

Achoui M. Mustapha, Ph.D
Professor, MGT & MKT
KFUPM

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1. Academic Qualifications

1.1 Degrees:

1.1.2. Doctoral Degree: Ph.D Year Awarded: 1983
Institution: Rensselaer Polytechnic Institute (RPI), Troy, New York (USA).
Major: Organizational Communication
Minor: Psychology

Dissertation Title: The Impact of Ideology and Organizational Power on
Organizational Communication: A Comparative Study.

1.1.3. Master Degree: Master of Science in Psychology Year Awarded: 1980
Institution: Rensselaer Polytechnic Institute (RPI), Troy, New York (USA).
Major: Industrial/Organizational Psychology
Thesis Title: Significance of LPC Middles Scores: A Study Relevant to Leadership.

1.1.4. Bachelor Degree: Bachelor Year Awarded: 1977
Institution: Algiers' University - Algeria
Major: Industrial/Organizational Psychology.

1.2. Trainings/wrokshops attended:

- 1. Certification on Hermann Quadrant Thinking Model and Instrument, Dubai, April 2006.

- 2- Workshop on "Teaching with Cases", Barcelona, Spain. July 13-15 (2005).
- 3- Workshop on "Critical Incident Stress Debriefing & General Forensic Psychology", Dec. 17, Dubai (2003).
- 4- Training in Abou Al-Azaim Psychiatric Hospital about Drug Abuse Treatment, Cairo Egypt, from 1-7 April, 1994.
- 5- Training about Drug Abuse Community Therapy From: 3 Oct. to 1 Nov., 1994. In Nieuw Hoog-Hullen-Psychiatrisch Ziekenhuis Voor Mensen Met Verslavings Problemen- Eelde, Holand (certified).
- 6- A scientific-training visit to "Regional United Nations Institute for Crime Research and Justice". Italy – Roma: 14-19 February, 1993.
- 7- Regional Consulting Meeting for Arab Drug Abuse Reduction NGO's Egypte – Cairo: 28-29 February, 1993.
- 8- Training about Drug Abuse Reducing Demand: Organized by: International Council For Drug and Alcohol Reduction & Ministry of Health in Morocco - Rabat, Morocco, 26 Oct-6 Nov., 1992.

2. Academic Experience

2.1 Employment History

1. May 2006 –Now Professor of Managemt in KFUPM
2. January 2000-2006 Associate professor of management in KFUPM.
3. May 1995 – January 2000 Professor of Psychology in International Islamic University Malaysia.
4. 1989 – 1995 Professor of Industrial/Organizational Psychology, Department of Psychology, Algiers University, Algeria.
6. 1986 – 1989 Associate Professor, Department of Psychology, Algiers University.
7. 1986 – 1987 Visiting Assistant Professor at Al-Amir Abdul-Kadir University, Constantine, Algeria.
8. 1985 – 1985 Taught a psychology course in Nursing School - Algiers
9. 1983 – 1986 Assistant Professor, Department of Psychology, Algiers University, Algeria.

2.2 Subjects Taught

2.2.1 Subjects taught in KFUPM (undergraduate)

Term (062)

COURSE #	SECTION	NO. OF STUDENTS	EVALUATION
MGT 410	02	31	9.02
MGT 410	03	29	9.31

Term (061)

MGT 301	03	11	8.54
MGT 301	04	11	8.81

Term (052)

MGT 410	02	43	8.67
MGT 410	03	45	8.22
MGT 552	01	11	8.73

Term (051)

MGT 501	01	60	9.48
MGT 522	01	15	9.50

Term (042)

MGT 410	03	32	8.08
MGT 410	01	42	8.77
MGT 410	02	26	8.46

Term (041)

MGT522	01	12	9.66
MGT301	04	30	9.39

Term (032)

MGT 410	01	24	9.42
MGT 410	03	26	9.35

Term (031)

MGT 401	01	31	9.35
MGT 415	01	30	8.97

Term (022)

MGT 410	01	29	8.44
MGT 410	02	31	8.37
MGT 301	04	23	9.03

Term (021)

MGT 401	01	16	9.30
MGT 415	01	18	9.46

Term (003)

MGT 301	02	20	8.74
MGT 301	03	25	8.69

Term (002)

MGT 410	01	30	8.04
MGT 410	02	26	8.37
MGT 425	01	22	9.14

Term (001)

MGT 410	01	18	8.39
MGT 415	01	14	8.79

TERM (992)

MGT 410	01	27	9.06
MGT 410	02	15	8.96
MGT 425	01	33	9.02

2.2.2. Undergraduate subjects taught in International Islamic University (1995-2000):

Personnel Psychology, Social Psychology, Psychology of Personality, Introduction to Psychology, Creative Problem Solving.

Note: As a deputy dean for academic affairs and professor of psychology, I developed and coordinated the curricula of several undergraduate and graduate programs in the department of psychology and other departments (IIUM).

2.2.3 Undergraduate subjects taught in Algiers University (1983-1995):

Introduction to Psychology, Organization Behavior, Psychometrics, Psychology of work.

