



# PROF.DR.WAEL M.GABREL

## EDUCATION

2013

- **PHD IN MANAGEMENT SCIENCES, UNIVERSITY OF SFAX, TUNISIA**
- Thesis Title: The Impact Of Organizational Culture On Time Management: A Field Study On The Heads Of Academic Departments At The University Of Omar Mukhtar And Its Affiliates.
- **AWARDED WITH EXCELLENCE WITH HONORS.**

2011

- **PHD IN MANAGEMENT SCIENCES, UNIVERSITY OF TUNIS EL MANAR, TUNISIA**
- Thesis title: time management and its relationship with leadership style: a field study on commercial banks branch managers in the libyan cities of tripoli and benghazi.
- **AWARDED WITH EXCELLENCE.**

2006

- **MSC IN BUSINESS ADMINISTRATION , GARYOUNES UNIVERSITY**
- Thesis title: time wasters and their relationship to certain personal variables: a field study on middle managers in oil companies in benghazi.
- **AWARDED AN EXCELLENT GRADE OF 95%.**

2001

- **BSC IN BUSINESS ADMINISTRATION, UNIVERSITY OF DERNA, LIBYA**
- Graduated with top rank, with a very good grade and a gpa of 75.18%.

## SKILLS

### Computer Skills:

- Proficient in using Microsoft Office applications, including Word, Excel, and PowerPoint, as well as Internet Explorer.
- Skilled in utilizing statistical analysis software such as SPSS and MINITAB.

### Personal Skills:

- Highly adaptable and effective in collaborative team environments.
- Capable of maintaining high performance under work pressure.
- Strong ability to build and sustain constructive social and professional relationships.

## AWARDS

- 2022:**
  - Honor from the Libyan Authority for Scientific Research on the occasion of supervising two master's theses at Omar Al-Mukhtar University, which ranked second in the Libya Innovation Award, Second Session, 2022.
- 2019:**
  - Shield of Excellence for Scientific Research from the Higher Institute of Science and Technology, Derna, on the occasion of the Journal of Economic Research and Studies receiving the Arab Impact Factor and international accreditation.
- 2017:**
  - Honor from the Lartigue Center for Information Technology, Governance, and Entrepreneurship at the University of Sfax, Tunisia, following the publication of my first book: Contemporary Administrative Studies: Realistic Problems and Practical Solutions.
- 2014:**
  - Excellence Shield from Omar Al-Mukhtar University after obtaining my second doctoral degree.

## CONTACT

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- ✉ [w.gabrel@uod.edu.ly](mailto:w.gabrel@uod.edu.ly)
- 📍 Faculty of Economics, University of Derna, Libya.
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## PROFILE INFO

Professor of Business Administration at the Faculty of Economics, University of Derna, and Editor-in-Chief of the Derna University Journal of Humanities and Social Sciences. He holds two Ph.D. degrees in Management Sciences, awarded with honors from the University of Sfax and the University of Tunis El Manar, Tunisia, with over 20 years of academic experience. He has published more than 50 research papers and led several international conferences as Conference Chair or Chair of the Scientific Committee, demonstrating high-level professional skills in managing and organizing local and international scientific events. His research interests include organizational theory, human resource management, strategic management, knowledge management, entrepreneurship, and corporate governance.

## RESEARCH AND ACADEMIC INTERESTS

Organization theory, Crisis Management, Performance Management, Strategic management, Organizational Development, Scientific Research Methods, Total Quality Management, Human Resource Management, Entrepreneurship, International Administration, Knowledge management, corporate governance, Managing time and work pressures.

