

## **BILAL AFSAR**

**Phone:** +923361569586

**E-mail:** bilalafsar@hu.edu.pk

### **OBJECTIVE**

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To be part of dynamic, competitive, and friendly environment where I can excel to the maximum of my potential. To be at a place where I can grow professionally and ameliorate my potentials up to maximum. Working in a competitive and encouraging milieu that utilizes and develop my leadership and interpersonal skills to utmost. To work in a team as well as individually in order to achieve organizational goals as well as attain self-satisfaction.

### **WORK EXPERIENCE**

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**Nov 2020 to date** **Hazara University Mansehra Pakistan**

*Associate Professor (Department of Management Science)*

Teaching courses to BBA, MS and PhD classes.

Supervising research of MS and PhD scholars.

Successfully supervised research of 40 MS students.

Successfully supervised research work of 5 PhD students.

PhD Coordinator.

**Jan 2016 to Nov 2020** **Hazara University Mansehra Pakistan**

*Assistant Professor (Department of Management Science)*

Teaching courses to MS and PhD classes.

Supervising research of MS and PhD scholars.

**Feb 2016 to Nov 2017** **Hazara University Mansehra Pakistan**

*Additional Director (Office for Research, Innovation, and Commercialization)*

Enhancing research culture and Promoting inter/cross disciplinary research

Building university – industry linkages

Inculcating entrepreneurship among researchers

Generating intellectual property through research, innovation, and commercialization

Establishing linkages with other universities.

**Dec 2012 to Dec 2013 Asian Institute of Technology, Bangkok.**

***Research Associate (School of Management)***

Taught Innovation Management to students of MBA-II.

Taught Advanced Strategic Management to Culture Exchange Students from France, Germany, Australia and Portugal.

**Nov 2014 to Dec 2015 Asian Institute of Technology, Bangkok.**

***Quality Assurance Manager (AIT Consulting)***

Reviewed and maintained chronological record of AIT Consulting documentation such as Project Proposals, Reports, Technical documents, records and any correspondence to the client in respect of formatting, language and appropriateness.

Ensured that all document control activities were carried out in accordance with AITC policy and regulatory requirements.

Provided support and assistance in implementation of Quality Management System in AITC.

Conducted the planning and development of the master plan for AIT rehabilitation.

Organized the Effective Bridge Management training (July 2014), Bangkok, Thailand.

Conducted the Project Procurement Related Review (Asset Inspection) for ADB projects in Sri Lanka.

Conducted the Project Procurement Related Review (Asset Inspection) for ADB projects in Laos.

Resource person for the Leadership trainings (Feb-Mar, 2015) conducted by AIT Extension.

**Nov 2007-Aug 2012 Hazara University Mansehra, Pakistan.**

***Lecturer (Dept. of Management Sciences)***

To train and equip students with necessary management skills.

Taught course of HRM, Innovation Management and Performance Management to the students of MS.

Organized a number of seminars, training programs and conferences.

**Sep 2006- Nov 2007**

**COMSATS, Abbottabad, Pakistan.**

***Research Associate***

Conducted research on customer loyalty in the banking sector of Pakistan.

Conducted research on talent management and impact of downsizing on organizational culture and innovative behaviour.

## **EDUCATION**

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**Aug 2012 to Aug 2015 Asian Institute of Technology, Bangkok.**

***PhD (School of Management)***

CGPA 3.89/4.0

Research: Transformational Leadership and Innovation Management.

**Sep 2006 to Sep2009**      **COMSATS University Abbottabad, Pakistan.**  
*MS (Management Sciences)*

- CGPA 3.55/4.0

**Mar 2002 to Mar 2006**      **COMSATS University Abbottabad, Pakistan.**  
*BS (IT)*

- **University's Silver Medalist**
- CGPA 3.52/4.0(84%)

## **PROFILE**

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- **“Best Young Researcher”** award by Higher Education Commission, Pakistan in 2019.
- I am among the **“top 2 per cent of the most-cited scientists”** in business education field according to a list released by the Stanford University. It can be accessed at this link:  
<https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000918>.  
The report prepared by experts at Stanford University has listed over 100,000 Scientists, whose published research manuscripts have accelerated progress in their respective fields and influenced the productivity of other researcher's work as well.
- Throughout recipient of Academic Excellence Scholarship.
- University Silver Medal in undergrad studies.
- Resource person for Leadership trainings.
- Enthusiastic learner who quickly grasps concepts and technical skills.
- Articulate and persuasive in dealing with peers, staff and top management.