Note:

- 1- I was the coordinator of Industrial/Organizational Psychology graduate program in the College of Social Sciences, Department of Psychology in Algiers University and the pioneer of introducing graduate studies in this program.
- 2- I served as a deputy director for academic affairs in Social Sciences College – Algiers University between 1985-1987 which enabled me to coordinate and develop several academic programs

2.2 Subjects taught at graduate level:

Course Title	Institution	Year	Level
Organization Behavior & Leadership	KFUPM	2007-2008	EMBA
Organization Behavior & Leadership	KFUPM	2006-2007	EMBA
Organization Behavior	KFUPM	2005-2006	MBA
Principles of Management	KFUPM	2005-2006	MBA
Organization Behavior & Leadership	KFUPM	2004-2005	Executive MBA
Organization Behavior	KFUPM	2004-2005	MBA
Organization Behavior & Leadership	KFUPM	2003-2004	Executive MBA
Organization Behavior & Leadership	KFUPM	2003-2004	Executive MBA
Islam & Psychology	IIUM-Malaysia	1998-1999	Master
Islam & Psychology	IIUM-Malaysia	1997-1998	Master
Work in Islam	IIUM-Malaysia	1998-1999	Master
Work in Islam	IIUM-Malaysia	1997-1998	Master
Organization Behavior	IIUM-Malaysia	1998-1999	MBA
Methodology	Algiers University	1986-1987	Master
Methodology	Algiers University	1987-1988	Master
Methodology	Algiers University	1988-1989	Master
Methodology	Algiers University	1989-1990	Master
Methodology	Algiers University	1990-1991	Master

Methodology	Algiers University	1991-1992	Master
Methodology	Algiers University	1992-1993	Master
Methodology	Algiers University	1993-1994	Master
Methodology	Algiers University	1994-1995	Master
Theses Supervision	Algiers University	<u>1988-1995</u>	Master
Dissertation Supervision	Algiers University	<u>1988-1995</u>	Ph.D
Social Sciences Methodology	National Institute for Islamic Studies	<u>1990-1993</u>	Master
Theses Supervision	National Institute for Islamic Studies	<u>1990-1993</u>	Master

3. Ph.D & Master Theses & Supervision

3.1 Supervised Ph.D Dissertations:

1. 2006-2008: Served as a co-advisor of a Ph.D dissertation. Research Methods and Critical Thinking. Cairo University. Egypte.
2. 2006-2008: Served as a co-advisor of a Ph.D dissertation. Department of Psychology – Algiers University.
- 3- 2006-2008: Served as a co-advisor of a Ph.D dissertation in Milltown Institute. Dublin, Ireland.
- 4- 2007->>> Served as a member (outside specialized Research faculty) of a Ph.D dissertation in The Institute of Transpersonal Psychology. California, USA.

3.2 Supervised MBA Final Projects/Theses in KFUPM :

- 2008 Improving Human Resources Management in Small and Medium Enterprises in Saudi Arabia: The Case of PMD.
- 2007 Enhancing KFUPM Employees' Motivation
- 2007 HRD in Saudi Family Business Companies
- 2007 ERP Implementation and evaluation for Tasnee Petrochemical: A Case Study
- 2006 Saudi Electricity Company Transforming through Nebras (ERP System)
- 2006 The impact of Training and Education on Career Development in Saudi Aramco
- 2006 Human Resources Issues in Sabic (MBA final study)
- 2006 How to Enhance Students Motivation? (MBA final study)
- 2006 Turnover: Causes and Means to Retain: A Case Study for a Sabic Affiliate (MBA final study)
- 2005 Aramco Auditors' Job Satisfaction (MBA final study)
- 2005 Turnover, Saudization and Retention in NCB, Jeddah Chamber of Commerce and Maastricht (Holand) University.

- Supervised Masters Theses in Algiers University:

1. 1995 Traditional Psychotherapy in Algeria.
2. 1994 Reward, Punishment and their Tools in the Holy Qur'an.
3. 1994 Evaluating Islamic Education Course in Secondary Schools.

4. 1992 Leadership Styles and Organizational Change: A Case Study.
5. 1991 The Relationship Between Attitudes and Work Motivation.
6. 1990 Attitudes of Youth Towards Fasting: A Psychoanalytical and Social Study.
7. 1990 Preference of Male over Female in the Algerian Society: Criticising the Freudian approach.
8. 1990 Linguistic Problems in the Elementary School: A Case Study.
9. 1989 The Psycho-Social Adaptation of Movement-Handicapped Females.
10. 1998 Attitudes of the Algerian Society towards the Divorced Woman: A Case Study.
11. 1988 Mathematical Curriculum for Pre-School Children: An Empirical Study.
12. 1988 The Relationship between Low School Achievement and Emotional Deprivation.

Note: In addition of supervising master theses, I participated in Academic Viva Voce of many MA, MS & Ph.D thesis and dissertations.