## EXPERIENCE

<b>CHAIRMAN</b>	2024	<b>HEAD</b>	2015 – 2016
• chairman, academic affairs and community service committee, university of Derna.		• Head, General Department, Faculty of Economics, Omar Al-Mukhtar University, Derna Branch.	
• chairman, accreditation committee for scientific journals and conferences, university of derna.		<b>HEAD</b>	2011 – 2015
<b>PROFESSOR/EDITOR-IN-CHIEF</b>	2022– Present	• Head, Department of Business Administration, Faculty of Economics, Omar Al-Mukhtar University.	
• Editor-in-Chief, Derna University Journal of Humanities and Social Sciences ( <a href="https://dujhss.uod.edu.ly/">https://dujhss.uod.edu.ly/</a> ).		<b>DIRECTOR</b>	2013 –2014
• Professor, Department of Business Administration, University of Derna, Libya.		• Quality Assurance Office, Omar Al-Mukhtar University, Derna Branch.	
<b>MEMBER</b>	2021 – 2022	<b>MEMBER</b>	2012 – 2014
• Member, Faculty Affairs Committee, University of Derna.		• Member of the Editorial Board, Al-Mukhtar Journal of Economic Sciences, Omar Al-Mukhtar University, Derna Branch.	
• Vice President for Scientific Affairs, Libyan Academy, Derna Branch, Libya.		<b>LECTURER</b>	2011 – 2014
<b>EASSOCIATE PROFESSOR/ DITOR-IN-CHIEF</b>	2018 – 2022	• Lecturer, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch, Libya.	
• Associate Professor, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch, Libya.		<b>HEAD</b>	2011 – 2012
• Editor-in-Chief, Journal of Research and Economic Studies ( <a href="https://jres.lad.edu.ly/">https://jres.lad.edu.ly/</a> ).		• Head, Awareness and Scientific Education Unit, Omar Al-Mukhtar University, Derna Branch.	
<b>DIRECTOR</b>	2017 – 2021	<b>ASSISTANT LECTURER</b>	2006 – 2011
• Director, Research and Scientific Studies Office, Mukhtar Center for Research, Consultation, and Training, Omar Al-Mukhtar University, Libya.		• Assistant Lecturer, Faculty of Economics, Omar Al-Mukhtar University	
<b>MEMBER</b>	2017 – 2018	<b>TEACHING ASSISTANT</b>	2003 – 2005
• Member, Faculty Members Affairs Committee, Omar Al-Mukhtar University.		• Teaching Assistant, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch.	
<b>ASSISTANT PROFESSOR</b>	2014 – 2018		
• Assistant Professor, Department of Business Administration, Omar Al-Mukhtar University, Derna Branch, Libya.			

SCIENTIFIC PULICATIONS

PUBLISHED PAPERS

Authored more than 50 research papers. Selected publications from the past five years include:

- Gabrel, Wael M. (2025). Talent Management at Libyan Petroleum Companies: A Case Study on Brega Petroleum Marketing Company in Benghazi. World Research of Business Administration Journal, USA, 5(1), 1–13.
- Gabrel, Wael M., Khaled Dakhil, & Walid Abdullah (2024). The Impact of Relationship Capital on Crisis Management in Private Libyan Commercial Banks in Benghazi and Al-Bayda: The Mediating Role of Organizational Citizenship Behavior. Derna University Journal of Humanities and Social Sciences, 2(3).
- Gabrel, Wael M. & Ali Bin Halim (2024). The Impact of Organizational Justice on Organizational Trust in the Port of Tripoli. Fezzan University Scientific Journal, 3(1), 218–247.
- Gabrel, Wael M. & Ali Abdel Fattah Ben Halim (2023). The Reality of the Local Administration System in Libya: A Case Study on the Central Municipality of Tripoli. Presented at the Scientific Conference "Centralization and its Implications for Spatial Development," Sirte University, March 8–9, 2023.
- Gabrel, Wael M. & Ahmed Al-Sheikhi (2021). The Impact of Organizational Culture on Organizational Learning at Al-Madar Al-Jadid Company in Benghazi (Libya). The Journal of Economics of Money and Business, 5(2), 239–264.
- Gabrel, Wael M. & Abdul Karim Bin Khayal (2021). The Reality of Intellectual Capital in Al-Fateeh Cement Factory from the Employees' Perspective. Economic Visions Journal, 11(1), 433–450.
- Al-Jibani, Saqr Hamad, Gabrel, Wael Muhammad, & Abdulaziz Sadaqa (2021). Estimating the Economic Costs of Traffic Accidents in Libya: An Econometric Study (1995–2017). Journal of Economic Growth and Entrepreneurship, 5(2), 26–45.
- Gabrel, Wael M. & Hind Al-Suwaie (2020). Work Stress and its Impact on Organizational Silence: A Case Study on Libya Insurance Company in Benghazi. Remah Journal for Research and Studies, 43(June), 153–188.
- Gabrel, Wael M. (2020). Re-engineering Requirements for Administrative Processes in Derna Municipal Council. Mediterranean International Journal, 11(June), 48–75.
- Gabrel, Wael Muhammad & Ahmad Al-Awami, Al-Tayyib Al-Qibbi (2020). The Quality of Health Services in Libya During the COVID-19 Pandemic. Journal of Economic Research and Studies, 11(5), 31–68.
- Gabrel, Wael M. (2020). The Reality of Crisis Management in Libyan Oil Companies: A Case Study on the Arabian Gulf Oil Company in Benghazi. Journal of Advanced Economic Research, 4(2), 7–31.
- Gabrel, Wael M. (2020). Entrepreneurship Among Faculty of Economics Students at Omar Al-Mukhtar University, Derna Branch. Journal of Advanced Economic Studies, 5(1), 13–29.
- Gabrel, Wael M. & Ahmed Al-Awami (2020). The Blue Ocean Strategy at Al Wahda Bank in Libya: Insights from Middle and Top Management. Presented at the 17th International Conference "Business Environment: Challenges and Opportunities," Al-Zaytoonah University, April 15–16, 2020.
- Gabrel, Wael M. (2020). Obstacles to the Application of E-Management in the Health Services Department in Derna City. Scientific Journal of the Economic Future, 8(1), 73–94.
- Gabrel, Wael M. (2019). The Impact of Organizational Trust on Human Capital: A Case Study at Omar Al-Mukhtar University, Derna Branch. Presented at the Human Capital Conference, Amman Arab University, April 13–14, 2019.
- Gabrel, Wael M. & Ahmed Al-Awami (2019). The Impact of Work Ethics on Organizational Immunity: A Case Study on Libyan Airlines Company. Presented at the Professional Ethics Conference in Libya, Higher Institute of Comprehensive Professions, Derna, November 2–3, 2019.
- Gabrel, Wael M., Abdulaziz Ali Sadaka, & Saqr Hamad Al-Jibani (2019). The Reality of the Institutional Economy in Libya Through Governance Indicators: An Analytical Study (1996–2018). Presented at the 3rd International Scientific Conference, Faculty of Economics and Commerce, Al-Marqab University, Al-Khums, November 11–12, 2019.
- Iman Ali, Boubaker Sharia, & Gabrel, Wael Mohamed (2019). The Extent of Applying the Balanced Scorecard in Libyan Commercial Banks. Kufa Studies Center Journal, University of Kufa, 54(1), 41–90.

