Seyedeh Fatemeh Ghasempour Ganji
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Education

- Ferdowsi University of Mashhad 2014 – 21/09/2020

PhD, Management – 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 – 11/03/2014

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 – 21/07/2011

BSc, Business Administration, GPA: 17.67

Academic Teaching

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

11/09/2023 - Now Assistant Professor in Human Resource Management

Main modules list:

International master students (taught in English): Principle of management and organizational theory, Organizational behaviour theory

Master degree courses: Advanced Human Resource Management, Marketing Strategy, Strategic Management

Bachelor degree courses: Research Methodology, Marketing Management, Fundamental of Organization and Management, Organizational Behaviour, Professional English; Industrial Psychology, Macro Economy

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Shahrood University of Technology

2021-2023 Adjust Lecturer

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

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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

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Payam Noor University, Babol Branch

2016-2018 Adjust Lecturer

Main modules list: Fundamental principles of Organization and Management

Publications

Selected publications from JCR Journal List 2022

- Ghasempour Ganji, S.F., Kazemi, Ali (2026), "Marketing Skills, Ambidextrous Innovation, Environmental Dynamism and Export Entrepreneurship: Combined PLS-SEM and Necessary Condition Analysis (NCA)", European Journal of International Management [accepted]. [**JCR, IF: 1.2; Cite score: 1.5]**
- Kazemi, A., Ghasempour Ganji, S. F., Na'ami, A., & Latifi Benmaran, M. (2025). Competitive intensity, innovation orientation, export entrepreneurship and export performance: considering effect of corporate social responsibility. American Journal of Business, 40(2), 65-85 [**JCR, IF: 1.7]**
- Hosseini, A., **Ghasempour Ganji, S.F.** and Dana, L.-P. (2024), "Gender, emotional support and innovative behavior: psychological capital as a mediator", Management Decision, **[JCR, Impact Factor: 5/9 (Q1), Cite Score: 9 (Q1)]**
- Ghasempour Ganji, S. F., & Kazemi, A. (2024). Improving international brand performance: the implications of marketing capabilities, brand orientation and customer value cocreation. Journal of Product & Brand Management, 33(8), 1088-1100 **[JCR, Impact Factor: 5/7 (Q1), Cite Score: 11.2 (Q1)]**
- 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 [**JCR, IF: 7.7, Scopus (Cite Score: 4.1 (Q1)]**
- 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)]**
- Kazemi, A., Ghasempour Ganji, S. F., & Johnson, L. W. (2023). How external network and innovation affect the link between export orientations and export performance?. Review of International Business and Strategy, 33(5), 786-809 [**JCR, IF: 3.3; Scopus, Cite Score: 5.2]**
- 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.,** 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)]**
- 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)]**
- Ghasempour Ganji, S. F., Johnson, L. W., Babazadeh Sorkhan, V., & Banejad, B. (2021). The effect of employee empowerment, organizational support, and ethical climate on turnover intention: The mediating role of job satisfaction. Interdisciplinary Journal of Management Studies (Formerly known as Iranian Journal of Management Studies), 14(2), 311-329. **[JCR (IF:1.4), Scopus (Q3)]**
- Ghasempour Ganji, S. F., Rahimnia, F., Ahanchian, M. R., & Syed, J. (2021). Analyzing the impact of diversity management on innovative behaviors through employee engagement and affective commitment. Interdisciplinary Journal of Management Studies (Formerly known as Iranian Journal of Management Studies), 14(3), 649-667. **[JCR (IF:1.4), Scopus (Q3)]**

- 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)]**

Selected Other Journal Publications

- Loghman Estiri, S., Ghasempour Ganji, S.F., (2026), "Designing a Model for the Medical Tourism Development: Influencing Factors, Obstacles and Strategies", international journal of tourism policy [Accepted], [**Scopus, Cite Score: 1/8]**
- Sadeghian, S., Ghasempour Ganji, S.F., (2026), "Analyzing the effect of satisfaction with service compensation on job satisfaction and hope for the future with the mediating role of perceived justice", Career and Organizational Counseling, No. 18, Vol. 67, pp. 137- 160 [In Persian]
- Sadeghian, S., Ghasempour Ganji, S.F., (2026), "Modeling the effects of artificial intelligence on customer behavioral tendencies with an emphasis on customer experience and attitude", Consumer Behavior Studies [Accepted- In persian]
- Hosseini, A., Ghasempour Ganji, S. F., Mohammadi, H., & Arab, A. (2025). Explaining and Ranking the Characteristics of Strategic Jobs in Iran Gas Company: A Mixed-Method Survey. *Strategic Studies in Petroleum and energy Industry*, *17*(66), 8-8 [In Persian].
- 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 Organisation and Emotion, 8(2), 118-130 [**Scopus, Cite Score: 1/1]**