4. Membership of major university, college and departmental committees:

1. 2006-2009 Chairman MBA Committee
2. 2004-2009 Chairman of Management Curriculum Committee, Department of MGT & MKT.
3. 2008-2009 Member of Students' Affairs Committee. University standing committee.
4. 2009-2009 Member of Information Strategic Committee. Scitech (KFUPM).
5. 2008-2009 Member of Promotion Ad Hoc Committee (department level).
6. 2008-2009 Member of Innovative Ideas Competition (university level).
7. 2007-2008 Chair, Promotion Ad Hoc Committee (University level).
8. 2004-2006 Member of Curriculum Committee, College Standing Committee, CIM.
9. 2005-2006 Member of Arabic Books and Studies Committee, University Standing Committee.
10. 2005-2006 Students' Affairs Committee. University standing committee.
11. 2004-2007 Member of Personal Competencies Development Committee. University Standing Committee.
12. 2005-2006 Member of College Ad hoc Committee for conducting courses in SABIC.
13. 2005-2006 Member of Coop-Follow Up Committee, CIM College Ad Hoc Committee.
14. 2004-2005 Member of Management & Marketing Self-Assessment

- Committee, Department of MGT & MKT.
15. 2004-2005 Member of KFUPM Staff Rewarding Committee. University standing committee.
 16. 2004-2005 Chairman of Promotion Committee, Ad hoc committee. MGT & MKT Department.
 17. 2004-2005 Chairman of Critical Thinking Development Committee. University standing committee.
 18. 2003-2004 Member of Academic Development Committee. University Standing Committee.
 19. 2003-2004 Member of Competencies Development Committee. University Standing Committee.
 20. 2003-2004 Chairman of Critical Thinking Interest Group. University Standing Committee.
 21. 2003-2004 In Campus Children Disciplining Committee. University Committee.
 22. 2003-2004 Member of Strategic Planning Committee, CIM.
 23. 2003-2004 Member of SWOT, Ad hoc Committee, CIM.
 24. 2003-2004 Member of MBA Committee, CIM.
 25. 2003-2004 Member of Academic Improvement Committee, Ad hoc Committee, CIM.
 26. 2002-2004 Chairman of Department Curriculum Committee, Dept. of MGT & MKT, KFUPM.
 27. 2002-2004 Member of the College Curriculum Committee, CIM college, KFUPM.
 28. 2002-2004 Member of the College Research Committee, CIM college, KFUPM.
 29. 2002-2004 Member of the Text Book Screening Committee, Dept. MGT & MKT.
 30. 2002-2003 Member of Staff Screening Committee, MGT & MKT Dept, KFUPM.
 31. 2001-2002 Member of Scientific Committee for preparing a national conference on Business Ethics (University Committee-KFUPM).
 32. 2001-2002 Member of Teaching and Advising Award Committee, MGT & MKT Dept, KFUPM..
 33. 2000-2002 Member of Text Book Committee, MGT & MKT DEPT, KFUPM.
 34. 2000-2002 Member of Faculty Screening Committee, MGT & MKT DEPT, KFUPM.
 35. 2000-2002 Member of Planning and Curriculum Development Committee, MGT & MKT Dept., KFUPM.
 36. 2000-2001 Chairman of an Ad hoc committee on proposed degree for award of Doctor of Business Administration, MGT & MKT Dept, KFUPM.
 37. 2000-2001 Member of the AACSB sub-committee for faculty planning, College of Industrial Management, KFUPM.
 38. 1997–1999 Member of the International Islamic University senate. IIUM-Malaysia.
 39. 1997 – 2000 Member of the Faculty Post- Graduate Committee, KIRKHS, IIUM-Malaysia.
 40. 1998 – 2000 Chairman of the Faculty Curriculum Committee KIRKHS, IIUM-Malaysia.
 41. Prior to 1995 Member of Scintific Committee, Department of Psychology,

Algiers University.

5. Academic Administrative Experience

1. 1998 – 2000 Deputy Dean (Academic Affairs) Malaysia (IIUM).
2. 1997 – 1998 Dean, Research Center (IIUM).
3. 1984 - 1986 Deputy Director of Academic Affairs, Institute of Education and Psychology - Algiers' University.

6. Non-Academic Professional Experience

- 1.1990 – 1992 Director of Studies and Research at the National Institute of Global Strategic Studies (INESG), Algiers.
- 2.1987 – 1990 Deputy Director of Studies and Research (INESG), Algiers, Algeria.
- 3.1975 – 1977 Administrator Assistant at the Ministry of Commerce, Algeria.
- 4.1974 – 1975 Journalist at the Algerian Television.

7. Professional organization activities

1. 2005-Now Member of Psychological and Psychosomatic Studies Center.
2. 2001-Now Affiliate of American Psychological Association.
3. 2001-Now Member of International Association for Cross-Cultural Psychology.
4. 1992–Now Member of the National Foundation of Health and Research (NGO), Algiers.
5. 1995-2003 Member of Arab Union of Reducing Demand on Drugs (NGO).

8. Honors and Recognition

- 1- Algerian Government Scholarship from 1977-1983.
- 2- Certificate of appreciation from the rector of International Islamic University-Malaysia (1999).
- 3- Certificate of appreciation from the dean of IRKHS - International Islamic University-Malaysia (2000).
- 4- National Foundation for Health & Research First Award (2000).
- 5- Listed in:Who's Who in the World (2003).

