

Saeed Turki Alshahrani, Ph.D.

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Career Objectives

I offer a unique perspective on organizational development, combining over a decade of experience as an academic in International Human Resource Management (IHRM) with an equal tenure as a hands-on business development consultant. My expertise focuses on designing data-driven talent and development programs aligned with strategic goals. This approach is supported by a distinguished research career, as evidenced by my consistent publication in high-impact journals and my success in securing competitive domestic and international research grants. My consultancy is not just based on best practices; it is grounded in proven, research-backed methodologies. This was demonstrated in a recent project, including the National Program for Community Development, where I developed a comprehensive training needs analysis, training budget, and a robust impact assessment framework. I also worked as a Human Resources Consultant for the Ministry of Justice, designing and developing regulatory and procedural guides and a job description manual.

EDUCATION

Doctor of Philosophy in International HRM (2015)

University of Limerick, Ireland

Thesis: Motivations and Career Orientations Among Expatriates

Master of International Business (2010)

Monash University, Melbourne, Australia

Bachelor of Human Resource Management (with distinction) (2008)

Deakin University, Melbourne, Australia

CONSULTATIONS AND PROJECTS

(2025) Valid freelance certificate (as a business developer) issued by the Ministry of Human Resources and Social Development.

- May (2024) –Oct. (2024)
HR and Training and Development Consultant for the National Program for Community Development under Prince Naif Institute for research and consulting services. The project was completed 100% based on the certificate of achievement. Some duties include:
 - Plan, gather, and analyze data for staff training needs assessments across the kingdom.

...continued...

- Develop a yearly training plan and budget.
- Conducted an executive-level training needs assessment using methodologies and practical/scientific metrics.
- Establish an impact assessment for the training projects.
- Create reliable databases of reputable training and development providers from KSA, GCC, and internationally.

(June to October 2023)

Human Resources Consultant for the Ministry of Justice to design and develop regulatory and procedural guides. The project was completed 100% based on the certificate of achievement. Some duties include:

- Completed the regulatory guide using key performance indicators across all duties and positions.
- Completed the procedural guide using key performance indicators across all duties and positions
- Completed a job description manual that links key competency indicators across individual, operational, and institutional levels.

(MoE, Riyadh, 2021)

- Advisor to the Deputyship for Research and Innovation. Some duties include:
Work with a team to establish the Saudi Universities' Research Impact Assessment Program to measure the value creation from innovation activities in industry/businesses resulting from universities.

Workshops

February (2025)

Conducted a three-day intensive workshop focused on fostering innovative practices and enhancing operational efficiency within the workplace.

(October 2022)

Delivered Problem-solving and decision-making workshops for leaders and top officers working for the Ministry of Interior Kingdom-wide

(Oct. 2021 – present)

Member of the Career Advisory Board (Princess Nourah bint Abdulrahman University
(June. 2021 – Dec. 2021)

- Programs quality expert at National eLearning Centre, Riyadh, 2021- Current:
- The role is to give comprehensive feedback on the value and effectiveness of the online training programs administered by (Udemy, edX..)

PROFESSIONAL EXPERIENCE

Imam Muhammad Ibn Saud Islamic University (IMSIU) –Riyadh, Saudi Arabia, 2011-Present

Associate Professor of International HRM (2023 to Present)
Imam Mohammad Ibn Saud Islamic University

Fulbright Visiting Scholar (2018-2019)
Florida International University

- Taught Master of HRM
- Research visiting scholar (Completed and published various scientific papers)
- Business reports and field visits

Assistant Professor of International HRM (2011 to 2023)

Collaborated with Dean, Associates, and heads of scientific departments on the development of an academic strategic portfolio for business school faculty. Mentored and oversaw administrative and financial teams (20+ employees). Consistently delivered strategies that enhanced the quality of results.

Instructed International Human Resources Management, Organizational Behaviour, Strategic Management, International Management, Compensations, Research Methods, Cross-Cultural Leadership, Commercial Law and Innovation and Creativity courses.

Served as Associate Dean for Academic Development and Quality (2015 to 2016).

Selected contributions:

- Devised hierarchical structure for the College of Economics and Administrative Sciences.
- Developed College and faculty portfolios according to NCAAA Standards for Quality Assurance and Accreditation and AACSB International Membership and Accreditation.
- Developed an official public-facing website and produced informative content. created the official logo for the College of Economics and Administrative Sciences.
- Reduced absenteeism among clerical employees.
- Championed electronic communications among faculty members across genders.

