

Abdelsalam Hamid
A'Sharqiyah University, Ibra, Oman
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Professional summary

Enthusiastic Assistant Professor in Supply chain and business with research, teaching, supervision and administration experience. Continually self-developing to offer innovative and inspiring curriculum implementation. Meticulous and methodical in approach to all tasks, guaranteeing high quality results in line with academic standards.

Work history.

Assistant Professor in Supply chain and logistics 09/2023 - Current

Department of Management, College of Business Administration, A'Sharqiyah University, Oman

- Developed multidisciplinary approaches to education, ensuring high-quality teaching, research and student experiences.
- Continued personal professional development by attending workshops and training, optimising knowledge to enhance course curriculum.
- Managed curriculum design and implementation, developing clear, concise learning methodologies through research and planning.
- Supported research projects, aiding academic progression and growth in line with demands.
- Managed challenging behavior effectively, reducing classroom incidents to maintain positive learning environments.
- Helped students to achieve target grades through continuous curricular support and motivation.
- Supported students with various learning difficulties to understand key concepts in core subjects.
- Delivered learning support on remote basis through Zoom and Google Classroom.

Researcher& Educator at Humanitarian Logistics and supply chain Institute HUMLOG 01/2022 –Step2023

Hanken School of Economics (currently associate researcher) – Helsinki, Usimaa

- Reviewed academic literature and prepared concise summaries.
- Accurately collated and summarized gathered information
- Used intelligence tools to synthesize research findings into high quality reports.
- Teaching at undergraduate & graduate level
- Interpreted data to analyze trends and progress investigations.
- Presented research findings with clear communication and data visualization skills.

Assistant Professor Assistant Professor in Supply chain and logistics 09/2019 - 07/2022

Department of logistics Management -International Maritime College Oman – Suhar, Oman

- Developed multidisciplinary approaches to education, ensuring high-quality teaching, research and student experiences.
- Continued personal professional development by attending workshops and training, optimising knowledge to enhance course curriculum.
- Managed curriculum design and implementation, developing clear, concise learning methodologies through research and planning.
- Supported research projects, aiding academic progression and growth in line with demands.
- Managed challenging behaviour effectively, reducing classroom incidents to maintain positive learning environments.
- Helped students to achieve target grades through continuous curricular support and motivation.

- Supported students with various learning difficulties to understand key concepts in core subjects.
- Delivered learning support on remote basis through Zoom and Google Classroom.

Assistant Professor- Marketing Department 04/2018 - 08/2019

Sudan University of Science and Technology – Khartoum, Sudan

- Worked closely with professors to support collaborative research for course progression.
- Developed multidisciplinary approaches to education, ensuring high-quality teaching, research and student experiences.
- Continued personal professional development by attending workshops and training, optimising knowledge to enhance course curriculum.
- Managed curriculum design and implementation, developing clear, concise learning methodologies through research and planning.
- Managed challenging behaviour effectively, reducing classroom incidents to maintain positive learning environments.
- Built confidence levels among students through empowerment practices.
- Increased meaningful class participation by proactively motivating students.

Head of Business Administration Department 05/2015 - 01/2019

Sudan University of Science and Technology – Khartoum, Sudan

- Maintained programme operating according to the university policies and Standards.
- Enforced fair and equitable disciplinary code to protect students and staff.
- Coordinated administrative and academic operations.
- Led and motivated teaching and support staff to continuously improve knowledge and abilities for optimum student education and support.
- Conferred with educators to identify current classroom concerns and diversify instructional strategies.
- Developed programme curriculum and courses complying with labour market/industry requirements.
- Strengthened community engagement strategies to boost programme outreach.
- Recruited and hired qualified staff to build successful education team.
- Hired and mentored well-qualified job applicants for teaching and support staff roles, boosting programme success.

Coordinator of Master of Science in Business 01/2015 - 01/2019

Sudan University of Science and Technology – Khartoum, Sudan

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- Planned the programme schedule and timetable
- Organised the programme activities during the academic year
- Coordinated and allocated resources for the programme, timelines and staffing requirements.
- Led and directed the programme to meet short- and long-term goals.
- Communicated and coordinated between staff and students.

