

**Dr Marwan T. Al-Zoubi**  
**BA, MA, PhD, C Psychol**

**Personal Information**

- ✚ **Name:** Dr Marwan T. Al-Zoubi
- ✚ **Sex:** Male
- ✚ **Nationality:** Jordanian
- ✚ **Languages:** bilingual, Arabic & English
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**Academic Qualifications**

- ✚ Chartered Work Psychologist (2008) (C Psychol). Practicing certificate awarded by the British Psychological Society, London, UK.
- ✚ PhD in Organizational Behaviour and work psychology (2005), University of Surrey (UK), Work & Organisational Research Group. School of Psychology.
- ✚ BA in psychology, MA in work psychology - Jordan University, Amman , Jordan.

**Work Experience**

- ✚ Associate Professor in Work and Organizational Psychology, University of Jordan- department of Psychology. Amman- Jordan ([www.ju.edu.jo](http://www.ju.edu.jo)). 2005- .
- ✚ Visiting Professor. Osnabruck University, Department of organizational psychology. Germany, 2012.
- ✚ Assistant dean for quality and assurance. Faculty of Arts- Jordan University. 2009-2011.
- ✚ Leadership Assessor, King Abdullah Centre for Excellence, Excellent leader award Amman, Jordan [www.kace.com](http://www.kace.com)
- ✚ 2002-2004, *Tutor*, University of Surrey- UK ([www.surrey.ac.uk](http://www.surrey.ac.uk))
- ✚ 1999 – 2000, *Recruitment Assistant* at NOKIA, (Part time). NOKIA's HR department for the Middle East. (Amman – Jordan).

**Professional Knowledge and Expertise**

- ✚ Qualified assessor in workplace behavioural skills and attitudes.
- ✚ Designing assessment centres (recruitment and development)
- ✚ Using psychometric testing at the workplace
- ✚ Human performance assessment and intervention.
- ✚ Human resources development.

**Academic work**

**Books**

- ✚ Marwan Al-Zoubi (2011). Interpersonal skills at work. A book written by John Hayes and translated by Dr Marwan Al-Zoubi. Al- Massira Publishing Ltd. Amman, Jordan.

- ✚ Marwan Al-Zoubi (2011): Job Satisfaction: Concept, Measurement, Interpretation and Improvement at Workplace. Al- Massira Publishing Ltd. Amman, Jordan.
- ✚ Marwan Al-Zoubi (2008). Job design and employee's performance and wellbeing. Vender-lag publishing ltd. Germany. The book is available with Amazon [www.amazon.com](http://www.amazon.com)

### **Academic Refereed Articles**

- ✚ Marwan Al-Zoubi & Faris Helmi (2012). Work Burnout and its relation to employee mental health. International Journal of business and management. Vol 7, No. 24. Pp. 30-38.
- ✚ Marwan Al-Zoubi (2012). The shape of the relationship between salary and job satisfaction: a field study. Far East Journal of Psychology and Business. Vol. 7 No. 3. pp. 1-12.
- ✚ Marwan Al-Zoubi (2012). Generating Benchmarking indicators of employee job satisfaction. Total Quality Management and Business Excellence. Vol. 23, pp. 27-43.
- ✚ Marwan Al-Zoubi (2010). Developing an Arabic version of Warr's job satisfaction scale. Journal of social sciences. Vol 3, No 2. Pp. 101-113.
- ✚ Marwan Al-Zoubi (2009). The Quality of Work Social Relationships and Employees Job Commitment and Wellbeing, Dirasat Journal.vol 36, No. 2. Pp. 465-479.

### **Ongoing Research**

- ✚ Developing a Career Values Questionnaire for Jordanian Culture to be used in pre-employment assessment (ongoing). Joint research with Dr Dived Atkinson-World Bank.
- ✚ Developing a mental ability test for Jordanian culture to be used in pre-employment assessment (ongoing). Joint research with Dr Dived Atkinson-World Bank.
- ✚ Developing the differential norms for Jackson personality test using large Jordanian employees sample. Joint research with Dr Dived Atkinson- World Bank.
- ✚ Psychological adjustment among university students. Joint research with Dr Yusof Abu Himydan- Jordan University.
- ✚ Translating book from English: title (Employee Selection) written by Professor John Cook (2009).

### **Master thesis supervision**

- ✚ The Relation between Job Satisfaction and Job Characteristics among Employees Working in Call Canters in Amman (2011).
- ✚ The Psychometric Characteristics for the Modified Version of Jackson Personality Inventory – Revised Using a Sample of Employees in the Public and Private Sectors in Jordan (2009).

### Invited speaker & conferences

- ✚ (2009), Amman- Jordan. The Third Arabic Conference for Human Resources. "***Transformation Towards Creative and Strong Investment in Human Capital.***" This Conference organized by Reference for Consultation and Business Development under the title of ***Transformation Towards Creative and Strong Investment in Human Capital*** with the participation of more than three hundred and fifty participants from seven different Arabic countries. The paper title was "Using psychometric tests in selection".
- ✚ (2009), Amman – Jordan. The first Arab conference on "***Behavioural transformation of organizations***". This conference organized by "Excellence for consultation and development". The paper title was " ". The conference was with the participation of more than three hundred participants from Jordan and the Arab world.
- ✚ Marwan Al-Zoubi, & Fred Zijlstra. (2005). Job design in the 21st century: Elaborating a job design model for the modern workplace. Poster presented at the Division of Occupational Psychology (DOP) annual conference. British Psychological Society (BPS). London.
- ✚ Marwan Al-Zoubi, & Fred Zijlstra. (2004). The critical core job characteristics in the modern workplace: 'A qualitative and quantitative cross-sectional study'. Paper presented at the Postgraduate Occupational Psychology (POP) annual conference. City University, London.

### Professional Affiliation

- Member of the British Psychological Society BPS.
- Member of the Division of Occupational Psychology DOP-UK
- Member of the EAWOP (European association of work and organisational psychology).