



Hesham Eldaw Mohamed Eldaw, Ph.D.

Personal Information

- **Full Name:** Hesham Eldaw Mohamed Eldaw
 - **Academic Title / Position:** Associate Professor
 - **Department:** Department of Management
 - **College / School:** Deanship of Academic Affairs, Ahmed Bin Mohammed Military College
 - **Institution:** Ahmed Bin Mohammed Military College
 - **Nationality:** Sudanese
 - **Email:** Hesham@abmmc.edu.qa, Heshameldaw1964@gmail.com
 - **Phone:** 0097430491187
 - **ORCID ID:** 0009-0005-9886-7079
 - **ResearchGate:** <https://www.researchgate.net/profile/Hesham-Mohamed>
-

Professional Summary

A dedicated and experienced Associate Professor with a Ph.D. in Business Administration, specializing in management, organizational behavior, and human resource management. Proven track record in teaching at both postgraduate and undergraduate levels, curriculum development, and significant contributions to research, with a focus on organizational commitment, structure-context alignment, and entrepreneurship in developing countries. Committed to fostering academic excellence and contributing to institutional leadership and professional service.

1. Academic Qualifications

- **Ph.D. in Business Administration**
University of Khartoum, Sudan
Year of Completion: November 2000
Dissertation: "The Relationship between Context and Structure in Manufacturing in the Sudan"
 - **M.Sc. in Business Administration**
University of Khartoum, Sudan
Year of Completion: June 1996
Dissertation: "The Relationship Between Technology and Organizational Structure in the Industrial Sector in the Sudan, A case Study of Five Public and Private Sector Enterprises"
 - **B.Sc. (Honors) in Business Administration (Second Class, Division One)**
University of Khartoum, Sudan
Year of Completion: May 1987
-

2. Academic Appointments

- **Associate Professor**
Department of Management, Deanship of Academic Affairs
Ahmed Bin Mohammed Military College, Doha, Qatar
November 2014 – Present
Responsibilities: Teaching business and management subjects, supervising graduation projects and academic advising.
- **Associate Professor**
School of Management Studies, University of Khartoum, Sudan
November 2010
- **Vice-dean**
School of Management Studies, University of Khartoum, Sudan
November 2009 – November 2014
- **Head Department**
School of Management Studies, University of Khartoum, Sudan
September 2008 – October 2009
- **Assistant Professor**
School of Management Studies, University of Khartoum, Sudan
September 2004
- **Assistant Professor**
Skyline College & National American University, Sharjah, United Arab Emirates
September 2002 – August 2004
Responsibilities: Teaching business and management subjects, supervising graduation projects, academic advising, and facilitating online courses for the National American University.

- **Assistant Professor**
School of Management Studies, University of Khartoum, Sudan
November 2000 – August 2002
Responsibilities: Teaching business subjects at postgraduate and undergraduate levels, supervising partial dissertations, and postgraduate studies coordination.
 - **Lecturer**
School of Management Studies, University of Khartoum, Sudan
September 1996 – October 2000
Responsibilities: Teaching business subjects and supervising graduation projects for honors students.
 - **Teaching Assistant**
School of Management Studies, University of Khartoum, Sudan
1991 – 1995
Responsibilities: Conducting seminars and other academic and administrative assignments.
 - **Administrative Assistant**
University of Khartoum Administration, Sudan
1988 – 1991
Responsibilities: Supervising university examinations, university senate affairs, and other administrative assignments. Secretary for Housing Committee, Deans Committee, Academic Advisory Committee, Examinations Committee, and Senate of the University.
-

3. Intellectual Contributions

3.1 Publications in Refereed Journal Articles

- Mohamed, Ayman A. and Mohamed, Hesham E. (2024). "The Impact of the Retention Factors on Organizational Commitment: A case of High Tech Employees in the Sudanese Telecommunications Sector". *Global Journal of Human Resource Management*, Vol. 12, No. 6, pp. 68-89.
- Mansour, H. F. Illham, Dlia D. Elzubeir, Mohamed, Hesham E (2019). "Investigating Dimensions of Sudanese National Culture: A Comparative outlook". *International Journal of Recent Academic Research*, Vol. 01, Issue 08, pp. 445-452, ISSN: 2582-158X.
- Diab, D. Elzubeir, Mohamed, Hesham E., Ilham H. F. Mansour, and Eljelly, A.M.A. (2016). "Graduate Students' Assessment of Educational Services Quality in Sudan". *International Journal of Advance Research and Innovative Ideas in Education (IJARIIE)*, vol. 2, No. 3, 2016, ISSN NO (O):2395-4396. Impact Factor 4.06.
- Diab, D. Elzubeir, Mohamed, Hesham E., Ilham H. F. Mansour and Osman Saad (2016). Investigating the impact of key dimensions of service quality on customers' satisfaction and loyalty: Evidences from the restaurant industry in Sudan. *Journal of Marketing and Branding Research*, Vol. 3, No. 2, 2016. ISSN 2476-3160.
- Mohamed, Hesham E. (2013). "The relative Importance of Size, Technology and Ownership and Control to structure in Organizations". *Interdisciplinary Journal of Contemporary Research in Business*, Vol. 5, No. 5, pp. 209-216.

