

DR FAISAL QADEER

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RESEARCH INTERESTS AND SKILLS

My main **research** and **teaching** interests include *Organizational Behavior, Human Resource Management, CSR, Consumer Behavior, Research Methods, Management, Philosophy of Management, Theory Development, Performance Management, Organization Theory, Organization Development, and Decision-Making.* **Supervision** is my favorite activity for advancing research and quality of life in **South Asia**.

Editor: *South Asian Management Research Journal*; **Managing Editor:** *Leadership & Organizational Behavior Journal*; **Author & Reviewer:** *Academy of Management, Journal of Business Research, Industrial Marketing Management, Journal of Cleaner Production, Service Industries Journal, Personnel Review, International Journal of Human Resource Management, Career Development International, Current Psychology, Cross Cultural and Strategic Management, International Journal of Environmental Research and Public Health, Sustainability, Social Responsibility Journal, Journal of Management & Organization, Asia Pacific Management Review, Journal of Economic and Administrative Sciences.* The **organizer** of several national and international conferences and training workshops.

Skills and Traits: My primary skills include *dissertation supervision, teaching, planning and scheduling, and problem-solving.* I am *disciplined, collaborative, flexible, and trustworthy.* My *achievement orientation* has always enabled me to remain a *top performer.* However, *my attention to detail, straightforwardness, and agenda-specific approach* is sometimes disturbing. By the grace of Allah, I can mostly *avoid repeating mistakes.*

ACADEMIC QUALIFICATIONS

	<i>GPA/Grade</i>
• Ph.D. (2010) (Strategic HRM/Organizational Behavior), NCBA&E, Main Campus, Lahore	3.83
• M.Phil. (Business Administration, Strategic HRM), NCBA&E, Main Campus Lahore	3.88
• MPA (1994) (Management, Marketing), <i>Quaid-i-Azam University</i> , Islamabad	B
• B.Sc. (1991) (Space Science, Mathematics, Physics), <i>University of the Punjab</i> , Lahore	A
• F.Sc. (1988) (Pre-Engineering), <i>Board of Intermediate & Secondary Education</i> , Lahore	A
• Matric (1984) Science Group, <i>Board of Intermediate & Secondary Education</i> , Lahore	A

OTHER QUALIFICATIONS, PIECES OF TRAINING, AND WORKSHOPS

- 2023 Awareness Session on *Islamic Banking & Finance*, by HCC & SBP at Punjab University, Lahore
- 2023 Challenging Role of the Business School Faculty, by NBEAC at Islamabad
- 2022 Qualitative Content Analysis using NVivo at HCC, Punjab University, Lahore
- 2022 Implementation of COSO Control Framework at HCC, Punjab University, Lahore
- 2022 Case Teaching Workshop at Hailey College of Commerce, PU, Lahore
- 2022 Enhancing Leadership Skills by Pakistan Institute of Management at Lahore
- 2022 Future New Deans by National Business Education Accreditation Council (NBEAC) at Islamabad
- 2010 Building Sustainable Research Networks by HEC at GC University, Lahore
- 2010 NBEAC Evaluators Training organized by HEC at Regional Office, Lahore
- 2008 Recent *Advances in Data Analysis* organized by ISOSS, Lahore
- 2008 Workshop on *Citing and Referencing using EndNote* at IBA, Punjab University, Lahore
- 2006 Workshop on Recent Developments in Survey Sampling at LUMS, Lahore
- 2003-6 Bachelor of Laws (L.L.B.) from University of the Punjab, Lahore
- 2005 Certificate in Islamic Economics and Finance from IDB, Saudi Arabia
- 2003 Certificate in French from the University of the Punjab, Lahore
- 2003 Course on *Credit Analysis* organized by Institute of Bankers in Pakistan
- 1998 Diploma Associate from the Institute of Bankers in Pakistan (DAIBP-I)
- 1996 SBFC In-Service Training at SBFC Training Institute, Head Office, Islamabad

SOME DISTINCTIONS

+

- *Social Science Research Network* Author Rank is among the top one percent.
- *Google Scholar* h-index: 23; i10-index: 42. <https://scholar.google.com/citations?user=J8XJP44AAAAAJ&hl=en&authuser=1>
- Currently Ranked 5th in Pakistan in *Human Resource Management on AD Scientific Index*
- 2021 University of Lahore's *Research Productivity Award*
- 2018 University of Lahore's *Research Productivity Award*
- 2016-2018 *Chief Organizer* of three international conferences
- 2016-2018 - Six *funding/grants* for organizing events from HEC/PHEC (Rs. 4.8 million)
- 2014 HEC Approved Supervisor (*Management & Business Administration* – current letter: 17.11.2023)
- 2005 HEC *Indigenous Scholarship* for Ph.D. in Management Science.
- 2004 Declared *Top Performer of Punjab* for the year 2003 by SME Bank Ltd.
- 1990 First *Position* in B Sc (Sp. Sc.) examinations at the University of the Punjab.
- 1988 UGC Scholarship under *President's Talent Farming Scheme*.

EXPERIENCE: 29 years (Teaching/Research: **21** years; Professional: **8** years)

