Brief C.V

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Personal Information:

Name : WAEL M. GABREL
Date of Birth : September 28th , 1979
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Education :

- **PhD**:**2013**, Management Sciences from University of Sfax, Tunisia. Title of the thesis: The impact of Organizational Culture on Time Management: a field Study on theHeads of Academic Departments at the University of Omar Mukhtar and its affiliate. (Thethesis was passed with an Excellence with Honors)
- **PhD**:**2011**, Management Sciences from University of Tunis El Manar, Tunisia. Title of the thesis: Time management and its relationship with the leadership style: a field study on commercial banks branches' Managers in Libyan cities of Tripoli and Benghazi. (The thesis was passed with an Excellence)
- **MSc**:**2006**, Business Administration from Garyounes University. Title of the thesis: Time wasters and their relationship to some personal variables: a field study on middle managers in oil companies in Benghazi.(The thesis was passed with an excellent grade of 95%.)
- **BSc** : **2001**, Business Administration from University of Derna, Libya, I obtained the first rank, with a very good grade and GPA of 75.18%.

Experience:

- February, 2022 to Current: Professor, Department of Business Administration, University of Derna ,Libya .
- 2018 - 2022: Associate Professor, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch /Libya.
- 2021-2022:Vice President for Scientific Affairs at the Libyan Academy, Derna Branch (Libya).
- 2018 - 2022 :Editor-in-chief of the Journal of Research and Economic Studies (https://jres.lad.edu.ly/).
- 2014 - 2018: Assistant Professor, Department of Business Administration, Omar Al-

Mukhtar University, Derna Branch /Libya.

- 2013-2014, Director of the Quality Assurance Office at Omar Al-Mukhtar University, Derna Branch.
- 2017 - 2021: Director of the Office Research and Scientific Studies at Al-Mukhtar Center for Research, Consultation and Training, Omar Al-Mukhtar University (Libya).
- 2011 - 2014: Lecturer, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch / Libya.
- 2015 - 2016 : Head of General Department - Faculty of Economics, Omar Al-Mukhtar University, Derna Branch.
- 2011 - 2015 : Head of the Department of Business Administration, Faculty of Economics - Omar Al-Mukhtar University.
- 2011-2012, Head of the Awareness and Scientific Education File at Omar Al-Mukhtar University - Derna
- 2012 - 2014 : Member of the editorial board of Al-Mukhtar Journal of Economic Sciences, Omar Al-Mukhtar University, Derna Branch.
- 2006 - 2011 : Assistant lecturer of Faculty of Economics, Omar Al - Mukhtar University, Libya.
- 2003 - 2005: Demonstrator at the Department of Business Administration , Omar Al-Mukhtar University, Derna Branch / Libya.

Scientific Publications:

Published Papers: Exceeded 40 papers - Publications in the last 4 years:-

- Gabrel, Wael M and Ben Halim, Ali Abdel Fattah(2023).The reality of the local administration system in Libya: a case study on the central municipality of Tripoli. Scientific Conference: Centralization and its Implications for Spatial Development at Sirte University during the period 8-9 March 2023.
- Gabrel, Wael M (2023). Talent Management at Libyan Petroleum Companies : A Case study on Brega Petroleum Marketing Company in Benghazi , International Conference on Sustainability and Cutting-Eage Business Technologies, Al-Zaytoonah University of Jordan, during the period 22-24 May 2023, Jordan.
- Gabrel, Wael M and Ahmed Al-Sheikhi (2021). The impact of organizational culture on organizational learning at Al-Madar Al-Jadid Company in Benghazi (Libya). The Journal of Economics of Money and Business, (5)2: 264-239.
- GABREL, Wael M and Abdul Karim bin Khayal (2021). The reality of intellectual capital in Al-Fateeh Cement Factory from the point of view of its employees, Economic Visions Journal, (11)1: 433-450.
- Al-Jibani, Saqr Hamad, Garel, Wael Muhammad, and Abdulaziz Sadaqa (2021). Estimating the economic costs of traffic accidents in Libya: a standard study during the period 1995-2017. Journal of Economic Growth and Entrepreneurship, (5)2: 26-45.
- Gabrel, Wael M and Hind Al-Suwaie(2020). Work stress and its impact on organizational silence: a case study on the Libya Insurance Company in Benghazi, Remah Journal for Research and Studies, (43) June :153-188.
- Gabrel, Wael M (2020) . "Re-engineering requirements for administrative processes in Derna Municipal Council", Mediterranean International Journal, (11) June:48-75.
- Gabrel ,Wael Muhammad and Ahmad Al-Awami, Al-Tayyib Al-Qibbi (2020). The quality of health services in Libya in light of the Corona pandemic. Journal of Economic Research and Studies,(11)5: 31-68.