PUBLISHED BOOKS

- Gabrel, Wael M. (2016). Contemporary Administrative Studies: Realistic Problems and Practical Solutions. Amman, Jordan: Dar Konoz Al-Marefa.
- Editor (2017). Proceedings of the Refereed Scientific Conference on Entrepreneurship: Reality and Expectations, November 11–12, 2017. National Board for Technical and Vocational Education, Higher Institute of Comprehensive Professions, Derna, Libya.
- Editor (2018). Proceedings of the Scientific Conference on Governance in Libyan Institutions: Reality and Expectations, November 11–12, 2018. Al-Mukhtar Center for Research, Consultation, and Training, Omar Al-Mukhtar University, and the Higher Institute of Comprehensive Professions, Derna, Libya.
- Co-author. Small Projects as a Basis for Addressing Unemployment in Libya. Ministry of Labor and Social Affairs, Al-Bayda, Libya.
- Editor (2019). Proceedings of the Third Scientific Conference: Professional Ethics in Libya: Reality and Expectations, November 2–3, 2019. National Board for Technical and Vocational Education, Higher Institute of Comprehensive Professions, Derna, Libya.
- Editor (2024). Proceedings of the International Scientific Conference on Scientific Research in Libya, held February 24–25, 2024, University of Derna, Libya.

SUPERVISION AND EXAMINATION

MASTER’S THESES SUPERVISED (SELECTED THESES):

Supervised fifteen master’s students on various research topics in business administration and related fields.

