



Mona Esmailzadeh

Faculty Member and University Professor Human Resource Manager

PERSONAL DETAILS

Name

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229

Birth day

21 Sep. 1983

Language

Persian: Mother Tongue
English: Pre Advanced

PROFILE

Faculty member and university professor with **+15year experience** in teaching management, supporting students, developing instructional plans, organizing and grading essays, exams, and tests. Guidance and counseling for more than 36 undergraduate theses and 23 master's theses and publication of more than **35 scientific articles** in the field of management. A diligent, enthusiastic and well-educated person who is able in creating powerful curriculum in field of management, training and working with students to successfully prepare them for personal and professional success. Due to achievement of the educational goals, the power of expression in understanding course material, continuous and friendly communication with students and interpersonal skills, has been praised by the students and the university.

EDUCATION

- **PhD of Human Resource Management**, Azadi College, Yazd University, Yazd, Iran. Jan. 2014-May. 2019
- **Master of Industrial Engineering (System Management and Productivity)**. Khatam University, Tehran, Iran. Sep. 2006-Aug. 2008
- **Bachelor of Industrial Management**, Allameh Mohaddes Nouri University. Mazandaran, Iran. Sep. 2002-June. 2006

PH.D. THESIS

Designing a Knowledge Measurement Model of Faculty Members in Iran's Universities and Institutions of Higher Education, Azadi College, Yazd University, May. 2019

MASTER'S THESIS

Reviewing, Analyzing and Developing a Strategic Plan for the Technical and Economic Development of Iran Choub Company, Khatam University, Aug. 2008

BACHELOR'S PROJECT

Organization of Companies' Current Affairs by Using the Outlook Program, Allameh Mohaddes Nouri University. June. 2006

WORK EXPERIENCE

Faculty member and university professor with more than 12 years of experience

- **Consulter of Human Resource Management Department**, Dar Al Kamal Hospital, Ajman, Sep 2024 - now
- Faculty member and university professor of Management Department, **Imam Javad University College**, Jan. 2012-Until Now.
- Director of the Management Department, **Imam Javad University College**, Apr. 2014-Jan. 2018 & Jun. 2022-Until Now.
- Director of Human Resource Studies Research Group, **Imam Javad University College**, Jan. 2020-Mar. 2021.
- Faculty Member and university professor of Industrial Engineering Department, **Allameh Mohaddes Nouri University**, Spt. 2009-Sep 2011.

TEACHING EXPERIENCE (TAUGHT COURSES):

- **Imam Javad university college**
 - Human Resources Management
 - Principles of Organization and Management
 - Organizational Behavior Management
 - Operation Research
 - Human Resource Development Strategies
 - Industrial and Organizational Psychology
 - Operational Research
 - Stress Management
 - Body Language Communication
 - Leadership
- **Allameh Mohaddes Nouri University**
 - Human Resources Management
 - Principles of Organization and Management
 - Organizational Behavior Management
 - Operational Research

RESPONSIBILITIES

- Analyzes student activity within discussion and assessments and chooses appropriate responses.
- Evaluated and graded class attendance, assignments, and papers
- Prepare course material such as syllabus, homework assignments, and handouts.
- Maintained student attendance records, grades, and other required records.
- Guidance and counsel master's degree thesis
- Accurately uses correct responses based on training and input from a master instructor
- Assists in managing generic student communication.
- Built strong rapport with students through class discussion and academic advisement
- Utilizes an online learning platform to communicate with students
- Escalates unique issues to the master instructor
- Monitor engagement levels and provides recommendations on the best approach to increase engagement.
- Adhere to university policies and procedures.
- Attends faculty meetings, workshop, and training as required.
- Collaborated and supported colleagues regarding research interests
- Participate in other activities based on university needs.

SKILLS

- **Soft Skill**
 - Curriculum and instruction
 - Lesson planning
 - Formal and Informal Assessments
 - Classroom Management
 - Interaction and Communication
 - Differentiated Learning Techniques
 - Discussion Facilitation
 - Presentation
 - Self-Motivated
 - Strong Adaptability
 - Critical Thinking
 - Leadership
 - Team Working
 - Emotional Intelligence
 - Goal-Oriented
 - Time Management
 - Conflict Resolution
 - Empathy
 - Commitment and Loyalty
- **Hard Skill**
 - **Teaching Skills**
 - **Management and Executive Activities Skills such as:**
Coaching, Training, Motivating, Organization, Coordinating, Collaboration, Strategic Thinking, Execution, Job Analysis, Performance Evaluation, Recruitment, Familiarization and Socialization Process, Employee Satisfaction survey, Designing Reward System, Ergonomics and Health and Safety at Work, Evaluating the Competencies of Managers, Human Resource Development, ...

