

# **DR SAJID RAHMAN**

ASSISTANT PROFESSOR IBMS, THE UNIVERSITY OF  
AGRICULTURE PESHAWAR

Contact: (+92)345-3889297, [sajidk99@yahoo.com](mailto:sajidk99@yahoo.com)

## **EDUCATION**

- 2013 – 2016:           **PhD Management Sciences**  
National University of Modern Languages, Islamabad, Pakistan
- 2011 – 2012:           **MS Management**  
Mohammad Ali Jinnah University, Islamabad, Pakistan
- 2006 – 2010:           **BBA (Hons)**  
National University of Modern Languages, Islamabad, Pakistan

## **HEC Approved Supervisor**

## **EXPERIENCE**

- Presently working as Assistant Professor in the Institute of Business and Management Sciences (IBMS) at Agriculture University, Peshawar (5<sup>th</sup> January 2018 till date)
- Worked as Assistant Professor in the Department of Management Sciences at Abbottabad University of Science and Technology, Abbottabad (20<sup>th</sup> December 2016 to 4<sup>th</sup> January 2017)
- Worked as Assistant Professor in the Department of Management Sciences at Qurtuba University (28<sup>th</sup> January 2016 to 19<sup>th</sup> December 2016)
- Manager ORIC at Qurtuba University of Science & IT from 15<sup>th</sup> February 2016 to 19<sup>th</sup> December 2016.

## **Worked as Visiting Faculty Member**

- Pir Mehr Ali Shah Arid Agriculture University, Rawalpindi
- Indus Group of Colleges, Islamabad

## **Membership**

- Member of Graduate Studies Committee (AUST)
- Member of BOSAR (Qurtuba University)
- Member of NBEAC Committee (AUST)

## **Honors and Achievements**

- Get 0.5 million start up research grant from HEC

## **RESEARCH PUBLICATIONS**

- Relationship of Leadership Styles with Employee Creativity: A Mediating Role of Creative Self-efficacy and Moderating Role of Organizational Climate. *Pakistan Journal of Commerce and Social Sciences* (2017), 11(2), 698-719.
- Principles of Effective Management According to Quran and Sunnah. *Al-Idah* (2016).
- Impact of Principal's age and administrative experience on conflict management styles at secondary school level. *City University Research Journal*, (2016).
- Professionalism: A Key Quality of Effective Manager. *Journal of Managerial Sciences* (2016).
- Impact of High-Performance Work System on Competitive Advantage: A Mediating Role of Collective Human Capital. *Abasyn Journal of Social Sciences* (2016).
- Fostering Individual Creativity through Proactive Personality: A Multi-Level Perspective. *Journal of Managerial Sciences* (2015).
- Impact of emotional intelligence on career decision making, self-efficacy among students of Pakistani universities. *NUML Journal of Management and Technology* (2014).
- Leadership Styles as Predictor of Decision Making Styles: Moderating Role of Emotional Intelligence. *NUML Journal of Management and Technology* (2014).
- Determinants of dividend payout in emerging economies: Evidence from Pakistan. *NUML Journal of Management and Technology* (2014).
- The mediating influence of task conflict in the relationship between situational constraint and workplace bullying. *NUML Journal of Management and Technology* (2014).
- Color Psychology in Marketing, (2018). *Journal of Business and Tourism*, 4 (1), 183-190.

- Relationship between Goal Orientations and Employee Creativity: A Mediating Role of Creative Self-Efficacy (2017). *International Journal of Organizational Leadership* 6(2017), 434-443.
- Relationship between Leadership Styles and Organizational Commitment: Moderating Role of Emotional Intelligence and Organizational Support. *Journal of Managerial Sciences* (2017), 11(1), 71-84.
- The Buffering Effect of Teamwork Effectiveness on the Relationship between Employee Work Engagement and Behavioural Outcomes. *Journal of Managerial Sciences* (2018), 12(1), 49-61.
- The Buffering Effect of Perceived Supervisor Support on the Relationship between Employee Work Engagement and Behavioural Outcomes. *Journal of Managerial Sciences* (2017), 11(3), 61-82.
- The Effect of Relational Coordination on Employee Creative Involvement among the Staff of Selected Public and Private Hospitals in Peshawar, Pakistan (2018). *Journal of Managerial Sciences* (2018), 12(3) Accepted.
- The Mediating Effect of Satisfaction on the Relationship between Service Quality, Reputation and Brand Loyalty (2018). *Journal of Managerial Sciences* (2018), 12(3) Accepted.
- Impact of Corporate Governance Practices on Financial Performance: Empirical Evidence from Manufacturing Sector of Pakistan (2018). *Journal of Managerial Sciences* (2018), 12(3) Accepted.
- The Buffering Effect of Supervisor Support on the Relationship between Work Engagement and Behavioural Outcomes (2018). *Journal of Managerial Sciences* (2018), 12(3) Accepted.
- Leadership Styles as Predictor of Decision-Making Styles: Moderating Role of Emotional Intelligence. *The Dialogue* (2018), 13(5) Accepted.
- Corporate Sustainability Practices and Organizational Economic Performance. *Global Social Sciences Review* (2018) IV(III).
- Impact of Time Pressure on Organizational Citizenship Behaviour: Moderating Role of Conscientiousness. *Global Social Sciences Review* (2018) III(III), 369-383.

- Idiosyncratic Risk and Expected Return: Evidence from Non-Financial Sector of Pakistan. *Journal of Managerial Sciences (2018), Vol 12(2), 1-12.*
- The Mediating Effect of CSR on the Relationship between Authentic Leadership and Organization Citizenship Behaviour. *Global Social Sciences Review (2019), Vol. 4(2), 83-91.*
- Determinants of Cost of Equity Capital Approaches: Evidence from Pakistan. *The Dialogue (2019), XIV, No. 2.*

#### RESEARCH SUPERVISION

Name	Program	Topic	Current Status
Ghazanfer Ali	MS	Factors Affecting Customer Intention towards Islamic Banking: A case of Pakistan	Completed
M. Aqeel Khan	MS	Factors of Motivation: A Case Study of Dera Ismail Khan Universities	Completed
Fizza Sarfaraz	MS	Impact of Training on Worker's Performance: Evidence from Telecom Sector of Pakistan	Completed
Ahsen Iqbal	MS	Impact of leverage on Dividend Payout: Evidence form Non-Financial Companies Listed on KSE	Completed
Amna Sana	MS	Impact of Non-Performing Loans on Firm Performance: Evidence from Pakistan	Completed
Sharif Ullah	MS	Leadership Styles as Predictors of Decision Making Styles: A Moderating Role of Emotional Intelligence	Completed
Rahman Ullah	MS	Impact of Leadership Styles on Knowledge Management	Completed
Sujjad Ali Shah	MS	Impact of Capital Structure on Dividend Policy: Evidence from Textile Sector of Pakistan	Completed
Muhammad Rizwan	PhD	The Moderating Role of Teamwork Effectiveness on the Relationship between Work Engagement and Behavioural Outcomes	Completed

Muhammad Imran	PhD	The Buffering Effects of Co-worker and Supervisor Support on the Relationship between Employee Work Engagement and Behavioural Outcomes	Submitted
Kashif Saleem	PhD	Idiosyncratic Risk and Expected Return of Portfolio Investment: Evidence from Stock and Commodity Markets of Pakistan	Completed
Muhammad Tahir		The Effect of Relational Coordination on Employee Creative Involvement among the Staff of Selected Public and Private Hospitals in Peshawar, Pakistan	Submitted