Lecturer 08/2014 - 04/2018

Sudan University of Science and Technology – Khartoum, Sudan

- Lectured classes using exceptional communication techniques to enhance engagement.
- Served as primary subject lecturer, coordinating undergraduate and programmes for Marketing and Business students.
- Designed exams, assessments and course content, including lecture material and writing assignments.
- Organised educational activities and events to drive learning objectives and promote engagement.
- Developed and updated curriculum to reflect contemporary issues, topics and industry advancements.
- Engaged, motivated and inspired students to develop thirst for knowledge.
- Graded periodic exams, inputting marks and feedback onto computer system.
- Encouraged students to develop skills in reflection, critical thinking and analysis.
- Raised course attendance, retention and grades by overhauling previous course delivery.
- Advised students on academic paths, providing holistic support throughout degree learnings.

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Head of Studies and Research 08/2013 - 11/2015

Islamic Insurance Company Sudan – Khartoum, Sudan

- Tracked industry trends and advancements and integrated brought to the company table .
- Studied and reported on business environment change.
- Presented findings at company meetings.
- Developed recommendations for future plans of the company.
- Partnered with universities to incorporate scientific research into the company plans /strategies.
- Organised studies to investigate links between business factors and company performance.
- Reviewed previous strategic plans to identify gaps and improvement opportunities.

Teaching Assistant 01/2013 - 08/2013

Almughtaribeen University – Khartoum, Sudan

- Cultivated close working relationships with students, teaching staff and parents, working collaboratively to achieve exam success.
- Supervised students to maintain adherence with academic standards requirements.
- Participated in Continuous Professional Development opportunities to optimise teaching support capabilities.
- Performed administrative activities such as taking attendance, marking assignments and maintaining student records.
- Prepared positive, productive learning environments with engaging wall displays and effective resources.
- Tutored students individually and in small groups to reinforce learning concepts from core subjects.
- Developed and nurtured excellent relationships with students and staff, enhancing positive learning environments.
- Collaborated with teachers to devise and implement developmentally-appropriate lessons, aligning with university philosophies.
- Boosted academic achievement of special needs students through compassionate, considered individual tutoring.
- Organised extracurricular activities to drive social, emotional and intellectual development.
- Helped teachers with lesson plan development, class preparation and student mentoring.
- Organised and distributed learning materials, ensuring students received relevant homework, textbooks and classroom supplies.
- Prepared engaging, effective learning materials to boost stimulation and encourage further academic interest.

Customer Service Officer 11/2010 - 02/2012

Al Nile Bank for Trade and development – Al fashir, Sudan

- Offered detailed advice on product and service benefits.
- Recorded and processed customer data accurately.
- De-escalated objections and disputes professionally to maintain customer satisfaction.
- Answered and re-directed calls for swift resolution.
- Responded to customer queries and provided excellent customer service.
- Provided professional and helpful support to new and existing clients.
- Responded to and summarised customer complaints and feedback.
- Performed cashier duties, including balancing and end-of-day banking.
- Adhered strictly to policies and procedures for continued company compliance.
- Maintained excellent client satisfaction by providing in-depth support.
- Advised customers on availability, pricing and location of products.
- Offered current, accurate advice on optional solutions for concerns.
- Listened actively to offer accurate information and best solution to their needs.

Skills

- Self-motivated
- Applied research
- Research grants
- Data analysis
- Cross-functional team leadership
- Good communicator

Education

Doctor of Philosophy: Business administration- Supply Chain focus	02/2015 – 04/2018
Sudan University of Science and Technology - Sudan	
Master of Science: Business administration- Supply Chain focus	11/2011 – 05/2013
Sudan University of Science and Technology - Sudan	
Bachelor of Business Administration: Business Administration	04/2004 – 05/2008
Sudan University of Science and Technology - Sudan	

