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Google Scholar: <https://scholar.google.com/citations?user=oa9rqquAAAAJ&hl=en>

Recognitions and Awards

- 🏆 2019 – **Top Researcher award**, Islamic Azad University, Babol Branch
- 🏆 2017 – **Employee of the year award**, Etemad Panjareh Tabarestan Company
- 🏆 2014 – **Top 1% in Iran's national entrance exam** for PhD in management

Qualifications

- 2014 – 2020 **PhD, Business Administration – Human Resource Management**, Ferdowsi University of Mashhad; Thesis title: Determining the pattern of workforce diversity management through strategic approach to human resource management in top private companies in Iran, Thesis grade: Excellent; GPA 17.86
- 2011 – 2014 **MSc, Business Administration- Marketing Management** Alzahra University; Thesis title: A comparative study of the effect of brand dimensions on behavioral intentions in for-profit and non-profit hospitals in Tehran, Thesis grade: Excellent; GPA 17.85
- 2007 – 2011 **BSc, Business Administration**, Mazandaran University, GPA: 17.67

International Journal Reviewer

- One review for *European Journal of Marketing*, 2023 (JCR)
- One review for *Current Issues in Tourism*, 2023, (JCR, Q2, IF:)
- Two reviews for *Sustainability* (JCR, IF: 3.889 (Q2)), 2022
- Review for *Psychology Research and Behavior Management* (JCR, journal Impact Factor: 2.945), 2022
- Review for *European Journal of International Management* (JCR, IF: 2.507, Scopus), January 28, 2022
- Review for *Journal of Asian Architecture and Building Engineering* (JCR, IF: 0.904, Scopus), 2022
- Review for *Journal of Heritage Tourism* (ISI, Scopus, Q1, CiteScore: 4.9), 2022
- *Iranian Journal of Management studies* (ISI, Scopus), Reviewer 2022
- Review for *Asian Journal of Business Ethics* (ISI, Scopus) 2022
- Review for Common Ground Research Networks. The Interdisciplinary Social Sciences Journal Collection
- Review for Common Ground Research Networks. The Journal of Tourism and Leisure Studies.

- Review for Common Ground Research Networks. Diversity Journal Collection, 12 Jan 2022
- Review for Common Ground Research Networks. The Organization Studies Journal Collection.
- Review for Common Ground Research Networks. Diversity Journal Collection, 6 Sep 2022
- Third International Sustainability and Resilience Conference (2021), November 15-16, 2021, University of Bahrain. Reviewer
- *Advances in Science, Technology and Engineering Systems Journal (ASTESJ)*, Reviewer
- *Journal of Human Resource Management*, ISSN Print: 2331-0707, ISSN Online: 2331-0715, Reviewer

Certificates

- “Python programming”, Andishe Pajohan Adib Institute, Mashhad, Iran, 2016
- “R Programming (advanced)”, Andishe Pajohan Adib Institute, Mashhad, Iran, 2016
- “Advanced accounting (financial software)”, Pars System Moaser accounting institution, 2015
- “ISO 9001: 2008 Requirements Familiarization Course”, Babolsar, 2010

Employment Experience

Shahrood University of Technology

(2023-now)

Role: Assistant professor

Shahrood University of Technology

(2020-2023)

Role: Lecturer

Taught multiple subjects (e.g. Marketing Management, Islamic Management, Macro Economics, Business Law) in graduate program.

Islamic Azad University, Sama Babol Branch (2016-Now)

Role: Casual Lecturer

Taught multiple management subjects (e.g. Management Information Systems (MIS); Money, Currency and Banking; Marketing management; Human Resource Management; Strategic Management) in graduate program.

Babol Branch of Payam Noor University (2016-2018)

Role: Casual Lecturer

Taught “Fundamental principles of Organization and Management” subject in graduate program.

Workshops

- **Workshop:** Participate in workshop named “an introduction to the crimes of capital market field (stock exchange)”, The First International Conference on Political Epics and Economic Epic, Tehran, Iran, 2014.