9. Publications

9.1. Published papers in Refereed Journals:

- 1- 2009 Achoui, M.; Khiati, M.; Gahhar, S.; Khallal, N. Post-Traumatic Stress Disorders in Algeria. Journal of Interdisciplinary Psychology, n. 77,
- 2- 2009 Fisher, R.; Ferreira, C. M.; Assmar, E.; Redford, P.; Harb, C.; Glazer, S.; Cheng, B.; Jiang, D.; Wong, C. C.; Kumar, N.; Kartner, J.; Achoui, M. Individualism-Collectivism as Descriptive Norms: Development of Subjective Norm Approach to Culture Measurement. Journal of Cross-Cultural Psychology, 40, 2, 187-213.
- 3- 2009 Achoui, M. Human Resource Development in Gulf Countries: An analysis of the trends and challenges facing Saudi Arabia. Human Resource Development International, Volume 12 Issue 1, 35-46. Routledge.
- 4- 2007 Smith, P.; Achoui, M.; Harb, C. Unity and Diversity in Arab Managerial Styles. International Journal of Cross-Cultural Management, Vol. 7(3): 275–290.
- 5- 2007 Achoui, M.; Lahrech Mohammad; Khalal, N. Algerian Students' Attitudes towards Corporal Punishment, Journal of Interdisciplinary Psychology, n. 71, vol. 18: 143-177.
- 6- 2007 Achoui, M., Mansour, M. Employee Turnover and Retention Strategies: Evidence from Saudi Companies. International Review of Business Research Papers, 3:3,1-16.
- 7- 2006 Achoui, M.; Dwairy, M.; Al-Ali, M. Parenting Style and Adolescents' Mental Health. Arab Journal on Children, 7, 27, 35-56.
- 8- 2006 Marwan Dwairy and Mustafa Achoui. Introduction to Three Cross-Regional Research Studies on Parenting Styles, Individuation, and Mental Health in Arab Societies. Journal of Cross-Cultural Psychology, 37: 221-229.
- 9- 2006 Marwan Dwairy, Mustafa Achoui, Reda Abouserie, Adnan Farah, Anaya A. Sakhleh, Mona Fayad, and Hassan K. Khan. Parenting Styles in Arab Societies: A First Cross-Regional Research Study. Journal of Cross-Cultural Psychology, 37: 230-247.
- 10- 2006 Marwan Dwairy, Mustafa Achoui, Reda Abouserie, and Adnan Farah. Adolescent-Family Connectedness among Arabs: A Second Cross-Regional Research Study. Journal of Cross-Cultural Psychology, 37: 248-261.
- 11- 2006 Marwan Dwairy, Mustafa Achoui, Reda Abouserie, and Adnan Farah Parenting Styles, Individuation, and Mental Health of Arab Adolescents: A Third Cross-Regional Research Study. Journal of Cross-Cultural Psychology, 37:262-272.
- 12- 2006 Attitudes towards the Teacher Gender, Journal of Interdisciplinary Psychology, 17: 66, 43-73.
- 13- 2005 Corporal Punishment and Alternatives, Al-Tarbiya Journal, n.154,182-203.
- 14- 2005 War Stress Impact on Students' Study. Journal of Interdisciplinary Psychology, vol.16, n 63, P. 28-44.
- 15- 2003 Children Disciplining within the Family Context. Journal of Arab Children, vol.4, 16, 9-38 (Kuwait).
- 16- 2003 Man and Perfection in *Miskaweih* Thought. Al-Tarbiya Journal,

- n144, 216-238.
- 17- 2003 Surat Yusuf: A Psychological Reading, Journal of King Saud University, vol.15, Educational Sciences & Islamic Studies (2), 879-922.
 - 18- 2002 Culture and Values. Journal of Arab Children, vol.3, N10, P.104-115. Kuwait (Arabic Text).
 - 19- 2000 Ansari, M. M.; Achoui, M.; Ansari, A. Z. Teaching Feedback Survey. Intellectual Discourse, Vol.8, N2, IIUM, P.199-222. Malaysia.
 - 20- 2000 The Perfect Man in the Sufi Thought (Arabic Text), Al-Tajdid Journal, February 2000, 7, 11-52. Malaysia.
 - 21- 1999 Human Nature: A Comparative Perspective, American Journal of Islamic Social Sciences. Special Issue on Psychology, Vol. 15, n. 4, 71-95, USA.
 22. 1997 Integrating Social and Islamic Sciences? (Arabic Text) Al-Tajdid Journal. Published by the International Islamic University Malaysia, 2, 55-81.
 - 23- 1995 Human Nature: A Critical Approach. Islamiyat ALMa'arfiah Journal, International Institute of Islamic Thought, 2, 6, 37-68. Malaysia. (Arabic text).
 24. 1994 Towards a Model for Teachers' Assessment (Arabic Text), Journal Al-Tarbiyai, 108, 121-140. Qatar.
 25. 1993 Sexual Education for Children (Arabic Text), The Algerian Journal of Psychology and Educational Sciences, 5, 89-96.
 - 26- 1992 Delinquency from a Psychological Perspective (Arabic text), Algiers' University Yearbook, 6 93-114.
 - 27- 1991 Criteria of Scientific Research (Arabic Text), Algiers University Yearbook, 5, 213-228.
 - 28- 1991 Criteria of Scientific Research, Algiers' University Yearbook, 5, 213-228.
 - 29- 1991 Developing Child Creative Thinking: An Integrative Approach (Arabic Text), Journal Al- Tarbiya (Qatar), 98, 141 –155.
 - 30- 1990 A Model for Performance Appraisal (Arabic text), The Algerian Journal of Psychology, 4, 69-89.
 - 31- 1989 A Theoretical Framework for Organizational Communication (Arabic Text), The Algerian Journal of Psychology, 3, 18-29.
 - 32- 1998 Achoui, M. Quality of Man or of Organization? (Arabic text), Algiers' University Yearbook, 3, 55-70.
 - 33-1988 Achoui, M.& M.; Louceef, S. Leadership Styles and Communication Patterns (Arabic Text), Social Sciences Journal, 16, 3, 61-74. Kuwait.
 - 34- 1988 Achoui, M. Power: A Neglected Concept in Organizational Communication, The Arab Journal of Social Sciences, 2 (1), 162-168. Kuwait.

