

**CURRICULUM VITAE**  
**(Updated Spring2024-2025)**

1. **Name and Surname** : Panteha Farmanesh
2. **Date of Birth** : 23/01/1972
3. **Title** : Prof. Dr.
4. **Education Status** : PhD

Degree	Department/Program	Institution	Year
Bachelor's Degree	Business Management	Azad University of Tehran (Iran)	2003
Master's Degree	International Business Management	Girne American University (Northern Cyprus/TRNC)	2010
Doctorate	Business Management	Girne American University (Northern Cyprus/TRNC)	2015

Title of the Master Thesis and Thesis Supervisor(s):

**Dissertation:** The Effect of Developing in E-Commerce on Iranian Insurance Companies.

**Supervisor:** Prof. Dr. Serdar Saydam

Title of The PhD Thesis/Qualification in Business Management and Thesis Supervisor(s):

**Dissertation:** The Development of E-Commerce and the Influence of Consumer Confidence on the Economy of Iran

**Supervisor:** Prof. Dr. Murat Akkaya

**5. Academic Titles**

Date of the Assistant Professorship : 28/07/2016

Date of the Associate Professorship : 24/07/2018

Date of the Professorship : 02/10/2023

**6. Thesis Administered**

**6.1 Master's Theses**

- Farzaneh Nouri Kalani (2017). The Effective Factors on Employee's Job Satisfaction within Iranian Insurance Industry.
- Vahideh Cheraghali (2016). Customer Loyalty and Marketing: Case of Iranian Operators).
- Nader Al Sharif (2016). The Impact on Strategic Thinking on Strategic Human Resource Management: A Case of Jordanian Banks.
- Alireza Hasiri (2016). Impact of Working Capital Management on the Profitability of Public Listed Firms in the Netherlands.
- Mozhdeh Adibi (2016). Effect of Motivation on Employee Performance: A Case Study of Chana Commercial Bank.
- Ahmed El Hafi (2016). The Role of Talent Management Strategies to Achieve Competitive Advantage: A case Study of Hamad Medical Corporation in Qatar.

- Subitha Jeyakumar (2016). A Study on Growth of Entrepreneurship Business with Reference to DHL Express, India
- Seyed Ali Hosseini (2017). The role of cultural diversity in creating brand awareness case study of Islamic Republic Of Iran
- Farzaneh Nouri Kalania (2017). The effective factors on employees' job satisfaction within Iranian insurance industry
- Rovenia Bello (2017). The Effect of Customs Services on Customs Satisfaction: Case of Albania. **Successfully finished**
- Akhil Cheettumkara Sivan (2017). The Impact of Training on Employees Morale: Case Study - Vodafone Telecom Company at Kerala, India **Successfully finished**
- Gelareh Razavi (2017) Exploring the Linkage between Cultural Intelligence and Multicultural Team Performance. **Successfully finished**
- Tuce Celen (2018). The Impact of Effective Talent Management on Overall Organizational Performance. **Successfully finished**
- Niloofar Solati (2020). The Impact of Reward System on Job Satisfaction: A Moderated Analysis of Age and Job Experience. **Successfully finished**
- Abu Bakar Ramzan (2020). Empowerment as A Tool to Attract and Retain (gen Y) Millennial: An Exploratory Study in Pakistan. **Successfully finished**.
- Aziza Donmez (2020). The Effect of Organizational Culture on Employee Turnover: A Moderated Effect of Servant Leadership. **Successfully finished**
- Blessing Racheal Ajayi (2020). Organizational Structure Influence on Perceived Organizational Support, HRM Practices and Organizational Performance. **Successfully finished**
- As co-supervisor, Nasim Ghelichkhan (2018). Improving Collaboration of Healthcare Staffs and Patient Safety by Organizational Culture. Healthcare Department. **Successfully finished**
- Abu Bakar, (2018). Empowerment as a tool to attract and retain (gen y) Millennials, an exploratory study in Pakistan. **Successfully finished**
- Arman Sousan (2018). Does perceived Support in employee development predict employees' intention to stay? An empirical study of Iranian medical representatives. **Successfully finished**
- Shahrooz Ghadamgahi (2018). The effect of cultural intelligence on job satisfaction in Iran's food industry: a moderation analysis. **Successfully finished**
- Erol Vehbi (2020). Examining The Effect of the Economy on Tourism Demand: Evidence from Turkey. **Successfully finished**