EDUCATION COURSES

- Evaluating the Competencies of Managers, State Management Training Centre, Tehran, Iran, Sep. 2020.
- Team Working, State Management Training Centre, Tehran, Iran, Sep. 2020.
- Interpersonal Conflict Management, State Management Training Centre, Tehran, Iran, Sep. 2020.
- Guidance and leadership in the Organization, State Management Training Centre, Tehran, Iran, Dec. 2020.
- Stress Management, State Management Training Centre, Tehran, Iran, Dec. 2020.
- Communication Skills, State Management Training Centre, Tehran, Iran, Nov. 2020.
- Principle of Negotiation, 1th Accounting & Management Conference, Tehran, Iran, Feb 2014.
- Stress and Time Management, 1th Accounting & Management Conference, Tehran, Iran, Feb 2014.

PROJECTS

- Project Manager, Designing the Performance Evaluation System of Faculty Members of Universities, Imam Javad University College, Aug. 2022-Jun. 2023
- Project Partners, Developing a Strategic Plan, Imam Javad University College, May. 2021-Apr. 2022
- Project Partners, Employee Training Planning, PSRaily Co. (Pooyesh Sanat Raily Company), Aug. 2007-Oct. 2008.
- Project Manager, Reviewing and Analyzing and Developing a Strategic Plan, Iran Choub Company, Oct.2006-Jun 2007

PUBLICATIONS (JOURNAL ARTICLES, CONFERENCES ARTICLES, BOOKS ...)

- **Published Articles in ISI Journals:**

Sabokro, M., Etebarian Khorasgani, A., Sherafat, A., Andalib, D. & **Esmailzadeh, M.** (2018). Identification of Knowledge Measurement Indicators of Faculty Members of Iran Universities, *Amazonia Investiga Journal*, Volume 7, Issue 13, pages 387-400.

- **Published Articles in Scopus Journals:**

Esmailzadeh, M., Sabokro, M., Etebarian Khorasgani, A. (2020). Reviewing Knowledge of Human Resource Measurement Models: Comparing and Identifying the Strengths and Weaknesses. *International Journal of Psychosocial Rehabilitation*, Volume 24, Issue 6, pages 18630-18642.

- **Published Articles in ISC Journals:**

Soltani, I., **Esmailzadeh, M.** & Khadem Astaneh, R. (2014). The Dynamic Model of Knowledge Management Practices in Small and Medium-Sized Enterprises to Gain Competitive Advantage. *Arth Prabhand, a Journal of Economic and Management*, September 2014

- **Published Articles in Internal Scientific Journals:**

Zarea Kamali, M. & **Esmailzadeh, M.** (2023). Designing a Conceptual Model of Human Resource Risks and Determining Control Strategies (Case of study: Yazd Municipality Freight and Passenger Transportation Organization). *Modiriat-E-Farda Journal*

Esmailzadeh, M. & Tavakoli Banizi, N. (2022). Designing an Expert System Based on Rough Theory to Predict the Group Dynamics of Employees Based on Their Emotional Intelligence (Case of Study: Mazandaran Welfare Organization). *Journal of Sustainable Human Resource Management*, Volume 4, Issue 6, Pages 161-179.

Esmailzadeh, M. & Tavakoli Banizi, N. (2022). The Application of Neural Network in Predicting the Job Satisfaction of Employees Based on the Three Dimensions of Religiosity from the Perspective of Nahj al-Balagha (Case Study: Employees of Shahid Sadougi University, Yazd). *Journal of Islam and management researches*, Number one, Serial 22, Page 106-89.

Esmailzadeh, M., Amirjalilian, N., & Sabokro, M. (2021). Application of intuitive fuzzy cognitive map to analyze the scenarios of knowledge assessment (Case study: Management Faculty Members of Yazd state universities). *Journal of Educational Measurement and Evaluation Studies*, Volume 11, Issue 33, Pages 18.34.

Esmailzadeh, M., Sabokro, M., & Etebarian Khorasgani, A. (2020). Designing a Knowledge Measurement Model of Faculty Members in Iran's Universities and Institutions of Higher Education. *Journal of Organization Culture Management, Tehran University*, Volume 18, Issue 1, Pages 165-185.

Esmailzadeh, M., Sabokro, M., & Etebarian Khorasgani, A. (2018). Knowledge Assessment based on Exploratory Factors Analysis and Dematel Utilization (case study: University Faculty Members). *Journal of Public Administration Perspective, Shahid Beheshti University*. Volume 9, Issue 4, Pages 89-114.

Esmailzadeh, M. & Poursarrajian, D. (2013). Conceptual Model of knowledge Management Implementation in Small and Medium Sized Businesses with a Dynamic Approach, case study: Powish Sanat Raili Company. *Journal of Improvement Management*, Volume 7, Issue 20, Pages 31-54

Zaefarian, R., **Esmailzadeh, M.**, & Shahin, N. (2008). Implementation Stages of Knowledge Management Based on the Proposed Model in Iran Zemin Oil Company. *Journal of Entrepreneurship Development - University of Tehran*. Volume 1, Issue 2, Pages 102-75

Esmailzadeh, M. (2006). Organizing Personal Affairs of Managers. *Tadbir Scientific-Educational Journal, Publications of Industrial Management Organization*, Number 171.