## **AWARDS**

- **Higher Education Commission, Best Young Research Scholar Award 2017**
- **University Silver Medal in BS program.**
- **Best Researcher Award, AIT Research Exhibition, 2014**
- **Winner of Academic Olympiad, AIT, 2015**

## SEMINARS ORGANIZED

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- Conducted one week professional development training program as a Resource Person for senior and middle level managers on ***“Effective Leadership and Execution: Improving the Ability to Execute”*** from 14-18 October, 2013 in Asian Institute of Technology (AIT), Bangkok Thailand (*The main objective of this training program was to enhance skills and practical strategies necessary to be highly effective managers*).
- Resource Person of one day seminar on ***“Laws of Leadership”*** at University of Haripur on 28 Oct 2015. The main objective was to equip the audience with the leadership skills.
- Organized 5 days ***General Management & Leadership*** professional development training program in Asian Institute of Technology (AIT) Bangkok, Thailand (2015) for the senior managerial level to help them in building their general management & leadership skills and to enhance their knowledge.
- Organized one day training program on ***“Enhancing Human Productivity and Quality through Management Skills”*** in Collaboration with NPO, Ministry of Industries and PNAC on Feb 21, 2008.
- Organized one day training program on ***“Productivity Improvement through Kaizen Management”*** in Collaboration with NPO, Ministry of Industries and PNAC on Jan 27, 2009.
- Organized one day training program on ***“5S Good House Keeping Japanese Best Practices”*** in Collaboration with NPO, Ministry of Industries and PNAC on July 07, 2009.
- Organized one day training program by ICIL Business Training on Information Security Implementation and Management at Hazara University.

## PUBLICATIONS

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Scopus citation = 5783

Web of Science citations = 3648

Google scholar citations = 7195

ResearchGate profile: [https://www.researchgate.net/profile/Bilal\\_Afsar](https://www.researchgate.net/profile/Bilal_Afsar)