- Gabrel, Wael M (2020). The reality of crisis management in Libyan oil companies: a case study on the Arabian Gulf Oil Company in Benghazi, Journal of Advanced Economic Research, (4)2:7-31.
- Gabrel, Wael M.(2020) Entrepreneurship among students of the Faculty of Economics at Omar Al-Mukhtar University, Derna Branch, Journal of Advanced Economic Studies, (5)1:13-29.
- Gabrel Wael M and Ahmed Al-Awami(2020). The strategy of the blue ocean in Al Wahda Bank in Libya from the point of view of the managers of the middle and upper departments of the public administration in the city of Benghazi, the seventeenth international conference: Business Environment: Challenges and Opportunities, to be held during the period 15-16 April 2020 Al-Zaytoonah University.
- Gabrel,Wael M (2020). Obstacles to the application of electronic management in the Department of Health Services in the city of Derna, the Scientific Journal of the Economic Future, (8)1: 73-94 .
- Gabrel Wael M (2020). The reality of crisis management in Libyan oil companies: a case study on the Arabian Gulf Oil Company in Benghazi, Journal of Advanced Economic Research, (4)2:7-31.
- Gabrel , Wael M (2019). The impact of organizational trust on human capital at Omar Al-Mukhtar University from the point of view of the deans of faculties and heads of scientific departments in the Darnah branch. Human Capital Conference held during the period 13-14 April 2019 Amman Arab University.
- Gabrel Wael M and Ahmed Al-Awami (2019).The impact of work ethics on the organizational immunity of the Libyan Airlines Company. Professional Ethics Conference in Libya. To be held during the period 2-3 November 2019 Higher Institute of Comprehensive Professions - Derna.
- Gabrel Wael M , and Abdulaziz Ali Sadaka and Saqr Hamad Al-Jibani (2019). The reality of the institutional economy in Libya through governance indicators: a standard analytical study for the period 1996-2018, the third international scientific conference of the Faculty of Economics and Trade, institutions and development problems in developing countries (Libya as a model), Al-Marqab University, Al-Khums, period 11- 12 November .
- Iman Ali, Boubaker Sharia, and Gabrel , Wael Mohamed (2019). The extent of applying the balanced scorecard in Libyan commercial banks. Kufa Studies Center Journal, University of Kufa, (1) 54: 41-90.

Published books :

- Contemporary Administrative Studies: Realistic Problems and Practical Solutions, Jordan: dar konoz Al-Marefa, 2016.
- Editing of the Proceedings Book of the Refereed Scientific Conference on Entrepreneurship: Reality and expectations, November 11-12, 2017. National Board for Technical & Vocational Education. Higher Institute of Comprehensive Professions, Derna / Libya .
- Editing of the Proceedings of the Scientific Conference on Governance in Libyan Institutions: Reality and expectations. Held November 11-12, 2018. Al-Mukhtar Center for Research, Consultation and Training at Omar Al-Mukhtar University and the Higher Institute for Comprehensive Professions, Derna/ Libya.
- Co-authoring of entitled Small Projects as a Basis for Addressing Unemployment in Libya. Ministry of Labor and Social Affairs. Al-Bayda / Libya.
- Editing the Proceedings of the Third Scientific Conference: Profession Ethics in Libya: Reality and expectations. Held November 2-3, 2019. National Board for Technical & Vocational Education. Higher Institute of Comprehensive Professions, Derna / Libya .

