

Dr Ghulam Ali Arain

Associate Professor
Suleman Dawood School of Business (SDSB)
Lahore University of Management Sciences (LUMS).
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EDUCATION

<i>Degree Name</i>	PhD in Management Sciences
<i>University</i>	IAE d'Aix en Provence, Aix-Marseille Université, France (AACSB, EQUIS & AMBA accredited School)
<i>Session</i>	2012
<i>Topic of PhD Thesis</i>	Impact of organizational social context on employee's perception of psychological contract breach (PCB) and the subsequent performance behavior
<i>Areas of Research</i>	CSR & work ethics, leadership, knowledge hiding, strategic Mgt, HRM, positive behavior, employee performance, Business research method, quantitative data analysis with advanced statistical techniques, i.e. Structural Equation Modeling (SEM), in AMOS, SmartPLS 3, and HLM.
<i>Degree Name</i>	Master of Research in Management Science
<i>Institute</i>	IAE, Graduate School of Management, Université Aix-Marseille, France. (AACSB, EQUIS & AMBA accredited School)
<i>Session</i>	2008-2009
<i>Major</i>	Human Resources Management
<i>Degree Name</i>	Master of Public Administration (Gold Medalist)
<i>Institute</i>	SALU, Khairpur Mirs, Pakistan
<i>Session</i>	2004-2006
<i>Major</i>	Human Resources Management

RESEARCH WORK: PUBLISHED PAPERS JOURNALS

ABDC "A* & A" RANKED PUBLICATIONS

1. **Arain, G. A.**, Hameed, I., Umran, W.A., Nicolau, J. L., & Dhir, A., (2022), How and when does leader knowledge hiding trickle-down to organizational hierarchy in the tourism context? A team-level analysis, *Tourism Management* (IF: 10.96 & ABDC: A*)
<https://www.sciencedirect.com/science/article/pii/S0261517721002053>
2. Khan., A. K., Hameed, I., Quratulain, S., **Arain, G. A.**, & Newman, A., (2022), How the supervisor's Machiavellianism results in abusive supervision: understanding the role of the supervisor's competitive worldviews and subordinate's performance, *Personnel Review*, (IF: 2.04 & ABDC: A)
<https://www.emerald.com/insight/content/doi/10.1108/PR-03-2021-0176/full/html?skipTracking=true>
3. **Arain, G. A.**, Hameed, I., Khan, A. K., Alberto, D. S., Dhir, A., (2021), How and when do employees hide knowledge from co-workers? *Journal of Knowledge Management*. (IF: 4.75 & ABDC: A)
<https://www.emerald.com/insight/content/doi/10.1108/JKM-03-2021-0185/full/html>