- Mohamed, Hesham E. (2011). "Some Methodological Insights in Structure-Context Alignment". *Khartoum University Journal of Management Studies*, Volume 4, No. 1, pp. 34-42.
- Mohamed, Hesham E. (2010). "Towards Establishing Global Measures for Organizational Task Environment". *International Review of Business Research Papers*, Volume. 6, Number 6, pp. 246-258.
- Mohamed, Hesham E. (2007). "Structure-Context Alignment: Evidence from a Developing Country (Sudan). *Cross Cultural Management; An International Journal*, Volume 14, Number 1, pp. 23-42.

3.4 Books / Book Chapters

- Mohamed, Hesham E. (2023). *The Relationship between Structure and Context in Manufacturing in Sudan*. CODESRIA Books Publication System. CODESRIA.
- Gangy, Yagoub A. & Mohamed, Hesham E. (2017). The Development of Entrepreneurship in Sudan (ed.) *Entrepreneurship in Africa*. Brill Publishing, Leiden, Netherlands.

Textbooks

- "Human Resource Management". A textbook prepared for the 4th year student at the distance learning program at the College of Technological and Developmental Studies, 2009.
 - "Principles of Management". A textbook prepared for the 2nd year student at the distance learning program at the College of Technological Studies, 2009.
-

4. Teaching Experience

4.1 At Ahmed Bin Mohammed Military College (Current Institution)

- **Undergraduate Level:**
 - Principles of Management
 - Marketing Principle
 - Organizational Behavior
 - Strategic Management
 - Organization Theory
 - International Business Management
 - Change and Development Management
 - Research Methodology
 - Human Resource Management

4.2 At Previous Universities (e.g., University of Khartoum, Skyline College & National American University)

- **Postgraduate Level:**
 - Principles of Management
 - Organization Behavior
 - Organization Theory
 - Human Resource Management
 - Business subjects (general)
 - Supervisory Management (Developed course at Skyline College)
 - Organizational Behavior (Updated course at Skyline College)
 - **Undergraduate Level:**
 - Principles of Management
 - Marketing Management
 - Industrial Relations
 - Organizational Behavior
 - Strategic Management
 - Organization Theory & Design
 - Communication Skills
 - Mathematics for Business
 - Financial Institutions
 - International Business
 - Research Methodology
 - Human Resource Management
 - Financial Management
 - Operations Management
 - Business subjects (general)
-

5. Research Grants and Awards

- **1996** - German Academic Exchange Service (DAAD)
 - **1999** - Small Grant for Thesis writing (CODESRIA)
 - **2000** - One-month research visit to the University of Padova, Italy (Cultural agreement between the University of Khartoum and the University of Padova)
 - **1992-1995** - Group research on "The Economics of Processing Bread and Kisra in Sudan" funded by Ford Foundation (USA)
-

6. Service and Leadership

6.1 Institutional Service

- **Member, Committee for establishing an Academy of Defense Studies, Qatar** (2024/2025)
- **Member, Committee for establishing an Academic Affairs Department** for Command and Staff College, Qatar (2109/2020)
- **Member, Committee for re-structuring ABMMC, Qatar** (2018)
- **Developed proposals on refining objectives and learning outcomes** of the Management Department and Ahmed Bin Mohamed Military College (2016)
- **Leader, Committee for developing a job and pay structure** for administrative staff, University of Khartoum Principal (2014)
- **Leader, Work team of faculty members supervising University of Khartoum Students** participating in Qatar Debate championship, April 2011.
- **Member, Committee for developing distant learning programs**, University of Khartoum (2009)
- **Member and Reporter, Committee for operationalizing recommendations of "The Decentralization Workshop"**, University of Khartoum (2008)
- **Head, Committee of Academic Reform** at the school (2006/2007)
- **Head, Examination Committee** at the School of Management Studies (2005-2009)
- **Member, University of Khartoum planning committee** (2006)
- **Member, Committee for restructuring the University**, University of Khartoum (2005)
- **Coordinator, Postgraduate Studies Programs** at the School of Management Studies, University of Khartoum (2000-2002, and 2008 up-to-now)
- **Participant, Preparing proposal of post-graduate studies program** at the School of Management Studies for University Senate (1999)
- **Member, Academic Board** of the Institute of Extra-mural Studies and Community Development, University of Khartoum (1997)
- **Membership Affairs Secretary**, Society of Business Graduates, University of Khartoum (1988-1990)