Publications and Research Output

- Abdul Rahman, N. S. F., Othman, M. K., Thai, V. V., Md. Hanafiah, R., & Hamid, A. A. (2023). The impact of contemporary socio-economic and technological factors on container terminal performance. *Arab Gulf Journal of Scientific Research*.
- Rahman, N. S. F. A., Lirn, T. C., Hamid, A. A., Al Kalbani, K.,(2023) Logistics Business Sustainability Incorporating National Logistics Strategy and Industry Revolution 4.0. *Operations and Supply Chain Management: An International Journal (OSCM) 16(3), 341-351*
- Rahman, N. S. F. A., Hamid, A. A., Lirn, T. C., Al Kalbani, K., & Sahin, B. (2022). The Adoption of Industry 4.0 Practices by the Logistics Industry: A Systematic REVIEW of the Gulf Region. *Cleaner Logistics and Supply Chain, 100085*.
- Rahman, N. S. F. A., Hamid, A. A., Sahin, B., Wang, M., & Islam, S. (2022). A New Human Capital Development Framework in Logistics and Supply Chain Incorporating Industry 4.0. *International Journal of Applied Logistics (IJAL), 12(1), 1-17*.
- Rahman, N. S. F. A., Hamid, A., Nur Hazwani Karim., Benayoune, A.,(2022) a proposed hybrid vuca theory and decision making for logistics enterprises in oman due to uncertainty contemporary factors. *International Journal of Business Performance and Supply Chain Modelling.Inpress*
- Hamid, A., Eshag, E. A., Alemu, A. E., & Yuruyen, U. M. (2022). The effects of transaction attribute on logistics performance: an empirical study on Sudanese Food and beverage Companies. *International Journal of Supply and Operations Management. Volume 9, Issue 3, pp. 264-280*
- Hamid, A. A., Yousif, A. A., Rahman, N. S. F. A., & Alshareef, S. D. (2021). supplier relationship management quality and marketing performance: does strategy matter?. *polish journal of management studies, 24(2)*.
- Sahin, B., Yazir, D., Hamid, A.A. and Abdul Rahman, N.S.F., 2021. Maritime Supply Chain Optimization by Using Fuzzy Goal Programming. *Algorithms, 14(8), p.234*.
- Hamid, A.A., Abdelkareem, M.A. and Alhamdany, S.N., 2020, November. Examining the Moderating effect of Market Turbulence between Supply Chain integration capabilities and Competitive Advantage of Sudanese Manufacturing companies. In 2020 2nd Annual International Conference on Information and Sciences (AiCIS) (pp. 203-212). IEEE.
- Hamid, A.A., Amsami, M. and Ibrahim, S.B.,2020. RELATIONSHIP between ethical corporate social responsibility and customer loyalty: the mediating role of customers'gratitude *Independent Journal of Management & Production 12 (7)*
- Hamid, A.A., Essa, E.A. and Abu Naseib, A.G., 2018. The mediating role of value co-creation on the relationship between structural supply chain orientation and marketing adaptiveness: a structural equation model. *International Journal of Supply Chain Management, 7(1), pp.112-128*.
- Hamid, A.A., Elhakem, A.A. and Ibrahim, S.B., 2017. Strategic, structural supply chain orientation and

operational adaptiveness. *Journal of Business Studies Quarterly*, 9(1), pp.2152-1034.

- Hamid, A.A., Ibrahim, S.B., Seesy, A.S. and Hasaballah, A.H.A., 2015. Interaction effect of perceived service quality and brand image on customer satisfaction. *Asian Journal of Management Sciences*, 3(10), pp.1-8.
- Ibrahim, S.B., Hamid, A.A., Babiker, B. and Ali, A.Y.S., 2015. Customer relationship management quality and customer loyalty: evidence from Sudanese bank customers. *Academic research international*, 6(1), p.252.
- Ibrahim, S.B. and Hamid, A.A., 2014. Supply chain management practices and supply chain performance effectiveness. *International Journal of Science and Research*, 3(8), pp.187-195.

Accepted Papers

- Rahman, N. S. F. A., Benayoune, A., Thai, V., Ali, I., Hamid, A.A., Challenges Of Adoption Digital Technologies in Logistics 4.0: A Holistic Study Using The Technological Determinism Theory. *Int. J. of Logistics Systems and Management*

Books

Alemu, A.E and Hamid, A.(2021)Introduction to Business Management.Edition1th Notion Press.