4. **Arain, G. A.**, Bhatti, Z. A., Crawshaw, J., Ali, I., & Papa, A., (2021), Does LMX always promote employee voice? A dark side of migrant working in Saudi Arabia. *International Journal of Manpower* (IF: 1.61 & ABDC: A) <https://www.emerald.com/insight/content/doi/10.1108/IJM-03-2021-0166/full/html>
5. Ali, I., Ali, M., Salam, M. A., Bhatti, Z A., **Arain, G.A.**, Burhan M., (2020), Does international SMEs' vicarious learning improve their performance? The role of absorptive capacity, tie strength with local SMEs, and prior success experiences, *International Journal of Marketing Management*. (IF: 4.78 & ABDC: A*) <https://www.sciencedirect.com/science/article/abs/pii/S0019850119305620>
6. **Arain, G. A.**, Hameed, I., Umrani, W., Khan, A. K., & Sheikh. A. Z., (2020), Whether and how subordinates respond to top-down knowledge hiding in organizations: A multilevel mediation analysis, *Applied Psychology: An International Review*. (ISI-IF: 3.26, ABDC: A) <https://iaap-journals.onlinelibrary.wiley.com/doi/abs/10.1111/apps.12274>
7. Bhatti, Z. A., **Arain, G. A.**, Yasin, H. M., Khan, M. A., & Akarm, M. S. (2020), The Role of Integrated Offline/Online Social Activity and Social Identification in Facebook Citizenship Behaviour Formation, *Information Technology & People*. (IF: 2.49 & ABDC: A) <https://www.emerald.com/insight/content/doi/10.1108/ITP-04-2020-0190/full/html>
8. Bhatti, Z. A., **Arain, G. A.**, Akarm, M. S., Fang, Y-H, & Yasin, H. M., (2020), Constructive Voice Behavior for Social Change on Social Networking Sites: A Reflection of Moral Identity, *Technological Forecasting & Social Change*. (IF: 3.81 & ABDC: A) <https://www.sciencedirect.com/science/article/pii/S0040162520309276>
9. Hameed, Z., Channa, K. A., Rana, N., & **Arain, G. A.**, (2020), The future of your job represents your future: A moderated mediation model of transformational leadership and job crafting. *Personnel Review*. (IF: 1.36 & ABDC: A) <https://www.emerald.com/insight/content/doi/10.1108/PR-07-2019-0404/full/html>
10. **Arain, G. A.**, Bhatti, Z. A., & Hameed, I. (2019), Top-down knowledge hiding and innovative work behavior: A moderated mediation analysis of local-foreigner status and self-efficacy, *Journal of Knowledge Management*. (IF: 4.60 & ABDC: A) <https://www.emerald.com/insight/content/doi/10.1108/JKM-11-2018-0687/full/html>
11. **Arain, G. A.**, & Hameed, I. & Crawshaw, J.R (2019), Servant Leadership, Follower Felt Responsibility for Constructive Change and Voice: The Moderating Roles of Avoidance and Approach Motivation, *European Journal of Work and Organizational Psychology*. (IF: 2.59 & ABDC: A) <https://www.tandfonline.com/doi/full/10.1080/1359432X.2019.1609946>
12. Umrani, W.A., Siyal, I., Ahmed, U., Arain., G.A., Syed, H., Umrani, S., (2019). Does family come first? Family Motivation-Individual's OCB assessment via Self-Efficacy, *Personnel Review*. (IF: 1.36 & ABDC: A) <https://www.emerald.com/insight/content/doi/10.1108/PR-01-2019-0031/full/html>
13. Fang, Y-H, Li, C-Y., **Arain, G. A.**, & Bhatti, Z. A., (2019,), How does participation and browsing affect continuance intention in virtual communities? An integration of curiosity theory and subjective well-being, *Behaviour & Information Technology*, 1-19. (IF: 1.42 & ABDC: A) <https://www.tandfonline.com/doi/abs/10.1080/0144929X.2019.1685002>
14. **Arain, G. A.**, Bhatti, Z. A., Ashraf, N., & Fang, Y-H (2018), Top-Down Knowledge Hiding in Organizations: An Empirical Study of the Consequences of Supervisor Knowledge Hiding Among Locals and Expatriates in the Middle East, *Journal of Business Ethics*. (IF: 3.79 & ABDC: A) <https://link.springer.com/article/10.1007/s10551-018-4056-2>
15. **Arain, G. A.**, Sehrish, B., Hameed, I., Lacaze, D. & Zara, T. (2018), Am I treated better than my co-worker? A moderated mediation analysis of psychological contract fulfillment, organizational identification, and positive voice, *Personnel Review*. (IF: 1.36 & ABDC: A) <https://www.emeraldinsight.com/doi/abs/10.1108/PR-04-2016-0090>

16. Quratulain, S., Crawshaw, J., Khan, A.K., **Arain, G.A.**, Hameed, I. (2018), A study of employee affective organizational commitment and retention in Pakistan: The roles of psychological contract breach and norms of reciprocity, *International Journal of Human Resource Management* (IF: 3.15 & ABDC: A) <http://www.tandfonline.com/doi/abs/10.1080/09585192.2016.1254099>
17. Hameed, I., Roques, O., & **Arain, G. A.**, (2013), Nonlinear Moderating Effect of Tenure on Organizational Identification (OID) & the role of OID in Fostering Readiness for Change. *Group & Organization Management* 38(1), 101-127. (IF: 3.10, ABDC: A).
<http://journals.sagepub.com/doi/abs/10.1177/105960111247272>

