

Curriculum Vitae

Personal Details:

Name : Hazem Tawfik Halim Tawfik
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Education:

Obtained Degree : Doctor of Philosophy
Attended University : The Manchester Metropolitan University, Hollings
Faculty, England
Obtained Date : February, 2002
Field of Specialization : Human Resource Management

Obtained Degree : Master of Science in Hotel Management
Attended University : Helwan University, Faculty of Tourism and Hotel
Management
Obtained Date : July, 1997
Field of Specialization : Training and Education

Obtained Degree : Bachelor of Science in Hotel Management
Attended University : Helwan University, Faculty of Tourism and Hotel
Management
Grade : Excellent Honours
Obtained Date : June, 1991

Other Qualifications:

- **Senior Fellow of Advance Higher Education Academy, UK**
- **Certified Professional Values Analyst, Success Insight International**
- **Certified Professional Tri Metrix Analyst, Success Insight International**
- **Certified Professional Behaviour Analyst, Success Insight International**

Academic and Professional Experience:

Current Academic Post:

- Professor of Human Resource Management and Director of the MBA programme, Department of Business Administration, Faculty of Business Administration, Economics and Political Science, the British University in Egypt from September, 2011 to date.

Current Part Time Jobs:

- Visiting Professor of Human Resource Management in the Egyptian Institute of Directors.
- Visiting Professor for the Post-Graduate Programme of Egypt-Japan University of Science and Technology.
- Freelance Organisational Development and Human Resource Management Consultant from October 2010 to date.

Previous Posts:

Academic Path in Suez Canal University:

- Professor of Human Resource Management, the Department of Hotel Management, the Faculty of Tourism and Hotel Management, Suez Canal University, Ismailia, Egypt from September, 2013 to March 2017.
- Associate Professor of Human Resource Management, the Department of Hotel Management, the Faculty of Tourism and Hotel Management, Suez Canal University, Ismailia, Egypt from April, 2008 to September, 2013.
- Lecturer of Human Resource Management, the Department of Hotel Management, the Faculty of Tourism and Hotel Management, Suez Canal University, Ismailia, Egypt from October, 2002 to April, 2008.
- Assistant Lecturer at the Department of Hotel Management, the Faculty of Tourism and Hotel Management, Suez Canal University, Ismailia, Egypt from October, 1997 to October, 2002.
- Instructor at the Department of Hotel Management, Faculty of Tourism and Hotel Management, Suez Canal University, Ismailia, Egypt, from August, 1995 to October, 1997.

Academic Path in the British University in Egypt:

- Acting Head of the Business Administration Department, Faculty of Business Administration, Economics and Political Science, the British University in Egypt from October, 2011 to January 2013.
- Associate Professor of Human Resource Management, Department of Business Administration, Faculty of Business Administration, Economics and Political Science, the British University in Egypt from February, 2011 to September 2013. (Based on a Secondment agreement with Suez Canal University)

Part-time Academic Jobs in other Universities and Academic Bodies:

- Visiting Professor in University of Economics in Constantine the Philosopher University, Nitra, Slovakia with Erasmus+ Programme during February, 2023.
- Visiting Professor in University of Economics in Katowice with Erasmus+ Programme during April, 2022.
- Visiting Professor of Human Resource Management in the Arab Academy for Maritime and Technology-MBA Programme from January 2016 to January 2020.
- Associate Professor at the German University in Cairo from February 2010 to July 2010.
- Associate Professor at the Centre of Continuing Education of the American University in Cairo from February 2010 to date to January 2011.
- Associate Professor at the Egyptian Banking Institute, from October 2005 to January 2009.
- Visiting Lecturer at the Faculty of Tourism and Hotel Management, 6 October University, from February 2003 to September 2006.
- Visiting Consultant at the Department of Tourism, the Faculty of Arts and Social Sciences, Sultan Qaboos University, Muscat, the Sultanate of Oman from February 2005 to June 2005.
- Visiting Lecturer at the Higher Institute for Tourism and Hotel Management, Hurghada, from September, 2003 to June, 2004
- Visiting Lecturer at the Egyptian Hotel Technical College from June 2006 to January 2007.
- Lecturer of Front Office Management at the Department of Hospitality Management, Hollings Faculty, The Manchester Metropolitan University, England, from October, 1998 to February, 1999.