- **POST Ph.D.** (14.6 years) TEACHING: Courses = 20, Credit Hours: 418
- Hailey College of Commerce, *University of the Punjab*, New Campus, Lahore (2.8 years)
 - *Associate Professor* (TTS) from May 31, 2022-to-date
 - Focal person for *Corporate Social Responsibility* activities in the college.
- Lahore Business School, Main Campus, *The University of Lahore*, Pakistan (7 years)
 - *Professor* from Dec 1, 2018, to May 31, 2022.
 - *Head Research Program* from Aug 31, 2016-Dec 16, 2019.
 - *Associate Professor* from July 1, 2015, to Nov 30, 2018.
- *National College of Business Administration & Economics*, Gulberg-III, Lahore, Pakistan (4.8 years)
 - *Associate Professor* from Oct 1, 2014, to June 30, 2015.
 - *Assistant Professor* from Sep 1, 2010, to Sep 30, 2014.
- 2011-to-date Visiting Faculty at *Kinnaird College for Women and National College of Arts*
- **PRE Ph.D.** (Teaching/Research: 5.9 years) at *NCBA & E*, Gulberg-III, Lahore, Pakistan:
 - *Ph.D. Scholar under HEC Indigenous 5000 Fellowship Program*; full-time *Research Associate*; and a *Visiting Faculty* from Oct 12, 2004, to Aug 31, 2010
- *Officer Grade-II* at *SME Bank Ltd (Ex-Small Business Finance Corporation)* from May 19, 1996, to Feb 2, 2004 (7.8 Years)
 - 2003 Relationship manager with the *highest disbursement* among the 24 managers and recovery officer with the *highest recovery* among the 38 officers in the Lahore Area.
 - 2001-2002 As an in-charge recovery, the Lahore City branch *achieved the record-breaking recovery* in the organization's history.
 - 1999-2000 As a recovery officer, held the *first position among nine teams* and remained involved in computerizing the loan accounts.
 - 1997-98 as in-charge administration & recovery/second manager at Jehlum branch *introduced computerized account allocation and recovery monitoring system*; consequently, recovery attained a record level. Also served as a credit officer for PM's self-employment scheme.
 - 1996-97 *Manager Recovery & Projects* at the regional office Rawalpindi.

PUBLICATIONS (Summary): Scopus/ISI Indexed Articles = 44 - ABDC Rated = 13

Journal Article					Project Reports	Books & Book Chapters	Dissertations	Grand Total
HEC Recognized			Others	Total				
W	X	Y						
26	11	28	4	69	2	3	2	76

Journal Articles

1. Hameed, I., Qadeer, F., Zahoor, K., Hameed, I. & Memon, M. A. (2025). From creative performance pressure to deviance: Understanding the role of moral disengagement and supervisor bottom line mentality. *The Journal of Creative Behavior*, 59, e1538. (W-category, WOS IF **2.8**, Scopus CiteScore 7.5).
2. Hafeez, S., Qadeer, F., John, A. & Iqbal, A. (2025) AI-powered solutions: innovating performance dynamics of psychopaths through AI assistants and self-efficacy. *Current Psychology*, (W-category, WOS IF **2.5**, Scopus CiteScore 4.6).
3. Sameeni, M. S., Ahmad, W. & Qadeer, F. (2024). Examining consequences of brand hate in business-to-business relationships: The moderating role of relationship length. *Industrial Marketing Management*, 122(Aug), 26-36. (W-category, WOS IF **7.8**, ABDC Rating **A***, Scopus CiteScore 17.3).
4. Shahzadi, G., John, A., Qadeer, F. & Jia, F. (2024). CSR beyond symbolism: The importance of substantive attributions for employee CSR engagement. *Journal of Cleaner Production*, 436-140440. ahead-of-print. (W-category, WOS IF **9.7**, ABDC Rating **A**, Scopus CiteScore 20.4).
5. Alhmeidiyeen, M.S.M., Qadeer, F., Hameed, I. & Naseem, M.A. (2024). Translation of green supply chain management to environmental performance via green process innovation and the moderation of managers' job satisfaction and top management commitment. *Pakistan Journal of Commerce and Social Sciences*, 18(4), 985-1007. (X-category, Scopus CiteScore 4.2).
6. Sameeni, M. S., Qadeer, F., Ahmad, W. & Filieri, R. (2024). An empirical examination of brand hate influence on negative consumer behaviors through NeWOM intensity: Does consumer personality matter? *Journal of Business Research*, 173-114469. (W-category, WOS IF **10.5**, ABDC Rating **A**, Scopus CiteScore 20.3).
7. Hafeez, S., Qadeer, F., John, A., Asif Iqbal, A. & Sarmad, I. (2024). Mach mechanics: How self-efficacy drives Machiavellie's job performance. *Journal of Xi'an Shiyou University* 20(7), 300-307. (X-category, Scopus CiteScore 1.0)
8. Shahid, H., Qadeer, F., John, A. & Hameed, I. (2024). Mitigating facets of team knowledge hiding: A collaborative view of psychological safety and team embeddedness through the lens of COR theory. *Pakistan Journal of Commerce and Social Sciences*, 18(2), 408-434. (X-category, Scopus CiteScore 4.2).
9. Zahoor, K., Qadeer, F., Sheeraz, M. & Hameed, I. (2024). Understanding the impact of ethical leadership on followers' voice: Mediation of moral identity and moderation of proactive personality. *Journal of Economic and Administrative Sciences*, ahead-of-print. (X-category, ESCI IF **1.8**, Scopus CiteScore 1.8).
10. Hafeez, S., Qadeer, F., John, A., Luu, T., Iqbal, A., Khan, M.Q. & Sarmad, I. (2024). Experience matters: Turning psychopathy into self-efficacy and job performance. *Journal of Asian Development Studies*, 13(2), 1071-1084. (Y-category).
11. Zahoor, K., Hameed, I., John, A. & Qadeer, F. (2024). How transactional leadership impacts