ABDC & SJR INDEXED PUBLICATIONS

18. Kumar, A., **Arain, G.A.**, & Channa, K.A., (2019), Relationship between Organizational Injustice and Work Interference with Family: The Role of Social Support, *South Asian Journal of Human Resources Management*. (ISI, ABDC: C) <https://journals.sagepub.com/doi/full/10.1177/2322093719828889>
19. **Arain, G. A.**, Sehrish, B., Khan, A. K., & Hameed, I. (2018), Blessing in Disguise: The Impact of Abusive Supervision on Employees' Help-Seeking Behavior, *Journal of Management and Organization*. (IF: 1.02 & ABDC: B) <https://doi.org/10.1017/jmo.2018.44>
20. Ashraf, N., Comyns, B., **Arain G. A.**, & Bhatti, Z.A. (2018), The roles of network embeddedness, market incentives, and slack resources in the adoption of clean technologies by developing countries' firms, *Climate Policy*. (IF: 4.79 & SJR: Q1)
<https://www.tandfonline.com/doi/full/10.1080/14693062.2018.1534722>
21. **Arain, G. A.**, (2018), The Impact of Leadership Style on Moral Identity and Subsequent In-Role Performance: A Moderated Mediation Analysis, *Ethics and Behavior*. (IF: .93 & SJR: Q3)
<http://www.tandfonline.com/eprint/QsHM6f2M5nKS727Uk3a9/full>
22. Rani, H., **Arain, G. A.**, Kumar, A. Rani, I. (2018). The Interplay of Trust & Distrust at Workplace: Examining the Effect of Psychological Contract Breach on Organizational Disidentification, *Journal of Asia Business Studies*. (ISI, ABDC: C, SJR: Q2)
<http://www.emeraldinsight.com/doi/abs/10.1108/JABS-02-2015-0022>
23. Hameed, I., Khan, A.K., Sabharwal, M., **Arain, G.A.**, Hameed, I., (2017), Making Successful Change Effort in Public Sector: Employees' Readiness for Change Perspective, *Review of Public Personnel Administration*. (IF: 2.82 & ABDC: B)
<http://journals.sagepub.com/doi/abs/10.1177/0734371X17729869>
24. Asadullah, M. A, Siddiquei, A. N., , Hussain, A, & **Arain, G. A.**, (2017). When and Which Employees Feel Obligated: A Personality Perspective of How Organizational Identification Develops, *Journal of Work and Organizational Psychology*. (IF: 1.27 & SJR: Q2)
<http://linkinghub.elsevier.com/retrieve/pii/S157659621730021X?via=sd>
25. **Arain, G. A.**, Anum, S., Hameed, I., & Asadullah, M.A. (2017), Do as I Do: The Role of Teachers' Ethical Leadership in Developing the Business Students' Moral Identity and the Subsequent Academic Citizenship Behaviors (ACBs), *Ethics and Behavior*. (IF: .93 & SJR: Q3)
<http://www.tandfonline.com/doi/full/10.1080/10508422.2016.1272457?scroll=top&needAccess=true>
26. Asadullah, M. A, Siddiquei, A. N., Hussain, A, & **Arain, G. A.**, (2017). Power, moral clarity and punishment severity: a moderated-mediation model. *South Asian Journal of Business Studies*, 6(1). (ABDC: C, ISI)
<http://www.emeraldinsight.com/doi/abs/10.1108/SAJBS-04-2016-0033>

27. Memon, B. S., Syed, S., **Arain, G. A.** (2017), Employee Involvement and the Knowledge Creation Process: An Empirical Study of Pakistani Banks, *Global Business and Organizational Excellence*, (SJR: Q3) <http://onlinelibrary.wiley.com/doi/10.1002/joe.21780/full>
28. Hameed, I., Zahid, R., **Arain, G.A.**, Farooq, O. (2016), How Do Internal and External CSR Affect Employees' Organizational Identification? A Perspective from Group Engagement Model, *Frontiers in Psychology*, 7, 788. (IF: 2.12 & SJR: Q1) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4884747/>
29. Asadullah, M. A., Peretti, J.-M., **Arain, G. A.** and Bourgain, M. (2015), Firm Size, Ownership, Training Duration and Training Evaluation Practices, *European Journal of Training and Development*, 39(5) 429-55. (ISI & SJR: Q2) <http://www.emeraldinsight.com/doi/abs/10.1108/EJTD-10-2014-0072>
30. Syed, S., **Arain, G. A.**, Schalk, R. and Freese, C. (2015), Balancing Work and Family Obligations in Pakistan and the Netherlands: A Comparative Study, *Global Business and Organizational Excellence*, 34(5), 39-52. (SJR: Q3) <http://onlinelibrary.wiley.com/doi/10.1002/joe.21625/full>
31. Kumar, A., **Arain, G.A.** (2014), Testing Main and Interactive Effect of Personal Coping and Social Support on Work Family Conflict, *Sukkur IBA Journal of Management & Business*, 1(1), 87-107. <http://sijmb.iba-suk.edu.pk/downloads/2014/Y14V111A5.pdf>
32. Hameed, **Arain, G.A.**, & Farooq (2013), Identity-based trust as a mediator of the effects of organizational identification on employee attitudes: An empirical study, *International Journal of Management* 30(2). (ABDC: C) <http://search.proquest.com/openview/3d86b805208129a9b9574ae9f76e6459/1?pq-origsite=gscholar&cbl=5703>
33. **Arain, G.A.**, Hameed, & Farooq (2012), Integrating affect with psychological contract breach (PCB) and work attitudes, *Global Business and Organization Excellence*, 50-62. (SJR: Q3) onlinelibrary.wiley.com/doi/10.1002/joe.21452/full

