



ISHAQ HACINI

CV

Faculty of Economic, Commercial
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Google scholar Profile:

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Researchgate Profile:

https://www.researchgate.net/profile/Ishaq_Hacini

EDUCATION

- * Academic Habilitation, specialty of Economics Sciences. Sidi BelAbbes University, Sidi BelAbbes, Algeria, January 2017.
- * PhD in finance from Tlemcen University, Algeria, 2015, Thesis Title: Determinants of bank efficiency: empirical evidence from Algeria.
- * MBA degree specialty of finance from Mu'tah University, Jordan in June 2010(accumulative average of 91.25%). Thesis Title: Selectivity, Market Timing and Investment Styles of Mutual Funds Managers in the Jordanian Context.
- * Bachelor of Economics, specialty of Money, Finance and Banks from University of Mascara, Algeria in June 2006.

EMPLOYMENT

- * Professor, Faculty of Economic, Commercial and Management Sciences, Mascara University since 2010.

TEACHING & SUPERVISION

❖ Post-Graduate

- * Supervised Ph.D Thesis: *The evolution of the function of human resources Management and its future perspectives the case of the Algerian economic enterprises.* Discussed in 2019
 - * Supervised Ph.D Thesis: *the methods of jobs description and the evaluation of competencies in the public sector from the habilitation logic to competency logic.* Discussed in 2019
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- * Supervised Ph.D Thesis: *The determination of jobs and competencies in the Islamic banks*
 - * Supervised Ph.D: *The Determinants of the capital structure in The Algerian private and public companies*
 - * Supervised Ph.D: *The liquidity risk management in Islamic and conventional banks in the North African countries*
 - * Supervised Ph.D: The effect of the company's governance on the financing decisions in the Algerian context
 - * Course: Research Methodology in Business, Financial Management

❖ **Graduate**

- * Financial engineering
- * Operation Management
- * Business Statistics And Research Methodology
- * SPSS Applications
- * Financial Management
- * Investment And Portfolio Management
- * Organizational And Work Psychology
- * Economic development finance
- * Supervisor and Examiner for numerous Master dissertations in Finance and Management.

PUBLICATIONS

- * MECHEROUR, M. E. A., & HACINI, I. (2019). LE ROLE D'EMPOWERMENT ET MARKETING RH DANS LE SOUTIEN DEL'INNOVATION ORGANISATIONNELLE CAS: ALGERIE TELECOM, MASCARA. *Revue Marocaine de Recherche en Management et Marketing*, 1(19), 368-388./ <https://revues.imist.ma/index.php?journal=REMAREM&page=issue&op=view&path%5B%5D=1154> / ISSN: 2028-5175
- * Dahou, K., Hacini, I., & Burgoyne, J. (2019). Knowledge management as a critical success factor in developing international companies' organizational learning capability. *Journal of Workplace Learning*, 31(1), 2-16
- * HACINI, I., & DAHOU, K. (2018). Comparison on Efficiency of Foreign and Domestic Banks Evidence from Algeria. *Journal of Banking and Financial Economics*, 2(10), 106-119.
- * DAHOU, K., & HACINI, I. (2018). Effect of human capital management on firm performance via Balanced Scorecard. *Management and Economics Review*, 3(1), 1-13. <http://mer.ase.ro/index.php/journal-content/current-issue>.
- * DAHOU, K., & HACINI, I. (2018). Successful Employee Empowerment: Major Determinants in the Jordanian Context. *Eurasian Journal of Business and Economics*, 11(21), 49-68, <http://www.ejbe.org/EJBE-2018-May-11-21.html>

