

Seyedeh Fatemeh Ghasempour Ganji

Assistant Professor, Faculty of Industrial Engineering and Management, Shahrood University of Technology, Shahrood, Iran

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Education

- [Ferdowsi University of Mashhad](#) 2014 – 2020

PhD, Business Administration – Human Resource Management,

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

- [Alzahra University, Babolsar, Iran](#) 2011 – 2014

MSc, Business Administration- Marketing Management

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

- [University of Mazandaran, Babolsar, Iran](#) 2007 – 2011

BSc, Business Administration, GPA: 17.67

Academic Teaching

[Faculty of Industrial Engineering and Management, Shahrood University of Technology, Shahrood, Iran](#)

2023-Now Assistant Professor in Human Resource Management

Main modules list: Principle of management and organizational theory (International students from Iraq taught in English), Advanced Human Resource Management (master module), Research Methodology, Marketing Management, Fundamental of Organization and Management, Organizational Behaviour

[Shahrood University of Technology](#)

2020-2023 Adjust Lecturer

Main modules list: Fundamental of the Management, Business psychology, Macro Economics, Business Law, Marketing Management,

[Islamic Azad University, Sama Babol Branch, Babol, Iran](#)

2016- 2021 Adjust Lecturer

Main modules list: Human Resource Management; Strategic Management; Management Information Systems (MIS); Marketing Management; Money, Currency and Banking

[Payam Noor University, Babol Branch](#)

2016-2018 Adjust Lecturer

Main modules list: Fundamental principles of Organization and Management

Publications

Selected publications from ABS Journal List 2021

- Hosseini, A., **Ghasempour Ganji, S.F.** and Dana, L.-P. (2024), "Gender, emotional support and innovative behavior: psychological capital as a mediator", *Management Decision*, <https://doi.org/10.1108/MD-02-2023-0266> (ABS 2).
- **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, IF: 2.4, Scopus (Cite Score: 2.7 (Q1) (ABS 2).*
- **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)] (ABS 2).
- Kazemi, A., **Ghasempour Ganji, S.F.**, Na'ami, A. and Latifi Benmaran, M. (2024), "Competitive intensity, innovation orientation, export entrepreneurship and export performance: considering effect of corporate social responsibility", *American Journal of Business*, <https://doi.org/10.1108/AJB-06-2023-0089> (ABS 1).
- Kazemi, A., **Ghasempour Ganji, S.F.** and Na'ami, A. (2024), "Innovation capabilities, innovation strategies and export performance: the moderating impact of corporate social responsibility", *Social Responsibility Journal*, Vol. 20 No. 2, pp. 363-382. <https://doi.org/10.1108/SRJ-11-2022-0498> (ABS 1).
- Tabasi Lotfabadi, V., Karimi, N., & **Ghasempour Ganji, S. F.** (2024). How Entrepreneurial Marketing Leads to Customer Satisfaction (The Mediation Effect of Customer Value). *Iranian Journal of Management Studies [JCR (IF:1.4), Scopus (ABS 1).*
- 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)] (ABS 1).*
- **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 (IF:1.4), Scopus (Q3)] (ABS 1).*
- **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 (IF:1.4), Scopus (Q3)] (ABS 1).
- 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)] (ABS 1).

Selected other Publications

- 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
- Seyedeh Fatemeh Ghasempoor 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





Selected Conference papers & Presentations

- Hosseini, A., Ghasempour Ganji, S.F (2024), Knowledge Sharing Strategies with Diversity Management Perspective: Case of Study in Tourism Sector, The first national conference of sustainable HRM, University of Mazandaran, Babolsar, Iran [oral presentation]
- 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 [oral presentation]
- Vahid Babazadeh Sarkhan, Seyedeh Fatemeh Ghasempour Ganji (2017). Providing a model for mobile banking adoption, Conference on Modern Research in Science and Engineering, Tehran [oral presentation]
- 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

Post Graduate students' supervision

Name	Degree	Thesis title	Role	Defence year
Dalia Soleimani	Master of Business Administration- HRM	The effect of personality characteristics on the mental career success of female employees considering the mediating role of the glass ceiling of career resources and work-family enrichment.	Advisor	2025 (expected)
Melika Shokri	Master of Business Administration- HRM	The effect of organizational social responsibility on task performance and citizenship behavior of employees considering the mediating role of perceived organizational pride and meaningfulness of work	Supervisor	2025 (expected)

Honours and Awards

-  2022- **The first rank of the faculty and the 39th rank of the university** (based on the students' evaluation results), Shahrood University of Technology, Shahrood, Iran
-  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

Contributions to the Professional Society

- Reviewer of the European Journal of Marketing journal (JCR)
- Reviewer of the Current Issues in Tourism journal (JCR)
- Reviewer of the *Psychology Research and Behavior Management* journal (JCR)
- Review of the *European Journal of International Management* journal (JCR)
- Reviewer of the *Journal of Asian Architecture and Building Engineering* journal (JCR)
- Review of the *Journal of Heritage Tourism* journal (JCR)
- Reviewer of the *Asian Journal of Business Ethics* journal (JCR)
- Reviewer of the Third International Sustainability and Resilience Conference (2021), University of Bahrain. Reviewer
- Regular reviewer of the Common Ground Research Networks
- Regular reviewer of the Sustainable HRM journal (In Persian)
- Regular reviewer of the *Sustainability* journal (JCR)
- *Regular reviewer of the Iranian Journal of Management studies* journal (JCR)
- *Regular reviewer of the Advances in Science, Technology and Engineering Systems Journal* (ASTESJ)

Professional consultancies

- + [Shahrood University of Technology \(2024-now\)](#) The head of the cultural advisory council of the Industrial Engineering and Management Faculty
- + [Harvard Business Review \(2024-now\)](#) Member of the advisory board
- + [Third International Conference on Economics and Business Management \(2024\)](#)
Member of the selection and introduction committee of the best management researcher
Member of the Scientific Committee
- + [Toran non-profit Educational Institution \(2024\)](#) Member of faculty board selection committee
- + [Shomatak Company \(2020-2022\)](#) Management consultant
- + [Etemad Panjareh Tabarestan \(2019-2021\)](#) Management consultant
- + [Sahel Chimie \(2018-2019\)](#) Management consultant
- + [Business Research Center, Babol \(2014\)](#) Market research advisor

Industry Experiences

- [University of Mazandaran \(2022-now\)](#)
HRM project with the research grant of ۲۰۰۰ \$
- [Engineering higher education complex of Esfarayen \(2019-2020\)](#)
Contribution to a research project entitled "Designing a comprehensive human resources management planning" with the grant of ۲۰۰۰ \$.
- [Mashhad municipality \(2015-2016\)](#)
Implementation of a research project titled "Compiling Performance Indicators and Performance Evaluation of Mashhad Municipal Public Relations Using AHP and PROMTSEE Methodology" for Public Relations and International Affairs in Mashhad municipality with the research grant of ۳۰۰۰ \$
- [Mashhad municipality \(2016-2017\)](#)
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" for Cultural department of Mashhad municipality with the grant of ۳۰۰۰ \$.
- [Ferdowsi University of Mashhad \(2016-2017\)](#)
Contribution to Research Project titled "Measuring the Effectiveness of Educational Departments and Methods for Promoting at Ferdowsi University of Mashhad" for Ferdowsi University of Education and Graduate Studies, Bureau of Educational Planning and Development with the grant of ۳۰۰۰ \$.

Computer Skills

- IBM SPSS Modeler, WARPLS, SMARTPLS, LISREL, AMOS, MAXQDA, MS Office Collection (Word, Excel, PowerPoint) Advanced level