RESEARCH WORK: REVISED AND RESUBMITTED

1. **Arain, G. A.**, Hameed, I., Bhatti, Khan., A. K., & Cort, R., (revised and resubmitted), A meta-analysis of the nomological network of knowledge hiding in organizations, *Personnel Psychology* (IF: 7.07 & ABDC: A*)

RESEARCH WORK: CONFERENCE PROCEEDINGS & PRESENTATIONS

AOM ANNUAL MEETING CONFERENCES

1. Arain, G. A., Bhatti, Z., A., Hameed, I., & Khan, A. K., (2021), How and when do employees hide knowledge from co-workers? A multilevel moderated-mediation model. Paper presented and published in the proceedings of "The 81st Academy of Management (AoM) Annual Meeting 2021", 29th July to 4th August, 2021, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.13659abstract>
2. Hameed, Z., Garavan, T., Naeem, R. A., Burhan, M., Arain, G. A., (2021), Financial strain and subjective well-being of unemployed individuals during COVID-19. Paper presented and published in the proceedings of "The 81st Academy of Management (AoM) Annual Meeting 2021", 29th July to 4th August, 2021, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.14906abstract>
3. **Arain, G. A.**, Hameed, I., Umrani, W., Sheikh, A. Z., (2019), Whether and How Subordinates Passively Respond to Top-Down Knowledge Hiding in Organizations. Paper presented and published in the

proceedings of “The 79th **Academy of Management (AoM) Annual Meeting 2019**”, August 9-13, 2019 Boston, Massachusetts, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2019.13509abstract>

4. **Arain, G. A.**, Bhatti, Z., & Crawshaw, J.R. (2019), Leader-Member Exchange and Local/Expat Promotive and Prohibitive Voice Behaviors. Paper presented and published in the proceedings of “The 79th **Academy of Management (AoM) Annual Meeting 2019**”, August 9-13, 2019 Boston, Massachusetts, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2019.13522abstract>
5. **Arain, G. A.**, Hameed, I., & Crawshaw, J.R. (2019), Servant Leadership and Follower Promotive & Prohibitive Voice Behaviors: A Moderated Mediation Model. Paper presented and published in the proceedings of “The 79th **Academy of Management (AoM) Annual Meeting 2019**”, August 9-13, 2019 Boston, Massachusetts, USA. <https://journals.aom.org/doi/abs/10.5465/AMBPP.2019.14283abstract>
6. **Arain, G. A.**, Afshan, G., Javed, U., (2017), Am I more Worthy to My Leader than My Co-worker? The Conditional Mediating Role of Leader-Based Self-Esteem in the LMX-Performance Relationship, Paper presented and published in the proceedings of “The 77th **Academy of Management (AoM) Annual Meeting 2017**”, August 4-8, 2017 Atlanta, Georgia, USA. <http://proceedings.aom.org/content/2017/1/15864.short>
7. Asadullah, M.A., **Arain, G.A.**, & Hameed, I. (2017), The Moral and Spiritual Basis of Prosocial Rule Breaking in Healthcare Professionals, Paper presented and published in the proceedings of “The 77th **Academy of Management (AoM) Annual Meeting 2017**”, August 4-8, 2017 Atlanta, Georgia, USA. <http://proceedings.aom.org/content/2017/1/16393.short>
8. Quratulain, S. Crawshaw, Khan, A.K., **Arain, G.A.**, Hameed, I. (2016), A study of employee affective organizational commitment and retention in Pakistan: The roles of psychological contract breach and norms of reciprocity, Paper presented and published in the proceedings of “**Academy of Management (AoM) Annual Meeting 2016**”, August 5-9, 2016, Anaheim, California, USA. <http://proceedings.aom.org/content/2016/1/13883.abstract?sid=c0428a56-5459-4d77-a64d-8af51f051038>
9. Hameed, I., Khan, A.K., Sabharwal, M., **Arain, G.A.**, Hameed, I., (2016), Making Successful Change Effort in Public Sector: Employees’ Readiness for Change Perspective Paper presented and published in the proceedings of “**Academy of Management (AoM) Annual Meeting 2016**”, August 5-9, 2016, Anaheim, California, USA. <http://proceedings.aom.org/content/2016/1/15133.abstract?sid=0b8f03eb-ca3c-4636-9fb1-2b965c156168>
10. **Arain, G.A.** & Hameed, I. (2015), The Scapegoat Feeling: Impact of Social Comparison on Psychological Contract Breach (PCB) on OCBs. Paper presented and published in the proceedings of “**Academy of Management (AoM) Annual Meeting 2015**”, August 7-11, 2015, Vancouver, BC, Canada. <http://proceedings.aom.org/content/2015/1/15915.short>
11. Kumar, **Arain, Syed**, & Vengen (2014), Social support as moderator between organizational injustice and work family interference, Paper presented and published in the proceedings of “**Academy of Management (AoM) Annual Meeting 2014**”, August 1-5, 2014 – Philadelphia, USA. <http://proceedings.aom.org/content/2014/1/13426.short>
12. **Arain, Lacaze**, & Hameed (2012), Violation versus distrust: Assessing competing perspectives for the psychological contract breach. Paper accepted for presentation at “**Academy of Management (AoM) Annual Meeting 2012**”, Boston, USA, August 3-7. <http://meeting.aomonline.org/2012/>

