

ABDUL RAHMAN BEYDOUN, PhD

Associate Professor of Business Administration | Strategic Management · Sustainability · Entrepreneurship

Faculty of Business Administration, Beirut Arab University | Beirut, Lebanon

a.beydoun@bau.edu.lb | +961 76 387 700 | ORCID: 0000-0003-2344-8759

ACADEMIC PROFILE

Associate Professor of Business Administration with over 15 years of experience in higher education, research, doctoral supervision, and academic service. Holds a PhD from Florida International University. Research and teaching span strategic management, sustainable organizations, entrepreneurship, strategic human resource management, organizational behavior, and competitiveness in emerging economies.

RESEARCH INTERESTS

Sustainability and responsible management (Green HRM, CSR, environmental performance); entrepreneurship, innovation, SMEs and competitive advantage; strategic HRM, leadership, employee attitudes, retention and performance.

EDUCATION

PhD, Business Administration — Florida International University, Miami, USA (2012)

Dissertation: Explaining Investor Preferences: The Significance of Demographic, Ideological, and Attitudinal Factors

MBA — University of Birmingham, United Kingdom (1994)

BBA, with Distinction — Yarmouk University, Jordan (1987)

ACADEMIC APPOINTMENTS

Beirut Arab University, Lebanon — Associate Professor of Business Administration (2014–present; rank effective date to verify)

Fahed Bin Sultan University, Saudi Arabia — Assistant Professor (2013–2014)

Florida International University, USA — Adjunct Professor (2012–2013)

Florida International University, USA — Lecturer and Research Assistant (2006–2012)

PEER-REVIEWED JOURNAL ARTICLES

Saleh, R., Abo El Naga, M., & Beydoun, A. From strategy to sustainable business performance: linking CSR and green transformational leadership with behavioral and organizational identification mechanisms in a crisis-affected setting. *Cogent Business & Management*, v. 13, 2026.

Ballout, Y., Shahata, M., & Beydoun, A. (2026). Transformational Leadership, Job Performance, and Innovation: The Mediating Role of Psychological Empowerment in Lebanese SMEs,” *Problems and Perspective Management Journal*

Ballout, Y., Shahata, M., & Beydoun, A. (2026). Transformational leadership, job performance and innovation: The mediating role of knowledge sharing in Lebanese SMEs. *International Journal of Innovative Research and Scientific Studies*, 9(6).

Nasser, F., Beydoun, A., & Abbas, A. (2026). Corporate social responsibility and environmental performance in the Lebanese travel and tourism sector: Through the lens of green practices. *Multidisciplinary Reviews*.

Nasser, F., Beydoun, A., & Abbas, A. (2026). Total quality management and environmental performance in the Lebanese tourism sector: The mediating role of corporate social responsibility. *Multidisciplinary Science Journal*, 8(10), e2026671.

Saleh, R., Abo El-Naga, M., & Beydoun, A. (2026). The path of green human resource management and innovation to sustainable business performance: The role of organizational citizenship behavior for the environment. *Sustainability*.

- Shaya, L., Abbas, A., & Beydoun, A. (2026). Dynamic capabilities and sustainability performance of NGOs in Lebanon: The moderating role of environmental uncertainty. *International Journal of Management and Sustainability*, 2026, vol. 15, issue 1, 146-164
- Shaya, L., Beydoun, A., & Abbas, A. (2026). Dynamic capabilities and NGO sustainability: The mediating role of organizational ambidexterity in Lebanon. *International Journal of Management and Sustainability*, 15(1), 146–164.
- Al Kadi, S., & Beydoun, A. (2025). Exploring the mediating role of workplace incivility in the relationship between emotional intelligence and job satisfaction among Lebanese nurses. *Communications on Applied Nonlinear Analysis*.
- Nasser, H., Beydoun, A., & Abbas, A. (2025b). Reputation and multiple stakeholder outcomes: The role of organizational culture and customer trust. *Edelweiss Applied Science and Technology*.
- Al Kadi, S., Beydoun, A., & Abbas, A. (2023a). A nurses' emotional intelligence, behavior, and the mediating role of job stress in Lebanon. *BAU Journal – Society, Culture and Human Behavior*, 4(2).
- Al Kadi, S., Beydoun, A., & Abbas, A. (2023b). Nurses' emotional intelligence, satisfaction in Lebanon: The mediating role of job stress. *International Review of Management and Marketing*, 13(2).
- Beydoun, A., & Paul, K. (2023). Risk tolerance, time horizon, and estate intentions: Just how important are “circumstances and associated emotions”? *BAU Journal – Society, Culture and Human Behavior*, 4(2).
- Beydoun, A., & Saleh, R. (2023). Literature review on training and development in the work setting. *BAU Journal – Society, Culture and Human Behavior*, 4(2).
- Nasser, H., Beydoun, A., & Abbas, A. (2023a). A review on hotel reputation: Dimensions and theories. *Pakistan Journal of International Affairs*, 6(1).
- Nasser, H., Beydoun, A., & Abbas, A. (2023b). Investigating the mediating role of perceived corporate reputation and the relationship between customer satisfaction, customer trust, and loyalty: A study of Lebanese hotels. *European Journal of Science, Innovation and Technology*, 3(1).
- El Jisr, S., Beydoun, A., & Mostapha, N. (2021a). A model of perceptions of politics: Antecedents and outcomes. *Journal of Management Development*.
- El Jisr, S., Beydoun, A., & Mostapha, N. (2021b). The effect of leader-member exchange, co-worker cooperation, and locus of control on employee outcomes in Lebanese SMEs: Perceptions of politics as a mediator. *BAU Journal – Society, Culture and Human Behavior*, 2(2).
- Seeman, N., Beydoun, A., & Mostapha, N. (2020). The impact of strategic assets on Lebanese SMEs' competitiveness. *European Journal of Business and Management*, 12(18).
- Kalliny, M., Beydoun, A., Saran, A., & Gentry, L. (2009). Cultural differences in television celebrity use in the United States and Lebanon. *Journal of International Business Research*, 8(1), 91–106.