ORCID = <https://orcid.org/0000-0002-7718-0690>

Scopus ID = <https://www.scopus.com/authid/detail.uri?authorId=56400641800>

H-index = 36

I-index = 59

## List of publications in SSCI impact factor journals

S. No	Year	Title
1	2020	Shah, S. I., Shahjehan, A., <b>Afsar, B.</b> , Afridi, S. A., & Saeed, B. B. (2020). The dynamics of leader technical competence, subordinate learning, and innovative work behaviors in high-tech, knowledge-based industry. <i>Economic Research-Ekonomska Istraživanja</i> , 33(1), 623-638.
2	2019	<b>Afsar, B.</b> , Shahjehan, A., Shah, S. I., & Wajid, A. (2019). The mediating role of transformational leadership in the relationship between cultural intelligence and employee voice behavior: A case of hotel employees. <i>International Journal of Intercultural Relations</i> , 69, 66-75.
3	2019	<b>Afsar, B.</b> , Masood, M., & Umrani, W. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. <i>Personnel Review</i> , 48(5), 1186-1208.
4	2019	Shahjehan, A., <b>Afsar, B.</b> , & Shah, S. I. (2019). Is organizational commitment-job satisfaction relationship necessary for organizational commitment-citizenship behavior relationships? A Meta-Analytical Necessary Condition Analysis. <i>Economic Research-Ekonomska Istraživanja</i> , 32(1), 2657-2679.
5	2019	<b>Afsar, B.</b> , Shahjehan, A., Afridi, S. A., Shah, S. I., Saeed, B. B., & Hafeez, S. (2019). How moral efficacy and moral attentiveness moderate the effect of abusive supervision on moral courage?. <i>Economic research-Ekonomska istraživanja</i> , 32(1), 3437-3456.
6	2019	<b>Afsar, B.</b> , Bibi, A., & Umrani, W. (2019). Strategic HRM and environmental performance: The role of corporate environmental policies and employee's eco-initiatives. <i>European Journal of International Management</i> . DOI: 10.1504/EJIM.2020.10021256
7	2019	<b>Afsar, B.</b> , & Umrani, W. (2019). Transformational leadership and innovative work behavior: The role of motivation to learn, task complexity, and innovation climate. <i>European Journal of Innovation Management</i> , 23(3), 402-428.
8	2019	Maqsoom, A., Safdar, U. & <b>Afsar, B.</b> (2018). Intrinsic Psychosocial Stressors and Construction Worker Productivity: Impact of Employee Age and Industry Experience. <i>Economic Research-Ekonomska Istraživanja</i> . 31(1), 1880-1902.
9	2020	<b>Afsar, B.</b> , & Umrani, W. A. (2020). Corporate social responsibility and pro-environmental behavior at workplace: The role of moral reflectiveness, coworker advocacy, and environmental commitment. <i>Corporate Social Responsibility and Environmental Management</i> , 27(1), 109-125.
10	2020	<b>Afsar, B.</b> , Maqsoom, A., Shahjehan, A., Afridi, S. A., Nawaz, A., & Fazliani, H. (2020). Responsible leadership and employee's pro-environmental behavior: The role of organizational commitment, green shared vision, and internal environmental locus of control. <i>Corporate Social Responsibility and Environmental Management</i> , 27(1), 297-312.
11	2018	<b>Afsar, B.</b> , Cheema, S., & Javed, F. (2018). Activating Employee's Pro-Environmental Behaviors: The Role of CSR, Organizational Identification, and Environmentally Specific Servant Leadership. <i>Corporate Social Responsibility and Environmental Management</i> . 25(5), 904-911.
12	2018	<b>Afsar, B.</b> , Shahjehan, A., Cheema, S., & Javed, F. (2018). Effect of perceiving a calling on nurses' organizational commitment, organizational citizenship behavior, and job stress: The mediating role of career commitment and the moderating role of living a calling. <i>Journal of Transcultural Nursing</i> , 29(6), 540-547.
13	2018	Saeed, B. B., <b>Afsar, B.</b> , Cheema, S., & Javed, F. (2018). Leader-member exchange and innovative work behavior: The role of creative process engagement, core self-evaluation, and domain knowledge. <i>European Journal of Innovation Management</i> . 22(1), 105-124.
14	2018	Shah, S. I., Shahjehan, A., & <b>Afsar, B.</b> (2019). Determinants of Entrepreneurial University Culture Under Unfavorable Conditions: Findings from a Developing Country. <i>Higher Education Policy</i> , 32(2), 249-271.
15	2018	Megeirhi, H. A., Kilic, H., Avci, T., <b>Afsar, B.</b> , & Abubakar, A. M. (2018). Does team psychological capital moderate the relationship between authentic leadership and negative outcomes: an investigation in the hospitality industry. <i>Economic Research-Ekonomska Istraživanja</i> , 31(1), 927-945.
16	2018	<b>Afsar, B.</b> , Shahjehan, A., & Shah, S. I. (2018). Frontline employees' high-performance work practices, trust in supervisor, job-embeddedness and turnover intentions in hospitality industry. <i>International Journal of Contemporary Hospitality Management</i> , 30(3), 1436-1452.
17	2018	Saeed, B. <b>Afsar, B.</b> , Shajehan, A. & Shah, S.I. (2018). Transformational leadership, intrinsic

motivation, psychological empowerment, creative process engagement, and innovative work behavior. *Economic Research-Ekonomska Istraživanja*. 32(1), 254-281.