OTHERS

13. **Arain, G. A.**, Bhatti, Z. A., & Hameed, I. (2019), The impact of supervisors’ knowledge hiding on subordinates’ innovative work behavior (IWB): A moderated-mediation model. Paper presented at

the **Asian Management Research and Case (AMRC) Conference 2019**, United Arab Emirates University, UAE.

14. **Arain**, Hameed, Lacaze, & Peretti (2011), Integrating Affect with Psychological Contract Breach (PCB) and Work Attitudes: A Case of Pakistani University Teachers. Paper presented and published in the proceedings of “**10th European Conference on Research Methodology for Business and Management Studies**”, Normandy Business School, Caen, France, June 20-21, 2011. http://www.academic-conferences.org/pdfs/ecrm_11_preliminary_programme.pdf
15. **Arain**, Hameed, Lacaze, & Javed (2011), Integrating affect with Psychological Contract Breach (PCB) and work attitudes: a comparative analysis of university teachers of Pakistan & USA. Paper presented in “**10th International Academy of Management and Business (IAMB), summer 2011**”, Istanbul Turkey, June 20-22, 2011. <http://www.iamb.net/turkey/2011/TK2011index.html>
16. **Arain**, Lacaze, & Hameed (2010), The mediating role of affective responses between psychological contract breach and job attitudes: the case of university teachers. Paper presented at “**International Workshop on Research Advances in Organizational Behavior and Human Resources Management**” University of Toulouse 1 Capitole – IAE – CRM & GRACCO CNRS, Toulouse, FRANCE May 18 to 2010, www.crm.univ-tlse1.fr/Documents/Workshop%20Programme%202010.pdf
17. Hameed, **Arain**, Roques, & Peretti (2011), Exploring the Effects of Identity-Based Trust: A Mediation Analysis. Paper presented and published in the proceedings of “**10th European Conference on Research Methodology for Business and Management Studies**”, Normandy Business School, Caen, France, June 20-21, 2011. http://www.academic-conferences.org/pdfs/ecrm_11_preliminary_programme.pdf
18. Hameed, **Arain**, Roques, & Javed (2011), Extending the model of antecedents and outcomes of organizational identification in Pakistani context. Paper presented in “**10th International Academy of Management and Business (IAMB) Conference, Summer 2011**”, Istanbul Turkey, June 20-22, 2011. <http://www.iamb.net/turkey/2011/TK2011index.html>
19. Hameed, **Arain**, & Roques, (2010), Determinants and outcomes of organizational identification: Evidence from Pakistani context. Paper presented at “**International Workshop on Research Advances in Organizational Behavior and Human Resources Management.**” University of Toulouse 1 Capitole IAE CRM GRACCO CNRS, Toulouse, FRANCE - May 18 -20, 2010. www.crm.univ-tlse1.fr/Documents/Workshop%20Programme%202010.pdf