- **Workshop:** Participate in workshop named “The role of organizational culture in developing national efficiency”, The First International Conference on Political Epics and Economic Epic, Tehran, Iran, 2014.
- **Workshop:** Participate in workshop named “The role of new accounting methods and management in reduction of costs”, The First International Conference on Political Epics and Economic Epic, Tehran, Iran, 2014

Research Projects

- Implementation of a research project titled "Compiling Performance Indicators and Performance Evaluation of Mashhad Municipal Public Relations Using AHP and PROMTHEE Methodology", Public Relations and International Affairs in Mashhad municipality, 2015-2016.
- Contribution to a research project entitled "Investigating the attitude and identifying effective ways to change the attitude of people of Mashhad towards paying the price of urban services", Cultural department of Mashhad municipality, 2016.
- Principal Fellow in Research Project titled "Measuring the Effectiveness of Educational Departments and Methods for Promoting at Ferdowsi University of Mashhad", Ferdowsi University of Education and Graduate Studies, Bureau of Educational Planning and Development. 2016.
- Contribution to a research project entitled "Designing a comprehensive human resources management planning", Engineering higher education complex of Esfarayen, 2020.

Competency in Tools

- **Machine Learning:** IBM SPSS Modeler, R
- **Statistical Tools:** IBM SPSS Statistics, R, WARPPLS, SMARTPLS, LISREL, AMOS
- **Qualitative Analysis:** MAXQDA
- **Database:** Microsoft Access
- **Office:** MS Office Collection (Word, Excel, PowerPoint)

Publications

JCR-SCI articles

- Bekamiri, Hamid, Ganji, S.F.G, Simonetti, Biagio; Hoseini Seo, S.A (2021), “[A New Model to Identify the Reliability and Trust of Internet Banking Users Using Fuzzy Theory and Data-Mining](#)”, *Mathematics*, 9, no. 9: 916. [**JCR, Impact Factor: 1.74 (Q1)**]
- Fatemi, Z., Sadeghian, S., [Ganji, S.F.G.](#), & Johnson, L. W., (2021), [Do different genders’ knowledge sharing behaviors drive different innovative behavior: the moderating effect of social capital](#), *European Journal of Innovation Management* [**JCR, Impact Factor: 2.613 (Q2)**]
- [Ganji, S. F. G.](#), Johnson, L. W., & Sadeghian, S. (2020). [The effect of place image and place attachment on residents’ perceived value and support for tourism development](#). *Current Issues in Tourism*, 1-15. Doi:10.1080/13683500.2020.1784106 [**JCR, Impact Factor: 4.147 (Q1), Cite score: 7.5 (Q1)**]
- Kafashpor, A., [Ghasempour Ganji, S. F.](#), Sadeghian, S., & Johnson, L. W. (2018). [Perception of tourism development and subjective happiness of residents in Mashhad](#),

Iran. *Asia Pacific Journal of Tourism Research*, 23(6), 521-531. [JCR, Impact Factor: 2.017 (Q3), Cite Score: 3.3 (Q1)]

