Imran Saeed (PhD), PostDoc

Education	
PostDoc China (2026)	Huazhong University of Science and Technology, Wuhan,
November 2017	PhD (HRM) from International Islamic University, Islamabad, Pakistan
September 2010	MS (HRM) from International Islamic University, Islamabad, Pakistan
2008	Bachelor of Informational Technology Management (BITM) from Kohat University of Science and Technology, Kohat, Pakistan.

Research Papers Published/Accepted

1. Zada, M., **Saeed, I***., Zada, S., Dukhaykh, S. (2026). Driving Supply Chain Effectiveness in Hospitality: The Role of IT Competency and Change-Oriented Leadership in Enhancing Integration. International Journal of Hospitality Management**.** Volume 138, 2026,104760, ISSN 0278-4319,https://doi.org/10.1016/j.ijhm.2026.104760. **[CAS-Q1, SSCI Q1, ABS-3, ABDC-A*, IF= 8.3].**
2. Xigen, W. and **I. Saeed** (2026). "Unseen Inequities: How Workplace Inequalities Fuel Knowledge Hiding Through Cynicism, Buffered by Psychological Hardiness." Social Justice Research. **[SSCI Q2 IF= 2].**
3. Jiatong, W., **Saeed, I***., Awwad, A, F., Ismail, A, A E. (2026). Navigating Perceived Autonomy and Technostress in Remote Work: Unraveling the Dynamics of E-Workers' Performance and Well-being. **Technology Analysis & Strategic Management.** Accepted for Publication. **[SSCI Q2 IF= 2.8].**
4. **Saeed, I*.,** Latif, A., Awan, A, N., Dukhaykh, S., Jamil, T. (2026). How Corporate Social Responsibility Influences Service Innovation Performance: Mediational role of Affective Commitment and organizational citizenship Behaviors. Humanities and Social Sciences Communications. Accepted for Publication. **[SSCI Q1, IF= 3.6].**
5. **Saeed, I**., Xigen, W., Shah, T. A., & Hussain, I. (2026). Workaholism's hidden cost: decoding burnout and cynicism through psychological distress and the buffering power of psychological capital. Psychology & Health, 1–20. https://doi.org/10.1080/08870446.2026.2620447. **[SSCI-Q1, IF= 1.9].**
6. KEMENT, U., ETER, E., **Saeed, I***., BAYRAM, G, E., Kabacık, M., Solunoğlu, A. (2026). How Sensory Cues, Price, and Risk Shape Consumers' Street Food Decisions. Accepted for Publication. **British Food Journal**. **[SCIE-Q1, ABS-1 , IF= 4.2].**
7. **Saeed, I**., Xigen, W., Azizi, N., Shah, T. A., & Raza, M. I. (2025). Leading With Humility: How Leadership Humility Drives Change-Oriented Organizational Citizenship Behavior Through Readiness to Change, With Flexible Work Practices as a Moderator. Psychological Reports, *0*(0). https://doi.org/10.1177/00332941251399154. **[SSCI Q2, ABS-1, IF= 1.6].**
8. **Saeed, I**., Xigen, W., Ahmad, A., Dukhaykh, S., & Khan, I. (2025). Technostress and academicians performance: from the perspective of technology acceptance. Technology Analysis & Strategic Management, 1-16. **[SSCI Q2, ABS-2, ABDC-B IF= 2.8].**