- 18 2018 **Afsar, B.**, & Shahjehan, A. (2018). Linking ethical leadership and moral voice: The effects of moral efficacy, trust in leader, and leader-follower value congruence. *Leadership & Organization Development Journal*. 39(6), 775-793.
- 19 2018 Afsar, B., & Masood, M. (2018). Transformational leadership, creative self-efficacy, trust in supervisor, uncertainty avoidance, and innovative work behavior of nurses. *The Journal of Applied Behavioral Science*, 54(1), 36-61.
- 20 2018 Masood, M., & **Afsar, B.** (2017). Transformational leadership and innovative work behavior among nursing staff. *Nursing Inquiry*, 24(4), e12188.
- 21 2018 **Afsar, B.**, Cheema, S., & Bin Saeed, B. (2018). Do nurses display innovative work behavior when their values match with hospitals' values?. *European Journal of Innovation Management*, 21(1), 157-171.
- 22 2018 Dost, M., Arshad, M., & **Afsar, B.** (2018). The Influence of Entrepreneurial Orientation on Types of Process Innovation Capabilities and Moderating Role of Social Capital. *Entrepreneurship Research Journal*, 8(4), 1-15.
- 23 2018 Saeed, B.B., **Afsar, B.**, & Hafiz, S. (2018). Green Human Resource Management practices and employee pro-environmental behavior. *Corporate Social Responsibility and Environmental Management*. 26(2), 424-438.
- 24 2017 **Afsar, B.**, Badir, Y. F., Saeed, B. B., & Hafeez, S. (2017). Transformational and transactional leadership and employee's entrepreneurial behavior in knowledge-intensive industries. *The International Journal of Human Resource Management*, 28 (2), 307-322.
- 25 2017 Van Minh, N., Badir, Y. F., Quang, N. N., & **Afsar, B.** (2017). The impact of leaders' technical competence on employees' innovation and learning. *Journal of Engineering and Technology Management*, 44, 44-57.  
<https://doi.org/10.1016/j.jengtecman.2017.03.003>
- 27 2016 **Afsar, B.**, Badir, Y., & Kiani, U. S. (2016). Linking spiritual leadership and employee pro-environmental behavior: The influence of workplace spirituality, intrinsic motivation, and environmental passion. *Journal of Environmental Psychology*, 45, 79-88.
- 28 2014 **Afsar, B.**, F. Badir, Y., & Bin Saeed, B. (2014). Transformational leadership and innovative work behavior. *Industrial Management & Data Systems*, 114(8), 1270-1300.
- 29 2010 **Afsar, B.**, Rehman, Z. U., & Shahjehan, A. (2010). Determinants of customer loyalty in the banking sector: The case of Pakistan. *African Journal of Business Management*, 4(6), 1040-1047.
- 30 2010 Shahjehan, A., & **Afsar, B.** (2010). Performance management systems: A comparative analysis. *African Journal of Business Management*, 4(9), 1856-1862.
- 31 2020 Shahjehan, A., Shah, S. I., & **Afsar, B.** (2020). The moderating effect of defensive voice belief on the curvilinear relationship between organizational identification and voice behavior in the hospitality industry. *Current Psychology*. DOI: <https://doi.org/10.1007/s12144-020-00768-3>
- 32 2021 Ghazali, B.M., & **Afsar, B.** (2021). Investigating the mechanism linking task conflict with employees' innovative work behavior. *International Journal of Conflict Management*.
- 33 2020 **Afsar, B.**, AlGhazali, B. Cheema, S. & Javed, F. (2020). Cultural intelligence and innovative work behavior: The role of work engagement and interpersonal trust. *European Journal of Innovation Management*. DOI: 10.1108/EJIM-01-2020-0008
- 34 2020 Shah, S. I., **Afsar, B.**, & Shahjehan, A. (2021). Unique Contextual Conditions Affecting Coworker Knowledge Sharing and Employee Innovative Work Behaviors. *Journal of Work and Organizational Psychology*, 36(2), 125-134.
- 35 2021 Rashid, R., Badir, Y., Tariq, A., & **Afsar, B.** (2020). The role of product lines in determining the degree and speed of integration: Evidence from the pharmaceutical MNCs in cross-border acquisitions. *European Journal of International Management*.
- 36 2021 Shah, I., Shahjehan, A, & **Afsar, B.** (2021). Leading Machiavellians On the Road to Better Organizational Behavior. *Personnel Review*.
- 37 2021 Afridi, S., Shahjehan, A., **Afsar, B.**, Maqsood, H., & Khan, W. (2021). Generativity and green purchasing behavior: Moderating role of man-nature orientation and perceived behavioral control. *Sage Open*.
- 38 2022 Qureshi, N. A., & **Afsar, B.** (2021). Modelling an Environmental Context for Collaborative Research Productivity: Perceptions about Knowledge Sharing from Pakistani Universities. *International Journal of Knowledge and Learning*.
- 39 2020 Bibi, A., & **Afsar, B.** (2020). Behavioural courage and its effect on innovative work behaviour of public sector employees: the role of managerial position and gender. *International Journal of Public Sector Performance Management*, 6(1), 124-142.