## 6.2. PhD. Theses:

- Nancy M. Qaban (2016-2019): 'The Effect of SR-HRM on Employee's Turnover Intention: The Mediation Role of Perceived Discrimination and Organizational Commitment'. **Successfully finished**
- Odai Mansour (2017- 2020). Acceptance and Forwarding of Electronic Word of Mouth and Customer Performance: A Moderation Mediated analysis. **Successfully finished**
- Muhammad Arif (2017-2020). The Impact of Gender Diversity on Organizational Integrity: A mediated Moderation Analysis. The defence will be on 4<sup>th</sup> of February 2020. **Successfully completed**
- Khairieh Mohammad Abudayeh (2017-2022): Linking Talent Management and Quit Intention and Organizational Commitment: A Moderation Mediated Analysis'. **Successfully completed**
- Benard Gisilanbe Vetbuje (2019- 2022). The Relationship among Emotional Intelligence, Job Stress and Burnout: Does Coping Strategy Matter? **Successfully completed.**

- Abir Teliani (2018). ‘The Relationship between Workforce Diversity and Overall Performance: The Mediated Effect of Innovative Culture’. **Successfully completed**
- Asiyeh Mofrad (2019-2021): The Effect of Interpersonal Conflict on Turnover Intention and Knowledge Hiding: The mediation Role of Employee Cynicism. **Successfully completed, Working at GAU.**
- Pouya Zargar (2019-2022). Satisfaction and loyalty in local food festival: assessing the effect of switching barrier as moderator **successfully completed.**
- Co-supervisor Parisa Khoshkar (2018-2020), ‘Assessing the impact of Burnout syndrome on romantic relationship Satisfaction: A moderation effect of Workplace Bullying.'. Psychology Faculty. **Successfully completed, working at GAU.**
- Najib Bou Zakhem (2018-2022). “The Association between Human Capital and Employee Performance among Small and Medium Enterprises in Light of COVID-19: A Moderated Mediation Model”. **Successfully completed.**
- Ruba Kutieshat (2018-2022) “The Impact of New Human Resource Management Practices on Innovation Performance during the COVID-19 Crisis: A New Perception on Enhancing the Educational Sector”. **Successfully completed**
- Amira Daouk (2018-2022). “The Relationship between Transactional Leadership and OCB; A Conditional Analysis of Organizational Justice Perception and Psychological Contract Fulfillment. **Successfully completed.**
- Maya Chreif (2021-2023). “Interrelations between ethical leadership, green human resource management, Harmonious environmental passion and green behavior: Assessing moderated effects of pro-environmental behavior and green climate”. **Successfully completed.**
- Arman Sousan (2019-2022). “The Effect of Surface Acting on Job Stress and Cognitive Weariness among Healthcare Workers during COVID-19 Pandemic: Exploring the Role of Sense of Community”. **Successfully completed**
- Hisham Hassan (2020-2021). “Consumer adoption of self-service technologies in Jordan: factors influencing the use of internet banking mobile banking and telebanking”. **Successfully completed.**
- Chafic Saliba (2019-2023). “Do Country and Global Risks Impact the Banking Sectors’ Non-Performing Loans? Evidence from BRICS Emerging Economies”. **Successfully completed.**
- Hala Koleilat 2021-present). “Analysis of the Influence of Virtual Leadership through Work life-balance and Trust in Leader on Job Satisfaction; An Empirical Study”. **Successfully completed**
- Fatme El Zahraa M. Rahal (2021-present). “Does Servant Leadership Stimulate Sustainable Psychology in the Workplace? The Mediating Role of Trust in Leader”? **Successfully completed**
- Isra Massad (2022-present). “The Role of Toxic Work Environment in the Relationship between Workplace Bullying and Family Conflict; A Cross-sectional Moderated Mediation Design”. **In process**
- Ziaulhaq Sabawon (2022-present). Unraveling How Job Insecurity and Self-Esteem Explain the Link between Artificial Intelligence Awareness and Job Burnout Among CEOs: A Prospective Moderated Mediation Study. **In process**
- Asma Hanoun (2023-present). “The Role of CEDAW Ratification in Shaping Women's Participation in Labor Market Towards Legal Procedures; Evidence from Palestine”. **In process**

