Batool Alkafrini

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Professional Summary

Positive and goal-oriented, seeking an opportunity in a leading institution where I have a good knowledge background in HRM to contribute to the achievement of the organization's goals, and I am also very excited and active to suit any interesting situation

Education

The World Islamic Sciences and Education University – PhD (Business Management) October 2022- 2025

Amman Arab University - Master's (Human Resources Management) September 2019 – September 2021

Al-Balqa Applied University – BBA (Business Administration) February 2016 - July 2019

Business Experience

Part-time Lecturer for one semester at Yarmouk University.

Administrative and HR Officer - Ministry Of Public Works And Housing October 2022

-Performing work-specific administrative functions, responsibilities, and Salary, Employee Information, and Social Security

Data Entry - Ministry Of Local Administration , May 2022 - September2022

- Enter Syrian refugees and job seekers data on the KOPO program

Data Entry - Ministry Of Digital Economy And Entrepreneurship December 2021 – May 2022

- Enter citizens' data and activate their digital identity

Certifications

Published Research in a Scientific Journal (HRMARS) April 2025

Published Research in a Scientific Journal (IJECM) **August 2021**

CHRM (Sarh Int. Training) **May 2022**

Performance Management (Best Practice) **July 2019**

MS office Applications (Excel, Word, PowerPoint) **February 2020**

SKILLS

Knowledge of labour and workers' laws
Knowledge of human resources practices
Effective Communication Skills
Problem Solving and Decision Making
Time Management Skills
Ability to Manage, Plan and Organize
Team Leadership

Languages

Arabic: Native
English: very good

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The Impact of Talent Management, Innovation, and Digital Transformation on Strategic Performance: A moderated Mediation Analysis at Information Technology Companies in King Hussein Business Park

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Abstract

Technological turbulence in the business environment result in challenges that cannot be ignored, requiring effective strategic management. This necessitates the presence of talented human forces with high strategic performance that have the ability to develop and implement proactive strategies and balance competitive forces. The study aims to examine The Impact of Talent Management, Innovation, and Digital Transformation on Strategic Performance: A moderated Mediation Analysis at Information Technology Companies in King Hussein Business Park. The study collected data from 200 managers in top and middle management in Information Technology Companies through a prorated physical random sample, This paper utilized software (SPSS and Amos) to test hypotheses, according to the finding, the study found that talent management has a significant positive impact on strategic performance ($\beta = 0.779$, $t = 7.466$, $p \leq 0.000$) and with explanatory capacity ($R2 = 0.607$), which means that 60.7% of the variance in talent management has been explained by strategic performance. Moreover, innovation partly mediates the relationship between talent management and strategic performance. In addition to the total normative impact of talent management in strategic performance with the presence of innovation (86.3%), this indicates that there is a partial impact of innovation on the impact of talent management in strategic performance. In addition, digital transformation was modifying the relationship between talent management and strategic performance. This paper contributes to the existing collection of knowledge and literature on the impact of talent management, innovation and digital transformation on the strategic performance advantage of IT companies at King Hussein Business. Organizations can

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THE IMPACT OF EMPLOYMENT TESTS ON JOB APPOINTMENT PROCESS AT JORDANIAN COMMERCIAL BANKS

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Abstract

The study aimed to identify impact of employment tests on job appointment process. To achieve objectives of the study, the descriptive analysis method was used, and data analysis was performed by the Statistical Package for Social Sciences (SPSS) program. The study population consisted of all (13) Jordanian commercial banks. While the study sample included all employees in the human resources departments in Jordanian commercial banks, whose total number is (332) employees, and using the stratified random sampling method. The hypothesis tests showed that there is an impact of the employment tests with their combined dimensions (personal tests, cognitive tests, professional competency tests, intelligence tests, and talent assessment tests) on the dependent variable job appointment process with its combined dimensions (assessment accuracy, ease of screening, ease of comparison, and ease of choice and decision) at Jordanian commercial banks, this indicates the rejection of the null hypothesis and acceptance of the alternative hypothesis, which states that there is an impact for the employment tests with its combined dimensions in job appointment process with its combined dimensions. The study made a number of recommendations; the most important of which is that Jordanian commercial banks should diversify the employment tests styles to improve the appointment process and selecting the best candidates by identifying their features, skills and competencies they possess.

Keywords: Employment Tests, Job Appointment Process, Commercial Banks, Jordan