Skills:

- **Computer skills:**
- Using the computer, Word - Excel - Power point - Internet Explorer.
- Using statistical programs such as: SPSS & MINITAB.
- **Personal skills:**
- Full adaptation to work within the work team.
- Ability to perform under work pressure.
- Have a good ability to build constructive social relationships
- **languages**:
- Arabic (Native Language) + English (Very good command of writing and spoken).

Taught courses:

Undergraduate Courses:

Human resource management, Management information systems, Organizational behavior ,Scientific research methods, Bank management, Organization theory, Strategic management, Total quality management, SPSS, Studies in management .

Post graduate courses :

Advanced Studies in Management, Research Methodology, Organization Theory.

Theses Supervision and Examination:

Master Theses Supervised: (Selected Theses)

Eleven students have been supervised.

- Jawaher AbdelSalam Mustafa. Impact of Time Management on Organizational Ambidexterity :A field Study on the Manager Private health Facilities and their Assistants at Al-Jabal Al-Akhdar Region. Omar Mukhtar University.2021.
- Khaled Hussein Saleh. Impact of Organizational Trust on Organizational Immunity at Private Libyan Commercial Banks in Al-Jabal Al-Akhdar Region. Omar Mukhtar University.2020.
- Hana Jibril Al-Werfalli. The impact of organizational citizenship behaviors on the services quality at the public oil companies in Benghazi . The Libyan Academy – Benghazi.2020.
- Ali Anbioh, Anbyoh. The role of work ethics in job performance: a field study on employees at the University of Benghazi. The Libyan Academy – Benghazi.2019-2020.
- Faraj Muhammad Ahlis. The effect of the talent management system on job immersion among the employees of the General Electricity Company in Benghazi . The Libyan Academy – Benghazi.219-2020.
- Abd alkarim Ben kaial. Reality of intellectual capital at Al-Fattaih cement factory in Derna city from the viewpoint of Employees. The Libyan Academy – Benghazi.2018-2019.

Master Theses Examination: (Selected Theses)

Forty masters' theses have been examined so far as an external examiner.

- Mustafa Bouhdma. The impact of administrative communication on organizational learning: an applied study at the Social Security Fund in Benghazi. University of Benghazi.
- Tariq Salem Saleh. The quality of work life and its relationship to administrative laxity: a field study on the employees of the Civil Status in the municipality of Ajdabiya. University of Benghazi.
- Abeer Youssef Afdil. The impact of transformational leadership on employee performance: a field study on a sample of workers at telecommunications companies in Benghazi. University of Benghazi.
- Montaser Ahmed Fakroun. The role of social networks in the stages of purchasing decision making for consumer : Facebook as a model. The Libyan Academy – Benghazi.
- Nada Abdullah Ibrahim. Job satisfaction and its relationship to organizational commitment: A field study on a sample of workers at public Libyan oil companies in Benghazi. University of Benghazi.
- Jalal Belhaweel. The impact of total quality management on the services quality at Libyan commercial banks operating in Benghazi. University of Benghazi.
- Rehab Al-Shalali. Internal marketing at telecommunications companies in Benghazi.The Libyan Academy – Benghazi.