- * MECHROUR, M., HACINI, I., & SEMMECHE, A. (2018). La Fonction Ressources Humaines Dans L'administration Publique Algérienne : État Des Lieux Et Essai De Prospective. *Al Bashaer Economic Journal*, 4(1), 367-382, <https://www.asjp.cerist.dz/en/PresentationRevue/196>.
- * HACINI, I., & DAHOU, K. (2018). The Evolution of the Algerian Banking System. *Management Dynamics in the Knowledge Economy*, 6(1), 145-166.
- * Boutheldja, H., Machrouf, M., & Hacini, I. (2017). Job analysis and description as a functional engineering tool – application of Self-Analysis with accompaniment. Vol 06, No 2, ISSN 2253-0142, E-ISSN 2602-5604. - (2017)، إ.حسيني، م.م. مشرور، ح. بوثلجة، ح. تحليل وتوصيف الوظائف كأحد آليات الهندسة الوظيفية - محاولة تطبيق لطريقة التحليل الذاتي بالمرافقة، مجلة (التنظيم و العمل، ردمد 2253-0142 / ردمد إلكتروني 2602-5604، المجلد 6، العدد 2.
- * Lazrag, N., Benhawa, Z., & Hacini, I. (2017). Professional Satisfaction and its role in organizational commitment. *Revue of business administration and economic studies*. Vol 05, pp.135-149, ISSN 2437-0525. - (2017)، نوال لزرق، زهور بن حواء، حسيني إسحاق (2017)، (الجلفة-، ردمد: 2437-0525، العدد 05، 149-135). الرضا الوظيفي ودوره في تحقيق الإلتزام التنظيمي، مجلة إدارة الأعمال والدراسات الإقتصادية، جامعة زيان عاشور- (الجلفة-، ردمد: 2437-0525، العدد 05، 149-135).
- * Hacini, I. & Kara, N. (2016). Financial Markets Efficiency in Maghreb Countries. *El Bachair Economic Revue*, Vol. 05, pp.163-176, ISSN: 2437-0932. - (حسيني، إ و قارة، ن (2016)، كفاءة الأسواق المالية لدول المغرب العربي، مجلة البشائر الإقتصادية، جامعة بشار، ردمد 2437-0932، العدد 05، 176-163).
- * Hacini, I. & Dhou, K. (2016). *Efficiency of the Algerian Banks in the Post Liberalization Period*, **Financial Studies**, 71(1), 90-106.
- * Hacini, I. & Dhou, K. (2016). *Mutual Fund's Performance*. **Revue Organization et Travail**, N7, Mascara. January 2016, ISSN 2253-0142. <http://revue-organisation-travail.yolasite.com>
- * Dahou, K. & Hacini, I. (2016). *Managing the Algerian National Banks' Human Capital to compete*. **Revue Maghrebine Management Des Organisations**, N1, Tlemcen. April 2016, ISSN 2437-09751.
- * Dahou, K. & Hacini, I. (2016). *Empowering Employees to Promote Organizational Learning*. **Revue Algérienne des Ressources Humaines**, N1, Mascara. April 2016, ISSN 2437-0991.
- * Dahou, K., Hacini, I. (2015). *The International Human Resources Management Policies For The Development Of The International Hotels' Organizational Learning Capability In Algeria*. **Mediterranean Journal of Social Sciences: Special Issue**, Vol.6, No.6, S.4, p. 26-37, ISSN 2039-9340 (print) & ISSN 2039-2117 (online).

- * Dahou, k., Hacini, I. & Benbouziane, M. (2015). *Organizational Learning and Market Orientation for Algerian SMEs Innovation: The Key for SMEs Competitiveness. Économie & Société / مجلة الاقتصاد و المجتمع*, Vol 11, N 11, pp. 109-130. <http://www.asjp.cerist.dz/en/article/1974>
- * Dahou, K., and Hacini, I, (2013), *la flexibilité de l'entreprise (Entreprise Flexibility)*, **Revue Economie & Mngement**, No 11, 79-88, ISSN 1112- 3525.<http://fseg.univ-lemcen.dz/>
- * Hacini, I., and Dahou. H, (2013), the Diversification Style of Investment Funds, *The Macrothème Review*, 2(1), 181-187.
- * Hacini, I., Dahou. K. B. & Bendiabdellah, A, (2012), Determinants of the intention to use internet banking, *Mediterranean Journal of Social Sciences*, 3 (5), 33- 41.
- * Hacini, I., Dahou, K. & Benbouziane, M, (2012), Investment Style of Jordanian Mutual Funds, *International Journal of Economic Sciences and Applied Research*, 5 (2), 113-127.
- * Dahou, K. B., Al-Adailah, R., & Hacini, I.,(2012), The role of information and communication technology in implementing a learning organization strategy, *Mediterranean Journal of Social Sciences*, 3(5), 173-180.
- * Dahou, K. B., Hacini, I. & Bendiabdellah, A., (2012), Competitive Intelligence: The strategic key factors of the companies' competitive edge, *Revue Organization & Travail*, ISSN 2253-0142, N°2, 47- 60.
- * Hacini, I., and Al-Ali, A, (2012), Selectivity, Market Timing and Investment Styles of Mutual Funds Managers in the Jordanian Context, *Mutah Journal Lil-Buhuth wad-Dirasat –Humanities and Social Sciences Series*, 27 (04), 9-33.
- * Al-adaileh, R., Dahou, K., & Hacini, I, (2012), The impact of knowledge conversion processes on implementing a learning organization strategy, *the Learning Organization, Emerald Group Publishing Limited*, 19 (6), 482- 496.