Posts Contributed to Community Service:

- Visiting Lecturer at Mubarak Police Academy from March, 2008 to April 2014.
- Visiting Lecturer at the Faculty of Management and Military Sciences from September, 2004 to September 2005.

Summary of Duties and Responsibilities as an Academic Staff Member:

- To design, prepare and develop undergraduate and postgraduate teaching materials;
- To deliver lectures.
- To assess students' coursework;
- To set and mark examinations;
- To support students through a pastoral/advisory role;
- To undertake personal research projects and actively contribute to the Faculty's research profile;
- To write up research and preparing it for publication;
- To undertake continuous professional development and participate in staff training activities;
- To manage the department effectively in order to achieve the objectives of the faculty.
- To undertake administrative tasks related to the department, such as student admissions, staff induction programmes and involvement in committees and boards;
- To establish collaborative links outside the Faculty with industrial, commercial and public organisations.

Part-time Professional Jobs in the Industry:

- Board Member in Orientals for Urban developments from August, 2023 to August 2024.
- Board Member in Orientals Resorts from October 2023 to January 2025.
- Organizational Development and Human Resource Management Senior Consultant at ProMark Ltd Corporation from December 2006 to December 2010.

- Travel Consultant at the Mena World Travel, Manchester, England from January 2000 to February 2001.
- Front Office Receptionist at the Mena House Oberoi Hotel, Giza, Egypt from July 1994 to August 1995.
- Quality Auditor of Le Meridien Pyramids Hotel for “project- based”.

Summary of Duties and Responsibilities as an Organisational Development and Human Resource Management Consultant:

- To analyse and assess current organizational objectives, policies, structures and processes for designing benchmarked structures that achieve company objectives.
- To develop salary structures matching market pay scales.
- To develop thorough result-oriented job profiles that help in the activities of employee resourcing, employee development, employee performance management and evaluation.
- To assess personnel either for the purpose of recruitment or development using up to date and sophisticated scientific assessment modules.
- To design performance management and performance appraisal systems as well as tools to gauge the success of the tailored and designed systems.
- To develop recruitment and selection, compensation and benefits, performance appraisals’ manuals that assist in the proper management of the available human capital.
- To develop training programmes, facilitate implementation of appropriate change management initiatives, and reviews current development programmes to ensure adherence to company objectives.
- To deliver and evaluate training programmes

Completed Organisational Development and Human Resource Management Projects As A Free Lancer:

- Strategic Management –Industrial Modernisation Centre, 2025-2026
- Strategic Reward Management for NXT Bank Egypt – Job Master, 2026
- Reward Management System for RATP Sev. Egypt – Job Master, 2025
- Performance Management System for NXT Bank Egypt- Job Master 2025
- Workforce Planning for Dream El Mashrek-Alexandria -Engage , 2025
- Workforce Planning for El-Sewedy Electric-Engage, 2025

- Building Competence Frameworks for Suez for Steel. Engage, 2024
- Reward Management Training Programme for Suez for Steel. Engage, 2024
- Building Competence Framework and Competence Based Interview Training Programme for Cairo Poultry Company –KOKI – Engage, 2023
- Reward Management Training Programme for Cairo Poultry Company –KOKI – Engage, 2023
- Ministry of Planning, Monitoring and Administrative Reform (HRM Intensive Training). 2016-2017
- Petrojet (Human Resource Management Intensive Training for Non-HR Line Managers), 2015
- RAYA Corporation (Performance Management System). 2014-2016

Completed Organisational Development and Human Resource Management Projects with ProMark Ltd Corporation:

- Daewoo Motors (Full Restructure);
- Supreme Council for Sports (Full Restructure);
- Bisco Misr (Full Restructure);
- Orascom Holding for Hotels (Reshape organization Charts, Writing Job Profiles);
- Egyptian Development Bank for Exports (EDBE) (Full Restructure);
- Olympic Group (Personality profiling, Building Capacities);
- National Bank of Egypt (Full Restructure);
- Astra Zeneca (Leaders' Assessment);
- Audi Bank (Performance Management System and Related Training);
- Ministry of Finance (Personality Profiling),
- Customs Authority (Personality Profiling);
- General Authority for Investment (Job Descriptions) ;
- TEDATA (Job Descriptions);
- Egyptian Authority for Insurance (Personality Profiling);

- Yalla.com (Diagnostic Analysis to Human Resource Management Practices);
- Giza Systems (Personality Profiling);
- Ain Shams University (Personality profiling);
- Misr for Central Clearing, Depository and Registry (Full Restructure).
- Egyptian Financial Supervisory Authority (Full Restructure),
- Banque Du Caire (Performance Management Systems),
- Bank of Alexandria INTESA SANPAOLO (Full Restructure),
- Venus International (Personality Profiling),
- Savola Egypt (performance Management System),
- Enap Spitrol (Performance management System),
- Banque Misre (Full Restructure and Capacity Building).

Attended Academic and Professional Training Courses:

- “The organization of conferences and conventions” The Faculty of Tourism, Budapest, Hungary, from January 10th, 1996 to January 24th, 1996.
- “Building up the University Lecturer” Ain Shams University, from August 30th, 2002 to September 16th, 2002.
- “Ethics of Research in Universities” Suez Canal University, From April 26th, 2006 to April 29th, 2006
- “Legal Aspects in Universities” Suez Canal Universities, From November, 26th, 2006 to November 28th, 2006.
- “New Methods in Teaching” Suez Canal Universities, From April 10th, 2007 to April 12th, 2007.
- “Using Technology in Teaching” Suez Canal University, From October 3rd, 2007 to October 8th, 2007.
- “Credit Hour System” Suez Canal University, From July 15th, 2008 to July 17th, 2008.
- “Conference Organization” Suez Canal University, From July 20th, 2008 to July 22nd, 2008.

- “International Finance Corporation’s Corporate Governance Consultant Workshop” IFC’s Corporate Governance Department From June 17th, 2009 to June 18th, 2009.
- “Oracle Implementation” Oracle partner, 36 hours, 2024

Memberships of Scientific Societies

- Member of the Centre of Hospitality and Employment Research "CHER", the Manchester Metropolitan University, England.
- Member of the Egyptian Society of Scientific Experts on Tourism "ESSET", Cairo, Egypt.

Publications:

- Halim, H. (1999) ‘Performance measurement within the Service Quality Philosophy in five-star hotels in Egypt’ Work in Progress, The CHME Conference, University of Surrey, School of Management Studies for the Service Sector, Surrey, England.
- Halim, H. and Mohamed, E.K.A. (2005) ‘Multi-dimensional performance measurement in the hospitality industry in Egypt’ Egyptian Journal of Tourism and Hospitality, Vol.11.
- Hammam, A. and Halim, H. (2006) ‘Cultural differences in the Egyptian labour market’ Conference paper, the Kodolanyi Janos University College, Szekesfehervar, Hungary.
- Ibrahim, S. S. and Halim, H. (2006) ‘The national minimum wage in relation to quality management in the Egyptian hospitality industry’ The Egyptian Journal of Tourism Studies, Vol.5 No.1/2.
- Shoeib, M.; Halim, H.T.; Abdel Hamid, A. A. and Ibrahim, S.S. (2006) ‘Assessing the impact of new technologies and new managerial philosophies on the labour size in the hospitality industry in Egypt – Field Study applied on five-star hotels in Greater Cairo’ Journal of Association of Arab Universities for Tourism and Hospitality JAAUTH, Vol. 3 No.2 December
- Emad, A.; Halim, H.; Ghourab, N.; and Ibrahim, S S. (2007) “Measuring food and beverage service quality and its effect on level of customer satisfaction” Journal of Association of Arab Universities for Tourism and Hospitality JAAUTH, Vol.4 No.1 June
- Halim, H. (2007) “Employee selection using personality profiling in the hospitality industry in Egypt - A Suggested Model” The Egyptian Journal of Tourism Studies, Vol.7 No.1.