Selected Conference papers & Presentations

- Ghasempour Ganji, S.F., Hosseini, Asgari (2026), "Investigating the impact of incentive policies on reducing gas consumption among household subscribers (Case study: Mazandaran Province Gas Company)", National Conference on Civil Technologies, Design and Construction, Energy, Advanced Materials and Machinery.
- Hosseini, A., Ghasempour Ganji, S.F (2025), Explaining the effective causes and consequences of knowledge sharing among diverse forces in the tourism industry, The second national conference of sustainable HRM, University of Mazandaran, Babolsar, Iran [oral presentation]
- 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, 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

Published Books

Hosseini, Abolhassan; Ghasempour Ganji, S.F., (2025), **Human Resource Management in the Context of Technology,** University of Mazandaran Press, Babolsar, iran

Post Graduate students' thesis supervision (Iranian students)

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
Melika Shokri	Master of Business Administration- HRM	The effect of organizational social responsibility on task performance and citizenship behaviour of employees considering the mediating role of perceived organizational pride and meaningfulness of work	Supervisor	2025
Yaser Yazdi	Master of Business Administration- Marketing management	The impact of perceived value and online store environment factors on impulse buying and shopping well-being: the moderating role of self-control.	Supervisor	2026
Mohammad Abasi	Master of Business Administration- Marketing management	Ranking of factors affecting digital marketing in creative and cultural industries	Supervisor	2026 (expected)

Post Graduate students' thesis supervision (International students from Iraq- Master of Business administration- HRM)

Name	Thesis title	Role	Defence year
Vasam Naji Avad	The effect of emotional intelligence and emotional exhaustion on employee engagement, considering the moderating role of ethical climate	Supervisor	2026
Ali Reza Abolheidar	Investigating the Effect of Ambidextrous leadership on Innovation with Respect to the Mediating Role of Psychological Capital and Moderating Proactive Personality	Supervisor	2026
Khaled Jamaloldin Shaker	The impact of internal locus of control on knowledge worker innovativeness with the moderating role of social competence	Supervisor	2026
Azra Ali Abdolzeiidi	English: : The Impact of Relational Leadership on Organizational Citizenship Behavior: An Analytical Study of the Mediating Role of Employee Well-Being and Employee Voice	Supervisor	2026
Mohammad Ali Reza Alheidar Alhoseini	The mediating role of psychological capital in the relationship between ambidextrous leadership and innovation: The moderating effect of proactive personality	Supervisor	2026
Ali Faez Hamzeh	Impact of workforce job resources and workforce job demands on labour productivity, with the mediating role of workforce burnout and workforce engagement, and moderating role of workforce job resources	Supervisor	2026

Name	Thesis title	Role	Defence year
Seifoldin Abdolkarim Khazie	Examining the Mediating Role of Organizational Justice and the Moderating Effect of Positive Psychological Capital in the Relationship between Career Plateau and Job Performance (Case Study: Central Headquarters of Qarz-al-Hasaneh Mehr Iran Bank)"	Supervisor	2026 (Expected)
Ebrahim Arkan Taha Almashhadani	Examining the Impact of Transformational Leadership on Organizational Citizenship Behavior: The Mediating Role of Psychological Empowerment and the Moderating Role of Perceived Organizational Support	Supervisor	2027 (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

Some of the Contributions to the Professional Society

- Reviewer of the *International Journal of Human Resource Management* (JCR)
- Reviewer of the *Journal of business research* (JCR)
- Reviewer of the *Asian Journal of Business Ethics* journal (JCR)
- Reviewer of the *Discover psychology* journal (JCR)
- Regular reviewer of the *Interdisciplinary Journal of Management studies* 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 *European Journal of Marketing journal* (JCR)
- Regular reviewer of the *Current Issues in Tourism journal* (JCR)
- Reviewer of the *Destination Marketing and Management* (JCR)
- Review of the *Journal of Heritage Tourism* journal (JCR)
- Reviewer of the Third International Sustainability and Resilience Conference (2021), University of Bahrain
- Regular reviewer of the *Sustainability* journal (JCR)
- Regular reviewer of the Sustainable HRM journal (In Persian)
- Regular reviewer for the Journal of Transformation Management (In Persian)