JCR-ESCI and SCOPOUS

- 1- Ghasemour Ganji, S. F., Rahim Nia, F., Ahanchian, M. R., & Syed, J. (2023). A qualitative study of diversity management practices in Iran's private sector organizations, Equality, Diversity and Inclusion [JCR-ESCI, IF: 2.4, Scopus (Cite Score: 2.7 (Q1))]
- 2- Kazemi. Ali, Ghasempour Ganji. Seyedeh Fatemeh, Rousta. Alireza(2023), Innovation Capabilities, Innovation Strategies and Export Performance: The Moderating Impact of Corporate Social Responsibility, Social Responsibility Journal [JCR-ESCI, IF: 3.9]
- 3- Kazemi. Ali, Ghasempour Ganji. Seyedeh Fatemeh, Johnson, Lester, (2023), How External Network and Innovation Affect the Relationship between Export Orientation and Export Performance? Review of International Business and Strategy, [JCR-ESCI, IF: 3.1, Scopus- Cite Score: 4.3 (Q2)]
- 4- Tabasi Lotfabadi, V., Karimi, N., & Ghasempour Ganji, S. F. (2023). How Entrepreneurial Marketing Leads to Customer Satisfaction (The Mediation Effect of Customer Value). Iranian Journal of Management Studies [JCR-ESCI (IF:1.4), Scopus (Q3)]
- 5- Ghasempour Ganji, S. F., Johnson, L. W., & Kazemi, A. Sadeghian, Samaneh (2022). Negative health impact of tourists through pandemic: hospitality sector perspective. *Tourism and Hospitality Research*, <https://doi.org/10.1177/14673584221103369> [JCR-ESCI (IF: 3.5); Scopus, Cite score: 4.4 (Q1)]
- 6- Kazemi. Ali, Ghasempour Ganji. Seyedeh Fatemeh, Rousta. Alireza, Antecedents of Entrepreneurship and Export Performance: The Moderating Effect of Network Capacity and Psychic Distance, Iranian Journal of Management Studies [JCR-ESCI (IF:1.4), Scopus (Q4)]
- 7- Kazemi, A., Rousta, A., Ghasempour Ganji, S. F., & Heidari, K. (2022). Entrepreneurship, Learning Orientation and Export Performance: The Moderating Effect of Network Capacity and Psychic Distance. Iranian Journal of Management Studies. [JCR-ESCI (IF:1.4), Scopus (Q3)]
- 8- Ganji, S. F., Johnson, L. W., Sorkhan, V. B., & Banejad, B (2021), [The effect of employee empowerment, organizational support and ethical climate on turnover intention: the mediation role of job satisfaction](#), *Iranian Journal of Management Studies* [JCR-ESCI (IF:1.4), Scopus (Q3)]
- 9- Ghasemour Ganji, S. F., Rahim Nia, F., Ahanchian, M. R., & Syed, J. (2021). Analyzing the Impact of Diversity Management on Innovative Behaviors through Employee Engagement and Affective Commitment. *Iranian Journal of Management Studies*. 10.22059/IJMS.2020.307781.674164 [JCR-ESCI (IF:1.4), Scopus (Q3)]

SCOPOUS

1- Ganji, S. F. G.; Kaffashpoor, A., Johnson. L.W., (2022) Perceived tourism development and pro-tourism behavior: The mediation role of quality of Life, *International Journal of Tourism Policy (IJTP)* [**Scopus, Cite Score: 1.2 (Q4)**]

2- Ahanchian, M. & Ganji, S.F.G. (2017), [The effect of perceptions of ethical context on job satisfaction with emphasis on work values: the case of female staff at an Iranian university](#), *International Journal of Work, Organization and Emotion*, 8(2), 118–130 [**Scopus, Cite score: 0.9 (Q3)**]

Other Scientific articles

- 1- Ganji, S. F. G., & Johnson, L. W. (2020). The Relationship between family emotional support, psychological capital, female job satisfaction and turnover intention. *International Journal of Economics, Business and Management Studies*, 7(1), 59-70.
- 2- Sorkhan, V. B., Banejad, B., & Ganji, S.F.G (2020). Hotel corporate social responsibility and residents' support for tourism development, *Journal of Tourism Management Research*, 7(1), 68-75.
- 3- Ganji, S.F.G., Johnson, L. W. & Banejad, B. (2020), Ethical context of organization and turnover intention of women employees: The mediating role of perceived organizational support, *Journal of Social Economics Research*, 7 (2), 62-71.
- 4- Gnji, S.F.G.; Alikhani, F., Gholipour, A., Abcher, S., & Asri, R. (2017). Analysis the effect of perceived positive impact of tourism development on the attitude and residence support of tourism development (a study of Mashhad city, Iran), *International Journal of Economic Research*, 14(3), 85-97.