9. **Saeed, I**., Xigen, W., Khan, I., Dukhaykh, S., & Ahmad, A. (2025). Social support as a shield: Preventing burnout in elite athletes through strong networks. Journal of Sports Sciences, 43(24), 3146-3159. **[SCIE Q1, IF= 2.5].**
10. Khan, U, S., **Saeed*, I**., Dukhaykh, S., Shah, I S. (2025). Effect of Institutional and Social Level Factors on Agropreneurial Intention: The Mediating Role of Entrepreneurial Drive. Humanities and Social Sciences Communications. Accepted for Publication. **[SSCI Q1, IF= 3.6].**
11. **Saeed, I**., Khan, J., Zada, M., & Zada, S. (2024). Employee sensemaking in organizational change via knowledge management: leadership role as a moderator. Current Psychology, 43(7), 6657-6671. **[ABS (1) IF= 2.38].**
12. Zada, M., **Saeed, I**., Khan, J., & Zada, S. (2024). Navigating post-pandemic challenges through institutional research networks and talent management. Humanities and Social Sciences Communications, 11(1), 1-11. **[SSCI Q1 IF= 3.7].**
13. Zada, M., Khan, J., **Saeed, I.**, Zada, S., & Yong Jun, Z. (2024). Linking sustainable leadership with sustainable project performance: mediating role of knowledge integration and moderating role of top management knowledge values. Journal of Knowledge Management, 28(6), 1588-1608. **[ABDC (A), ABS (2) IF= 9.5].**
14. Khan, J., Zhang, Q., Zada, M., **Saeed, I**., Khattak, S, A. (2024). Gamification in hospitality: Enhancing workplace thriving and employee well-being. Acta Psychologica, Volume 246, 104243, ISSN 0001-6918. https://doi.org/10.1016/j.actpsy.2024.104243. **[ABDC (A), IF= 1.8].**
15. Zada, M., Khan, J., **Saeed, I**. et al. (2024). Examining the nexus between servant leadership and employee task performance: the moderation mediation model. Humanit Soc Sci Commun 11, 1559. https://doi.org/10.1057/s41599-024-04052-8. **[SSCI Q1, IF= 3.7].**
16. Ullah, S., Khan, F.U. and **Saeed, I**. (2024), "Promoting green growth through identification of sustainable strategies: a hybrid approach", International Journal of Emerging Markets, Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/IJOEM-10-2023-1586. **[ABDC (C), ABS (1) IF= 3.422].**
17. Khan, J., Zhang, Q., **Saeed, I**., Ali, A., & Fayaz, M. (2024). Unveiling the Nexus between Perceived Overqualification and Knowledge Hiding: Moderated Mediation Analysis of Job Crafting and Job Boredom. Heliyon. **[SCIE, Q1, IF= 4.0].**
18. Khan, F. U., Zhang, J., **Saeed, I**., & Ullah, S. (2024). Do institutional contingencies matter for green investment?—An institution based view of Chinese listed companies. Heliyon, 10(1). **[SCIE, Q1, IF= 4.0].**
19. Khattak, S. I., Khan, M. A., Ali, M. I., Khan, H. G. A., & **Saeed, I.** (2024). Relationship Between Servant Leadership, Leader-Member-Exchange, Organization Learning and Innovative Work Behavior: Evidence From High-Tech Firms. SAGE Open, 13(4), 21582440231212267. **[SSCI Q2, IF= 2.032].**
20. Khan, J., **Saeed, I**., Ali, A., Fayaz, M., Jan, D. (2024). Job Crafting: Where There's Boredom, There's a Way – Unveiling the Nexus Between Perceived Overqualification and Knowledge Hiding. Heliyon. Accepted for Publication. **[SCIE, Q1, IF= 4.0].**
21. Abdalla, A. A., **Saeed, I**., & Khan, J. (2024). Cross Culture Examination of Perceived Overqualification, Psychological Well-Being and Job Search: The

Moderating Role of Proactive Behavior. Psychology Research and Behavior Management, 553-566. DOI: 10.2147/PRBM.S441168. **[SSCI (Q1), IF= 4.3].**

22. Zada, M., Khan, J., **Saeed, I**., & Zada, S. (2023). How servant leadership influences the effectiveness of Project management: antecedents and consequences. Journal of Organizational Effectiveness: People and Performance. DOI 10.1108/JOEPP-08-2022-0233. **[ABDC (b), ABS (2*) IF= 3.30].**
23. Zada, S., Khan, J., Zada, M., **Saeed, I**., & Jun, Z. Y. (2023). Does Servant Leadership Enhance Employee Creativity and Performance?: Mediating Role of Knowledge Sharing and Moderating the Role of Self-Efficacy. Journal of Organizational and End User Computing (JOEUC), 35(1), 1-24. **[ABDC (B), ABS (1) IF= 7.400].**
24. Zada, M., Khan, J., **Saeed, I**., Zada, S., & Jun, Z. Y. (2023). Curiosity may have killed the cat but it has the power to improve employee creativity. Current Psychology, 1-15. **[ABS (1) IF= 2.387].**
25. Majeed, M., Irshad, M., Khan, I., & **Saeed, I**. (2023). The Impact of Team Mindfulness on Project Team Performance: The Moderating Role of Effective Team Leadership. Project Management Journal, 87569728221140807. **[ABDC (B) IF= 4.946].**
26. Khan, J., **Saeed, I**., Zada, M., Nisar, H. G., Ali, A., & Zada, S. (2023). The positive side of overqualification: examining perceived overqualification linkage with knowledge sharing and career planning. Journal of Knowledge Management, 27(4), 993-1015. **[ABDC (A), ABS (2) IF= 9.5].**
27. Zada, M., Khan, J., **Saeed, I**., Zada, S., & Jun, Z. Y. (2023). Linking public leadership with project management effectiveness: Mediating role of goal clarity and moderating role of top management support. Heliyon, 9(5). **[SCIE, Q1, IF= 4.0].**
28. Bushra, M. F., Ahmad, A., Ahmad, W., Khattak, Z. Z., **Saeed, I**., Han, H., & Ariza-Montes, A. (2022). Empirical investigation of the domain knowledge and team advertising creativity typology: The case of Nescafe coffee. Journal of Retailing and Consumer Services, 69, 103086. **[ABDC (A), ABS (2) IF= 13.2].**
29. Ullah, N., Khan, J., **Saeed, I**., Zada, S., Xin, S., Kang, Z., & Hu, Y. (2022). Gastronomic tourism and tourist motivation: Exploring northern areas of Pakistan. International Journal of Environmental Research and Public Health, 19(13), 7734. **[SSCI Q1, IF= 4.614].**
30. Zada, M., Zada, S., Khan, J., **Saeed, I**., Zhang, Y. J., Vega-Muñoz, A., & Salazar-Sepúlveda, G. (2022). Does servant leadership control psychological distress in crisis? Moderation and mediation mechanism. Psychology research and behavior management, 607-622. **[SSCI Q1, IF= 4.3].**
31. Zada, S., Khan, J., **Saeed, I**., Wu, H., Zhang, Y., & Mohamed, A. (2022). Shame: Does It Fit in the Workplace? Examining Supervisor Negative Feedback Effect on Task Performance. Psychology Research and Behavior Management, 2461-2475. **[SSCI Q1, IF= 4.3].**
32. Khan, J., Ali, A., **Saeed, I**., Vega-Muñoz, A., & Contreras-Barraza, N. (2022). Person–Job Misfit: Perceived Overqualification and Counterproductive Work Behavior. Frontiers in Psychology, 4133. **[ABS (1) IF= 4.232].**
33. Zada, S., Khan, J., **Saeed, I**., Jun, Z. Y., Vega-Muñoz, A., & Contreras-Barraza, N. (2022). Servant leadership behavior at workplace and knowledge