- Abdulmajid Al-Khajkhaj (2025). The Impact of Intellectual Capital on Organizational Health: A Field Study on a Sample of Public Basic Education School Principals and Their Assistants in Derna City. Libyan Academy, Derna.
- Amarajea El-Barasi (2023). The Impact of Quality of Work Life on Organizational Learning: A Field Study on a Sample of Employees at Private Airlines Companies in Benghazi City. Omar Al-Mukhtar University.
- Jawaher Abdelsalam Mustafa (2021). The Impact of Time Management on Organizational Ambidexterity: A Field Study on Managers and Their Assistants at Private Health Facilities in the Al-Jabal Al-Akhdar Region. Omar Al-Mukhtar University.
- Khaled Hussein Saleh (2020). The Impact of Organizational Trust on Organizational Immunity at Private Libyan Commercial Banks in the Al-Jabal Al-Akhdar Region. Omar Al-Mukhtar University.
- Hana Jibril Al-Werfalli (2020). The Impact of Organizational Citizenship Behaviors on Service Quality at Public Oil Companies in Benghazi. The Libyan Academy – Benghazi.
- Ali Anbih Anbih (2020). The Role of Work Ethics in Job Performance: A Field Study on Employees at the University of Benghazi. The Libyan Academy – Benghazi.
- Faraj Muhammad Ahlis (2020). The Effect of the Talent Management System on Job Immersion Among Employees of the General Electricity Company in Benghazi. The Libyan Academy – Benghazi.
- Abdulkarim Ben Khayal (2019). The Reality of Intellectual Capital at Al-Fattaih Cement Factory in Derna City from the Employees' Perspective. The Libyan Academy – Benghazi.

MASTER’S THESES EXAMINATION (SELECTED THESES):

Served as an external examiner for forty-five master's theses in the fields of business administration and related disciplines.

- Master’s Theses Examination (Selected Theses):
- Served as an external examiner for forty-five master's theses in the fields of business administration and related disciplines.
- Mustafa Bouhdma. The Impact of Administrative Communication on Organizational Learning: An Applied Study at the Social Security Fund in Benghazi. University of Benghazi.
- Tariq Salem Saleh. The Quality of Work Life and its Relationship to Administrative Laxity: A Field Study on the Employees of the Civil Status Department in the Municipality of Ajdabiya. University of Benghazi.
- Abeer Youssef Afdil. The Impact of Transformational Leadership on Employee Performance: A Field Study on a Sample of Workers at Telecommunications Companies in Benghazi. University of Benghazi.
- Montaser Ahmed Fakroun. The Role of Social Networks in the Stages of Purchasing Decision Making for Consumers: Facebook as a Model. The Libyan Academy – Benghazi.
- Nada Abdullah Ibrahim. Job Satisfaction and its Relationship to Organizational Commitment: A Field Study on a Sample of Workers at Public Libyan Oil Companies in Benghazi. University of Benghazi.
- Jalal Belhaweel. The Impact of Total Quality Management on Service Quality at Libyan Commercial Banks Operating in Benghazi. University of Benghazi.
- Rehab Al-Shalali. Internal Marketing at Telecommunications Companies in Benghazi. The Libyan Academy – Benghazi.

PHD THESES SUPERVISED (SELECTED THESES):

- Wasim Isa Mohammed. The Impact of Transformational Leadership on Customer Relationship Management at Libyan Commercial Banks in the Jabal Akhdar Region. University of Sfax, Tunisia.
- Khaled Hussein Saleh Dakhil. The Impact of Sustainable Leadership on Organizational Immunity in Libyan Private Airlines: The Mediating Role of the Organizational Happiness Variable.
- Ayman Badri. The Impact of Organizational Learning on Organizational Reputation at Libyan Commercial Banks Operating in the Eastern Region: The Mediating Role of the Regulatory Flexibility Variable.

SCIENTIFIC CONFERENCES

Exceeded 35 Conferences – Selected Conferences in the Last 5 Years

- International Peer-Reviewed Scientific Conference: Crises and Their Repercussions on the Libyan Economy, University of Tobruk, January 30–31, 2024.
- International Peer-Reviewed Scientific Conference: Scientific Research in Libya: Theory and Application, University of Derna, February 24–25, 2024.
- Scientific Conference: Centralization and Its Implications for Spatial Development, Sirte University, March 8–9, 2023.
- Second International Conference: Scientific Research in the Digital Age, Amman Arab University and Abdul Hameed Shoman Foundation, Jordan, June 5–6, 2021.
- Fifth International Conference: A Roadmap for Sustainable Development, Amman Arab University, April 4–5, 2020.
- International Conference on Business Environment in the Light of the Digital Economy and Data Science, Al-Balqa Applied University, April 5–6, 2020.
- Second International Conference on Entrepreneurship in Light of Contemporary Economic and Financial Challenges, Al al-Bayt University, April 13–14, 2020.
- 17th International Conference: Business Environment: Challenges and Opportunities, Al-Zaytoonah University, April 15–16, 2020.
- Human Capital Conference, Amman Arab University, April 13–14, 2019.
- Knowledge Economy Conference, Cairo University and Remah Training and Research Center, Amman/Jordan, November 5–7, 2018.