35- 1985 A new Approach to Attitudes Measurement (Arabic Text), The Algerian Journal of Psychology, 1, 43-52.

9.2. Articles in non-refereed Journals

1. 2004 "Case analysis: Innovation at WIPRO". Journal Case Folio, ICFAI Press, Hyderabad, Andhra Pradesh, India.
2. 1994: Educationa Foundations of Badisiyah School (Arabic text), Journal of Islamic University, N.1.
- 3.1984: Technology and Social Change (Arabic Text), Al-Thaqafa, 15, 44-60.
- 4.1983: Social Sciences Between Scientific and Ideologic Theorizing (Arabic Text) Al-Thaqafa, 12, 34-44.

9.3 Books

1. 2006 Our Children: Do We Discipline or Punish them? FOREM Publications, Algiers. Algeria
2. 2004 Man in *Ibn Al-Quiem* Thought (Arabic text): *Al-Mutanabi* Publications & Book Shop. Al-Dammam.
3. 2003 Al-Bhalkhi: A Pioneer Psychologist (written with Prof. Malik Badri), published by: King Faisal Research Center for Islamic Studies-Riyadh.
4. 2003 Introduction to Contemporary Psychology, 2nd Ed., University Publications Office, Algiers, Algeria.
5. 1997 Introduction to Contemporary Psychology . *Al-Jeel Al-Jadeed* Publication, Yamen.
6. 1995 Psychology of Personality: Translated from French to Arabic, Office of University Publications, Algeria.
7. 1992 The Future of the Algerian School – Dar Al Oummah – Algeria.
8. 1992 The Principles of Industrial/Organizational Psychology – National Publishing Company – Algeria.

9.4 Chapters in Books

1. 2006 The Saudi Society: Tradition and Change. In: Cultures, family and psychological functionning. Edited by: James Georgas, John Berry, Fons van de vrijver, Ype H. Poortinga and Cigdem Kagitcibasi. Cambridge University Press.
2. 2006 The Algerian Family: Change and Solidarity. In: Cultures, family and psychological functionning. Edited by: James Georgas, John Berry, Fons van de vrijver, Ype H. Poortinga and Cigdem Kagitcibasi. Cambridge University Press.
3. 1998 Psychology in the Great Maghrib: In "Psychology in the Arab Countries", Edited by: Ramadan Ahmed & Uwe Gielen, Menoufia University Press, Cairo-Egypt, pp. 465-510.
4. 1992 The Role of Communication in Human Relations. In "The World of Communication". Published by University Publications Office, Algeria.

9.5 Published papers/abstracts in Conferences

1. Achoui, M. Organization Culture and Behavior in Saudi Companies: An overview and exploration of demographic variables. XIX International Congress of the International Association for Cross-Cultural Psychology. Bremen,

Germany, July 2008.

2. Achoui, M. HRD in Saudi Family Business: A Case Study. The 6th Asian Conference of the Academy of HRD. November 2-6 (2007)- Beijing, China.
3. Achoui, M Attribution Errors in Explaining "Evil Eye and Possession" Disorder. International Conference on Healing by Koran Between Religion and Science. Abu Dhabi, 10-12 April, 2007.
4. Achoui, M. & Mourad, M. Employee Turnover and Retention in Saudi Arabia. Third International Business Research Conference. Melbourne, Australia (Nov. 20-22, 2006).
5. Achoui, M. Saudi Executives and Middle Managers Decision Making Styles. 18th Congress of the International Association for Cross-Cultural Psychology. Isle of Spetses, Greece, July 11 to 15, 2006.
6. Smith, P. & Achoui, M. An Exploration of the Diversity of Arab Leadership. 26th International Congress of Applied Psychology. July 16-21 (2006)- Athens, Greece .
7. Fischer, R., Ferreira, M. C., Assmar, E. M. L., Redford, R., Harb, C., Achoui, M. M., W., Kumar, N., Rodríguez, L., Kartner, J., Hofer, J., Berberoglio, G., Dalyan, F., Baris, G., & Hecker, J. (April 2005). Towards disentangling the net: A multi-level perspective of culture, organizations and work behaviour. Paper presented at the 6th Annual Meeting of the Asian Association of Social Psychology, Wellington, New Zealand.
8. Ferreira, M. C., Harb, C., Fischer, R., Assmar, E. M. L., Achoui, M., Huynh, C., Ding-Yu, J., Omar, A., Redford, P., Hsu, W., Kumar, N., Rodríguez, L., Kartner, J., & Hofer, J. (June 2005). Individualismo e coletivismo: Desenvolvimento e validação de um novo instrumento [Individualism-collectivism: Development and validation of a new instrument]. Paper presented at the 30th Interamerican Psychology Congress, Buenos Aires, Argentina.
9. M. Achoui , A. Bubshait, H. Al-Fares, A. Jaber, O. Al-Swailem and S.A.M.Said (2005) University-Industry/Business Interaction: KFUPM Experience. Paper presented in Conference on University-Private Sector Partnership and Development. (Published in the conference proceedings).
10. Fischer, R., Achoui, M. M., Assmar, E. L. M., Cheng, B., Ferreira, M. C., Harb, C., Huynh, C. C., Jiang, D., Omar, A., Redford, P., Rodríguez, L. (Aug 2004). Measuring individualism-collectivism at a culture level: Development and validation of a new theory-based instrument. Paper presented at the 17th International Congress of International Association for Cross-Cultural Psychology in Xi'An, China.
11. Achoui, M. (2004) Family Impact on Saudi Students, Second International Conference on Administrative Sciences. KFUPM.