International Conferences

- Habes, Maohammad; Ganji, S.F.G. et al., (2021), “The influence of YouTube content on e-learning acceptance during the COVID 19 pandemic in Jordan”, Sixth International Conference on e-Learning (e-conf), **IEEE Conferences**, Bahrein
- Seyedeh Fatemeh Ghasempour Ganji (2020). Analyzing The Impact of Brand Service Dimensions on Brand verdicts in Educational Institute, the 4th international conference of Modern Research in Management, Economics and Development, March 12, Georgia [presented]
- Vahid Babazadeh Sarkhan, Seyedeh Fatemeh Ghasempour Ganji (2017), The Quality of Relationship: a fundamental concept in relationship marketing, the first International Academic Conference of Management, Applied Economics and Business – Tehran [presentated]
- Seyedeh Fatemeh Ghasempour Ganji, Atefeh Javadian; Investigating Technical and Engineering Exports (2014); First International Conference on Political Epics and Economic Epic
- Seyedeh Fatemeh Ghasempour Ganji, Atefeh Javadian; Experimental Theoretical Study of Non-Oil Export Development Strategies (2014); First International Conference on Political Epics and Economic Epic

- Seyedeh Fatemeh Ghasempour Ganji, Talent Management with Emphasis on the Role of Coaching and Human Resource Development (2014); First International Conference on Political and Economic Epic
- Seyedeh Fatemeh Ghasempour Ganji, Experimental Theoretical Study of the Impact of Information Technology on Human Resource Performance (2014); First International Conference on Political and Economic Epic
- Seyedeh Fatemeh Ghasempour Ganji, Knowledge Management with a Technological View (2014); The First International Conference on Political and Economic Epic
- Seyedeh Fatemeh Ghasempour Ganji, Abdolhamid Mahdavi; (2013). "Providing a Framework for Moving Towards Mobile Commerce"; 7th National Conference and First International Conference on Electronic Commerce and Economics

National Journals

- Hosseini, A., & Ghasempour Ganji, S. F. (2023). Diversity Management practices and its Consequences in Iran's Governmental Organizations. *Journal of Sustainable Human Resource Management*, 5(8).
- Seyedeh Fatemeh Ghasempour Ganji, Azar Kafashpor (2016). A Survey on the Effect of Organizational Ethical Context on Job Response of Ferdowsi University Female Employees (focus on Perceived Organizational Support), *Women and Society*, Vol 7, No 3, pp. 1-18
- Ghasempour Ganji S F, Ahanchian M R. (2016). "Perception of the Organization's Ethical Context" Effect on Female Employees "Turnover Intention" with "Work Values "as the Moderator. *ORMR*. 2016; 6 (3) :129-152
- Seyedeh Fatemeh Ghasempour Ganji, Azar Kafashpor, Vahid Babazadeh Sorkhan (2017). The Effect of Ethical Context Perception on Job Response, Emphasizing Work Value, Case Study of Female Staff of Ferdowsi University of Mashhad, *Psychological and Social Women Studies*, Vol. 14, No.4, PP 69-94
- Younes Gholami, Maryam Khaki, Samaneh Sadeghian, Seyedeh Fatemeh Ghasempour Ganji (2019). Assessment of Citizens' Perception of Urban Tourism Development and its Impact on Mental Happiness: Case Study of Mashhad Metropolitan, *journal of urban tourism*, Vol 6, No 1, pp 107-120
- Seyedeh Fatemeh Ghasempour Ganji, Fariborz Rahimnia (2020), Explaining Best Practices for Diversity Management in Human Resource Management Subsystems in Top Private Iranian Organizations: A Grounded Theory Methodology, *Future management*, [Under-review]

National Conferences

- Seyedeh Fatemeh Ghasempour Ganji, Designing a Model for Mobile Trade Acceptance (2014); Second National Accounting and Management Conference, Gorgan
- Vahid Babazadeh Sarkhan, Seyedeh Fatemeh Ghasempour Ganji (2017). Providing a model for mobile banking adoption, Conference on Modern Research in Science and Engineering, Tehran [Presented]

English

IELTS Exam: Overall score: 6 (Speaking: 6; Writing: 6.5; Reading: 6; Listening: 6)

MSRT Exam: Overall Score: 59

References

Professor Lester W. Johnson

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