

---

## Education

- 2022 **Ph.D.** in Management Science (HRM/OB)  
University Toulouse 1 Capitole  
**Thesis Title:** Exploring the Impact of Perceived Ethics in Hiring Decision on Employee Behaviors
- 2017 **MSc** in International Management  
University Toulouse 1 Capitol/TSM  
**Thesis Title:** The Impact of Culture on Managers' Perceptions; and Resulting Positive influence on HR Practices and Organization Performance
- 2010 **MBA**  
Kuwait Maastricht Business School  
**Thesis Title:** The Implementation of Information Technology in Kuwait hospitals
- 1999 **BSc** Zoology  
Kuwait University
- 

## Experience


- Sep. 2023-...  
Assistant Professor  
Head of the Bachelor in Global Management (1st year),  
Toulouse School of Management (Toulouse, France)
- 2023  
Part Time Lecturer/ Researcher in HRM/OB  
Toulouse School of Economics (Toulouse, France)  
Toulouse Business School (Toulouse, France)
- 2017- 2022  
University Lecturer/ Researcher  
Toulouse School of Management (Toulouse, France)  
Toulouse Business School (Toulouse, France)
- 2011- 2014  
Administrator Coordinator  
Kuwait University-IT Department, Kuwait
- 2008 - 2011  
Senior Technical Specialist in Biochemistry and Hematology  
Dasman Institute for Research Training & Prevention of Diabetes & Other Chronic Diseases, Kuwait
- 



## Fatima Hassan

### Personal info

---

 fatima.hassan@tsm-  
educaton.fr  
[linkedin.com/in/fatima-hassan-  
8a401713a](https://www.linkedin.com/in/fatima-hassan-8a401713a)

 Kuwait

### Language Skills

- |           |        |
|-----------|--------|
| • Arabic  | Native |
| • Persian | Native |
| • English | C1     |
| • French  | B2     |

## *Academic Conferences:*

### **EURAM Conference, Zurich, Switzerland**

**June 2022**

Hassan, F., Da Motta Veiga, S., Al Ariss, A. "Explore the Impact of Perceived Ethics in Hiring Decision on Employee Behaviors"

### **EAWOP Congress, Glasgow, Scotland.**

**January 2022**

Paper accepted but not presented due to Covid-19 Pandemic.

Hassan, F., Damottaveiga, S., Al Ariss, A. "Perceived Ethics in Hiring decision and Employee Job Satisfaction and Engagement: The Moderating Role of Locus of Control and Overqualification"

### **EURAM Conference, Virtual**

**December 2020**

Hassan, F., Warner, C. "The Role of Ethical Leadership on Employee Talent Retention and The Influences of Moral Evaluation and Social Exchange".

### **EURAM Conference, Portugal, Lisbon.**

**June 2019**

Hassan, F., Al Ariss, A., & Sidani, Y. "Ethical decision making in HR Practices: Research Agenda".

Fontinha, R., Al Ariss, A., Brewster, C., Hassan, F., & Hoteit, A. "Expatriates in the Arab Middle East: A latent profile analysis on assessment of the local business environment".

### **15th International Human Resource Management Conference, Madrid, Spain.**

**June 2018**

Al Ariss, A., Sidani, Y., Hassan, F., & Brewster, C. "Management Research in the Arab Middle East: Methodological Challenges and Opportunities".

---

## *Papers under review*

Fontinha, R., Hassan, F., Al Ariss, A., Brewster, C. "Expatriates' Assessment of the Business Implications of Cross-Cultural Issues: Five Arab Countries". submitted to Journal of Global Mobility

Fontinha, R., Al Ariss, A., Brewster, C., Hassan, F., & Hoteit, A. "Expatriates in the Arab Middle East: A latent profile analysis on assessment of the local business environment". Submitted to Thunderbird International Business Review.

---

### ***Papers Close to Submission***

Hassan, F., Da Motta Veiga, S., Al Ariss, A. "Explore the Impact of Perceived Ethics in Hiring Decision on Employee Behaviors". Planned submission to Journal of Business Ethics

Hassan, F., Warner, C. "The Role of Ethical Leadership on Employee Talent Retention and The Influences of Moral Evaluation and Social Exchange". Planned submission to Journal of Business Ethics

---

### ***Paper in Progress***

Al Ariss, A., Sidani, Y., Hassan, F., & Brewster, C. "Management research in non-western societies: methodological challenges and propositions".

Hassan, F., Al Ariss, A., & Sidani, Y. "Ethical Decision in HRM practices: A Review and Research Agenda".

---

### ***Hobbies***

Pilates; Hiking; Aerobics; Reading: Literature

---