EDITOR & REVIEWER

- **Editor In Chief:** Journal of Economic and Administrative Sciences
<https://www.emerald.com/insight/publication/issn/1026-4116>
- **Consulting Editor:** Pakistan Journal of Psychological Research
<http://www.pjprnip.edu.pk/index.php/pjpr>
- **Senior Editor:** International Journal of Emerging Market
<https://www.emeraldgroupublishing.com/journal/ijoem>

Member of Editorial Board

Asia-Pacific Journal of Business Administration
Ethics & Behavior
Journal of Global Business Advancement

- **Reviewer:**
Journal of Organizational Behavior (ABDC: A*)
Journal of Business Ethics (ABDC: A)
Journal of Knowledge Management (ABDC: A)
Human Relations (ABDC: A*)

MEMBERSHIP

- Member of Academy of Management (AoM), USA.
- Member of Society of Industrial and Organizational Psychology (SIOP), USA.
- Member of BoG Public School Sukkur.
- Member of Impact Committee of Literacy and Education Department, Sindh Government.
- External Examiner for MS & PhD (Management Sciences) scholars, International Islamic University, and Air-University (Multan Campus), Pakistan.

RESEARCH GRANTS

<i>Title</i>	Research Startup Grant of 2,45,000.00 AED for a research project on the topic of “Determinants of “top-down” knowledge hiding in the UAE work context and their implications for subordinate psychological, attitudinal, and behavioral work outcomes.”
<i>Institute</i>	United Arab Emirates University, UAE.
<i>Date</i>	January 2020 to December 2021.

TEACHING EXPERIENCE

<i>Institute</i>	Lahore University of Management Sciences (LUMS) (AACSB accredited)
<i>Designation</i>	Associate Professor at Suleman Dawood School of Business (SDSB)
<i>Session</i>	1 st January, 2022 to till present
<i>Institute</i>	United Arab Emirates University, Al-Ain, UAE (AACSB accredited, 5 in the Arab world, 49 in Asian, & 352 in worldwide university ranking)
<i>Designation</i>	Associate Professor of Leadership & Organizational Agility (Research Track)
<i>Session</i>	August 18, 2019 to 21 st December 2021.
<i>Institute</i>	American University of Ras Al Khaimah (AURAK), UAE. (QS ranked Public Sector University in UAE, member of AACSB International)
<i>Designation</i>	Associate Professor of HRM
<i>Session</i>	August 12, 2018 to August 11, 2019
<i>Institute</i>	Effat College of Business, Effat University, KSA. (QS ranked top women university in the KSA & AACSB accreditation in the last stage)
<i>Designation</i>	Assistant Professor HRM
<i>Session</i>	November 05, 2015 to July 31, 2018
<i>Institute</i>	Sukkur Institute of Business Administration (One of the top business schools in Pakistan & AACSB accreditation in process)
<i>Designation</i>	Assistant Professor HRM
<i>Session</i>	May 05, 2012 to October 17, 2015
<i>Institute</i>	IAE, Graduate School of Management, Université Aix-Marseille, France. (AACSB, EQUIS & AMBA accredited School)
<i>Designation</i>	Adjunct Faculty
<i>Session</i>	2011-2012
<i>Institute</i>	Shah Abdul Latif University, Khairpur Mirs, Pakistan
<i>Designation</i>	Lecturer
<i>Session</i>	May 2007- April 2008

COURSE TAUGHT

MS & PhD (Mgt. Science) Programs

- Leadership in the organization: Theory and Practice
- CSR and Work Ethics
- Advanced Organizational Behavior
- Managing Employee-Employer Relationship through Psychological Contract
- Advanced Research Methods
- Structural Equation Modeling with AMOS
- Advanced Quantitative Techniques with SPSS

MBA & Executive MBA Programs

- Strategic Management
- Strategic HRM
- Leadership & Team Work
- Leadership & Managing People
- Training & Development
- Methods for Business Research

BS & BBA Programs

- Strategic Management
- Strategic HRM
- International HRM
- Special Topics in HRM
- Leadership and Power
- Principles of Management
- Performance Management
- Organizational Behavior
- Business Research Methods

POST GRADUATE RESEARCH SUPERVISION

HEC recognized PhD supervisor (<http://sc.hec.gov.pk/aphds/submit.asp?supid=5473>)

Type	Role	No of students
MS Thesis	Supervisor	5 completed
PhD Thesis	Supervisor	1 in progress

PROJECTS & CONSULTANCY

Title Consultant for Assurance of Learning (AoL) and AACSB International Accreditation to the Directorates of Quality Assurance & International Accreditation of Sukkur IBA for moving forward for AACSB International Accreditation.