- Temitope Atoyebi (2023-present). “The Impact of Artificial Intelligence Service Quality on Job Satisfaction: The Moderating Role of Supervisor Support”. **In process**
- Nidal Ayeshe (2023-present). “Digital Transformation Effect on Technical and Vocational Education and Training "TVET" Performance. **In process**
- Nadin Housheya (2023-present). “Green Human Resource Management and Banking Sectors' Green Innovation; A Moderated Mediation Mechanism of Organizational Strategy, Organizational Climate and Artificial Intelligence”. **In process**
- Olatunji Solomon Ola (2022-present). “Artificially Human: Influence of Change Leadership on Healthcare Professionals’ Usage of Artificial Intelligence towards Performance and Engagement of Work”. **In process**
- Sirous Bahmani (2021-2025). “Effects of Green Human Resource Management on Innovation Performance through Green Innovation: Evidence from Northern Cyprus on Small Island Universities”. **Successfully completed**
- Gbenga Daniel Akinsola (2021-present). “The Relationship between Knowledge Risk Management and Sustainable Organizational Performance; The Mediating and Moderating Role of Leadership Behaviors”. **In the defense process**
- Imad Hazeem (2024-present). Assessing the Impact of Leadership Practices on Psychological Safety: A Study of Maturity Levels in Palestinian Banks. **In process**
- Jihad Abualrob (2024-present). “Examining the Nexus of Occupational Safety & Health Management and Corporate Sustainability; An Investigation through Emotional Intelligence and Affective Commitment”. **In process**

## 7. Publications

### 7.1. Articles in Refereed International Journals (SCI, SSCI, Arts and Humanities)

- **Farmanesh, P.** (2021). Toxin Handlers and Burnout Among Human Resource Managers: Does Emotion-Focused Coping Make a Difference? *Revista de Cercetare și Intervenție Socială*, (74),91-107.
- **Farmanesh, P.**, Zargar, P., Esenyel, V., & Vehbi, A. (2021). Linking Spiritual Leadership and Boundary-Spanning Behavior: The Bright Side of Workplace Spirituality and Self-Esteem. *SAGE Open*, 11(3), 21582440211040775.
- Li, Z., **Farmanesh, P.**, Kirikkaleli, D., & Itani, R. (2021). A comparative analysis of COVID-19 and global financial crises: evidence from US economy. *Economic Research-Ekonomska Istraživanja*, 1-15.
- Kutieshat, R., & **Farmanesh, P.** (2022). The Impact of New Human Resource Management Practices on Innovation Performance during the COVID-19 Crisis: A New Perception on Enhancing the Educational Sector. *Sustainability*, 14(5), 2872.
- Daouk, A., **Farmanesh, P.**, & Zargar, P. (2021). The Relationship Between Transactional Leadership and OCB: A Conditional Analysis of Organizational Justice Perception and Psychological Contract Fulfillment. *SAGE Open*, 11(4), 21582440211061563.
- EL Telyani, A., **Farmanesh, P.**, & Zargar, P. (2022). An Examination of the Relationship Between Levels Diversity-Organizational Performance: Does Innovative Culture Matter?. *SAGE Open*, 12(1), 21582440211067244.
- Junfeng, R., Yechi, M., **Farmanesh, P.**, & Ullah, S. (2022). Managing transitions for sustainable economic development in post-COVID world: do fiscal and monetary support matter?. *Economic Research-Ekonomska Istraživanja*, 1-14.