CONFERENCES

- * Hacini, I, Dahou, K., The Performance of Islamic and Conventional Banks During the Financial Crisis: Evidence From Algeria, Paper Presented at **2ND International Conference on Contemporary Issues in Business & Economics**, TOKAT GAZIOSMANPASA UNIVERSITY, Turkey, 04-05 October 2019. <http://iccibe.org/>
- * Hacini, I, Dahou, K., Selectivity and Market Timing of Mutual Funds: Empirical Evidence from Jordan, Paper Presented at **2ND International Conference on Contemporary Issues in Business & Economics**, TOKAT GAZIOSMANPASA UNIVERSITY, Turkey, 04-05 October 2019. <http://iccibe.org/>

* إسحاق حسيني، إستشراف وظيفة إدارة المواؤد البشرية في المؤسسات الإقتصادية العمومية الجزائرية، الملتقى الدولي الأول حول تطبيقات الإدارة الحديثة كتوجه إستراتيجي لبناء منظمة اعمال متميزة ، جامعة جيجل، 22-23 أكتوبر 2019

* إسحاق حسيني، سياسة التكوين المهني و التأهيل الحرفي كأليات لخلق العمل في الجزائر، الملتقى الوطني الثاني حول أليات و برامج التشغيل بالجزائر الواقع و الأفاق ، جامعة تسمسليت، 27 جوان 2019

* إسحاق حسيني ، دور أخلاقيات الأعمال و المسؤولية الإجتماعية في تحسين أداء الأفراد و المنظمات، المؤتمر الدولي الرابع عشر ،سلوكيات المواطنة و المسؤولية الإجتماعية لمنظمات الأعمال في الوطن العربي ، جامعة حسيبة بن بوعلي شلف، 28/27 نوفمبر 2018 .

* Dahou, K., Hacini, I, Toward A Women Entrepreneurship Success Factors Model, Paper Presented at **International Symposium on Economics, Finance and Econometrics, Bandirma University, Turkey, 06-07 December 2018**

* Dahou, K., Hacini, I, Empower Your Employees to Capitalize Your Organization's Knowledge, Paper Presented at **International Symposium on Economics, Finance and Econometrics, Bandirma University, Turkey, 06-07 December 2018.**

* إسحاق حسيني ، دور التسويق الداخلي في دعم الإبداع التنظيمي حالة اتصالات الجزائر، الملتقى الوطني السادس حول تسيير الموارد البشرية ، تسويق الموارد البشرية ، جامعة محمد خيضر بسكرة ، 13-14 مارس 2018 .

* إسحاق حسيني ، أثر التفاعل بين الحياة المهنية والشخصية على رفاهية الموارد البشرية، **ورقة مقدمة في اللقاء الوطني الخامس " التوفيق بين الحياة المهنية و الحياة الخاصة"**، مخبر تحليل و استشراف و تطوير الوظائف و الكفاءات، جامعة معسكر، 01 مارس 2018.

* إسحاق حسيني، "دور الإعتراف بالكفاءات الحرفية في الإرتقاء بمستويات التشغيل و دعم الصناعة السياحية في الجزائر" ، **ورقة مقدمة في الملتقى الوطني "سياسات التشغيل و التقليل من البطالة في الجزائر"**، جامعة الشاذلي بن جديد- الطارف-، 07 ديسمبر 2017.

* إسحاق حسيني ، "دور أنظمة المعلومات الإجتماعية في تحسين جودة التدقيق الإجتماعي" ، **ورقة مقدمة في الملتقى الوطني " المحاسبة و التدقيق كدعم لنحسين الإستثمار بالمؤسسات الجزائرية"**، جامعة يحي فارس- المدينة-، 02 ديسمبر 2017.