Institute Sukkur IBA
Date July 01, 2016 to August 13, 2016.

Title Project Coordinator of Training of District Education Officials for IRD's Sindh Community Mobilization Program, Sponsored by International Relief & Development (IRD).

Institute Sukkur IBA
Date September 28, 2014 to February 15, 2015.

Title Project Coordinator of 12-Day Capacity Building Trainings for DOEs, DEOs, HMs, Principals & Faculty Members of TTIs under Sindh Elementary Teachers Training Project, Sponsored by Canadian International Development Agency (CIDA).

Institute Sukkur IBA
Date September 28, 2014, to February 15, 2015.
Title Technical Consultant in Standardized Assessment Test (SAT-Phase II)
Institute Sukkur IBA (World Bank Project)
Date January 2013 to December 2014

Title Qualitative Data Analyst in EDC (USAID) Project of Teacher Educators in Pakistan
Institute Sukkur IBA
Date December 2012 to April 2013

ADMINISTRATIVE EXPERIENCE

Institute Sukkur Institute of Business Administration
Designation Director Executive Development Center
Experience January 06, 2014 to October 17, 2015.
Job Description Writing training proposals for funding, developing academic and executive training programs, recruiting and selecting the required administrative staff and professional/trainers, setting the state of the art infrastructure for executive development center.

Institute Sukkur Institute of Business Administration
Designation Head of Department, Business Administration
Experience March 06, 2013 to January 05, 2014
Job Description Responsible for faculty selection, AACSB accreditation roadmap development, curriculum development in alignment to AACSB International Accreditation standards, Assurance of Learning (AoL) implementation at BBA and MBA programs, courses allocation, faculty development & evaluation & overall monitoring.

Institute Sukkur Institute of Business Administration
Designation Coordinator Executive MBA Program
Experience March 06, 2013 to 2014
Job Description Responsible for faculty selection, curriculum development, courses allocation, faculty development & evaluation, and overall monitoring.

Institute Sukkur Institute of Business Administration
Designation Coordinator MS/PhD (HRM) Program
Experience Since June 23, 2012, to October 17, 2015
Job Description Ph.D. faculty hiring, assurance of learning, faculty development & evaluation, and overall monitoring.

Organization Aims Apparel (Pvt) Limited, <http://www.aimsapparel.com/main.htm>
Designation Assistant HR Manager
Tenure June 2006- April 2007
Job Description Implementing HR policies by Pakistani labor laws, assisting in recruitment, training, and development of human resources.

INTERNATIONAL TRAINING RECEIVED

Title Innovation & Entrepreneurship Workshop

<i>Institute/Place</i>	Abu Dhabi University, Dubai Campus, UAE.
<i>Date</i>	September 27, 2018
<i>Title</i>	Curriculum Development for Leadership
<i>Institute/Place</i>	AACSB International; SMU, Singapore
<i>Date</i>	April 24, 2013
<i>Title</i>	Curriculum Development for Design Thinking for Creativity & Innovation
<i>Institute/Place</i>	AACSB International; SMU, Singapore
<i>Date</i>	April 26, 2013
<i>Title</i>	Curriculum Development for Communication Skills
<i>Institute/Place</i>	AACSB International; SMU, Singapore
<i>Date</i>	April 25, 2013
<i>Title</i>	Training workshop on Preparation of Business Plan
<i>Institute/Place</i>	Higher Education Commission (HEC) of Pakistan
<i>Date</i>	December 27-28, 2012
<i>Title</i>	Business Accreditation Seminar
<i>Institute/Place</i>	AACSB International; Kuala Lumpur, Malaysia
<i>Date</i>	October 11-12, 2012
<i>Title</i>	Assurance of Learning Seminar
<i>Institute/Place</i>	AACSB International; Kuala Lumpur, Malaysia
<i>Date</i>	October 13-14, 2012
<i>Title</i>	Asia Pacific Annual Conference
<i>Institute/Place</i>	AACSB International; Kuala Lumpur, Malaysia
<i>Date</i>	October 14-16, 2012
<i>Title</i>	Training for Management & Administration of Operational Executives
<i>Institute</i>	USAID Assessment and Strengthening Program (ASP-LUMS)
<i>Date</i>	September 17-21, 2012
<i>Title</i>	Training of Trainers (ToT)
<i>Institute</i>	USAID Assessment and Strengthening Program (ASP-LUMS)
<i>Date</i>	June 4 – 8, 2012
<i>Title</i>	Faculty Training on Case Method of Teaching
<i>Institute</i>	Rousing Executive Development Center, LUMS
<i>Date</i>	May 10 – 12, 2012
<i>Title</i>	Stress Management for Students
<i>Institute</i>	Institute for Learning and Development, Pakistan
<i>Date</i>	November 20, 2007
<i>Title</i>	4rth Regional Dialogue on Peace & Youth Cooperation
<i>Institute</i>	Bargad
<i>Date</i>	09-12 June, 2006