- Zargar, P., & **Farmanesh, P.** (2021). Satisfaction and Loyalty in Local Food Festival: Do Switching Barriers Matter?. *SAGE Open*, 11(4), 21582440211050382.
- Telyani, A. E., **Farmanesh, P.**, & Zargar, P. (2021). The Impact of COVID-19 Instigated Changes on Loneliness of Teachers and Motivation—Engagement of Students: A Psychological Analysis of Education Sector. *Frontiers in psychology*, 4353.
- Sousan, A., **Farmanesh, P.**, & Zargar, P. (2022). The Effect of Surface Acting on Job Stress and Cognitive Weariness Among Healthcare Workers During the COVID-19 Pandemic: Exploring the Role of Sense of Community. *Frontiers in Psychology*, 410.
- Chreif, M., & **Farmanesh, P.** (2022). Applying Green Human Resource Practices toward Sustainable Workplace: A Moderated Mediation Analysis. *Sustainability*, 14(15), 9250.
- Zakhem, N. B., **Farmanesh, P.**, Zargar, P., & Kassab, A. (2022). Wellbeing during a pandemic: An empirical research examining autonomy, work-family conflict and informational support among SME employees. *Frontiers in Psychology*, 13, 890265.
- Gisilanbe Vetbuje, B., **Farmanesh, P.**, & Sousan, A. (2022). Relationship between perceived threat of COVID-19 and burnout among frontline nurses: A mediation analysis. *Brain and Behavior*, 12(6), e2601.
- Rahal, F. E. Z. M., & **Farmanesh, P.** (2022). Does Servant Leadership Stimulate Work Engagement in the Workplace? The Mediating Role of Trust in Leader. *Sustainability*, 14(24), 16528.
- Zhou, S., Qian, Y., & **Farmanesh, P.** (2022). The economic cost of environmental laws: Volatility transmission mechanism and remedies. *Resources Policy*, 79, 102944.
- Al Dilby, H. K., & **Farmanesh, P.** Exploring the Impact of Virtual Leadership on Job Satisfaction in Post Covid-19 Era; The Mediating Role of Work-life Balance and Trust in Leader. *Frontiers in Psychology*, 14, 640.
- Bahmani, S., **Farmanesh, P.**, & Khademolomoom, A. H. (2023). Effects of Green Human Resource Management on Innovation Performance through Green Innovation: Evidence from Northern Cyprus on Small Island Universities. *Sustainability*, 15(5), 4158.
- Saliba, C., **Farmanesh, P.**, & Athari, S. A. (2023). Does country risk impact the banking sectors' non-performing loans? Evidence from BRICS emerging economies. *Financial Innovation*, 9(1), 1-30.
- **Farmanesh, P.**, Mostepaniuk, A., Khoshkar, P. G., & Alhamdan, R. (2023). Fostering Employees' Job Performance through Sustainable Human Resources Management and Trust in Leaders—A Mediation Analysis. *Sustainability*, 15(19), 14223.
- Akinsola Gbenga Daniel, **Panteha Farmanesh**, and Nyota Madhy Mwamba. "The Relationship Between Knowledge Risk Management and Sustainable Organizational Performance: The Mediating and Moderating Role of Leadership Behavior." *Economics* 17.1 (2023): 20220047.
- Addai, K., Al Geitany, S. H., Athari, S. A., **Farmanesh, P.**, Kirikkaleli, D., & Saliba, C. (2024). Do Environmental Tax and Energy Matter for Environmental Degradation in the UK? Evidence from Novel Fourier-Based Estimators. *Energies (19961073)*, 17(22).
- Vehbi, A., **Farmanesh, P.**, & Solati Dehkordi, N. (2025). Nexus Amid Green Marketing, Green Business Strategy, and Competitive Business Among the Fashion Industry: Does Environmental Turbulence Matter?. *Sustainability*, 17(5), 1769.

- **Farmanesh, P.**, Solati Dehkordi, N., Vehbi, A., & Chavali, K. (2025). Artificial Intelligence and Green Innovation in Small and Medium-Sized Enterprises and Competitive-Advantage Drive Toward Achieving Sustainable Development Goals. *Sustainability*, 17(5), 2162.