hoarding: a moderation mediation examination. Frontiers in Psychology, 13. **[ABS (1) IF= 4.232].**

34. **Saeed, I**., Khan, J., Zada, M., Ullah, R., Vega-Muñoz, A., & Contreras-Barraza, N. (2022). Towards examining the link between workplace spirituality and workforce agility: Exploring higher educational institutions. Psychology Research and Behavior Management, 31-49. **[SSCI (Q1), IF= 4.3].**
35. **Saeed, I**., Khan, J., Zada, M., Zada, S., Vega-Muñoz, A., & Contreras-Barraza, N. (2022). Linking ethical leadership to followers' knowledge sharing: mediating role of psychological ownership and moderating role of professional commitment. Frontiers in Psychology, 13. **[ABS (1) IF= 4.232].**
36. Khan, J., **Saeed, I**., Fayaz, M., Zada, M., & Jan, D. (2022). Perceived overqualification? Examining its nexus with cyberloafing and knowledge hiding behaviour: harmonious passion as a moderator. Journal of Knowledge Management, 27(2), 460-484. **[ABDC (A), ABS (2) IF= 9.5].**
37. Khan, J., **Saeed, I**., Zada, M., Ali, A., Contreras-Barraza, N., Salazar-Sepúlveda, G., & Vega-Muñoz, A. (2022). Examining whistleblowing intention: The influence of rationalization on wrongdoing and threat of retaliation. International journal of environmental research and public health, 19(3), 1752. **[SSCI Q1, IF= 4.614].**
38. Khattak, S. R., **Saeed, I**., Rehman, S. U., & Fayaz, M. (2021). Impact of fear of COVID-19 pandemic on the mental health of nurses in Pakistan. Journal of Loss and Trauma, 26(5), 421-435. **[SSCI-Q1, IF= 4.775].**
39. Ullah, R., Zada, M., **Saeed, I**., Khan, J., Shahbaz, M., Vega-Muñoz, A., & Salazar-Sepúlveda, G. (2021). Have you heard that—"GOSSIP"? Gossip spreads rapidly and influences broadly. International journal of environmental research and public health, 18(24), 13389. **[SSCI Q1, IF= 4.614].**
40. Farid, T., Iqbal, S., **Saeed, I**., Irfan, S., & Akhtar, T. (2021). Impact of supportive leadership during Covid-19 on nurses' well-being: The mediating role of psychological capital. Frontiers in Psychology, 12, 695091. **[ABS (1) IF= 4.232].**

Research Project:

1. PI in "AI Anxiety and Workplace Inequality: Mediating Roles of Attitudes and Moderating Roles of Personality within a Human Rights Lens". 8.4 Million Pak Rupees funded by: The 78 Batch of General Grants. Postdoctoral Science Foundation China.
2. Co-PI in "Cross Culture Examination of Perceived Overqualification, Psychological Well-Being and Job Search: The Moderating Role of Proactive Behavior". **3 million Pak Rupees (40,431.04 Saudi Riyal)**. Funded By: Funded by internal grant-cost centre 19300756, Abu Dhabi University.

