

Research Statement

My current research interests include Human Resources Management, Knowledge Management, Inter-organizational power relations and diversity issues within labor markets. My current research builds on my PhD thesis which aims at investigating the contribution of the HR function and practices to the knowledge management activities within management consultancies. Particularly, I am interested in looking at various stages of the employment cycle and how HR practices support knowledge sharing through direct interaction and IT mediums.

I am presently working on three major publications. The first paper tackles the literature of knowledge management and proposes theoretical contributions. Among others, the paper presents a model that aligns various knowledge concepts, knowledge management perspectives and subsequent strategies. Also, the article concludes with a model that identifies four distinctive knowledge management strategies. The second paper is empirical and assesses the knowledge management practices within the management consulting sector. The third article is also empirical and looks at the contribution of various HR practices to knowledge management within the consulting sector. All of those three articles are almost ready to publish, waiting to join an institute for affiliation purposes.

Based on the findings of case studies from my study, I am now focusing my research effort to study the effect of inter-organizational power relations on knowledge management activities. Moreover, I am diversifying my research through looking at the effects of the localization policies within the GCC area on national knowledge retention and spillover.

In addition to my PhD thesis, I have one published journal article that investigates the effect of smart buildings on personal and working behaviors. Also, I have several published refereed working and conference papers that target the academic community. Moreover, I have several magazine articles that aim to address the general public. All of those publications looked at issues in human resources management and knowledge management at organizational, national and international levels.

During my PhD studies, I have been intensively trained on quantitative and qualitative research methods. Both of those methods are utilized within my previous and current research. I have also designed and delivered the Management Research Practice module at the University of Leeds. The module utilized data from my own research to illustrate data gathering and analysis methods of both quantitative and qualitative research.

Please feel free to visit my personal website at www.hadielfarr.com. The website further illustrates my qualifications, experience, research interests and publications. Thank you for your time and looking forward to meeting you to further discuss my research plans.

Sincerely,

Hadi El Farr
PhD, MBA, PHR