Ministry of Tourism – Riyadh, Saudi Arabia

Senior Consultant, Human Resource Training and Business Development, April 2002 to December 2010

- Negotiated and managed the annual T&D budget and contracts and forecasted the entire T&D cost, including content providers, external trainers, and vendors.
- Led and designed the establishment of databases and evaluation systems for the Saudi and GCC training centers (SATA and stakeholders).
- Provided expert guidance toward designing and establishing the training center for leaders' psychometric tests.
- Business reports, manpower planning, and matching career paths with training needs
- Managed development programs for all staff
- Managed in-house training and on-the-job training programs.
- Align the training strategy with the organizational strategy

- Leadership TNA (working with various global leadership institutions such as:
 - IMD business school
 - Harvard University
 - London Business School
 - Stanford University

SAMBA Bank (Citibank)- – Riyadh, Saudi Arabia

HR Specialist (Recruitment), Jan. 1998 to April 2002

- Evaluate skills gap across all departments.
- Organizational Development · HR Policies · Recruiting · Performance Management · International staff operations (Citibank and Citigroup staff) · Develop succession plans · Manpower planning and future employment needs·
- Team member of the merger project between Saudi American Bank and United Saudi Bank and change management action plan.

Additional experiences

Arabic Language Educator for Deakin University in Australia; Student Advisor for the University of Limerick in Ireland; and Head of Marketing and Media for MOHE-Saudi Career Days in Melbourne, Australia.

HONOURS AND AWARDS

- Winner of the Imam Mohammad ibn Saud Islamic University Award for Excellence (1st edition) 2023.
- Prize for Excellence in International Publication, Scientific Council of IMSIU, 2023.
- Fulbright Scholarship as a visiting scholar at Florida International University, September 2018 to June 2019.
- Prize for Excellence in International Publication, Scientific Council of IMSIU, 2017.
- Best Paper Award, International Conference on Human Resource Management, 2016, Monash University
- 47th Essex Summer School Scholarship-University of Essex- UK, August 2014
- Sir John Monash International Scholarship for Excellence at Monash University, Australia, March 2009 to June 2010

REFEREED JOURNAL PUBLICATIONS

Alshahrani, S. T., Choukir, J., Albelali, S., & AlShalhoob, A. A. (2025). Perceptions of the Impact of AI on Human Resource Management Practices Among Human Resource Managers Working in the Chemical Industry in Saudi Arabia. *Sustainability*, 17(13), 5815. <https://doi.org/10.3390/su17135815>.

Alshahrani, S. T. (2024) "The Inadequacy of Using a Few Criteria To Define Self-Initiated Expatriates: A Systematic Literature Review and Proposed Definition" *Journal of Global Mobility: The Home of Expatriate Management Research*, In Press.

Choukir, J., Aloulou, W.J., Alshahrani, S.T. and Ayadi, F. (2024) 'From human resource management practices to employee performance in banking and information and communication technology firms: the mediating role of employee well-being,' *Int. J. Environment, Workplace and Employment*, Vol. X, No. Y, pp.xxx-xxx..

Alshahrani, S.T. Iqbal, K. (2024) "How does green human resource management foster employees' environmental commitment: A sequential mediation analysis" *Heliyon*, 10, (12). <https://doi.org/10.1016/j.heliyon.2024.e33202>.

Alshahrani, S. T. (2024) "Cross-Cultural Career Paths: Analyzing Traditional and Boundaryless Orientations Among Expatriates in Saudi Arabia's Banking Sector". *Journal of Intercultural Communication*, 24(3), 104–118. <https://doi.org/10.36923/jicc.v24i3.887>

Amari, A., Berraies, S., Alshahrani, S.T., Hofaidhllaoui, M. and Choukir, J. (2023), "Does the overall justice climate enhance self-initiated expatriates' creativity during uncertain times? The mediating role of cross-cultural psychological capital", *Journal of Global Mobility*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JGM-05-2023-0030>

Alshahrani, S.T. Industry 4.0 in "Major Emerging Markets": A Systematic Literature Review of Benefits, Use, Challenges, and Mitigation Strategies in Supply Chain Management. *Sustainability* 2023, 15, 14811. <https://doi.org/10.3390/su152014811> (IF3.9)

Alshahrani, S. and Iqbal, K. (2022). The effect of Job satisfaction on the transfer of training: Testing the role of transfer motivation and supervisor support. *Pacific Business Review (International)*, 15 (1), 23-32. (Web of Science)

Alshahrani, S. T. (2022). Impact of self-sacrificial leadership on organizational engagement: A psychological mechanism of job satisfaction. *International Journal of Organizational Leadership*, 11(1), 112-126. <https://doi.org/10.33844/ijol.2022.60622>. (Web of Science)

Iqbal, K., Naveed, M., Subhan, Q. A., Fatima, T., & Alshahrani, S. T. (2022). When Self-Sacrificial Leaders Induce Employees' Citizenship Behaviors? Uncovering the Nexus of Psychological Empowerment and Psychological Well-Being. *SAGE Open*.