- 40 2023 Afridi, S. A., **Afsar, B.**, Shahjehan, A., Khan, W., Rehman, Z. U., & Khan, M. A. (2023). Impact of corporate social responsibility attributions on employee's extra-role behaviors: Moderating role of ethical corporate identity and interpersonal trust. *Corporate Social Responsibility and Environmental Management*, 30(2), 991-1004.
- 41 2023 Kvasničková Stanislavská, L., Pilař, L., Fridrich, M., Kvasnička, R., Pilařová, L., **Afsar, B.**, & Gorton, M. (2023). Sustainability reports: Differences between developing and developed countries. *Frontiers in Environmental Science*, 11, 413-428.
- 42 2023 Al-Ghazali, B. M., & **Afsar, B.** (2022). Impact of psychological capital on mental health, readiness for organizational change, and job insecurity: hotel employees' perspective in COVID-19. *Journal of Tourism Futures*.
- 43 2017 **Afsar, B.**, & Badir, Y. (2017). Workplace spirituality, perceived organizational support and innovative work behavior: The mediating effects of person-organization fit. *Journal of Workplace Learning*, 29(2), 95-109.
- 44 2016 **Afsar, B.**, & Badir, Y. (2016). The mediating role of psychological empowerment on the relationship between person-organization fit and innovative work behaviour. *Journal of Chinese Human Resource Management*, 7(1), 5-26.
- 45 2015 **Afsar, B.**, & Rehman, M. (2015). The relationship between workplace spirituality and innovative work behavior: the mediating role of perceived person-organization fit. *Journal of Management, Spirituality & Religion*, 12(4), 329-353.
- 46 2018 Rasool, F., Koomsap, P., **Afsar, B.**, & Panezai, B. A. (2018). A framework for disruptive innovation. *Foresight*, 20(3), 252-270.
- 47 2016 **Afsar, B.** (2016). The impact of person-organization fit on innovative work behavior: the mediating effect of knowledge sharing behavior. *International Journal of Health Care Quality Assurance*, 29(2), 104-122.

## EMERGING SOURCE CITATION INDEX AND SCOPUS INDEXED PUBLICATIONS

1. Attaullah & **Afsar, B.** (2021). Workplace ostracism and counterproductive work behaviours in the healthcare sector: A moderated mediation analyses of job stress and emotional intelligence. *Dynamic Relationships Management Journal*. Accepted for publication  
<https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijkl>
2. **Afsar, B.**, Bibi, A., & Umrani, W. (2018). Ethical leadership and service innovative behavior of hotel employees: The role of organizational identification and proactive personality. *International Journal of Management Practice*, 13(5), 503-520.
3. **Afsar, B.**, Umrani, W. A., & Khan, A. (2019). The impact of perceived calling on work outcomes in a nursing context: The role of career commitment and living one's calling. *Journal of Applied Biobehavioral Research*, 24(1), e12154.
4. Umrani, W. A., & **Afsar, B.** (2019). How transformational leadership impacts innovative work behaviour among nurses. *British Journal of Healthcare Management*, 25(12), 1-16.
5. Umrani, W. A., **Afsar, B.**, Khan, M., & Ahmed, U. (2019). Addressing the issue of job performance among hospital physicians in Pakistan: The role of job security, organizational support, and job satisfaction. *Journal of Applied Biobehavioral Research*, 24(3), e12169.
6. Safdar, U., Badir, Y. F., & **Afsar, B.** (2017). Who can I ask? How psychological safety affects knowledge sourcing among new product development team members. *The Journal of High Technology Management Research*, 28(1), 79-92.
7. Ali, Z., Badir, Y. F., Dost, M., & **Afsar, B.** (2016). The dynamics of expert and team intuition in NPD projects: The role of environmental turbulence and expert power. *The Journal of High Technology Management Research*, 27(1), 10-20.
8. **Afsar, B.**, Badir, Y., & Khan, M. M. (2015). Person-job fit, person-organization fit and innovative work behavior: The mediating role of innovation trust. *The Journal of High Technology Management Research*, 26(2), 105-116.