## 7.2. Articles Published in Other Refereed Journals

- **Farmanesh, P.**, Vehbi, A., Zargar, P., Sousan, A., & Bhatti, F. (2020). Is there always a positive relationship between workplace diversity and organizational performance, or does diversity fatigue imply a suppressing effect. *The South East European Journal of Economics and Business*, 15(1), 14-26.
- Khoshkar, P. G., **Farmanesh, P.**, & Nweke, G. (2020). Assessing the Impact of Burnout Syndrome on Romantic Relationship Satisfaction: The Dark Side of Workplace Bullying. *The South East European Journal of Economics and Business*, 15(1), 44-55.
- Hamedani, A., **Farmanesh, P.**, & Zargar, P. (2011). Mapping the relationship between proactive behavior and talent management practices: The mediating role of organizational commitment. *Management Science Letters*, 11(3), 773-782.
- Akhlaghimofrad, A., & **Farmanesh, P.** (2021). The association between interpersonal conflict, turnover intention and knowledge hiding: The mediating role of employee cynicism and moderating role of emotional intelligence. *Management Science Letters*, 11(7), 2081-2090.
- Zargar, P., Sousan, A., & **Farmanesh, P.** (2019). Does trust in leader mediate the servant leadership style–job satisfaction relationship?. *Management Science Letters*, 9(13), 2253-2268.
- Qablan, N., & **Farmanesh, P.** (2019). Do organizational commitment and perceived discrimination matter? Effect of SR-HRM characteristics on employee's turnover intentions. *Management Science Letters*, 9(7), 1105-1118.
- Dayeh, K., & **Farmanesh, P.** (2021). The link between talent management, organizational commitment and turnover intention: A moderated mediation model. *Management Science Letters*, 11(7), 2011-2020.
- Hassan, H., & **Farmanesh, P.** (2022). Customer adoption of self-service technologies in Jordan: Factors influencing the use of Internet banking, mobile banking, and telebanking. *Management Science Letters*, 12(3), 193-206.
- Mansour, O., & **Farmanesh, P.** (2020). Does gender matter? Acceptance and forwarding of electronic word of mouth: A moderated mediation analysis. *Management Science Letters*, 10(7), 1481-1486.
- Arif, M., & **Farmanesh, P.** Impact of Gender Diveresity and Leadership on Organisational Integrity in Pakistani Industrial Sector.
- **Farmanesh, P.**, Khadem, A., & Zargar, P. (2018). Does organizational commitment matter? Linking socially responsible human resource management, turnover intentions and organizational citizenship behaviour. *Official*, 12, 34
- **Farmanesh, P.**, Samani, A. A., & Magusa, G. (2016). Heuristic evaluation of the usability of learning management system (Moodle) at Eastern Mediterranean University. *International Journal of Scientific Research in Information Systems and Engineering*, 2(1), 22-36
- **Farmanesh, P.** (2016). The Application of Human Resources Management in Multi-National Companies. *International Journal of Business and Social Science*, 7(2)

- **Farmanesh, P.** (2023). The Expansion of E-commerce and the Influence of Consumer Confidence on The Economy of Iran. *International Journal of Science and Management Studies*, 6(1)
- Bouzakhem, N., **Farmanesh, P.**, Zargar, P., Ramadan, M., Baydoun, H., Daouk, A., & Mouazen, A. (2023). Rebuilding the Workplace in the Post-Pandemic Age through Human Capital Development Programs: A Moderated Mediation Model. *Administrative Sciences*, 13(7), 164.

### 7.3. Reports Presented at the Scientific Meetings and Published in the proceedings

- 2<sup>nd</sup> International Conference on Applied Economics and Finance, 2016
- 3th International Conference on Applied Economics and Finance, April 2019 (ICOAEF'19): **Paper 1**. Linking main service performance and switching intention with moderating effect of switching cost: Does Customer Loyalty Matter?
- International Conference on Applied Economics and Finance, April 2019(ICOAEF'19): **Paper2**. The effect of macroeconomic risks on the bank performance
- Conference: '2<sup>nd</sup> International Conference on Business and Management (ICOBM).
- Conference: '3<sup>nd</sup> International Conference on Business and Management (ICOBM). Netherland 2018.
- Conference: 4<sup>th</sup> International Conference on Business and Management (ICOBM). Netherland 2019.
- Speaker in Webinar "Research, Leadership, and Sustainability in the post-pandemic Era" (IBOC Group). 2023