- tacit and explicit knowledge hiding: the role of perceived competition and leader knowledge hiding. *Journal of Applied Structural Equation Modeling*, 8(1),01-16. (Y-category, Scopus CiteScore 9.2).
12. Hafeez, S., Qadeer, F., John, A., Asif Iqbal, A. & Sarmad, I. (2024). Navigating performance dynamics: Empowering psychopaths' group performance through social and collective efficacy. *International Review of Management and Business Research* 13(2), 185-207. (Y-category)
 13. Khan, K.I., Rashid, T., Mahmood, S., Qadeer, F. & Sheeraz, M (2023). Sustainable supply chain finance: Evolution, developments and proposed future agenda. *Kurdish Studies*, 11(3), 944-963. (W-category, WOS IF **0.6**, Scopus Indexed).
 14. Irfan, S., Qadeer, F., Sarfraz, M. & Bhutta, M. K. S. (2023). Determinants and consequences of job crafting under the boundary conditions of work uncertainty. *Career Development International*, 28(6/7), 686-705. (W-category, WOS IF **3.4**; ABDC Rating **B**, Scopus CiteScore 5.4).
 15. Qadeer, F. Khan, L. & Hameed, I. (2023). Consumer deceleration and well-being under the conditions of control over consumption, social class, and spirituality: A social acceleration perspective. *Pakistan Journal of Commerce and Social Science*, 17(4), 677-699. (X-category, CiteScore 4.2)
 16. Irfan, S., Qadeer, F., Sarfraz, M. & Abdullah, M.I. (2023). Relational triggers of job crafting and sustainable employability: Examining a moderated mediation model. *Current Psychology*, 43, 9773-9792, (W-category, WOS IF **2.5**, Scopus CiteScore 4.6).
 17. Sameeni, M. S., Qadeer, F., Shahid, S., & Khurram, M. (2023). Differential effects of performance versus value-based brand betrayal on hate and unfavorable consumer behaviors. *Journal of Social Sciences Review*, 3(2), 775-791. (Y-category)
 18. John, A., Qadeer, F., Farooq, Q, Shahzadi, G., Zhang, Y., Zouria, A. & Ahmed, W. (2023). Corporate environmental and social responsibility: A perspective of human behavior and psychological orientation. *Current Psychology*, 43, 1-4 (W-category, WOS IF **2.5**, Scopus CiteScore 4.6).
 19. Khalid, A., Awan, R.A., Qadeer, F., Saeed, Z. & Ali, R. (2023). Attitude toward nudity and advertising in general through the mediation of offensiveness and moderation of cultural values: Evidence from Pakistan and the United States. *Pakistan Journal of Commerce and Social Science*, 17(1), 115-134. (X-category, Scopus CiteScore 4.2).
 20. Irfan, S., Qadeer, F., Abdullah, M.I. & Sarfraz, M. (2023). Employer's investments in job crafting to promote knowledge worker's sustainable employability: A moderated mediation model. *Personnel Review*, 52(8), 2025-2047. (W-category, WOS IF **3.3**, ABDC Rating **A**, Scopus CiteScore 7.1).
 21. Mahmood, F., Saleem, M., Qadeer, F., Ariza-Montes., & Han, H. (2023). Employees' reactions to CSR perception and disclosure in the presence of contingencies. *Cross Cultural and Strategic Management*, 30(1), 5-36. (X-category, WOS IF **1.9**, Scopus CiteScore 4.7).
 22. John, A., Ahmad, N., Shahzadi, G., Qadeer, F., & Khalid, A. (2022). Corporate social responsibility and repurchase intentions: The parallel mediation of consumer satisfaction and consumer trust. *Pakistan Journal of Commerce and Social Science*, 16(4), 604-621. (X-category, Scopus CiteScore 4.2).
 23. Abrar, R., Qadeer, F. & Shafique, M. (2022). Workplace ostracism and job performance: The role of depressed mood and political skill. *Journal of Business & Economics*, 14(1), 1-19. (Y-category).
 24. Farooqi, S.S., Qadeer, F. & Shahzadi, S (2022). Non-work-related antecedents of supervisor-rated job performance: An evidence-based non-traditional epistemological approach. *Journal of ISOSS*, 8(1), 253-272. (Y-category).
 25. Mahmood, F., Qadeer, F., Saleem, M. & Ariza-Montes. A (2021). Corporate social responsibility and firms' financial performance: A multilevel serial analysis underpinning social identity theory. *Economic Research-Ekonomska Istrazivanja*, 34(1), 2447-2468. (W-category, WOS IF **3.1**, Scopus

CiteScore 7.1).

26. Arshad, S., Qadeer, F. & Mahmood, F. (2021). Leaders' core self-evaluation and team performance via serial mediation of relational identification and team potency. *Pakistan Journal of Commerce and Social Science*, 15(4), 711-735. (Y-category, Scopus CiteScore 4.2).
27. Khalid, A. & Qadeer, F. (2021). Curbing the materialism-loneliness-happiness trap by two conscious interventions: A double randomized experiment. *Journal of ISOSS*, 7(2), 125-143. (Y-category).
28. Khan, K.I., Qadeer, F., Mata, M.N., Dantas, R.M., Rita, J.X. & Martins J.N. (2021). Debt market trends and predictors of specialization: An analysis of Pakistani corporate sector. *Journal of Risk and Financial Management*, 14(5), 224. (X-category) ESCI CI 0.95, ABDC Rating **B**, Scopus CiteScore 4.5).
29. Khan, K.I., Qadeer, F., Mata, M.N., Neto, J.C. Sabir, Q., Martins, J.N. & Filipe, J.A. (2021). Core predictors of debt specialization: A new insight to optimal capital structure. *Mathematics (Special Issue on Applications)* 9(9), 975. (W-category, WOS IF **2.3**).
30. Jaffery, H., Abid, G., Qadeer, F., Batool, I., Shaukat, H., & Qaiser, S. (2021). East-centric flourishing: Contemporary antecedents and mechanisms. *Elementary Education Online*, 20 (5), 6003-14. (X-category)
31. Saleem, M., Qadeer, F., Mahmood, F., Han, H., Giorgi, G., & Ariza-Montes, A. (2021). Incultation of green Behaviour in Employees: A multilevel moderated mediation approach. *International Journal of Environmental Research and Public Health*, 18(1), 331. (W-category, WOS IF **4.6**, Scopus CiteScore 7.3).
32. Irfan, S.M., & Qadeer, F. (2020). Employers' investments in job crafting for sustainable employability in pandemic situation due to COVID-19: A lens of job demands-resources theory. *Journal of Business & Economics*, 12(2), 124-141. (Y-category).
33. Latif, T. & Qadeer, F. & Farooqi, S.S. (2020). Individual innovative behavior: Interplay of reputation, job requirement and expected positive performance outcomes. *Asian Management Research Journal*, 2(1), 01-19.
34. Mahmood, F., Qadeer, F., Sattar, U., Ariza-Montes, A., Saleem, M. & Aman, J. (2020). Corporate social responsibility and firms' financial performance: A new insight. *Sustainability*, 12(10), 4211. (W-category, WOS IF **3.3**).
35. Sheeraz, M., Qadeer, F., Khan, K. I. & Mahmood, S. (2020). What I am, what I want to be: The role of brand experience in the relationship of self-congruence facets and orientation toward happiness. *Journal of Business & Economics*, 12(1), 43-61. (Y-category).
36. Saleem, M., Qadeer, F., Mahmood, F., Ariza-Montes., & Han, H. (2020). Ethical leadership and employee green behavior: A multilevel moderated mediation analysis. *Sustainability*, 12(8), 3314. (W-category, WOS IF **3.3**).
37. Qadeer, F., Islam, A., Ajmal, M., & Shahzadi, G. (2020). Newcomers' socialization tactics and affective commitment: Interplay of perceived organizational support and prior relationships. *International Journal of Management Research and Emerging Sciences*, 10(2), 1-11. (Y-category).
38. Mahmood, F., Qadeer, F., Abbas, Z., Muhammadi, Hussain, I., Saleem, M., Hussain, A. & Aman, J. (2020). Corporate social responsibility and employees' negative behaviors under abusive supervision: A multilevel insight. *Sustainability*, 12(7). (W-category, WOS IF **3.3**).
39. John, A., Qadeer, F., Shahzadi, G., & Jia, F. (2019). Getting paid to be good: How and when employees respond to corporate social responsibility? *Journal of Cleaner Production*, 215, 784-795. (W-category, WOS IF **9.7**, ABDC Rating **A**, Scopus CiteScore 20.4).