* Hacini, I., & Dahou, H, (2017). *Efficiency in Algerian Banking Industry: Domestic versus Foreign Banks*. Paper Presented at **The International Conference on Economic Research, Alanya University, Alanya, TURKEY, 20-21st October 2017.**

* دحو خضرة، حسيني إسحاق & بندي عبد الله عبد السلام " Being Entrepreneur: Be Market " **ورقة مقدمة في المؤتمر الدولي الأول "المقاولتية المستدامة بين إشكالية البقاء و حتمية الابتكار"** ، جامعة عبد الحفيظ بوصوف-ميلة-، 18-19 أفريل 2017

* حسيني إسحاق، دحو خضرة & قارة نصر الدين، كفاءة الأسواق المالية لدول المغرب العربي، ورقة مقدمة في مؤتمر الدولي الرابع " الابتكار و الريادة من أجل إستدامة الأعمال" ، المملكة الأردنية الهاشمية، 11-13 أبريل 2017.

- * Dahou, K., Hacini, I, Managing SMEs' Human Capital: The Key To Achieve And Sustain Competitive Advantage, Paper Presented at *The Fourth International Conference "Creativity and Entrepreneurship for Business Sustainability"* ,School of Business, Mutah University, Jordan, 11 – 13 April 2017 .
- * Hacini, I. & Dahou, K. Investment Style Of Jordanian Mutual Funds. Paper Presented at *The international Colloquium on The Emerging Financial Markets: Between the Traditional View and the Islamic Future*, 20 August 1955 University, Skikda, Algeria, November 17/18th, 2015.
- * Dahou, K., Hacini, I. The International Human Resources Management Policies For The Development Of The International Hotels' Organizational Learning Capability In Algeria. Paper Presented at the *The 5th International Conference on Human and Social Sciences ICHSS*, Rome, Italy, September 25/26th, 2015.
- * Dahou, k., Hacini, I. & Benbouziane, M. Organizational Learning and Market Orientation for Algerian SMEs Innovation: The Key for SMEs Competitiveness. Paper presented at the International Conference of "*The evaluation of the public policies: Optimizing the university missions and put the evaluation in service of research, innovation and talents training*". Abdelhamid Mehri University, Constantine 2, Constantine – Algeria. May 4/5th, 2015. http://www.univ-constantine2.dz/files/Resume_communication- conf GMES2015.pdf
- * Dahou, k., Hacini, I. & Bendiabdellah, A. Managing Algerian Banks' Human Capital to Compete. Paper presented at *The national workshop of "Contemporary challenges the Algerian Enterprise in a globalized market"*, LARMHO Laboratory workshop, Tlemcen University, Tlemcen - Algeria. April 23rd, 2015
- * Dahou, k., Hacini, I. & Bendiabdellah, A. Human capital management to achieve and sustain competitive advantage. Paper presented at *The International Colloquium of "Innovation, valuing of human resources and knowledge economy in the Maghreb countries: challenges and prospects"*, Abdelhamid BENBADIS University - Mostaganem - Algeria. February 22nd/23rd, 2015
- * Dahou, K & Hacini, I. *Invited Professorat the Fourth International Conference on Best Practices in Strategic Planning*, Ministry of Awqaf, Kuwait – Kuwait. February 2nd/4th, 2015.
- * Hacini I. & Dahou, K. Determinants of the intention to use internet banking. Paper presented at *The national Conference on Traditional electronic banking and the requirements of good positioning*, Oum El Bouaghi, Algeria. December 2/3rd, 2013.
- * Hacini, I. The diversification style of investments funds, *The Macrotheme Conference*, Paris, France, October 2012.