## CADEMIC AND ORGANIZATIONAL ROLES

- Member of the Committee for Implementing the Doctoral Program Without Course Requirements, according to Decision No. (199) of 2025 issued by the Minister of Higher Education and Scientific Research on March 2, 2025.
- Chairman of the Peer-Reviewed International Scientific Conference on The Future of the Middle East and the Gulf Countries, organized by the Canadian Institute for Middle Eastern and Gulf Studies, Canada, and scientifically sponsored by the University of Derna, scheduled to take place from April 12-14, 2025, in Mecca, Saudi Arabia.
- Chairman of the Scientific Committee for the International Scientific Conference on African-European Partnership: Towards Sustainable Development and Integrated Economic Cooperation, organized by Noor Libya Media and Marketing Services, with joint scientific sponsorship from the University of Derna and the University of Benghazi, scheduled to be held from June 24-26, 2025.
- Member of the Turkish Academy of Management, as of December 17, 2024.
- Chairman of the Evaluation Committee for the Doctorate Program in Business Administration at the Faculty of Economics, University of Sirte, in accordance with Decision No. (15) of 2024 issued by the Chairman of the National Center for Quality Assurance in the Eastern Region, dated February 3, 2024.
- Chairman of the Evaluation Committee for the Master's Program in Health Administration at the Faculty of Economics, University of Sirte, in accordance with Decision No. (16) of 2024 issued by the Chairman of the National Center for Quality Assurance in the Eastern Region, dated February 3, 2024.
- Chairman of the Scientific Committee for the International Scientific Conference: Scientific Research in Libya, scheduled to be held on February 24-25, 2024, at the University of Derna.
- Member of the Editorial Board and Reviewer for over 60 scientific journals across several countries, including Libya, Egypt, Tunisia, Algeria, Jordan, Palestine, and Iraq.
- Chairman of the Scientific Committee for the Conference on Scientific Research in Libya: Theorizing and Practice, held on November 11-12, 2023, at the University of Derna, Libya.
- Chairman of the Scientific Committee for the Conference on Professional Ethics in Libya: Reality and Ambition, held on November 2-3, 2019, at the Higher Institute of Science and Technology, Derna, Libya.
- Chairman of the Preparatory Committee for the Languages Conference, Omar Al-Mukhtar University, held on April 20-23, 2019.
- Chairman of the Conference on Governance in Libyan Institutions: Reality and Ambition, held on October 22-23, 2018, at Omar Al-Mukhtar University.
- Chairman of the Programmatic Accreditation Committee for Graduate Studies, Department of Public Administration, University of Benghazi, by the decision of the Chairman of the Quality Assurance Center in the Eastern Province (No. 43 of 2019).
- Vice-Chairman of the Scientific Committee for the Entrepreneurship in Libya Conference, held on September 23-24, 2017, in Sousse, Libya.
- Chairman of the Crisis Management Conference, held on May 13-14, 2017, at Omar Al-Mukhtar University, Al-Bayda.
- Member of the Libyan Islamic Finance Association (2014-2015).

## REFERENCES

- Prof. Dr. Ali Zoubi, Faculty of Business, Ajloun National University, Jordan. Mobile: +962779662222.
- Prof. Dr. Jamal El-Din Ziadi, University of Sfax, Tunisia, Former Dean of the Faculty of Economics. Mobile: +21697935391 / +21625222391.
- Prof. Dr. Eltayeb Elgobbi, University of Sirte, Former President of the University of Sirte, Libya. Mobile: +218914987478.
- Prof. Dr. Abdel Qader Ayyad Amer, Former Dean of the Faculty of Economics, University of Benghazi, Libya. Mobile: +218913765166.
- Prof. Dr. Khaled Al-Khatib, Director General, Remah Center for Research and Development of Human Resources, Jordan. Mobile: +962799424774.
- Prof. Dr. Youssef Abu Fara, Dean, Faculty of Economics and Administrative Sciences, The Open University, Palestine. Mobile: +970594222244.
- Prof. Dr. Hakim El-Rubaie, Former Dean of the Faculty of Economics, University of Kufa, Iraq. Mobile: +971562656473.
- Prof. Dr. Wael Omran, Dean, Higher Institute of Administrative Sciences and Foreign Trade, New Cairo Academy, Egypt. Mobile: +201222479575.