40. Shahzadi, G., Qadeer, F., John, A. & Jia, F. (2019). CSR and identification: The contingencies of employees' personal traits and desire. *Social Responsibility Journal*, 16(8), 1239-1251. (*W-category*, *WOS IF 2.9*, *ABDC Rating B*, *Scopus CiteScore 7.3*).
41. Qadeer, F. & Hussain, S. (2019). Antecedents of Transition towards Strategic HRM in Developing Countries. *Asian Management Research Journal*, 1 (1), 4-21.
42. Sheeraz, M., Qadeer, F., Masood, M. & Hameed, I. (2018). Self-congruence facets and emotional brand attachment: The role of product involvement and product type. *Pakistan Journal of Commerce and Social Science*, 12(2), 598-616. (*Y-category*, *Scopus CiteScore 4.2*).
43. Khurram, M., Qadeer, F., & Sheeraz, M. (2018). The role of brand recall, brand recognition and price consciousness in understanding actual purchase. *Journal of Research in Social Sciences*, 6(1), 219-241. (*Y-category*).
44. Rukh, H., & Qadeer, F. (2018). Diagnosing culture of public organization utilizing competing values framework: A mixed-methods approach. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 498-518. (*Y-category*, *Scopus CiteScore 4.2*).
45. Qadeer, F., Imtiaz, A. & Hameed, I. (2017). Identifying key areas of work life and their interactive effect in explaining Pakistani nurses' burnout. *Pakistan Journal of Commerce and Social Science*, 11(3), 737-752. (*Y-category*, *Scopus CiteScore 4.2*).
46. John, A., Qadeer, F., Shahzadi, G. & Jia, F. (2017). Corporate social responsibility and employee's desire: A social influence perspective. *Service Industries Journal*, 37(13-14), 819-832. (*W-category*, *WOS IF 7.4*, *ABDC Rating B*, *Scopus CiteScore 19.0*).
47. Mahmood, S., Qadeer, F., Sheeraz, M. & Khan, K. I. (2017). Line managers' HR implementation level and work performance: Estimating the mediating role of employee outcomes. *Pakistan Journal of Commerce and Social Science*, 11(3), 956-973. (*Y-category*, *Scopus CiteScore 4.2*).
48. Khan, K. I., Qadeer, F., Ghafoor, M. M. (2017). Debt specialization within profitability sub-groups: A new perspective of debt structure choices. *FWU Journal of Social Sciences*, 11(2)-92-108. (*X-category*).
49. Khan, K. I., Qadeer, F., Mahmood, S., & Rizavi, S. S. (2017). Reasons of debt specialization: Understanding the perspectives of small and large organizations. *The Lahore Journal of Business*, 6(1), 93-110. (*Y-category*).
50. Shahzadi, G., John, A., Qadeer, F. & Mehnaz, S. (2017). Followership behavior and leaders' trust: Do political skills matter? *Pakistan Journal of Commerce and Social Sciences*, 11(2), 653-670. (*Y-category*, *Scopus CiteScore 4.2*).
51. Rehman, S., Shafique, M., Qadeer, F., & Ahmad, R. (2017). The impact of social networks on team building and knowledge sharing: Moderating role of organizational politics. *Pakistan Journal of Social Science*, 37(2), 368-382. (*Y-category*, *Scopus CiteScore 4.2*).
52. Hameed, I., Khan, M. B., Shahab, A., Hameed, I., & Qadeer, F. (2016). Science, technology and innovation through entrepreneurship education in United Arab Emirates. *Sustainability*, 8 (12), 1280. (*W-category*, *WOS IF 2.71*).
53. Khan, K. I., Qadeer, F., John, A., & Sheeraz, M. (2016). Existence and prevalence of debt specialization strategy across organizations: A Pakistani Perspective. *Pakistan Journal of Commerce and Social Sciences*, 10(3), 461-485. (*Y-category*, *Scopus CiteScore 4.2*).
54. Qadeer, F., Ahmad, A., Hameed, I. & Mahmood, S. (2016). Linking passion to organizational citizenship behavior and employee performance: The mediating role of work engagement. *Pakistan Journal of Commerce and Social Sciences*, 10 (2), 316-334. (*Y-category*, *Scopus CiteScore 4.2*).
55. Sameeni, M. S. & Qadeer, F. (2015). Consumer intentions to perform difficult behaviors- Role