9. **Afsar, B.**, & Ur Rehman, Z. (2017). Relationship between Work-Family Conflict, Job Embeddedness, Workplace Flexibility, and Turnover Intentions. *Makara Hubs-Asia*, 21(2), 92-104.
10. Shah, S. I., Shahjehan, A., & **Afsar, B.** (2016). The Façade of Voice Opportunity and Intragroup Conflict. *Makara Hubs-Asia*, 8(3), 101-108.
11. **Afsar, B.**, Cheema, S., & Masood, M. (2017). The role of emotional dissonance and emotional intelligence on job-stress, burnout and well-being among nurses. *International Journal of Information Systems and Change Management*, 9(2), 87-105.
12. **Afsar, B.**, Safdar, U., Dost, M., & Ali, Z. (2017). Flight attendant's knowledge sharing, innovative work behaviour, and new service development. *International Journal of Work Innovation*, 2(2-3), 193-215.
13. Hafeez, S., Hong, L. L., Saeed, B. B., & **Afsar, B.** (2017). Customer Knowledge Management as a Success Driver for Business in Mobile Sector of Pakistan. *International Review of Management and Marketing*, 7(1), 1-14.
14. **Afsar, B.**, & Badir, Y. (2015). The impacts of person-organization fit and perceived organizational support on innovative work behavior: The mediating effects of knowledge sharing behavior. *International Journal of Information System and Change Management*, 7(4), 261-274.
15. **Afsar, B.**, & Badir, Y. F. (2016). Person–organization fit, perceived organizational support, and organizational citizenship behavior: The role of job embeddedness. *Journal of Human Resources in Hospitality & Tourism*, 15(3), 252-278.
16. **Afsar, B.** & Rehman, M. (2015). Investigating relationships among paternalistic leadership, organizational commitment, organizational citizenship behavior, psychological contract and turnover intention: A case of Pakistani SMEs. *Middle-East Journal of Scientific Research*, 23 (8), 1699-1713.  
(SCImago H index=14, SJR = 0.19)  
DOI: [http://idosi.org/mejsr/mejsr23\(8\)15/19.pdf](http://idosi.org/mejsr/mejsr23(8)15/19.pdf)
17. **Afsar, B.** (2011). Strategic management in today's complex world. *Business Intelligence Journal*, 4(1), 143-149.
18. **Afsar, B.**, & Saeed, B. B. (2010). Subordinate's Trust in the Supervisor and its Impact on Organizational Effectiveness. *Romanian Economic Journal*, 13(38), 3-25.
19. **Afsar, B.** (2014). Moral or Authoritative Leadership: Which One is Better for Faculty Members?. *American Journal of Educational Research*, 2(9), 793-800.
20. Rehman, M., & **Afsar, B.** (2012). The impact of paternalistic leadership on organization commitment and organization citizenship behaviour. *Journal of Business Management and Applied Economics*, 5(5), 148-159.

## BOOK CHAPTER

**Afsar, B.**, Shahjehan, A., & Shah, I. (2018). Leadership and employee pro-environmental behaviours. Research Handbook on Employee Pro-Environmental Behaviour, Edward Elgar Publishing, UK.