- Shehata, A.; Halim, H.; Abdel Fattah, A.; Ibrahim, S. (2008) “The role of marketing in Egyptian hotels at the times of Crisis” Journal of Association of Arab Universities for Tourism and Hospitality, June Vol.5 No.1 June
- Zakaria, Y.; Halim, H. Abdel Fattah, A.; Ibrahim, S. (2008) “The effectiveness of empowerment in the hospitality industry in Egypt” Journal of Association of Arab Universities for Tourism and Hospitality, June Vol.5 No.1 June
- Abo-Elmaaty, H.; Halim, H.; Ibrahim, S.; Mohamed, A. (2008) “Evaluating and developing performance measurement tools in five-star hotels” The Egyptian Journal for Tourism and Hospitality, Vol.13 Issue 3.
- Abo-Elmaaty, H.; Halim, H.; Ibrahim, S.; Mohamed, A. (2009) “Evaluating tools used to assess the quality of hospitality services in five star hotels” Journal of Association of Arab Universities for Tourism and Hospitality, Vol.6 No.1 December.
- Farid, M.; Halim, H. and Ibrahim, S. (2009) ‘Enhancing hospitality educational quality in Egyptian Universities’ Conference paper, the third economic conference for cooperation between Egypt and Bulgaria. Ismailia, Egypt.
- Elsayy, O.; Halim, H.; Ibrahim, S. (2011) “The Impact of motivation on employee level of job satisfaction in Egyptian hotels: Journal of Association of Arab Universities for Tourism and Hospitality, Vol. 8 No.1. June
- El-sawalhy, H; Ghorab, N., Halim, H.; Ibrahim, S. (2011) “Determinants of employee job satisfaction in fast food restaurants” Journal of Association of Arab Universities for Tourism and Hospitality, Vol.8 No.1. June
- Zaina, M.; Halim, H.; Ibrahim, S. (2012) ‘Barriers hindering eco-lodge development in Egypt - suggested remedies” Journal of Association of Arab Universities for Tourism and Hospitality, Vol.9 No.2 December.
- Halim, H. (2012) “The constituents of empowerment in the hospitality industry in Egypt” Journal of Association of Arab Universities for Tourism and Hospitality, Vol.9 No.2 December
- Halim, H and Halim, Y. (2012) “Auditing human resource management practices in the hospitality industry - A Proactive Approach” The Egyptian Journal for Tourism and Hospitality, Vol.19 Issue 1.
- Salama, W.; Abo ElMaaty, H.; Halim, H. and Ibrahim, S. (2012) ‘A suggested nutrition program for special categories in four and five-star hotels in Hurghada and Sharm Elsheikh’ The Egyptian Journal for Tourism and Hospitality, Vol.20 Issue 2.