- of brand-self connection, prominence and relationship length. *Pakistan Journal of Commerce and Social Sciences*, 9(3), 719-741. (Y-category, Scopus CiteScore 4.2).
56. Shafique, M., Ahmad, Saleem, S. S., & Qadeer, F. (2015). Work-family conflicts and its impact on attitude of motorway patrolling officers: Moderating role of embeddedness. *Vidyabharati International Interdisciplinary Research Journal*, 4(2), 129-141. (WOS Indexed).
 57. Khawaja, A. R., Bokhari, S. M. A., Rasheed, T., Shahzad, A., Hanif, M., Qadeer, F. & Jafferany, M. (2015). Disease severity, quality of life, and psychiatric morbidity in patients with psoriasis with reference to socio-demographic, lifestyle, and clinical variables: *The Primary Care Companion for CNS Disorders*, 17(3). (Y-category, Scopus CiteScore 1.5).
 58. Fatima, M., Shafique, M., Qadeer, F. & Ahmad, R. (2015). HR practices and employee performance relationship in higher education: Mediating role of job embeddedness, perceived organizational support and trust. *Pakistan Journal of Statistics and Operation Research*, 11(3), 421-439. (Y-category, WOS IF 1.1, Scopus CiteScore 3.3).
 59. Mehmood, S., Qadeer, F., & Ahmad, A. (2015). The role of organizational learning in understanding relationship between total quality management and organizational performance. *Pakistan Journal of Commerce and Social Science*, 9(1), 282-302. (Y-category, Scopus CiteScore 4.2).
 60. Abbas, H. W., Shafique, M., Qadeer, F., Moin-ud-Din, N., Ahmad, R., & Saleem, S. S. (2015). Impact of perceptions of organizational politics on employees' job outcomes: The moderating role of self-efficacy and personal political skills. *Science International*, 27(3), 2729-2734.
 61. Qadeer, F. & Arshad, S. (2014). Core self-evaluation and job performance: The role of anticipated guilt and gratitude. *Pakistan Journal of Statistics*, 30(6) 1301-1320. (W-category, WOS IF **0.14**, ABDC Rating **C**, Scopus CiteScore 1.7).
 62. Mehmood, S., Qadeer, F., & Ahmad, A. (2014). Relationship between TQM dimensions and organizational performance. *Pakistan Journal of Commerce and Social Science*, 8(3), 662-679. (Y-category, Scopus CiteScore 4.2).
 63. Qadeer, F. & Jaffery, H. (2014). Mediation of psychological capital between organizational climate and organizational citizenship behavior. *Pakistan Journal of Commerce and Social Science*, 8(2), 453-470. (Y-category, Scopus CiteScore 4.2).
 64. Qadeer, F. & Ahmad, M. (2013). A note on the impact factor journals of 'Statistics and Probability.' *Pakistan Journal of Statistics*, 29 (2), 253-260. (W-category, WOS IF **0.34**, ABDC Rating **C**, Scopus CiteScore 1.7).
 65. Rehman, R., Qadeer, F., Habib, Z. & Ahmad, M. (2012). Measuring HR-line relationship quality: A proposed construct and its validation. *Pakistan Journal of Statistics*, 28(5), 743-756. (W-category, WOS IF **0.25**, ABDC Rating **C**, Scopus CiteScore 1.7).
 66. Qadeer, F. & Ahmad, M. (2012). Contribution of Pakistan Journal of Statistics in 'Statistics and Probability' literature-An analysis based on the Journal Citation Report (2010), *Pakistan Journal of Statistics*, 28 (3), 409-423. (W-category, WOS IF **0.29**, ABDC Rating **C**, Scopus CiteScore 1.7).
 67. Shafique, M., Qadeer, F., Rehman, R. & Ahmad, M. (2011). Impact of job embeddedness on leave intention: an understanding from HE system. *African Journal of Business Management*, 5(30), 11794-11801. (WOS IF **1.1**; W-category).
 68. Qadeer, F., Rehman, R., Ahmad, M. & Shafique, M. (2011). Does ownership of higher education institute influence its HRM Patterns? The case of Pakistan. *International Journal of Business and Management*, 6(10), 230-241. (Y-category).
 69. Qadeer, F., Shafique, M. & Rehman, R. (2011). An overview of HR-line relationship and its future directions. *African Journal of Business Management*, 5(7), 2512-2523. (WOS IF **1.1**; W-category).

Books & Book Chapter

70. Khalid, A, and Qadeer, F. (2017). *Rising consumer materialism: A threat to sustainable happiness*. Oxford, UK: **Taylor and Francis**. (HEC Recognized).
71. Sadiq, T., & Qadeer, F. (2017). How leader-member exchange impacts employees' perceptions of organizational support, embeddedness and satisfaction: Some evidence from Pakistan. In N. Muenjohn & A. McMurray (Eds.), *The Palgrave handbook of leadership in transforming Asia* (pp. 273-293). London: **Springer**.
72. Qadeer, F., Ahmad, M. and Rehman, R. (2010). *Integration and devolvement of HRM in Pakistan: An analysis of higher education institutes of Punjab*, Germany: **LAP**.

Dissertations

73. Qadeer, F (2007). *Strategic Integration and Devolvement of HRM in Higher Education Institutes of Punjab, Pakistan*.
74. Qadeer, F. (2010). *HR-Line Relationship and Strength of HRM: Theory, Measurements, and an Empirical Study*

Project Reports

75. *National Integrity System Assessment* (2014) was disseminated to **Transparency International Pakistan**. (Researcher, Contributor, and Managing Editor; Worth Rs. **1.69 million**)

This research investigated the role, governance, and capacity of 13 selected pillars of the state of Pakistan: legislature, executives, judiciary, supreme audit institution, anti-corruption agencies, law enforcement agencies, electoral management body, etc. The strengths and weaknesses of these pillars were identified, and recommendations to improve governance were specified to enhance the practices so that corruption can be minimized.

As a researcher, I prepared detailed (10-12 pages) interview guides for the 35 key experts for each pillar. I interviewed about half of these experts and analyzed the data per Donner's requirement. I was also the managing editor of the final report.

76. Ahmad, M. and Qadeer, F. (2011). *Citizen Report Card Study on Federal Tax Ombudsman, Pakistan*, disseminated to **Transparency International Pakistan** (TI-P). (Co-Project Manager; Worth **0.66 million**).

This research, the first of its kind in Pakistan, was conducted to determine the FTO Office's performance effectiveness. The Honorable Federal Tax Ombudsman (FTO) and TI-P jointly wanted to conduct it. As a researcher, I was involved in the sampling design, in charge of the data collection, and personally involved in the survey, data analysis, and report writing.

