human Resource Management

Digital Transformation

Current Academic Position:

Assistant Professor – Human Resources

Current Professional Positions:

N/A

Previous Administrative Position Held:	- Senior Administration Officer – Curriculum and Academic Support (Office of the Dean) - Senior Administration Officer – Curriculum and Academic Support (Office of the Associate Dean) - Administration Officer (Mathematics Department)
Previous Academic Positions Held:	Australian University, Kuwait Senior Instructor - Management Australian University, Kuwait Instructor - Management Australian University, Kuwait Teaching Assistant - Management
Fellowships And Honors:	Earned the High Achievers Award for Degree of Business Management
Teaching Experience:	Australian University, College of Business – August 2016 – Present
Industrial And Technical Experience:	Australian University - Senior Administration Officer – Curriculum and Academic Support (Office of the Dean) - Senior Administration Officer – Curriculum and Academic Support (Office of the Associate Dean) - Administration Officer (Mathematics Department)
Research Interest:	- Human Resource Management - Strategic and International perspectives of HRM - Learning, Education, and Knowledge Management - Digital Transformation
Research Grants:	AU Grant - Strategic Role of Human Resource Analytics: An Applied Case Study at Australian University AU Grant - Exploring the relationship between Digital readiness of workforce and its relationship with digital transformation. AU Grant - Spillover effect of supervisors' misfit with the organization on subordinates' work-related attitudes and behaviors through LMX.
Research and Publications including Journal and Books:	Aftimos, S., Diab-bahman, R. (2025). AI-Driven Talent Management: Transforming Workforce Strategies in the Digital Age. In: Michael Lowe and Yan Luximon (eds) Creativity, Innovation and Entrepreneurship. AHFE (2025) International Conference. AHFE Open Access, vol 166. AHFE International, USA. Zabalawi, I., Kordahji, H., Aftimos, S. (2024). Digital Transformation in Universities: Strategic Framework, Implementation Tools, and Leadership. In: Badran, A., Baydoun, E., Hillman, S., Mesmar, J. (eds) Higher Education in the Arab World. Springer.

	Aftimos, S., & Al Saeed, F. (2023). Cultural Diversity: Profiling Done Right! In Global Citizenship and Its Impact on Multiculturalism in the Workplace (pp. 113-128). IGI Global. Al Otaibi, Y., Diab-Bahman, R., Aftimos, S. (2022), "Student Wellbeing & Overall Performance in Higher Education: A study of undergraduate students in Kuwait", Journal of Positive Psychology and Wellbeing, Vol. 6, No. 1, pp. 2221-2237. Al Qena, R., Diab-Bahman, R., Aftimos, S. (2022), "Implication of Hybrid Learning on Student teacher Rapport", Journal of Management Information and Decision Sciences, Vol. 25, No.6, pp.1-19. Diab-Bahman, R., Al-Enzi, A., Sharafeddine, W. and Aftimos, S. (2021), "The effect of attendance on student performance: implications of using virtual learning on overall performance", Journal of Applied Research in Higher Education, Vol. 14 No. 3, pp. 1175-1192.
Paper Presentations at Professional Conferences:	Bhagat, R., El Achmar, D., Aftimos, S., & Khafash, M. (2025, August). A review of Sustainable Developmental Goal (SDG) #3: Good health and well-being and its relation with other SDGs [Paper presentation]. International Conference on Finance, Business and Stock Market (ICFBSM 2025), Toronto, Canada. August 19-20, 2025. Aftimos, S., Diab-Bahman, R. (2025). AI-Driven Talent Management: Transforming Workforce Strategies in the Digital Age. In: Michael Lowe and Yan Luximon (eds) Creativity, Innovation and Entrepreneurship. AHFE (2025) International Conference. AHFE Open Access, vol 166. AHFE International, USA. July 26-30, 2025 Aftimos, S. and Hassoun, D., 2025. <i>Transforming HR functions through AI</i>. Presented at: The International Conference on Business and Technology (ICBTCardiff' 2025), 23–24 July 2025, Cardiff Business School, Cardiff, United Kingdom. Aftimos, S., Diab-Bahman, R., & Al Enzi, A. (2025). AI in the Classroom: Weighing the Benefits and Challenges. QS Higher Ed Summit: Middle East 2025. April 21, 2025 Diab-Bahman, R., Al Enzi, A. & Aftimos, S. (2025). Exploring The Implications of Religiosity on CSR – Adoption Vs Understanding. The 2nd International Conference on Sustainable Development, Social Responsibility and Business Ethics. April 9, 2025 Aftimos, S., Diab-Bahman, R., & Al-Enzi, A. (2024), "TO AI OR NOT TO AI- THAT IS THE QUESTION! Saudi Conference on Information Systems, Saudi Arabia. Diab-Bahman, R., Al Qena, R., & Aftimos, S. (2022), "Implications of Intrinsic & Extrinsic Factors on Entrepreneurship Intentions: Harboring Future Kuwaiti

	Talent", Small & Medium Enterprises in Kuwait: Opportunities and Challenges. KTECH Conference, Kuwait. Aftimos, S. (2021), "Talent management in higher education: A case study approach" Midlands Doctoral Consortium, The United Kingdom
College Service including committee Membership:	– Peer Reviewer for the Journal of Applied Research in Higher Education – Peer Reviewer for the Arab Journal of Administrative Sciences
National Service:	N/A
College Committees:	– Research Committee (Member) – Exam Committee (Member) – Technology and Virtual Reality (Member) – College of Business Committee (Member) – Human Resource Department Council (Member)