Chapters

- Hamid,A.A.and Abdul Rahman, N.S.F.(2022) Halal logistics and supply chain management in Asia, the West and the Middle East Recent Issues, Developments and Trends. Edition: 1th Publisher: **Routledge**.DOI: 10.4324/9781003223719-3
- Hamid,A.A.and Abdul Rahman, N.S.F.(2023) Air Freight, Air Travel and COVID-19: Implications and Directionsfor the Gulf Region. Edition: 1th Publisher: **Routledge** [10.4324/9781003379461-18](https://doi.org/10.4324/9781003379461-18)
- Hamid, A. A., & Alemu, A. E. Technology and Halal Retailing Sector: Digital Transactions and What Is New?. In *Technologies and Trends in the Halal Industry* (pp. 221-232). Routledge. <http://dx.doi.org/10.4324/9781003368519-19>
- Alemu, A. E., & Hamid, A. A. The COVID-19 Pandemic: How Halal Tourism Operators Utilize Technology of Recovery. In *Technologies and Trends in the Halal Industry* (pp. 235-245). Routledge. <http://dx.doi.org/10.4324/9781003368519-21>
- Alemu, A. E., & Hamid, A. A. (2024). Rebranding in the Airline Companies After the Pandemic. *Corporate Branding in Logistics and Transportation: Recent Developments and Emerging Issues*. <http://dx.doi.org/10.4324/9781003356882-14>
- Shahda, E., Hamid, A. A., & Battour, M. (2023, May). The Effects of Public Service Motivation on Employees' Intention to Stay. In *International Conference on Business and Technology* (pp. 240-247). Cham: Springer Nature Switzerland. http://dx.doi.org/10.1007/978-3-031-54009-7_22
- Alemu, A. E., & Hamid, A. A. (2023, May). The Rich Poor: Weakly Managed Agri-Food Supply Chains in Three Selected East African Countries. In *International Conference on Business and Technology* (pp. 490-502). Cham: Springer Nature Switzerland. http://dx.doi.org/10.1007/978-3-031-54019-6_45

Under Review chapters:

- AI and Business Sustainability

Conferences

- Shahda, E., Hamid, A. A., & Battour, M. (2023, May). The Effects of Public Service Motivation on Employees' Intention to Stay. In *International Conference on Business and Technology* (pp. 240-247). Cham: Springer Nature Switzerland. http://dx.doi.org/10.1007/978-3-031-54009-7_22
- Alemu, A. E., & Hamid, A. A. (2023, May). The Rich Poor: Weakly Managed Agri-Food Supply Chains in Three Selected East African Countries. In *International Conference on Business and Technology* (pp. 490-502). Cham: Springer Nature Switzerland. http://dx.doi.org/10.1007/978-3-031-54019-6_45
- Raed Awashreh and Abdelsalam Adam (2024) A proposed framework for predicting the psychological determinants of youth entrepreneurship success: Gulf region perspective, **2nd International**

Conference on Economics, Business and Sustainability (ICEBS 2024)

-
- HNPW 2023 The HERoS Project - COVID19 Health Emergency Response in Interconnected Systems. Geneva, Swizerland 20-20 April, 2023.
- Hamid, A A., Sigala, I., Comes, T and Kovács, G. (2022) the economic Impact of covid-19. COVID-19 & Vaccination session. Euro-hope, Istanbul.
- Hamid, A A. Humanitarian and healthcare operations: challenges and way forward. session Chair. EURO 2022, AALTO University Finland 3-6 July
- Hamid, A.A., Al Shammakhi, A.B. and Abdul Rahman, N.S.F., and Al-Sariri, (2021) The Australian Maritime Logistics Research Network (AMLRN) 2021 Symposium Thursday, 2 December 2021
- Hamid A.A., (2020) The Australian Maritime Logistics Research Network (AMLRN) Symposium, RMIT University, Melbourne, Australia Thursday, December 10th 2020
- Abdelsalam Adam Hamid., Maisoon Ali Abdelkareem and Saba Noori Alhamdany (2020). Examining the Moderating effect of Market Turbulence between Supply Chain integration capabilities and Competitive Advantage of Sudanese Manufacturing companies Second International Conference on Information and Science -24-25 November 2020
- Customers Motivations To Adopting Telephone Banking Technology- 7th Islamic Marketing conference (GIMAC7) Casablanca, Morocco May 4 – 6, 2016
- Entrepreneurship & Responsible Business conference Khartoum – Sudan- October 2015