## CONFERENCES

- **Bilal, A.,** Badir, Y. F., & Saeed, B. (2014). Person-job fit, person-organization fit and innovative work behavior. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 14644). Briarcliff Manor, NY 10510: Academy of Management.
- **Bilal, A.** (2017). Linking ethical leadership and moral voice. In *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 12766). Briarcliff Manor, NY 10510: Academy of Management.
- **Bilal, A.** (2017). The Role of Emotional Dissonance and Emotional Intelligence on Job-Stress, Burnout, and Well-being. In *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 12770). Briarcliff Manor, NY 10510: Academy of Management.
- Safdar, U., **Bilal, A.,** & Tariq, A. (2018, July). Ethical Leadership and Innovate Behaviour. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 13904). Briarcliff Manor, NY 10510: Academy of Management.
- **Bilal, A.** (2018, July). Transformational leadership and innovative work behavior: The role of thriving and trust in leader. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 12512). Briarcliff Manor, NY 10510: Academy of Management.
- **Bilal, A.** (2018, July). Strategic HRM, corporate environmental policies and nurses' eco-initiatives. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 12516). Briarcliff Manor, NY 10510: Academy of Management.
- **Bilal, A.** (2019, July). Transformational leadership and innovative work behavior. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 11866). Briarcliff Manor, NY 10510: Academy of Management.
- Saudagar, T., Tariq, A., & **Bilal, A.** (2020). How Social Dominance Orientation Effects Social Influence? A Serial Mediation Model. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 18974). Briarcliff Manor, NY 10510: Academy of Management.

## PROJECTS

### As a Principal Investigator

1. Title: Implementing community based rural homestay tourism in Pakistan  
Approved Cost: **36.63 Million PKR (170000 USD)**  
Donor Agency: World Bank and Higher Education Commission, Pakistan

2. Title: Understanding importance of core soft skills for university graduates of Pakistan  
Approved Cost: **3.60 Million PKR (30000 USD)**  
HEC Thematic Research Grant Programe FY 2017-18  
Donor Agency: Higher Education Commission, Pakistan
3. Title: Up gradation of Neuroscience lab and its application in the field of management  
Approved Cost: **1.8 Million PKR (6700 USD)**  
Donor Agency: Higher Education Commission, Pakistan
4. Title: Social Innovation and the role of universities: Drivers and challenges  
Approved Cost: **5000 USD**  
Donor Agency: Prince Muhammad Bin Fahd Centre for Futuristic Studies, Saudi Arabia
5. Title: Opportunities and challenges in homestay tourism in KPK  
Approved Cost: **3.3 Million PKR**  
Donor Agency: Higher Education Department, KPK, Pakistan

## COURSES TAUGHT

Performance Management	Innovation Management
Organizational Theory	Social Innovation
Recruitment and Selection	Leadership and Group Dynamics
Human Resource Management	Building and Leading Effective Teams
Entrepreneurship	Training and Development
Talent Management	Advanced Research Methods
Quantitative Techniques	Advanced Strategic Management
Business Communication	Organizational Behaviour
Knowledge Management	Organizational Theory and Practice
Seminars in HRM	Qualitative Techniques
Behavioral Approaches in Decision Making	Conflict Management
Managing people	International Human Resource Management

## MS SUPERVISION

S. No.	Name	Title	Status
1	Mr. Waseem Khan	The mediating effect of learning organization on the relationship between organizational structure and job embeddedness	Completed
2	Mr. Muhammad Sadiq	Impact of procedural justice on employee engagement	Completed
3	Mr. Barkat Ali	Examining workplace mindfulness and its relations to counter productive work behavior and turnover intention	Completed
4	Mr. Rizwan Munawar	Identifying and analyzing project management tools for complex projects	Completed
5	Miss Bushra Bibi	Impact of work family conflict/family work conflict on job satisfaction and life satisfaction	Completed
6	Miss Sabeela Sabir	Determinants of employees' knowledge sharing behavior	Completed
7	Miss Sidra Aziz	The relationship between personality and organizational citizenship behavior with mediating effect of work engagement	Completed
8	Mr. Umer Ashfaq	Transformational leadership and innovative work behavior	Completed