Funding /Grants (as the Chief Organizer of International Conferences) **Rs 4.83 million**

- 1) Seminar/Conference Grant by HEC (2016): **Rs. 0.940 million**
- 2) Seminar/Conference Grant by HEC (2017): **Rs. 1.110 million**
- 3) Seminar/Conference Award by PHEC (2017): **Rs. 0.200 million**
- 4) Seminar/Conference Grant by HEC (2018): **Rs. 1.073 million**
- 5) Seminar/Conference Award by PHEC (2018): **Rs. 0.632 million**
- 6) Seminar/Conference Award by PHEC (2020): **Rs. 0.870 million**

SUPERVISION SINCE 2010 *(Summary)*

Subject Area	BBA/MBA	M. Phil	Ph.D.	Total
HRM/OB/CSR/Performance	13	28	12	53
Consumer Behavior	2	10	4	16
Corporate Finance/TQM/SMEs	6	6	1	13
Total	21	44	17	82

Titles of the Ph.D. Dissertations *(Completed)*

1. Bright core of the dark triad: do the forms of perceived efficacy and rewards matter for the performance of narcissists, Machiavellists, and psychopaths *(Sajida Hafeez – 2024)*
2. Collaborative view for curbing knowledge hiding in teams: the role of social resources, embeddedness, and learning orientation. *(Hina Shahid –2024)*
3. How and why does brand hate affect consumer boycott and brand sabotage under the condition of neuroticism? *(Maleeba Shahid Sameeni - 2023).*
4. Workplace ostracism and the dimensions of workplace aggression: An understanding from the perspectives of conservation of resources and affective event theory. *(Rabia Abrar - 2023).*
5. Occupational calling: Development and validation of an integrated contextualized construct. *(Hina Jeffery - 2022)*
6. Antecedents of job performance: A comprehensive analysis through non-traditional epistemological approach. *(Saira S. Farooqi - 2022)*
7. Employer investments in job crafting for sustainable employability: A job demands-resources theory perspective. *(Syed Muhammad Irfan - 2022)*
8. Decoupling in CSR strategies and miffed employees: A multilevel serial mechanism to explain corporate social performance. *(Gulnaz Shahzadi - 2022)*
9. Leaders' CSE predicting team performance through complementarity and consequentialism: A multi source, multi-level positivistic validation. *(Sadia Arshad - 2021)*
10. Ethical leadership and employees' green behavior: A multilevel serial analysis underpinning social learning theory. *(Maria Saleem - 2021)*
11. Corporate social responsibility and firms' financial performance: A multilevel serial analysis underpinning social identity theory. *(Faisal Mahmood - 2021)*
12. Towards sustainable consumer happiness: Empirical testing of the socio-psychological theory of materialism-loneliness-happiness trap. *(Afza Khalid - 2107)*
13. Brand experience: The dimensional necessitation of self-congruence facets and spillover to consumer affective responses. *(Muhammad Sheeraz – 2017)*
14. How CSR contributes to organizational behavior? From the perspective of social identity theory and contingency of employee desire. *(Albert John - 2017)*
15. Public organization development: Diagnosing culture and planning interventions to attain governpreneurship. *(Hina Rukh - 2016)*
16. Managing HR implementation level and effectiveness under strategic HRM: Consequences for employees and organizations. *(Shahid Mahmood – 2016)*
17. Theoretical and empirical foundations of the antecedents of debt specialization: A new insight toward optimal debt structure. *(Kamwal Iqbal Khan - 2015)*

PhD Synopsis Approved – Candidates

18. Mohammad Salameh Muflih Alhmeidiyeen – *approved: 2022; expected submission: March 2025*
19. Mehreen Khurram – *approved: 2023; expected submission: June 2025*
20. Zara Imran – 2023 – *approved: 2023; expected submission: July 2025*
21. Syeda Sumaira Kousar – *approved: 2024; expected submission: June 2026*

Titles of the M. Phil Dissertations (Completed):

1. Sustainable supply chain finance adoption and social performance: the parallel mediation of supply chain integration and supply chain collaboration (*Asma Noreen - 2023*).
2. Consumer deceleration and well-being: The interplay of control over consumption, social class, and spirituality (*Laiba Khan - 2022*).
3. Human resource risk management and employee health and wellbeing: A high-reliability perspective (*Fahad Jawaid - 2020*).
4. Design for procurement and environmental performance: The moderating role of supplier power (*Iqtadar Hussain - 2020*).
5. Ethical leadership and followers' voice behaviors: The role of moral identity and proactive personaity (*Kanwal Zaboor - 2018*).
6. To do or not to do? How and when negative mood leads to counterproductive work behaviors: A self-control perspective (*Sameia Farhat - 2018*).
7. Internationalization of SMEs: Interplay of the manager's political skill and network resources (*Umer Ijaz - 2017*).
8. Testing followership theory by 'reversing the lens' under the role-based approach in leadership (*Gul Shehzadi - 2016*).
9. Evaluating anthropomorphic brands: When consumers are implicit personality theorists (*Nimra Ali - 2016*).
10. Socio-psychological theory of materialism trap: Theoretical advancement for unfolding the trap of materialism-loneliness-unhappiness (*Afia Khalid - 2015*).
11. The impact of professional skepticism on internal auditor's skills of detecting fraud symptoms (*Suna Khan - 2015*).
12. Meta-features of a strong HRM system: Items pool generation, scale development and validation (*Anum Zafar Butt - 2014*).
13. Aberrant personality traits and their interaction with the facets of organizational justice in generating counterproductive work behavior (*Ayesha Shams - 2014*).
14. Newcomers' socialization tactics and affective commitment: Interplay of perceived organizational support and prior relationships (*Azmat Islam - 2014*).
15. Role of organizational contextual factors in nurturing an employee's job passion (*Fabeeha Shehzad - 2014*).
16. Promoting thriving at work through job characteristics for performance and absenteeism (*Ghulam Abid - 2014*).
17. Product market characteristics and firm characteristics: Some evidence from Pakistan (*Hirra Ikram - 2014*).
18. Does sleep quality bring about essential personal resources for employees' performance? (*Kanwal Naseer - 2014*).