Scientific conferences that exceeded 35 conferences : Scientific conferences in the last 4 years:-

- Scientific Conference: Centralization and its Implications for Spatial Development at Sirte University during the period 8-9 March 2023.
- The Second International Conference: Scientific Research in the Digital Age, Amman Arab University and Abdul Hameed Shoman Foundation, Jordan, held during the period 5-6 June 2021.
- The Fifth International Conference, A Roadmap for Sustainable Development, Amman Arab University. To be held during the period 4-5 April 2020.
- The International Conference on Business Environment in the Light of the Digital Economy and Data Science, Al-Balqa Applied University, to be held during the period 5-6 April 2020.
- The Second International Conference on Entrepreneurship in Light of Contemporary Economic and Financial Challenges, Al al-Bayt University, to be held during the period 13-14 April 2020.
- The 17th International Conference: Business Environment: Challenges and Opportunities, during the period 15-16 April 2020 Al-Zaytoonah University.
- Human Capital Conference held during the period 13-14 April 2019 Amman Arab University.
- Knowledge Economy Conference. Held during the period 5-7 November 2018 Cairo University and Remah Training and Research Center - Amman / Jordan .

Research and academic interest :

Organization theory , Crisis Management , Performance Management, Strategic management, Organizational Development, Scientific Research Methods , Total Quality Management , Human Resource Management, Entrepreneurship, International Administration, Knowledge management, Corporate governance, Managing time and work pressures.

Awards:

- 2014: The excellence Shield of Omar Al-Mukhtar University after I have been getting a second doctorate.
- 2017: Honore by Lartigue Center for Information Technology, Governance and Entrepreneurship at the University of Sfax, Tunisia after my first book has been published: Contemporary Administrative Studies: Realistic Problems and Practical Solutions.
- 2019: The Shield of excellence for Scientific Research of the Higher Institute of Science and Technology, Derna, on the occasion of the Journal of Economic Research and Studies obtaining the Arab Impact Factor and international accreditation.
- 2022: My honor from the Libyan Authority for Scientific Research on the occasion of obtaining two supervised master's theses at Omar Al-Mukhtar University with the second rank of the Libya Innovation Award in its second session in 2022.

Other activities :

- Member of the editorial board and arbitration committees in a number of scientific journals that exceeded (50) journals in the following countries: Libya, Egypt, Tunisia, Algeria, Jordan, Palestine.
- Chairman of the Scientific Committee of the Conference on Professional Ethics in Libya: Reality and Ambition, to be held during the period 2-3 November 2019, at the Higher Institute of Science and Technology, Derna, Libya.
- Chairman of the Preparatory Committee for the Languages Conference at Omar Al-Mukhtar University, to be held during the period 20-23 April 2019.
- Head of the Conference on Governance in Libyan Institutions: Reality and Ambition during the period 22-23 October 2018, Omar Al-Mukhtar University in Al-Bayda.
- Chairman of the Programmatic Accreditation Committee for Graduate Studies - Department of Public Administration - University of Benghazi by a decision of the Head of the Quality Assurance Center in the Eastern Province No. (43) of 2019.
- Deputy of the Scientific Committee of the Conference on Entrepreneurship in Libya: Reality and Hope, held from November 11-12, 2017, Sousse.
- Vice-Chairman of the Scientific Committee of the Conference on Entrepreneurship in Libya, held on 23-24 September 2017, Sousse / Libya.
- Chairman of the Crisis Management Conference held during the period 13-14 May 2017, Omar Al-Mukhtar University in Al-Bayda.
- Member of the Libyan Islamic Finance Association (2014-2015).

References

- Prof.Dr. Ali Zoubi, Ajloun National University, Jordan, Faculty of Business. Mobile: +962779662222.
- Prof.Dr. Jamal El-Din Ziadi, University of Sfax, Tunisia, former Dean of the Faculty of Economics. Mobile: +21697935391-+21625222391.
- Prof. Eltayeb Elgobbi, University of Sirte, former President of the University of Sirte, Libya. Mobile:+218914987478.
- Prof. Dr. Abdel Qader Ayyad Amer, former Dean of the Faculty of Economics, University of Benghazi. Mobile:+218913765166.
- Prof. Dr. Khaled Al-Khatib, Director General of the Remah Center for Research and Development of Human Resources, Jordan. Mobile:+962799424774.
- Prof. Dr. Youssef Abu Fara, Dean of the Faculty of Economics and Administrative Sciences, The Open University, Palestine .Mobile: 11971592888822.