BOOK CHAPTERS

- Bachir, S., & Beydoun, A. (2026). Transforming higher education using artificial intelligence: Innovations, future directions, and risks. In *Higher Education in the Arab World* (pp. 143–168). Springer.
- Houri, M., Shaarani, H., & Beydoun, A. (2025). The impact of socially responsible HRM practices on intention to stay: A comparative study between public and private healthcare sectors in Lebanon. In *Green Finance and Energy Transition*, (203-214) Springer.
- Nasser, H., Beydoun, A., & Abbas, A. (2025a). Examining the effect of customer satisfaction and customer trust on customer loyalty in Lebanese hotels: Mediating role of perceived corporate reputation and moderating role of value attachment. In *Sustainable Data Management* (pp.57-68). Springer.
- Saleh, R., & Beydoun, A. (2025). The impact of perceived corporate social responsibility and rewards on employee performance. In *Big Data Finance Transforming the financial Landscape* (pp. 747-756). Springer.

BOOK

Beydoun, A. (2015). Explaining Investor Preferences. LAP Lambert Academic Publishing, Germany.

TEACHING EXPERIENCE

Doctoral level: Seminar in Organizational Theory; Strategic Management; Organizational Behavior; Human Resource Management.

MBA level: Strategic Management; Human Resource Management; Organizations and Human Capital; Principles of Business.

Undergraduate level: Strategic Management; Organizational Behavior; International Business; Human Resource Management; Entrepreneurship.

DOCTORAL SUPERVISION

Chair and co-chair of PhD and DBA dissertation committees at Beirut Arab University, covering strategic management, organizational behavior, HRM, sustainability, entrepreneurship, and organizational performance.

ACADEMIC LEADERSHIP, SERVICE AND QUALITY ASSURANCE

Chair, Faculty Library Committee, Beirut Arab University (2024–present)

Member, University Quality Assurance Committee, Beirut Arab University (2019–present)

Member, Faculty Council, Beirut Arab University (2019–2024)

Member, Faculty PhD Committee

Member, FIBAA Accreditation Preparation Committee

PROFESSIONAL AFFILIATIONS AND PEER REVIEW

Memberships: Academy of Management (AOM); Academy of International Business (AIB).

Reviewing: Journal of Entrepreneurship in Emerging Economies; Academy of Management Annual Meeting; Academy of International Business conferences; Journal of Nursing Management; Open Nursing; Cogent Business & Management.

AWARDS AND HONORS

Outstanding Service as a Faculty Adviser, CFA Society [official society name to verify] (2025)

Certificate of Recognition for Excellence in Teaching, Research, and Community Service, Beirut Arab University (2025)

Best Paper Award, Gender and Diversity in Organizations Division, Academy of Management Annual Meeting, Boston (2019)

British Council Scholarship, University of Birmingham MBA (1993)

Award of Academic Achievement, Yarmouk University (1987)

RESEARCH DIRECTIONS

Sustainable organizational transformation in emerging economies; AI and digital transformation in higher education; Green HRM; responsible management; entrepreneurship under economic uncertainty; leadership and organizational outcomes.