Esmailzadeh, M. (2005). An Experience of Successful Management. *Tadbir Scientific-Educational Journal, Publications of Industrial Management Organization*, Number 162.

• **Published Articles in Conferences:**

Falah Yakhdani, A., & **Esmailzadeh, M.** (2023). Investigating the Effect of Managers' Leadership Style on Teachers' Motivation with the Mediating Role of Job Satisfaction (Case of Study: Elementary School Teachers in Yazd), *The First National Conference on the Role of Humanities in Controlling Social and Economic Harms*, 12 July 2023, Fars, Islamic Azad University.

Shahbazi, N., Sabokro, M. & **Esmailzadeh, M.** (2022). Identifying the Duties and Educational Needs of Preschool Teachers and Presenting a Ranking Model Using the Dacum Method. *The 3th National Conference on Humanities and Development*, 7 July 2022, Payame Noor University, Shiraz, Iran.

Hoseinzadeh, A.M., **Esmailzadeh, M.** & Sheraft, A. (2022). Complicating the Income Fluctuations of Hotels in Yazd city (Case Study: 5 and 4 Star Hotels in Yazd city). *The 7th International Conference on Industry-Based Management, Economics and Accounting*, 19-20 June 2022, Scientific Association of Management and Technology Development Engineering, Tehran, Iran.

Rajabipour, A., **Esmailzadeh, M.**, & Ghane, E. (2021). Analyzing and Examining the Theoretical Foundations of Resilience and Providing a Solution. *The 4th National Congress of Industrial and Organizational Psychology*, 18-19 January 2021, Industrial and Organizational Psychology Association of Iran. Tehran, Iran

Rajabipour, A., **Esmailzadeh, M.**, & Ghane, E. (2021). Investigating Social Support in Teachers. *The 4th National Congress of Industrial and Organizational Psychology*, 18-19 January 2021, Industrial and Organizational Psychology Association of Iran. Tehran, Iran.

Kheirandish, M., **Esmailzadeh, M.**, and Sheraft, A. (2020). A review of Managers' Behavioral Patterns, Telecommuting and Preservation of Human Resources and Extracting their Characteristics. *The 8th International Conference on Modern Research in Management, Economics and Development*, 18 November 2020, International Organization of Academic Studies, Tehran, Iran.

Motevalipour, L., Sabokro, M., & **Esmailzadeh, M.** (2020). Pathology of Descriptive Evaluation of Students: A Comparative Study of Parents and Teachers Perspectives. *The 2th International Conference on Innovation in Business Administration and Economics*, 9 September 2020, Business Excellence Association, Tehran, Iran.

Sarhadhi, E., Vahdat, M. A., & **Esmailzadeh, M.** (2016). The Challenges of Implementing Electronic Human Resources Management in Jiroft University and Providing Solutions for Improvement. *The 7th International Conference on Accounting and Management*, 15 February 2015, Razi International Conference centre, Tehran, Iran.

Esmailzadeh, M. & Poursarrajan, D., & Abolghasemi, A. (2015). Reviewing of Strategic Factors in the Formation of a Creative City. *International Conference on*

Management, Accounting and Economic Sciences, 28 May 2015, Innovation Academic Researchers, Kish Island, Iran.

Nilipour, A., **Esmailzadeh, M.**, & Poursarrajian, D. (2014). Presenting an Employee Knowledge Measurement Model and Determining the Size of the Organization's Knowledge. *The 1th International Conference on Economics, Management, Accounting and Social Sciences*, 21 June 2014, Gilan University, Rasht, Iran.

Esmailzadeh, M. & Poursarrajian, D. (2014). Presenting a Practical Model for Evaluating Employees' Knowledge as an Indicator of Comparison of Organizations' Knowledge. *The 6th National Knowledge Management Conference*, 25-26 February 2014, Shahid Beheshti International Conference Center, Tehran, Iran.

Poursarrajian, D., & **Esmailzadeh, M.** (2014). Special Areas of Science and Technology; Creative and Sustainable Development Mechanism. *The 1th national accounting and management conference*, 13 February 2014, Niro Research Institute Conference Center, Tehran, Iran.

Esmailzadeh, M. & Poursarrajian, D. (2014). Strategic Analysis of the Value Chain of Plastic Industry in Yazd Province. *The 1th national accounting and management conference*, 13 February 2014, Niro Research Institute Conference Center, Tehran, Iran

Poursarrajian, D., & **Esmailzadeh, M.** (2013). Development of Human Resource Strategies in Science and Technology Parks of Iran. *The 11th International Strategic Management Conference*, 24-25 December 2013, Strategic Management Association, IRIB International Conference Center, Tehran, Iran

Zaefarian, R., **Esmailzadeh, M.**, & Shahin, N. (2008). A New Model to Implement Knowledge Management in Knowledge-Based Companies. *The 6th International Knowledge Management Conference*, October 2018, Sharif University of Technology, Tehran, Iran.

- **Published Book:**

Tavallaei, M. & **Esmailzade, M.** (2017). *How to Deal with Difficult Employee*. New Life Publications, Management Research and Training Institute.