- * Dahou, K. & Hacini, I. Factors affecting effective implementation of an employee empowerment initiative – Jordanian commercial banks. Paper presented at the *International conference of the ISC Paris – School of Management: “Managing people and people in management”*. Paris – France. May 21/22nd, 2012.
- * Dahou, K. B, Hacini, I. & Bendiabdellah, A. Empowering Employees to promote organizational learning. Paper Presented at *the international seminar of the Faculty of economics and management sciences, Mascara University: “Evolution of work and skills and human resources function mutations”*. Mascara – Algeria. May 14/15th, 2012.
- * Hacini, I., Dahou. K. B., & Bendiabdellah, A, Determinants of the intention to use internet banking. Paper presented at the 2nd *International Conference on Human and Social Sciences ICHSS*, Tirana, Albania, March 2012.
- * Dahou, K. B., Al-Adailah, R., & Hacini, I. The role of information and communication technology in implementing a learning organization strategy. Paper presented at the *2nd International Conference on Human and Social Sciences ICHSS*, Tirana, Albania. March 23/24th, 2012.
- * Hacini, I, Dahou, K. B., & Bendiabdellah, A, Sustaining competitive advantage via organization’s innovation: The role of organizational learning and market orientation. Paper Presented at *the national colloquium of Globelics and ISGP: “Innovation for competitiveness and development: What prospect for a successful take off in Algeria”*. Algiers – Algeria, April 2012.

PROCEEDINGS & BOOKS

- * Hacini, I, Dahou, K., The Performance of Islamic and Conventional Banks During the Financial Crisis: Evidence From Algeria, Paper Presented at *2ND International Conference on Contemporary Issues in Business & Economics, TOKAT GAZIOSMANPASA UNIVERSITY, Turkey*, 04-05 October 2019. P 236-243. ISBN:978-605-184-188-5, SAGE Matbaacilik, Ankara, Turkey
- * Hacini, I, Dahou, K., Selectivity and Market Timing of Mutual Funds: Empirical Evidence from Jordan, Paper Presented at *2ND International Conference on Contemporary Issues in Business & Economics, TOKAT GAZIOSMANPASA UNIVERSITY, Turkey*, 04-05 October 2019. P 181-188. ISBN:978-605-184-188-5. SAGE Matbaacilik, Ankara, Turkey
- * Dahou, K., Hacini, (2018). *Toward A Women Entrepreneurship Success Factors Model. Proceedings Book. International Symposium on Economics, Finance and Econometrics*, Bandirma University, Turkey, 06-07 December 2018.P 385-393. ISBN: 978-605-82381-6-9.
- * Dahou, K., Hacini, (2018). *Empower Your Employees to Capitalize Your Organization’s Knowledge. Proceedings Book. International Symposium on Economics, Finance and Econometrics*, Bandirma University, Turkey, 06-07

December 2018.P 375-348. ISBN: 978-605-82381-6-9.

* بندي.ع ، ثابتي.ح، حسيني. إ، عرباش.ز & غزيل.م (2017) **مدخل إلى الهندسة الوظيفية**، دار صبحي للطباعة و النشر و التوزيع، غرداية، الجزائر، السداسي الأول، ردمك (ISBN) 978-9931-652-11-3

- * Hacini, I., & Dahou. H, (2017). *Efficiency in Algerian Banking Industry: Domestic versus Foreign Banks. Proceedings Book. International Conference on Economic Research, Alanya University, Alanya, TURKEY, 20-21st October 2017.* P 102-109. ISBN: 978-605-65814-7-2.
- * Dahou, K. B. & Hacini, I. (2015). *The International Human Resources Management Policies For The Development Of The International Hotels' Organizational Learning Capability In Algeria. The 5th International Conference on Human and Social Sciences ICHSS, Rome, Italy. 25/26, September 2015, Book of Proceedings*, p. 30, ISBN: 978-88-909163-28.
- * Dahou, K., Hacini, I. & Bendiabdellah, A. (2012). *Sustaining competitive advantage via organization's innovation: The role of organizational learning and market orientation. The national colloquium of Globelics and ISGP, Algiers, Algeria: "Innovation for competitiveness and development: What prospect for a successful take off in Algeria".* Algiers – Algeria. April 16/19th, 2012.
- * Hacini, I., Dahou. K. B. & Bendiabdellah, A. (2012). *Determinants of the intention to use internet banking. The 2nd International Conference on Human and Social Sciences ICHSS, Tirana, Albania. 23/24, March 2012, Book of Proceedings*, Vol.1, p. 30-38, ISBN. 978-1-634982-44-3.
- * Dahou, K. B., Al-Adailah, R., & Hacini, I. (2012). *The role of information and communication technology in implementing a learning organization strategy. The 2nd International Conference on Human and Social Sciences ICHSS, Tirana, Albania. 23/24, March 2012, Book of Proceedings*, Vol.1, p. 162-169, ISBN. 978-1-634982-44-3.