9	Miss Ayesha Latif	in the banking industry of Pakistan Coordination mechanism of disaster risk reduction management between NDMA, UN agencies and government agencies	Completed
10	Mr. Sheryar Khan	Impact of green marketing practices on purchase intentions of customers	Completed
11	Mr. Imdad Ali	The effect of CSR on employee satisfaction, engagement, and retention	Completed
12	Muhammad Naseer Ahmed	The impact of organizational justice upon employee's retention.	Completed
13	Naseer Khan	The impact of human, intellectual, and social capital on knowledge productivity	Completed
14	Miss Annam Bibi	Job Insecurity and job performance: The moderating role of organizational justice and the mediating role of work engagement	Completed
15	Miss Hira Fatima	Assessing and predicting apparel impulse buying	Completed
16	Mr. Sohail Ahmed	The Mediating role of respect for employees on the relationship between participative leadership and organization commitment	Completed
17	Mr. Sheikh Adil Zubair	Factors affecting resistance to change: A case study of KPK Police	Completed
18	Miss Tayyaba Hanif	The impact of organizational justice and job security on organizational commitment: The mediating effect of trust in top management.	Completed
19	Miss Fozia Pervaiz	Supervisor support and pro-environmental behavior: The mediating role of leader member exchange	Completed
20	Miss Nadia Salabat	Human resource practices and employee performance: A mediation analysis	Completed
21	Miss Sundus Tariq	The relation between ethical leadership and workplace conflicts: The mediating role of employee resolution efficacy	Completed
22	Miss Samavia Basheer	Mediating roles of work family facilitation and family work conflict in relationship between perceived organizational support and employee well-being of NADRA Pakistan	Completed
23	Mr. Zaheer Alam	Mediating role of brand attachment in the relationship of self-congruity and purchase intentions	Completed
24	Mr. Altaf Muhammad Khan	The mediating effect of equity sensitivity on the relationship between role overload and turnover intention	Completed
25	Mr. Noor Badshah Khan	Mediating role of occupational self-efficacy in the relationship between psychological climate and job insecurity	Completed
26	Mr. Hassan Mansoor	Leadership styles and its effect on project success: Moderating role of organizational commitment	Completed
27	Mr. Tauseefullah	Effect of ethical leadership on work engagement: The role of psychological empowerment and power distance orientation	Completed
28	Mr. Gohar Ali	Ambidextrous leadership, entrepreneurial orientation, and job crafting: The role of organizational social exchange	Completed
29	Miss Palwasha Khan	Fostering innovative work behavior through empowering leadership, learning orientation, and work group cohesiveness	Completed
30	Miss Aiman Anwar	Expanded job characteristics and turnover intentions: The roles of work engagement and core self-evaluation	Completed
31	Mr. Munir Khan	Nexus between conscientiousness and safety behavior: The mediating role of safety commitment and safety training and development.	Completed

32	Miss Maria Siddique	Workplace gossiping and incivility: Mediating role of interpersonal conflict	Completed
33	Mr. Muhammad Aadil	Cognitive intelligence, emotional intelligence, and innovative work behavior: Moderating effect of personal initiative	Completed
34	Mr. Zohaib Khan	The effect of entrepreneurial leadership on innovative behavior and the role of employees' creative self-efficacy	Completed
35	Mr. Abdul Samad	The effect of moral self-image on the relationship between unethical leadership and counterproductive work behavior	Completed
36	Mr. Adeel Khan	The effects of intrinsic motivation and harmonious work passion on inclusive leadership and citizenship behavior link	Completed
37	Mr. Raja Nabeel Sajid	Moderating role of competitiveness on the effect of strategy formulation process on innovation performance dimensions	Completed
38	Mr. Ahsan-ur-Rehman	The role of workplace conflict in the relationship between organizational politics and employees' performance: evidence from educational institutions in Pakistan	Completed
39	Mr. Qamar uz Zaman	The impact of leadership styles on employee retention in the banking sector of Pakistan	Data analysis
40	Mr. Waleed Sultan	Workaholism and career success: A mediation through job crafting	Data analysis

## PHD SUPERVISION

S. No.	Name	Title	Status
1	Miss Mariam Masood	Linking transformational leadership and employee innovative work behavior: the influence of psychological empowerment, knowledge sharing behavior, and intrinsic motivation	Completed
2	Mr. Kamran Khan	Innovation capability and performance of small and medium enterprises	Completed
3	Mr. Nadeem Ahmed Qureshi	Knowledge Creation and Management: Promoting Professional Collaboration in Pakistan's Higher Education Sector	Completed
4	Mr. Attaullah	Workplace ostracism and employee behaviors: An examination of the underlying mechanisms	Completed
5	Mr. Syed Arslan Haider	Impact of Megaproject Governance on Mega Construction Project Success in Pakistan	Completed