_ Impact Factor **2.032**

Alshahrani, S. (2022) 'The motivation for the mobility – A comparison of the company assigned and self-initiated expatriates in Saudi Arabia', *Cogent Social Sciences*, 8:1, 2027626, DOI: 10.1080/23311886.2022.2027626. Impact Factor **2.0**

Alshahrani, S. T. (2021). Operating in A New Paradigm: Exploring Workplace Reconfiguration in the Time of Covid-19. *International Journal of eBusiness and eGovernment Studies*, 13 (2), 281-303. Doi: 10.34109/ijeveg. 202113216. (Scopus)

Alshahrani, S. and Iqbal, K. (2021) 'Influence of Psychological Capital on Organizational Citizenship Behaviors: The Mediating Role of Psychological Well-being', *International Journal of Organizational Leadership*, 10, (3), 299-312. (Web of Science)

Alshahrani, S. (2019) 'A survey and Analysis of Research on Self-Initiated Expatriates During the Period (1997-2018): A Literature Review', *Journal of King Saud University (Administrative Sciences)*, 28, (2), 135-154.

Alshahrani, S. and Morley M. (2015) 'Accounting for Variations in the Patterns of Mobility among Conventional and Self-initiated Expatriates', *International Journal of Human Resource Management*, 26, (15), 1936-1954. Impact Factor **6.026**

BOOKS

Alshahrani, S. and Algahtani, M. translation into Arabic "International Business: Competing in the Global Marketplace 13th Edition" Charles W. L. Hill. Published by IMSIU, 2023.

BOOK CHAPTERS

Alshahrani, S. (2023). Determinants of Self-Initiated Expatriates Resilience: Conceptual Framework and Research Propositions. In W. Aloulou (Eds.), *Handbook of Research on Entrepreneurship and Organizational Resilience During Unprecedented Times* (pp. 459-478). IGI Global. <https://doi.org/10.4018/978-1-6684-4605-8.ch021>.

FUNDING

1. (2025) Research Grant number (IMSIU-DDRSP2504) SR 24000. The research project was completed and published successfully (**Perceptions of the Impact of AI on Human Resource Management Practices Among Human Resource Managers Working in the Chemical Industry in Saudi Arabia**)
- 2.
3. (Aug. 2022- Oct. 2023) Research Grant number (221411009) SR 24000 IMSIU. The research project was completed and published successfully (**Does the overall justice climate enhance self-initiated expatriates' creativity during uncertain times? The mediating role of cross-cultural psychological capital**)

4. (July 2021-Feb 2022) Research Grant number (21-13-18-062) SR20,000 IMSIU. The research project was completed and published successfully (**Operating in A New Paradigm: Exploring Workplace Reconfiguration in the Time of COVID-19**)
5. (May 2023- Sept 2024) Research Grant number (IMSIU-RG23053) SR 120,000 IMSIU, three research projects were completed and published successfully.

CONFERENCE PRESENTATIONS

Data Privacy Challenges and Mitigation in Adoption of AI in Employee Management: A Systematic Literature Review, Osaka, Japan, 4-6 July (2024)

Cross-cultural management in the GCC, College of Business (Invited Guest Speaker), 2018

When we manage our career individually: Do we mean it?' Madrid, Spain, International Human Resource Management, University Carlos III Madrid, June 2018.

Career orientations- A comparison of conventional and self-initiated expatriates in the Saudi Arabian banking industry, Salatiga, Indonesia, International Conference on Human Resource Management, Rethinking Human Resource Management in Asia and the Globalising World, September 2016.

Career orientations of self-initiated and conventional expatriates in Saudi Arabia, Victoria, BC, Canada, 14th IHRM Conference, Honouring the Past, Embracing the Now, Envisioning the Future, June 2016.

Accounting for Variations in Patterns of Mobility Among Conventional and Self-Initiated Expatriates, Krakow, Poland, 13th IHRM Conference, Uncertainty in a flattening world: Challenges for IHRM, June 2014.

EndNote, some hidden features for KBS PhD Colloquium group, University of Limerick, Limerick, Ireland, 2013

Different Route Trajectories: A Comparative Analysis of Self-Initiated and Conventional Expatriates in Saudi Arabia', Brunel University, London, UK: Saudi Scientific International Conference 2012.

Expatriates in Saudi Arabia: Motives and Experiences. A Comparative Study between Self-Initiated and Conventional Expatriates', Limerick, Ireland: IFSAM 2012, 36.

PROFESSIONAL DEVELOPMENT & ENGAGEMENTS

Official Reviewer: EURAM 2018 Conference, Iceland Reykjavik – Iceland, 2018; 19th International Conference on Human Resource Development Research and Practice across Europe, 2018; Deanship of Academic Research, IMSIU, Riyadh, Saudi Arabia, 2016; International Conference on Human Resource Management, Salatiga, Indonesia.

Chair, General HRM themes Track, 'International Conference on Human Resource Management, Satya Wacana Christian University, Salatiga, Indonesia, 2016

Occupational training in Tourism Law, Help Desk Management, Proactive Training Management, Service Excellence, Effective Business Writing, Event Management, and Oracle HRMS.