SCIENTIFIC VISITING TO UNIVERSITIES (TRAINEESHIP)

- * 2017, 17th October to 24th October, Soltan Mohamed El Fatih University, Istanbul, Turkey.
- * 2016, 28th October to 4th October, Business Faculty, Mu'tah University, Jordan
- * 2016, 28th May to 4th June, Business Faculty, Mu'tah University, Jordan.
- * 2015, 21st October to 29th October, Business Faculty, Ajloun University, Jordan.
- * 2015, 21st March to 4th April, Management School, Lancaster University, Lancaster, United Kingdom.
- * 2014, 7th October to 21st October, Management School, Lancaster University, Lancaster, United Kingdom.
- * 2013, 12th May to 2nd June, Management School, Lancaster University,

Lancaster, United Kingdom.

- * 2012, 15th to 26th October, Faculté des Sciences Économiques et Sociales de Lille 1, Lille, France.
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MEMBERSHIPS

- * رئيس اللقاء الوطني الخامس حول وظيفة الموارد البشرية " التوفيق بين الحياة المهنية و الحياة الخاصة" ، مخبر تحليل و استشراف و تطوير الوظائف و الكفاءات، جامعة معسكر، 01 مارس 2018.
 - * Organizing committee chairman of the 4th national conference" Functional engineering and human resources management" , Laboratoire d'analyse, de prospective et de développement des emplois et des compétences", University of Mascara, Algeria. March 2017.
 - * Organizing committee chairman of the 3rd national conference" Continuous training and competencies development" , Laboratoire d'analyse, de prospective et de développement des emplois et des compétences", University of Mascara, Algeria. March 2016.
 - * Member of the board of directors of the faculty of economics & management, university of Mascara, Algeria.
 - * Member of a Research laboratory " Laboratoire d'analyse, de prospective et de développement des emplois et des compétences", Mascara University, since 2013.
 - * Chief Editor of the journal "Revue Organisation & Travail".ISSN: 2253-0142/ E.ISSN: 2602-5604.
 - <https://www.asjp.cerist.dz/en/PresentationRevue/147>
 - <http://revue-organisation-travail.yolasite.com>.
 - * Member of the Scientific Committee of the Management Department.
 - * Member of MAGHTECH Network. <http://www.maghtech.net>
 - * Member of the editorial and Review board of International Journal of Innovative Srategical Social Resarch.
 - * Member of the editorial and Review board of International Journal of Social Academia
 - * Reviewer at Mediterranean Center of Social and Educational Sciences Research www.mcser.org .
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LANGUAGES

- * ARABIC
- * ENGLISH
- * FRENCH

PROFESSIONAL QUALIFICATION

- * Certificate of basics of pedagogical competencies for university lecturers, from faculty development center, Mu'tah University, 2010.
- * Certificate of skills and computer applications, from King Abdullah II Fund for Development (KAFD), 2010.
- * Mastery a set of statistical software: RATS, SPSS, EVIEWS, R, EXCEL.

WORKSHOPS

- * Dahou, k.,Hacini, I. & Bendiabdellah, A. (2015). *Managing Algerian Banks' Human Capital to Compete*. Paper presented at **Thenational workshop of "Contemporary challenges the Algerian Enterprise in a globalized market"**,LARMHO Laboratory workshop, Tlemcen University, Tlemcen - Algeria. April 23rd , 2015
- * Dahou, K & Hacini, I. (2015). *Project Management*. Presented by Khalil Assi. Workshop assisted at **The Fourth International Conference on Best Practices in Strategic Planning**, Ministry of Awqaf, Kuwait – Kuwait. February 2nd/4th, 2015

RESEARCH PROJECTS

- * *"Development of organizational learning capability and its impact on companies performance "*.A National Committee for Evaluation and Academic Research Programming (**CNEPRU.Comité National d'Evaluation et de Programmation de la Recherche Universitaire**) **Project**, Number **F01L02UN130120130045 (M02020120046). Period : 2013-2016**
- * *"Evolution des métiers de la fonction publique algérienne : Essai d'analyse rétrospective et prospective"*. A National Committee for Evaluation and Academic Research Programming (**CNEPRU.Comité National d'Evaluation et de**

Programmation de la Recherche Universitaire) **Project Number :**
F01L02UN290120150002., Period : 2016-2019