19. Prediction of HR-line relationship quality and comparative perspective of HR professional and line managers (*Maryam Rehmat - 2014*).
20. The role of brand recall, brand recognition and price consciousness in understanding actual purchase (*Mehreen Zabid - 2014*).
21. Firm characteristics, debt structure and debt specialization of non-financial firms listed at KSE (*Moqadus Sehar - 2014*).
22. Synergetic effect of organizational job embeddedness and fairness perception on employees' turnover intention (*Saira S. Farooqi - 2014*).
23. Leader member exchange and employee outcomes: The mediating role of perceived organizational support and embeddedness (*Tebreem Sadiq - 2014*).
24. Work values in Pakistan: Worker's characteristics, generational differences and comparative prospective (*Wajiha Ahmad - 2014*).
25. Self-congruence – emotional brand attachment relationship: The interplay of brand personality dimensions of sincerity and sophistication (*Zeeshan Rafique - 2014*).
26. Role of cynicism towards change in the relationship between psychological contract breach and organizational identification (*Zenab Khan - 2014*).
27. Whistleblowing and organizational culture: A study based on split questionnaire technique (*Abida Tariq - 2013*).
28. Linking passion to performance and organizational citizenship through work engagement (*Aftab Ahmed - 2013*).
29. Moderating role of optimism and depression on the relationship between prosocial motivation and employee performance (*Amina Saeed - 2013*).
30. Work life incongruity, psychological resilience and burnout among female doctors and nurses (*Aminah Imtiaz - 2013*).
31. A glance into employee engagement through emotional intelligence and work life balance of the doctors (*Faizra Mughal - 2013*).
32. The impact of buyer's compulsiveness on price consciousness and brand consciousness (*Farwa Altaf - 2013*).
33. Interplay of workplace ostracism and political skill in the relationship between employees' psychological distress and job performance (*Maira Ikram - 2013*).
34. Consumer intentions to perform difficult behaviors: Role of brand-self connection, prominence and relationship length (*Maliba Shahid Sameeni - 2013*).
35. Role of self-congruence and product involvement in creating emotional brand attachment for utilitarian and hedonic brands (*Mirha Masood - 2013*).
36. Selection interview ratings and job performance of an employee: role of self-verification striving (*Muhammad Arsalan - 2013*).
37. Role of employee's political skill, ingratiation, and popularity in workplace ostracism (*Qurat ul ain - 2013*).
38. Core self-evaluations and job performance: The role of anticipated guilt and gratitude (*Sadia Arshad - 2013*).
39. The role of organizational learning in understanding relationship between TQM and organizational performance (*Shahid Mahmood - 2013*).
40. Factors affecting analyst's equity valuation judgments: From research to practice (*Tabira Tariq - 2013*).
41. Effects of cynicism about organizational change and openness on turnover intention among doctors

- (Tanya Mansoor - 2013).
42. Individual innovative behavior: Interplay of reputation, job requirement and expected positive performance outcomes (Tehmina Latif - 2013).
 43. Consumer evaluation of copycat strategy, types, brand names and package design (Zara Imran - 2013).
 44. Mediation of psychological capital between organizational climate and citizenship behavior (Hina Jaffery - 2012).

CONFERENCES: (National/International Attended/Papers Presented/Co-authored)

1. 2024 “The interaction of power distance values and leaders’ core self-evaluation to explain the impact of servant leadership on task performance,” presented the paper as a **keynote speaker** at the 21st ICSS: *Mobilizing Data Science & Big Data to Achieve the SDGs* held on Dec 9-11, 2020 at Dow University of Health Science, Katachi, Pakistan.
2. 2024 **Session Chair** at the 21st ICSS: *Mobilizing Data Science & Big Data to Achieve the SDGs* held on Dec 9-11, 2020 at Dow University of Health Science, Katachi, Pakistan.
3. 2024 “Performance dynamics unleashed: Empowering psychopaths’ group performance through social and collective efficacy,” **co-authored** the paper accepted for presentation at the *British Academy of Management (BAM2024)*, Nottingham, UK.
4. 2024 “From intentions to outcomes: A multilevel analysis of corporate social performance, employee engagement, and financial performance with CSR decoupling considerations,” a **paper accepted** for presentation at the *British Academy of Management (BAM2024)*, Nottingham, UK.
5. 2024 **Session Chair** at the *International Research Conference Xplore 2024 – Chapter 5* held on May 10-11, 2024, at the Lahore Business School, The University of Lahore, Pakistan.
6. 2023 **Session Chair** at the 8th *International Conference on Banking, Insurance & Business Management* held on Dec 6-7 at Hailey College of Banking & Finance, University of the Punjab, Lahore. Pakistan.
7. 2023 **Session Chair** at the 3rd *International Conference on Business & Commerce* on November 14-16 at the Hailey College of Commerce, University of the Punjab, Lahore. Pakistan.
8. 2023 **Organizer** at the *Hailey Research Week* on November 14-16 at the Hailey College of Commerce, University of the Punjab, Lahore. Pakistan.
9. 2023 “Breaking the materialism-loneliness-happiness trap through self-transcendence values: the way forward to achieve sustainability,” **co-authored** the paper accepted for the presentation at the *Macromarketing Conference Seattle, Central Washington University, USA*.
10. 2023 **Session Chair** at the 2nd *International Conference on Business Administration* on March 10-11 at the Institute of Business Administration, University of the Punjab, Lahore. Pakistan.
11. 2023 **Session Chair** at the 20th *International Conference on Statistical Sciences* on March 9-10 at the Imperial College of Business Studies, Pakistan.
12. 2023 **Session Chair** at the 1st *International Conference on Business, Technology & Social Sciences* on February 7-8 at the University of the Punjab, Gujranwala Campus, Pakistan.
13. 2018 **Chief Organizer**, 3rd *International Conference on Business & Management Perspectives in Asian Context* on October 25-27, at The University of Lahore, Pakistan.
14. 2018 **Member Organizing Committee** for the 1st *PEC Deans International Conference of Engineering Institutions* held at Islamabad Marriot Hotel on February 13-14.
15. 2017 **Session Chair** at the 8th *International Conference on Management Research* held on November 09-11, at Superior University, Lahore.