### 7.4. Written international books and book chapters

- **Farmanesh, P.**, & Zargar, P. Trust in Leader as a Psychological Factor on Employee and Organizational Outcome/Intech
- Abir El Telyani, **Panteha Faramanesh** and Pouya Zargar. The Impact of COVID-19 Instigated Changes on Loneliness of Teachers and Motivation–Engagement of Students: A Psychological Analysis of Education Sector/**Vide Leaf**

### 7.5. Articles Published in Refereed National Journal

### 7.6. Reports Presented at National Scientific Meetings and Published in the Proceedings

### 7.7. Art and Design Activities

### 7.8 Other Publications

## 8. Scientific Projects

## 9. Administrative Roles

Position Title	Institution	Year
Website Administration	American University of Cyprus	2015
Acting Dean of Business and Economy Faculty	American University of Cyprus	2015
Head of International Business	Girne American University	2018 - 2024
Director of the School of Applied Science	Girne American University	2022 - 2023
Member of the Senate	Girne American University	2022 - 2023
Vice Director of the School of	Girne American University	2023 - 2024

Applied Science		
Member of the Accreditation Committee	Girne American University	2023 - 2024
Dean of International Operations, responsible for the Formation of the Academic Programmes	Girne American University – Dubai Campus	2024
Advisor to the Rector	ARUCAD – Arkin University of Creative Art and Design	2024-present
Chief Scientific Officer	ARUCAD Research Centre	2025

#### 10. Memberships in Scientific and Professional Organizations

- Organizing Committee Member of the International Conference on Social Media Marketing'17(ICMM) was held in the Netherlands.
- Organizing Committee Member of the 2<sup>nd</sup> International Conference on Business. Management, holding in Le Chateau Lambousa, Kyrenia, Cyprus.
- Organizing Committee Member of the 3rd International Conference on Business Management held in the Netherlands.
- Board Member of Centre for Management Research (CMR) at Girne American University, directed by Prof. Dr. Lawrence Emeagwali.

#### 11. Awards

#### 12. Please fill in the table below for the courses you have given at the undergraduate and graduate level courses in the last two years.

Academic Year	Semester	Course Name	Weekly Hour		Number of Students
			Theoretical	Practice	
2022 - 2023	Fall	BUS303 – Human Resource Management (Undergraduate)	3 hours	-	75
		MGMT508 – Human Resource Management (Master)	3 hours	-	40
		MGMT607 – Advanced Human Resource Management (PhD)	3 hours	-	25
		BUS444- Cross Cultural Studies- (Undergraduate)	3 hours	-	40
		BUS401 – International Business	3 hours	-	80



		Management (Undergraduate)			
	<b>Spring</b>	BUS303 – Human Resource Management (Undergraduate)	3 hours	-	60
		MGMT607 – Advanced Human Resource Management (PhD)	3 hours	-	25
		BUS401 – International Business Management (Undergraduate)	3 hours	-	60
		MGMT542 – International Business Management (Master)	3 hours	-	40
2023 - 2024	<b>Fall</b>	BUS303 – Human Resource Management (Undergraduate)	3 hours	-	40
		MGMT508 – Human Resource Management (Master)	3 hours	-	20
		BUS401 – International Business Management (Undergraduate)	3 hours	-	40
		MGMT607 – Advanced Human Resource Management (PhD)	3 hours	-	30
	<b>Spring</b>	BUS303 – Human Resource Management (Undergraduate)	3 hours	-	16
		MGMT508 – Human Resource Management	3 hours	-	20

		(Master)			
		MGMT607 – Advanced Human Resource Management (PhD)	3 hours	-	8
	<b>Summer</b>	BUS401 – International Business Management (Undergraduate)	3 hours	-	10
		BUS407 - Innovation and Entrepreneurship (Undergraduate)	3 hours	-	7
2024-1025	<b>Fall</b>	CULT625 Entrepreneurship	3 hours	-	2
	<b>Spring</b>	VCDE316 Entrepreneurship	3 hours	-	16
		CULT623 Strategy and Human Resource Management	3 hours	-	3

**Note:** If opened, lectures given in the summer term will also be added to the table.