Research Interests

- My areas of interest in research are, Well-being, Management, sustainable leadership, green growth, Green Innovation, Green Climate, Organization Learning, Innovative Work Behaviour Co-creation attitudes, Co-creation behaviour, servant leadership, Dark side of leadership, workplace Curiosity,

Person–Job Misfit, workplace spirituality, workforce agility, perceived overqualification, organizational justice/injustice, Public Health, organizational politics, Project Management, Mindfulness, Gamification, Sustainable project performance, sustainable strategies, Women entrepreneurship, Tourism management and qualitative research.

Research Supervision of PhD and MPhil Scholars:

Completed Projects:

- I have supervised 50 MS students.

In-Progress Projects:

Currently, 5 PhD students are working under my supervision.

Major Courses Taught

HRM: Human Resource management; Organizational behaviour; Current issues in HRM; Tourism Management, Advance Strategic Management; Case studies in HRM; Organizational learning and system thinking; Introduction to HRM; Training and Development; Introduction to Business; Leadership and change management; Leadership in Organization.

Others: Research Methodology, Philosophy in Research, Qualitative and Quantitative techniques in Management

Distinctions and Awards:

- Our paper "Impact of fear of COVID-19 pandemic on the mental health of nurses in Pakistan published by Journal of Loss and Trauma WHO recommended for COVID 19 research **"Highly Commended Paper of 2021".**
- Our paper "Does Servant Leadership Control Psychological Distress in Crisis? Moderation and Mediation Mechanism" published in Psychology Research and Behaviour Management WHO recommended for COVID 19 research.
- **Advisory Board Member** of Heliyon Journal Science Direct (Elsevier)
- https://www.cell.com/heliyon/business-economics/editors

Reviews:

I am doing peer-review of a number of journals including Frontiers in Psychology, Psychology research and Behaviour management, Sustainability, International journal of environment and public health, Hilyon, Knowledge management and Practice review, Current Psychology, Cogent Business & Management, NICE research journal, Business and Economic review, Journal of Innovative Research in Management Sciences, CURJ journal.

- My Publons Account:
- *https://www.webofscience.com/wos/my/settings/homepage*

- **Internal Duties**
- Supervision of research PhD and MPhil scholars. Besides, I have been supervising a 50 number of MS students.
- Teaching at undergraduate and postgraduate levels including MPhil and PhD classes.
- I acted as Coordinator of various academic disciplines at undergraduate and post-graduate levels. I remained coordinator student affairs as well.
- **External Duties:**

- I acted as external examiner at under-graduate, master, MPhil and PhD levels at various universities in Pakistan including Institute of Management Sciences, Peshawar; Gomal University DIKhan; Agricultural University Peshawar; Cecos University Peshawar; Iqra National University Peshawar; Malakand University; NUML University and Bannu University, Iqra University Islamabad and outside of Pakistan such as Universiti Malaysia Terengganu Terengganu, MALAYSIA and Abu Dabi University UAE.
- Member of 'board of study' at Kohat University, Iqra National University and Bannu University and Institute of Management Sciences, Peshawar.

Resource Person/Keynote Speaker:

Acted as resource person at many workshops and seminars on and off campus at University of Peshawar.

- **Keynote Speaker:** The topic was 'The Missing Links in Pakistani Research Culture' at *National Conference on Applied Management Research to Solve Indigenous Problems*, at University of Malakand Pakistan, 25-26 April 2019.
- **Resource Person:** The topic was 'Peace Through Trade: South Asian Perspective' at *5th International Summer School on Governance, Conflict and Peace Building;* organized by Department of Political Science University of Peshawar & Hanns Seidel Foundation, Islamabad, 03-14 September 2018.
- **Resource Person:** The topic was 'Qualitative Finance and Interviews Analysis' at *4 Days Workshop on Research Philosophies & Research Methods in HR*; organized by Quai-e-Azam College of Commerce University of Peshawar Pakistan at Baragali Campus, 05-08 August 2015.
- **Resource Person:** The Topic was 'Philosophical Assumptions in Social Science', *at Two Days Workshop on Research Methods* Jointly Organized by Institute of Management Sciences Peshawar & Institute of Management Studies University of Peshawar, Baragali Campus, 22-23 November 2014.

Personal Information

Telephone	+92-3339662138
Mobile	+92-3339662138
Emails:	imranktk1984@gmail.com; Imran.saeed@aup.edu.pk