Research funding and grants

		Duration	sponser	Type of grant	Role	status
1	The effects of digital technologies on jobs and skills: Case study of logistics companies in Oman	2020 - 2021	International Maritime College Oman (IMCO) (OMR 2,000)	IMCO's Internal Research Grant	Co-Investigator	Awardede/on progress
2	Development of Dynamic Strategic Framework by Integrating the Industrial Revolution 4.0 and the Sultan of Oman Logistics Strategy 2040 Perspectives: Oman Logistics Sector	2020 - 2021	International Maritime College Oman (IMCO) (OMR 2,000)	IMCO's Internal Research Grant	Co-Investigator	Awardede/Completed
3	Development of Dynamic Strategic Framework by Integrating the Industrial Revolution 4.0 and the Sultan of Oman Logistics Strategy 2040 Perspectives: Oman Logistics Sector	2020-2022	Ministry of Higher Education, Research and Innovation, Oman. (OMR 15,000)	National - The Research Council Grant	Co-Investigator	Awardede/Completed
4	Air Freight and Coronavirus: Resilience, Consequences and	2021-2022	International Maritime College Oman (IMCO) (OMR 1300)	internal	Principal Investigator	Awardede/on progress
	Recovery Process - A study on Oman Air Freight, International maritime college oman					

5	assess the impact of COVID19 in SME logistics companies and intends to establish a resilient mitigation framework		International Maritime College Oman (IMCO) (OMR 1200)	internal	Investigator	Awardede/ Completed
6	Digitalization impact on skills & training the case of Oman.		National – The Research Council Grant	external	Co-Investigator	Awardede/ Completed

Projects Funded by European Commission

Researcher in HERoS Project - Health Emergency Response in Interconnected Systems.

Projects Funded by the Research Council of Norway

Researcher in DigCBA digital cash-based assistance Project

Training and Workshops

- Internal auditor for ISO 9001 2008 (AIPS) American Institute of Professional Studies
- Data Analysis in R Vrije University Amsterdam, 3 credit hours. January 2013.
- Pedagogical Studies -Learning Design Course 3 credit hours. Hanken School of economics 30 Dec 2022
- Theoretical and practical guide to the Proposal Writing of Horizon Europe projects. 2022, *European Fund Management Consulting* www.efmc.eu
- HNPW 2022 The HERoS Project - COVID19 Health Emergency Response in Interconnected Systems. Geneva, Switzerland 20-20 May 2022.
- Diploma in warehouse Management- Alison august 2021.
- Optimize Supply Chains with Analysis in Google Sheets, Coursera, July 2021.
- Workshop of Assessment and Moderation, International Maritime College Sultanate Oman. 26 Oct 2019.
- Intellectual property and Research Ethics, International Maritime College Sultanate Oman October 2019.
- Capacity building program on developing business Counselors for the growth of MSMEs-organized by UNDP-august 2017.
- Organizing Workshops and Conference-Sudan university of Science & Technology, July 2017.
- PhD. Winter Academy(Foundation and the future of inventory Control, Entrepreneurial/innovative Supply chain, Mathematics of facility location)-Kuala Lumpur –Malaysia. January 2017.
- Writing a research proposal in human science for funding-ministry of Higher Education and Scientific-October 2010
- Basic training course for developing the professional performance of the university professor-Sudan University of Science & Technology 2015
- Research Methodology Course –University of Technology Malaysia-Held in Sudan 2016
- Smart Class Room –Team Model- Electronic Teaching& Education
- Entrepreneurship (Business Start-Up) – British Council - 2016
- Quality Management system Lead Team Auditor
- Marketing Planning-2015
- Attended Workshop on entrepreneurship curricula review workshop on Sunday 13th of March 2016
- Computer Courses: Dos, Microsoft office, SPSS
- English course Diploma of English (Cambridge institute)2010.

Other & Memberships

- Member of the committee of 3rd Research and Innovation Seminar (virtually) in March 2021, International Maritime College Sultanate Oman,
- College Research consultancy Committee, International Maritime College Sultanate Oman, from September 2019 till July 2022.
- Member of the policy on policy committee, International Maritime College Sultanate Oman, 2020.
- Member of the university senate (SUST), May/2015 and up to January 2019.
- College research council member, College of Business Studies (SUST) May/2015 and up to January 2019.

- College council member, College of Business Studies (SUST) May/2015 and up January 2019.
- Head of Committee of developing a proposal for Accreditation, College of Business Studies, January 2019.
- Member of the committee of quality, College of Business Studies from August 2017 till January 2019.