TRAININGS/SEMINARS DELIVERED

<i>Title</i>	Lead resource person in Two-Day Assurance of Learning (AoL) & AACSB Seminar for the Faculty of Business Administration at Sukkur IBA, Pakistan.
<i>Institute</i>	Sukkur IBA
<i>Date</i>	August 3-4, 2016

Title Co-lead Trainer in the United States' AID Program for Assessment & Strengthening Program for Training on Monitoring & Evaluation for Operational Executives of Pakistan.
Institute Sukkur IBA
Date December 29, 2014 to January 02, 2015

Title Lead Trainer in Training on Leadership and Decision Making for Executives staff & Engineers (batch-2) of Sui Southern Gas Company Limited, Pakistan.
Institute Sukkur IBA
Date December 19, 2014

Title Leader trainer in the United States' AID Program for Assessment & Strengthening Program for Training on HR & Administration for Operational Executives of Pakistan.
Institute Sukkur IBA
Date November 17-21, 2014

Title Leader resource person in Two-day Assurance of Learning (AoL) Seminar for all the Faculties of Sukkur IBA, Pakistan.
Institute Sukkur IBA
Date October 31 to November, 2014

Title Lead Trainer in Training on Leadership and Decision Making for Executives of Tariq Nazeer & Company.
Institute Sukkur IBA
Date October 18, 2014

Title Lead Trainer in 12-Day Capacity Building Training for DOEs, DEOs, HMs, Principals & Faculty Members of TTIs under Sindh Elementary Teachers Training Project, Sponsored by Canadian International Development Agency (CIDA).
Institute Sukkur IBA
Date October 13-25, 2014

Title Lead Trainer in 12-Day Capacity Building Training for DOEs, DEOs, HMs, Principals & Faculty Members of TTIs under Sindh Elementary Teachers Training Project, Sponsored by Canadian International Development Agency.
Institute Sukkur IBA
Date June 16-28, 2014 <http://edc.iba-suk.edu.pk/Event.aspx>

Title Lead Trainer in Training on Leadership and Decision Making for Executives staff & Engineers (batch-1) of Sui Southern Gas Company Limited, Pakistan.
Institute Sukkur IBA
Date May 05, 2014 <https://www.facebook.com/sibaedc?ref=ts&fref=ts>

Title Lead Resource Person in Two-day AACSB's Assurance of Learning (AoL) standards seminar for Business Faculty.
Institute Sukkur IBA
Date April 29-30, 2014.

Title Co-lead Trainer in the United States' AID Program for Assessment & Strengthening Program for Training on Monitoring & Evaluation for Operational Executives of Pakistan.
Institute Sukkur IBA
Date March 03-07, 2014

- French
- Urdu, Punjabi, & Sindhi

Functional
Excellent

REFERENCES

Name	Title
Prof. Jean-Marie Peretti	Director IAE Corse/Professor ESSEC Business School Paris, France. Peretti@essec.fr
Prof. Delphine Lacaze	Professor, IAE- Aix-en-Provence, France. Delphine.Lacaze@iae-aix.com
Prof. Uzma Javed	Chair of HRM Department at Effat University, KSA. ujaved@effatuniversity.edu.sa
Dr. Abdul Karim Khan	Associate Professor, UAEU, UAE. abdul.karim@uaeu.ac.ae