12. Achoui, M. (2002) Saudi Family: An Eco-Cultural Approach, XVI Congress of the International Association for Cross-Cultural Psychology, Yogyakarta, Indonesia.
13. Achoui, M. (1998) Muslim Youth Between Challenges and Expectations (Is Muslim Youth Defeated?). International Conference organized by: World Assembly of Muslim Youth, Oman, Jordan.
14. Achoui, M. (1997) The Integrated Human being in Quran, International Conference of Muslim Psychologists, Kuala Lumpur, Malaysia.
15. Achoui, M.; Louceef, S. (1993) The Cultural Background of Leadership in "Business" Organizations (In Arabic). International Conference organized by Algiers University. Algiers, Algeria.
16. Achoui, M. (1993) Research Foundations (Arabic Text) In "Readings In Educational Evaluation", Dar Al-Shihab, Batna, Algeria.

9.6 Papers presented in regional conferences & institutions

1. 2005 Aiban, S.; Miftah, A.; Al-Migren, A. & Achoui, M. Guidance and Counseling for University Students: The KFUPM Experience. Sultan Qabus University First Counseling and Guidance Conference, December, 2005.
2. 2003 Organizational Culture Dimensions and Performance. Middle-East and North Africa Regional Conference, Dubai, United Arab Emirates, December 13-17.
3. 1997 Culture, Technology and Behavior, Tokyo University, Japan.
4. 1997 Challenges of Technology and Values, Kyoto university, Japan.
5. 1996 Values and Social Change, Bikaci University, Jakarta, Indonesia.
6. 1996 Social Sciences and Religion, International Conference by Muslim Social Scientists (Virginia-USA).
7. 1996 The Psycho-Social Basis of Drug-Abuse Prevention in School, International Conference on School Community Partnership. Cagayan Do Oro, Philippines.
8. 1992 Brain Drain from a Motivational Perspective (In Arabic). International Conference, Algiers, Algeria.

9.7 Translated Books:

1. Introduction A La Psychologie De La Personnalite, 4th Ed. (Winfried Huber, Pierre Mardaga, Editeur). Translated from French to Arabic in 1995. Published by University Publications Center. Algiers.

9.8 Revised Translated Books:

- Reviewed the translation of three books from English to Arabic (Published by The Ministry of Higher Education in collaboration with Al-Abaikan Publishing Company):
 - a- Achieving Accountability in Higher Education by Josef C. Burke and Associates, Jossey-Bass (2005).
 - b- Managing People: A guide for department chairmen and deans by Dey L. Leaningm. Anker Publishing Co. (2003).

- c- Adapting Educational and Psychological Tests for Cross-Cultural Assessment. Edited by Hambleton, K. R.; Merenda, F. P. & Spielberger, D. C. Lawrence Erlbaum Associates, Publishers, New Jersey, 2005.

10. Invited Lectures and Seminars

- 2009 Organizational Change and Development. 3rd Supply Chain Management Symposium. Organized by Saudi Aramco. KFUPM and Arabian Supply Chain Society. April 4-6.
- 2008 Managing Diversity in Companies. Presented to Al-Razi Employees and Managers. Al- Jubail, Nov., 10th.
- 2007 Corporal Punishment Alternatives. Presented in a national conference organized by Al-Rahmah Medical Association. Al-Khobar, 27-29, November.
- 2007 How to Motivate yourself and Achieve your Goals? A lecture presented to KFUPM Students. Organized by CAAC, KFUPM.
- 2007 Self-Confidence. Presented to KFUPM Students. Organized by CAAC, KFUPM.
- 2007 Hermann Model of Quadrant Thinking. Presented to CIM Students in collaboration with CIM Club, KFUPM.
- 2007 Gender and Job Satisfaction in Saudi Arabia: A seminar in CIM with Dr. Mourad Mansour.
- 2007 Strategic Human Resources Planning. Presented in Ben Ladin Construction Company. Jeddah.
- 2007 A System Approach for HRM & HRD. Presented to HR Managers in Saudi Electricity company. Al-Dammam.
- 2007 Muslim- Christian Dialogue: Ways Further. Milltown Institute. Dublin, Ireland.
- 2006 How to be more Efficient in your Behavior?. Organized by The University Center, Dhahran.
- 2006 How to motivate yourself?. Organized by Academic Improvement Program. KFUPM.
- 2005 A System Approach to Human Resources Management. A keynote address in The Annual Industrial Training Development Meeting (ARAMCO).
- 2005 Attitudes towards teachers' gender in an elementary school. University School.
- 2005 Parents' Corporal Punishment in Algeria and its Impacts. National Foundation of Research & Health. Algeria.
- 2004 Course Coordination and Multiple Choice Exams, KFUPM.
- 2004 Self-Efficacy and Creativity. Center of Guidance and Counseling, KFUPM.
- 2003 Team Work as Competency. An invited lecture by Industrial Management Students Club.
- 2003 Team Work Skills. Invited lecture by KFUPM Counseling and Guidance Center.
- 2003 Creative Students Educational Problem Solving. Organized by The Center of Guidance and Counseling-KFUPM.
- 2002 Impact of Positive Habits on Behavior, Al-Dammam Faculty of Art, Al-