Professional activities

- Harvard Business Review (2024-now) - Member of the advisory board
- Danesh Panah Human Capital Consulting Company (2025/08/27, now) - The chief executive officer
- ShomaTak Company (2024-2025), Management consultant
- Shahrood University of Technology (2024-now)- The head of the cultural advisory conceal of the Industrial Engineering and Management Faculty
- Shahrood University of Technology (2026-now)- Member of Central Council of the Faculty Members' Guild of Shahrood University of Technology
- Shahrood University of Technology (2024-now) -The president of the women's university staff badminton association
- Third International Conference on Economics and Business Management (2024)- Member of the selection committee of the best management researcher, Member of the Scientific Committee

- The second national conference of sustainable HRM- Member of Scientific Committee
- Toran non-profit Educational Institution (2024) -Member of faculty board selection committee
- Business Research Center, Babol (2014) - Market research advisor

Industry Experiences

- Khorasan Razavi Gass Company (2025-2026)

Contributing to the research project entitled "Explaining the human resource empowerment model in Khorasan Province Gas Company" with the grant of `3000 $

- Mashhad municipality (2026)

Conductor of a research project entitled "Satisfaction survey of the Spring Welcoming Practices" with the grant of `1000 $

- Mazandaran Gas Company (2025-2026)

Conductor of a research project entitled "Identifying and prioritizing incentive policies and evaluating their impact on gas energy consumption management" with the grant of 2500 $

- University of Mazandaran (2022-2023)

HRM project with the research grant of 2000 $

- Engineering higher education complex of Esfarayen (2019)

Contribution to a research project entitled "Designing a comprehensive human resources management planning" with the grant of 2500 $.

- Mashhad municipality- Public Relations and International Affairs (2016)

Implementation of a research project titled "Compiling Performance Indicators and Performance Evaluation of Mashhad Municipal Public Relations Using AHP and PROMTHEE Methodology" with the research grant of 3500 $

- Cultural department of Mashhad municipality (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" with the grant of 3000 $.

- Ferdowsi University of Mashhad (2017)

Contribution to Research Project titled "Measuring the Effectiveness of Educational Departments and Methods for Promoting at Ferdowsi University of Mashhad" with the grant of 3500 $.

Workshops

As an instructor:

- Having The Planning and Management Institute of Iran approval for training in public organizations
- Holding the Soft Skills Workshop - Shahrood University of Technology – 2026
- Holding the Proposal Writing Workshop - Shahrood University of Technology – 2026
- Holding an energy consumption optimization workshop - Neka City Gas Company - 2026
- Diversity Management Workshop - University of Mazandaran – 2025
- Marketing advisory meetings – Growth Center- University of Mazandaran, 2024
- Marketing Research Workshops – DBA degree course – Shahrood University of Technology – 2024

As a participant:

 The professional degree in Data Science and Artificial Intelligence (350 hours), University of Tehran Electronic Education (2025- now)

 Workshop on Ethics and rights in research, University of Mazandaran, 27/10/2025

 Workshop on Scientific ethics in practice, University of Mazandaran, 03/11/2025

 Workshop on Artificial Intelligence as Assistant in Academic Environment, Shahrood University of Technology, 16/07/2025

 Workshop on the "the cause of the scientific papers retraction" University of Mazandaran, 19/10/2025

 Workshop on evaluation insights (8 hours), Shahrood University of Technology, 15/07/2025

 Workshop on Effective Teaching Strategies, Shahrood University of Technology, 01/06/2025

 Workshop on Professional Skills in Engineering Education: Conceptual Backgrounds and Practical Design for Learning-Teaching Methods (3 hours), Shahrood University of Technology, 23/02/2025

 Teaching skills workshop (14 Hours), Marat Learning Schools, 10/02/2025

 Workshop on Introduction to Undergraduate Educational Regulations (3 hours), Shahrood University of Technology, 01/12/2024

 Workshop on Artificial Intelligence in Writing and Publishing Articles (6 hour), Shiraz University, 17/04/2024

English

English excellence	Writing	listening	Speaking	Reading
	Good	Good	Good	Excellent
IELTS Exam: Overall score: 6 (Speaking: 6; Writing: 6.5; Reading: 6; Listening: 6) (Expired)				

Skills

Analytical skills	**Tools**	**Level of proficiency**		
		Basic	**Intermediate**	**Advanced**
• Quantitative analysis	SPSS, Smart PLS, LISREL			
• Qualitative analysis tools	MAXQDA			
Business analytics tools	Power BI, Excel, IBM SPSS Modeler, Python			

References

Professor Lester W. Johnson
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Professor Abolhassan Hosseini
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