6.2 Professional Service

- **Chief Editor**, Khartoum Journal of Management Studies (bi-annual scientific journal), University of Khartoum (2005-2008)
- **Member, Referees Committee** for assessing research papers for the Arab Bank annual prize, Arab Bank for Economic Development in Africa (BADEA) (2008)
- **Managing Director**, Khartoum Journal of Management Studies (bi-annual Scientific journal), University of Khartoum (1993)
- **Member, Editorial Board** of "Management Horizon" (bi-annual professional journal) (1993)
- **Resource person for evaluating contributions of researchers** to participate in the International Symposium of Military Academy (ISOMA) (Summer 2023).
- **Member, Task group for proposing the agendas** of the ISOMA at ABMMC (Oct. 2023).

- **Chairperson, Session titled "Current issues in Management within the Context of Globalization"** at Graduate College, University of Khartoum conference (Feb. 2013).
 - **Administrative Assistant** for the steering committee of the Conference of Business and Administrative Sciences in Sudan, Khartoum (1987).
-

7. Relevant Professional Competencies

- **Software & Programming:** Microsoft Word, Microsoft Excel, Microsoft PowerPoint, Microsoft Outlook, COMFAR 111 Expert for Project Appraisal, Blackboard 9, Smart PLS.
 - **Languages:** Arabic (Excellent professional skills in writing, reading, and speaking), English (Very good professional skills in writing, reading, and speaking).
-

8. Doctoral / Thesis Supervision

- Completed Doctoral Thesis supervised:

Ayman Abbas Mohamed at University of Khartoum.

Tarig Adam at University of Khartoum (co-supervisor)
 - Supervision of postgraduate partial dissertations during Assistant Professor roles at the University of Khartoum.
 - Supervision of graduation projects for honors students during Lecturer role at the University of Khartoum.
 - Supervision of graduation projects during Assistant Professor role at Skyline College & National American University.
-

9. Professional Development Activities

Course Development Activities

- Participant in developing and designing an Applied Diploma in Management at Ahmed Bin Mohammed Military College (Spring 2023).
- Participant in developing and redesigning the Bachelor program of Management at ABMMC (March 2023).
- Participant in developing and designing new curricula for post-graduate programs at the School of Management Studies, University of Khartoum (2010-2012).
- Participant in developing and designing new curricula for undergraduate program at the School of Management Studies, University of Khartoum (2005-2009).

- Developed the course of “Supervisory Management” and updated the course of “Organizational Behavior” at Skyline College for AACSB accreditation (April 2003).
- Participated in the development and indigenization of curriculum on "New Enterprise Creation in Sudan” for the UNIDO (2002).

Conferences and Workshops

- **Participant**, 8th International Symposium of Military Academies, Ahmed Bin Mohammed Military College, Doha, Qatar (Oct. 2023).
- **Participant**, 3rd Conference on New Challenges in Management and Business, Dubai UAE. Paper: “Investigation of Dineserv Dimensions on Customer Satisfaction and Loyalty: Evidence from the Restaurant Industry in Sudan" (May 2016).
- **Participant**, 5th International Arab Conference on Quality Assurance in Higher Education, University of Sharja, UAE. Paper: “Graduate Students' Assessment of Educational Services in Sudan” (2015).
- **Participant**, Training program for senior administrative staff of Sudanese universities, Yangzhou University, China (Dec. 2013).
- **Participant**, Workshop on "Exploring case-based learning on MBA program", Brunel Business School, London (March 2013).
- **Participant**, Workshop organized by Brunel Business School (UK) and The School of Management Studies (U of K) to improve quality of management studies in higher education in Sudan (Nov. 2012).
- **Participant**, Workshop on "Contracting the Private Sector to Manage and Operate Public Projects", Arab Administrative Development Organization, Cairo (March 2006).
- **Participant**, Workshop for developing the performance of the National Fund for Students Support Sudan (2004).
- **Participant**, "The Performance of Higher Education Institutions in the Sudan: An Administrative Perspective” at UNISCO conference, Lebanon (March 1998).
- **Participant**, Workshop on developing the University of Khartoum financial resources (1989).
- **Participant in Several “Staff Development” sessions** at Skyline College (2003).
- **Participant in a training of trainers program** on “New Enterprise Creation", UNIDO, Sudan (Nov. 2001).
- **Participant in a training of trainers program** on “Investment project Identification, Preparation and Appraisal with the Application of COMFAR III Expert Software for Project Appraisal", UNIDO, Sudan (Oct. 2001).