Program Development and Review

- Reviewer for Bachelor and Diploma Degree in logistics and supply Chain 2021- **College of Business Administration, A'Sharqiyah University, Oman.**
- Member of Development Doctor of business administration (DBA) committee Sudan University of Science and Technology.
- Member of Development BS.C (Honor) in business administration committee Sudan University of Science and Technology.
- Member of Development BS.C (Honor) in marketing committee Sudan University of Science and Technology.
- Member of Development BS.C (Honor) in business administration committee Sudan International University.
- Member of Development BS.C (Honor) in business administration committee Alsalam University.
- Member of Development MS.C in marketing committee Sudan University of Science and Technology
- Head of Development Higher diploma in business committee Sudan University of Science and Technology
- Member of Development Higher diploma in Marketing committee Sudan University of Science and Technology

Journal Review

- Reviewer for Asia Pacific Journal of Marketing and Logistics
- Reviewer for Journal of Sustainability
- Reviewer for Iranian Journal of Management Studies
- Reviewer for International Business & Economics Studies

Research supervision

Ph.D. - Co-supervisor

	Candidate Name	Thesis Title	Status
1	Nusieba Azzam	The Mediating Role of Responsiveness on the Relationship between Supply Chain Integration and Operational Performance: the moderating effect of technological capabilities.	Graduated
2	Nahid Ahmed Mohmed Elameen	The Mediating Role of innovative supply chain practices on Relationship Between supply chain dynamic capabilities and sustainable supply chain performance: The Moderating Effect of supply chain flexibility In Sudanese Manufacturing Companies	Ongoing
3	Mushtaha Mohamed	Experiential marketing and loyalty.(Graduated)	Graduated
4	Rihab Ali Ibrahiem	Entrepreneurial Orientation and Sustainable performance: the mediating role of Dynamic Capabilities moderating effect of strategic Flexibility.(Graduated)	Graduated
5	Mohamed Basheer	Women Entrepreneurship and Social innovation	Graduated
6	Rogia Obied	Innovative Culture and service performance, the moderating role of organizational Silence .(Graduated)	Graduated
7	Mohamed abd ulla	Societal marketing and switching intention: the mediating role of customer attitude	Ongoing
8	Byan Suliman	Strategic orientation and brand performance: the mediating role of social performance	Ongoing
9	Raga Ibrahim	Knowledge sharing, human capital and performance excellence: the role of cooperative environment.	Graduated

(MSc)-Main supervisor

	Candidate Name	Thesis Title	
1	Mohamed Abdelrahman Omran	The moderating role of organization adaptiveness on the relationship between organizational capabilities and Competitive advantages	Graduated
2	Nadia Mohamed Fadullah	Impact of emotional intelligence on innovative performance: the mediating role of	Graduated
3	Mohamed Hagou	The mediating role of organizational isolation on the relationship between organizational silence and the intention to leaving	Graduated
4	Fatima Sir Elkhatim	The internal market orientation, Satisfaction and employees	Graduated

		intention to stay	
5	Mohamed abdElhay	OCB and internal brand image: the role of psychological property	Graduated
6	Abeer Salih	HR technology and performance: the moderating role technological experience	Graduated
7	Omima adam	Innovative HR and employees involvement and BCB	Graduated
8	Swar Aldahab Khaliel	Suppliers Relationship quality and Marketing performance: the Mediating role of Responsiveness.	Graduated
9	Abdullah Ahmed	Factors effect on Knowledge Sharing Intention	Graduated
10	Fatima Ahmed	Dynamic Capabilities and business agility	

Online Teaching

Year	Course title	Platform
2022-2023	Organising for the Sustainable Development Goals (SDGs)	https://www.futurelearn.com/
2022-2023	Health Emergency Response to a Pandemic: An Integrated Social Science Perspective	https://www.futurelearn.com/
		https://www.futurelearn.com/profiles/18834525

References:

- Assoc. Prof. Dr. Noorul Shaiful Fitri Bin Abdul Rahman, Head of Department Logistics Management International Maritime College Oman. E-mail: nsfitri2107@gmail.com
- Assoc. Prof. Dr. Abebe Ejigu Alemu. Associate Professor, at International Maritime College Oman. E-mail: abebe@imco.edu.om
- Dr.Amin Maghsoudi,PI of DigCBA project, Hanken School of Economics. HUMLOG Institute.E-mail: amin.maghsoudi@hanken.fi