- Dammam, Saudi Arabia.
- 2002 The Seven Habits for Students Effectiveness, Organized by Counseling Center, KFUPM.
 - 2002 Enhancing KFUPM Students' Teamwork Competency – KFUPM Academic Development Center.
 - 2002 The Seven Habits of Effective People – KFUPM Guidance & Counseling Center.
 - 2002 Enhancing Female Students Self Efficacy and Creativity, Al-Dammam Faculty of Art, March 11, Dammam, Saudi Arabia.
 - 2002 Enhancing Self Efficacy and Personality – Seminar in Chemistry Department – KFUPM, Dhahran, February, 13, 2002.
 - 2001 Self- Efficacy & Creativity – The Third Seminar of Human Resources Development - Chamber of Commerce, Oct. 30-31, 2001, Al-Dammam – Saudi Arabia.

11. Conducted Short Courses and Training Programs

11.1. Short courses coordinated and lectured:

- 2009- Human Resources Management. Presented in Mind Merge. Al-Khobar.
- 2009- Coaching & Providing Feedback. Presented in Mind Merge. Al-Khobar
- 2009- Strategic Human Resources Planning, Ben Ladin Group, Jeddah.
- 2008- How to be a distinguished leader. Competitive Advantage. Al- Khobar.
- 2007- Communication Skills. Presented to KFUPM Students.
Organized by CAAC, KFUPM.
- 2007- Thinking Skills (Hermann Model). Presented to KFUPM Students.
Organized by CAAC, KFUPM.
- 2005- Communication Skills and Conflict Management. Presented to KFUPM Students. Organized by CAAC (Twice).
- 2005- Brain Structure and Thinking Skills, presented to KFUPM students. Center of Competencies, KFUPM (3 times).
- 2004- Time Management for ABB Managers, Riyadh.
- 2004- Human Resources Management, preconference short courses, KFUPM.
- 2004- Brain and Patterns of thought, Center of Competencies, KFUPM.
- 2002- Creative Problem Solving in Business. Organized for managers and executives by KFUPM.
- 2001- Creativity & Performance. Organized for CIM College students.
- 2001- 7 Habits For Effective People. Organized for CIM students & other KFUPM Students.
- 2001- Balanced Personality and Self-Efficacy. Organized for CIM Students.

11.2 Short courses participated as a lecturer:

- 2005- Supervisory Skills for Saudi Banks' Supervisors, Institute of Banking- Al-Dammam.
- 2004- Supervisory Skills for Saudi-British Bank Supervisors (Male) – Al-Riyadh.
- 2003- Supervisory Skills for Saudi-British Bank Supervisors (Male) – Al-Dammam.
- 2003- Supervisory Skills for Saudi-British Bank Supervisors (Ladies)- Al-Dammam.
- 2003- Supervisory Skills for Saudi-British Bank Supervisors – Al-Riyadh.
- 2003- Problem Solving and Decision Making. A short course (two sessions) for the “ARAMCO-Certified Internal Auditors”- KFUPM.
- 2003- Problem Solving and Decision Making. Organized for Managers. The Institute of Banking-Al-Dammam.

- 2002- Effective Group Dynamics. The Institute of Banking-Al-Riyadh.
- 2002- Time Management (Delegation). Hempel Paints Company Managers.
- 2002- Leadership Skills & Effectiveness. Hempel Paints Company Executives.
- 2002- Communication Skills in Business. Hempel Paints Company Executives.
- 2002- Impacts of Perception on Interpersonal Relationships. Organized for Managers and executives by KFUPM.
- 2000- Brain Structure & Creativity. Organized for Al-MajdouieGroup Executives.

12. Research

12.1. Completed research in KFUPM:

1. 2007-2008 Post Traumatic Stress Disorders in Algeria (independent research in collaboration with The National Foundation of Research and Health in Algeria) (accepted for publication in a Journal).
2. 2007-2008 Evaluating a defensive driving program. Sponsored by Scitech (KFUPM). Principal investigator.
3. 2006- 2007 Enhancing Faculty, Students and Staff Motivation (Funded by Office of Planning and Quality-KFUPM) (Principle Investigator).
4. 2005-2007 Arab Managers Decision Making Styles (in Collaboration with Prof. Peter Smith (Independent Research. Accepted for publication in a Journal).
5. 2005–2006 Parenting Styles and Arab Adolescents' Mental Health (independent research with a group of Arab Researchers. Completed and four articles were published in a Journal)
6. 2005-2006 Turnover and Retention Strategies in collaboration with Dr. Mourad Mansour . (Sponsored by CIM special research fund) (Published).
7. 2004-2005 Attitudes towards Female teachers in the University School-Dhahran. (sponsored by the University School) (Published).
8. 2004- 2005 KFUPM-Industry/Business Interaction (sponsored by DAD-KFUPM).
9. 2003-2005 Corporal Punishment in Algeria (independent research in collaboration with National Foundation of Research and Health in Algeria) (Published in a book and a paper is published in a Journal).
10. 2001-2003 Family Impact on Students' Motivation: completed (sponsored by KFUPM fast track grant) (Published in an International conference Proceedings) .
11. 2003-2004 Students' War Stress and Impact: completed and published in a Journal (independent research).
12. 2003-2004 Personality Type and Traffic Accidents: completed (sponsored by KFUPM special college grant).