- Halim, H and Halim, Y. (2012) “Emotional intelligence and employee performance in the hospitality industry in Egypt” *The Egyptian Journal for Tourism and Hospitality*, Vol.19 Issue 1.
- Halim, H. and Halim, Y. (2013) “Guest satisfaction and hotel profitability in Egypt” *Journal of Association of Arab Universities for Tourism and Hospitality*, Vol.10 No.1.June.
- El-Katan, M.; Halim, H.; Ibrahim, S and Hammam, A. (2013) “The implementation of HACCP in military hospitals in Egypt” *The Egyptian Journal for Tourism and Hospitality*, Vol.20 Issue 3.
- Halim, H.; Salem, K. and Essam, N. (2013) “Performance management and job satisfaction in pharmaceutical companies in Egypt” *Journal of the Faculty of Commerce and Business Administration, Helwan University*.
- Halim, H.; Salem, K. and Nabil, M. (2015) “Assessing emotional intelligence competencies in public sector petroleum companies in Egypt” *Journal of US-China Public Administration*, Vol12 No. Serial number 114.
- Elsayy, O., Halim, H. and Salama, S (2015) “Leadership effectiveness in Egyptian Hotels – Part One- Leadership styles in the context of national culture” *Egyptian Journal of Tourism Studies*, Vol. 14 No.1.
- Elsayy, O., Halim, H. and Salama, S (2015) “The effectiveness of leadership in Egyptian Hotels- Part Two- Leadership effectiveness in relation to emotional intelligence” *Egyptian Journal of Tourism Studies*, Vol. 14 No.1.
- Halim, H.; Halim, Y. and Elsayy, O. (2016) “Unexplained phenomenon in the Egyptian hospitality industry – the case of Hurghada five-star hotels” *Conference paper, the International Academy of Business and Public Administration Discipline, Florida, USA*.
- Halim, H. and Elsayy, O. (2019) “Internal brand management and employee brand commitment in the hospitality industry in Egypt – the role of leadership” *Journal of Association of Arab Universities for Tourism and Hospitality*, Vol.17 No.2. December.
- Halim, H., Halim, Y. and ElSheikh, S. (2022) “Consumer perception of sustainable shopping bags and its effect on their purchase intentions: case study on Seoudi Market in Egypt” *MSA Management Science Journal*, Vol.1 No.1, pp. 52-94.
- Halim, Y.; Halim, T.; Eldeeb, M. and ElSheeikh, S. (2022) “An empirical investigation into people’s intention to participate in mega events tourism: applying mixture of two behavioural theoretical models” *Future Business Journal –Springer Open*.Vol.8 No.65, pp.1-18. <https://doi.org/10.1186/s43093-022-00175-z>

- Emara, O.; Halim, H.; Eldeeb, M. and Halim, Y. (2023) “Toward sustained recovery of the lodging sector: a management path to lessen the Corona variants upshots” *Future Business Journal –Springer Open*, Vol.9 No.1, pp. 1-22. <https://doi.org/10.1186/s43093-022-00171-3>
- Halim, H., Halim, Y. T., AbdElhady, H., & Salem, K. (October, 2023) “Auditing Human Resource Management Practices: A Case Study in the Egyptian Hospitality Industry” In M. Pańkowska (Ed.), *Digital Transformation, Perspective Development, and Value Creation: Research Case Studies (Part 3 Title 11)*. Routledge, Taylor & Francis Group. <https://doi.org/10.4324/9781003376583>
- Halim, H.,; Halim, Y.T. and Elsayy, O. (2023) “Fostering organisational citizenship behaviour in the Egyptian hospitality industry: the role of brand management and leadership styles” *Future Business Journal – Springer Open*, Vol.9 (101). <https://doi.org/10.1186/s43093-023-00282-5>
- Halim, Y., Halim, H., Salem, K. and Lewasaelhamd, I. (2025) “Evaluating Egyptian citizens’ perception toward introducing voice assistant technology as a means of improving public service delivery: utilizing machine learning as an additional perception’s predictor” *Future Business Journal – Springer Open*, Vol. 11, (242) . <https://doi.org/10.1186/s43093-025-00662-z>
- Halim, Y., Salem, K., Tawfik, H. *et al.* (2025) “Service quality as a driver of customer satisfaction and purchase intentions: a mixed-methods longitudinal study of the Egyptian Post Office (2013–2023)” *Future Business Journal – Springer Open*, Vol. 11, (246) <https://doi.org/10.1186/s43093-025-00634-3>
- Maraee, A., Halim, H. and Halim Y. (2026) “Electrifying brands: the role of social innovation in E-vehicle equity” *Scientific Journal of Commercial Research*, Mounofia University Vol. 61 Issue 2 April. <https://sjsc.jpurnals.ekb.eg>

Supervised Completed Dissertations:

- Five PhD Dissertations
- 11 MSc Dissertations

Participated, as an external examiner, in the VIVA of many Master, PhD, MBA and DBA’s students in state universities in Egypt.

Academic Paper Review:

- Reviewer for the *International Journal of Contemporary Hospitality Management*
- Member of the Editorial Board for the *African Journal of Human Resources, Marketing and Organisational Studies (AJHRMOS)*