Training Delivered

- Delivered training courses on communication skills for Qatari armed forces officers (2018/2019/2020).
- Delivered a training course to staff of the Department of Financial Affairs of the Qatari Army on “Performance Evaluation of Employees" (Jan. 2018).
- Joint presentation to chief officers of the senior officers in Qatari Army on “Quality Standards and Institutional Performance" (May 2015).

- Delivered a training course to employees of Southern Kordofan Province on Human Resource Management (March 2011).
 - Participant in conducting a training program for developing managerial skills of administrative staff of the University of Khartoum (2007).
 - Participant in conducting training courses in “Developing Managerial capabilities” of personnel of the Taxation Chamber in Sudan (2002/2003/2005).
 - Resource person in workshop on “Project Appraisal from an Islamic Perspective”, training participants on COMFAR III Expert, organized by The Islamic Development Bank, Jeddah, Saudi Arabia (2003).
 - Participant in designing and convening a training course titled "Cost of Financial Resources and Investment Analysis: An operational perspective”, offered by SRDC, University of Khartoum (1995).
 - Convener of a training course on “Computer Application in Project appraisal”, organized by SRDC, University of Khartoum (1995).
 - Participant in developing and convening management training program for field staff for Save the Children (UK) in Sudan (1992).
-

10. Consultancies and Reports

- Member of a team of local consultants for Sofregaz (French company) in preparing a feasibility study for Sudan Liquefied Natural Gas Project (2013-2014).
- Member of a team conducting a study on capacity building for Southern Kordofan state (2010).
- Consultancy for the Public Corporation for Irrigation and Earth Moving: "Designing a New Organizational Structure within the framework of Privatizing the Corporation" (2007).
- "A Marketing Report on the Private Healthcare Services in Khartoum", a report prepared for a foreign investor (2006).
- Joint study on restructuring several companies belonging to the Ministry of Interior in Sudan (2006).
- Arabic translation of some chapters in the annual report for The UNIDO, regional office in Bahrain (2002).
- Consulting for “Newtech” firm: report on the “Marketing of Dairy Products and Natural Syrups in Khartoum” (2002).
- Member of a team conducted a study on restructuring “Elnillien Group for industrial Development”, Khartoum, Sudan (2001).
- Consultancy for Arab Authority for Agricultural Investment and Development (AAID) on “The Market Forces for Poultry Products in Khartoum” (1999).
- Member of a team conducted a study on “Restructuring the Gum Arabic Company in Sudan” (1998).
- Management consultancy for “Bin Tami” (Saudi holding company) on solving structural problems (1998).
- Member of a team conducted a study on evaluating the financial performance of the Sudanese Development Complex in Khartoum (26-million-dollar investment) (1998).

- Organizing aptitude tests for candidates for "Saudi Sudanese Bank in Khartoum" (1993 & 1997).
 - Member of a team conducted a study on "Restructuring the Civil Aviation Authority in Sudan" (1997).
 - Member of team conducted a study and presented a report on "An administrative Reform Program for Elhaj Abdullah Spinning Factory" (1996).
 - Member of a team conducted a feasibility study to evaluate expansion possibilities for Humavet for Pharmaceutical industries (1996).
 - Joint report for Cereal Investment and Development Company "A market Survey on the Supply and Demand Situations of Wheat and Wheat Flour in Sudan" (1995).
 - Participant in conducting the feasibility study and other organizational aspects for Federal Airlines Company, Sudan (1992).
 - Consultancy for Arab Authority for Agricultural Investment and development (AAAID) on "Debt Rescheduling and Financial Restructuring of the Sudanese Arab Agro-industrial Companies in Sudan" (1992).
 - "An evaluation Study to the Pricing Objectives of the Gum Arabic Company", B.Sc. (honors) partial fulfillment (1987).
-

Personal Data

- **Date of Birth:** 1964, Sudan
- **Marital Status:** Married with four children