12.2. Research in progress:

1. 2009 Social Influence in Arab Countries (in collaboration with Prof. Peter Smith-UK).
2. 2009 Values, religion and HRM in Saudi Arabia (in collaboration with Prof. Mellahi, UK).
2. 2008 Trauma and Self-Esteem in Algeria. (independent research in collaboration with The National Foundation of Research and Health in Algeria).
3. 2007 Gender and Job Satisfaction among Employees in Saudi Arabia (in

- collaboration with Dr. Mansour Mourad) (Sponsored by KFUPM).
- 4. 2007 Violence Trauma Impact on Algerian Adolescents (in collaboration with the National Foundation of Medical Research and Health in Algeria).
- 5. 2007 Parenting Inconsistency and Children Mental Health (in collaboration with Prof. Dwairy and other Arab researchers) (Independent research)
- 6. 2007 Friendship and Happiness (in collaboration with Dr. Meliksah – USA) (Independent research).
- 7. 2006 Developing a Faculty Code of Ethics (as a member of a team of researchers) (KFUPM-DAD sponsored project).
- 8. 2005 National & Organizational Cultural Profile: An integrated approach (in collaboration with Dr. Eid Al-Shammari) (sponsored by KFUPM).
- 9. 2005 Saudi Executives Decision Making Styles (independent research).
- 10. 2005 Creativity Obstacles among students (independent research).

14. Citations:

- 1- The International Journal for the Psychology of Religion, 2002, Vol. 12, No. 4, Pages 217-237.
- 2- The International Journal for the Psychology of Religion, 2002, Vol. 12, No. 4, Pages 277-289.
- 3- International Journal of Group Tensions, Vol. 30, No. 3, Fall 2001.
- 4- Journal of Religion and Health
Volume 43, Number 4 / December, 2004

16. Other University and Community services

- 1. Evaluating an academic promotion application (Professor position) from King Saud University-Al-Riyadh.
- 2. Counseling Students in KFUPM Center of Guidance and Counseling since 2001.
- 3. Evaluating Several papers for the second CIM International Conference, April, 2004 and chairing 3 sessions.
- 4. Evaluating research studies and articles for refereed journals.
- 5. Participated in Academic Viva Voce of many MA, MS & Ph.D Thesis and dissertations.
- 6. Academic consulting for students in KFUPM and other institutions.
- 7. General Counseling through a daily newspaper “*Al-Sha’ab*”, Algiers, Algeria (1990-1992).
- 8. Served as a member of several journals boards such as : *Al’Aasr* and *Sante* + (in Algeria), and *Al’Tajdeed* (IIUM, Malaysia).
- 9. Contributed essays and articles for many newspapers and magazines and journals: *Al-Thakafah*, *Al-Sha’ab*, *Al-Aasr*, *Al-Rawassi*, *Al-Risalah*, *Alwan*, etc.
- 10. Participated in several sessions in Radio and TV in Algeria and other countries.
- 11. Organized several seminars and workshops about drug abuse prevention in schools and in community in general.
- 12. Organized several workshops for motivating students and promoting their activities.
- 13. Conducted several research projects for business companies and other institutions in Algeria and Malaysia.
- 14. Participated as a discussant and as a Chairman in many international seminars and conferences in :Algeria, USA, Egypt, Kuwait, Saudi Arabia, Jordan, Morocco, Malaysia, Japan, Thailand, Indonesia, Philippines, Holland, Italy, Czech Republic, Saudi Arabia and United Arab Emirates.
- 15. Developed with Dr. Danial Murtaza a Web-based course: Communication Skills for the world of work.

16. Participating and presenting in a workshop prepared by The Academic Progress Program on February, 11th, 2006.
17. Reviewing a manuscript for the "Academy of World Business, Marketing and Management Development Conference". Paris 10-13 July 2006. I served as a Chair track for the same conference.
18. Developed an online course: Communication Skills in collaboration with Dr. Danial Murtaza (2006)

19. Member of an ad hoc department promotion committee (2007).

20- Member of the editorial board of Interperson Journal (Brazil).

21- Associate editor of Arab Academy Journal for Banking and Financial Sciences (Published by The Arab Academy for banking and Financial Sciences)

22- Evaluating a promotion application to associate professorship from Bahrain University.

- 2007:

- Reviewing a promotion application from Bahrain University
- Reviewing an article for Muslim Mental Health Journal
- Reviewing a paper for Interpersonal Journal
- Reviewing several papers (5) to "The Education in The Arab World Conference" Organized by: (KFUPM)
- Reviewing a final study research report (KFUPM)
- Lectures for students (CAAC)
- Attending a workshop on "Program & Course Specifications) Nov. 13, 2007.
- Member of the Department Assessment Committee
- Chairman of MBA committee since 2006