16. 2017 “Level of profitability and degree of debt specialization,” **co-authored** the paper presented at the *2nd International Conference on Business & Management Perspectives in Asian Context* held on October 19-20, at The University of Lahore, Pakistan.
17. 2017 **Chief Organizer**, *2nd International Conference on Business & Management Perspectives in Asian Context* held on October 19-21, at The University of Lahore, Pakistan.
18. 2017 “Does sleep quality bring about essential personal resources for employees’ performance? Paper presented as a **plenary speaker** and **Session Chair** at the *International Conference on Innovation & Emerging Trends in Business Management* held on May 20-21 at Iqra University, Karachi.
19. 2016 **Chief Organizer**, *1st International Conference on Business & Management Perspectives in Asian Context* held on October 20-21, at The University of Lahore, Pakistan.
20. 2016 **Chaired** a colloquium session at the *14th ICSS Conference*, held on March 14-16 at Jinnah Sindh Medical University (JSMU) Karachi, Pakistan.
21. 2016 **Session Chair** at the *7th International Conference on Management Research* held on November 03-04, at Superior University, Lahore.
22. 2016 “Debt market trends and predictors of specialization” (*Best Paper Award*), **co-authored** the paper presented at the *International Conference* held on December 15-16 at the Institute of Business Administration (IBA), Sukar, Pakistan.
23. 2016 “Debt specialization and dividend decisions,” **co-authored** the paper presented at the *1st International Conference on Business & Management Perspectives in Asian Context* held on October 20-21, at The University of Lahore, Pakistan.
24. 2016 “Brand-self connection and share of wallet: The role of emotions in business-to-business sector,” **co-authored** the paper presented at the *1st International Conference on Business & Management Perspectives in Asian Context* held on October 20-21, at The University of Lahore, Pakistan.
25. 2016 “Does industry conditions lead towards debt specialization decisions? Evidence from Pakistani organizations,” **co-authored** the paper presented at the *International Symposium on Sustainable Development and Management* held on October 8-9 at Universiti Teknologi Malaysia, Kuala Lumpur, Malaysia.
26. 2016 “Does industry conditions lead towards debt specialization decisions? Evidence from Pakistani organizations,” **co-authored** the paper presented at the *14th ICSS Conference* held on March 14-16 at Jinnah Sindh Medical University, Karachi, Pakistan
27. 2015 “Individual innovative behavior: Interplay of reputation, job requirement and expected positive performance outcomes,” **co-authored** the paper presented at the *5th International Conference of AMDIP*, held on Nov 20-21, at LSE, Lahore, Pakistan.
28. 2015 **Co-Chaired** two sessions (Management Sciences and Economics) in the *13th International Conference on Statistical Sciences* held on March 16-18, at Islamia College Peshawar.
29. 2014 “Product market characteristics and firm characteristics: some evidence from Pakistan,” **co-authored** and **presented** the paper at the *ICCS-13*, held in Bogor, Indonesia.
30. 2012 “Academic backwardness of South Asian countries: An analysis based on Journal Citation Report 2010,” a **paper presented** at the *ICCS-12*, held Doha, at Qatar University, Qatar
31. 2012 “An analysis of the relationship between total quality management and organizational performance,” **co-authored** the paper presented at the *9th ICSS* in May, at NCBA&E, Lahore, Pakistan.
32. 2012 “Organization learning as a mediating mechanism between TQM and organizational performance: a review and directions,” **co-authored** the paper presented at the *12th ICCSS* in Doha, Qatar University, Qatar.
33. 2011 “A highly job embedded employee is less likely to leave: Evidence from the Higher

Education sector,” **co-authored** the paper presented at the *11th Islamic Countries Conference on Statistical Sciences*, held in December, at UMT, Lahore, Pakistan.

34. 2011 “Street vendors and their business places: an exploratory study in Lahore,” **co-authored** the paper presented at the *11th ICCSS* in December at UMT, Lahore, Pakistan.
35. 2009 “An empirical comparison of HRM patterns between public and private sector higher education institutes of Punjab,” a **paper accepted** for presentation, *4th International Research Conference on Management & Finance* held in December, at University of Colombo, Sri Lanka.
36. 2009 “Integration and devolvement under strategic HRM: literature review,” a **paper presented** at the *5th International Conference on Statistical Sciences* in January, at NCBA & E, Lahore, Pakistan.
37. 2008 “Predicting integration and devolvement of human resource management in higher education institutes,” a **paper presented** at the *1st South Asian International Conference* organized by AGBA in November, at Bhurban, Pakistan.
38. 2008 “Strategic integration and devolvement of HRM in public and private chartered institutes of Pakistan,” a **paper presented** at *4th ICSS* in May, University of Gujrat, Pakistan.

Training and Workshops Conducted

- 2021 (*Trainer*) ‘Learning the art & science of M.Phil./Ph. D thesis supervision was conducted at Lahore Business School from June to September.
- 2012-19 (*Trainer*), conducted pieces of training every year on ‘Research Proposal Writing’ to the M. Phil students at *Kinnaird College for Women, Lahore*.
- 2015 (*Trainer*) A workshop ‘How to find research topic’ at LBS, The University of Lahore.
- 2014 (*Trainer*) ‘How to find research topic’ at NCBA & E and NUML, Lahore.
- 2012 (*Trainer*) *Technical Educational and Vocational Training Institution Management: Some Fundamental Concepts and Self-Monitoring Mechanism*.
- Participated as a *resource person/ master trainer* in a series of workshops held at Islamabad Hotel (Islamabad), Ramada Hotel (Multan), and Holiday Inn (Lahore) on 18th, 27th November, and 3rd December, respectively.

Volunteer Services for Research, Education, and Community

- 2006 – to-date attachment to *Islamic Countries Society of Statistical Sciences (ISOSS)* in various roles: *Executive Board’s Vice President, Secretary, Organizer of Conferences, Procurement Officer, Coordination Publications, Editorial Services, Researchers, Data Collections, Data Analysis, Report Writing, Managing Editor, and Community Services*.
- 2022 – to-date Founding Director and President of the *South Asian Institute of Research and Education (SAIRE)* – saire.org

Other Interests:

- Social Work, Reading, Music, Traveling, Social Media, Games