

**Kamil Hussain, PhD****Assistant Professor in Management/OB/HRM**

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Gender Male | Date of birth 20/07/1987 | Nationality Pakistani

WORK EXPERIENCE**02nd Sept, 2024 - Present****Assistant Professor****Department of Management Sciences, University of Wah, Wah Cantt, Pakistan**

- Teaching undergraduate and graduate level courses (to BBA, MBA, MS and PhD).
- **Head of Research and Development**
 - Identifying, disseminating and keeping records of research project opportunities
 - Annual faculty research Plan and its review
 - Minute keeping of SIGs (Special Interest Groups) of research
 - Coordination with ORIC on research
 - Keeping a record of project proposals submitted/approved by other sources
 - coordinate with QA&E and ORIC on managing Times Impact Ranking, Green Metric Ranking and QS Ranking etc
 - Planning and executing activities with SDPI, SRSP, PPAF and SDGs (Collaboration, measurement and tackling)
 - Assigning Conferences/symposiums/meetings to faculty for participation in consultation with the Dean
 - Organizing colloquiums/symposiums for research
- NBEAC accreditation team member (Pillar 8 External Linkages and Students Placement).
- Responsible for the preparation of SARs for BBA, BSAF, and MS programs.
- Departmental ISO Coordinator.
- Departmental Internship Coordinator
- Departmental Alumni Coordinator

14th Feb, 2024 – 1st Sept, 24**Assistant Professor (Adhoc basis)****Department of Management Sciences, University of Wah, Wah Cantt, Pakistan**

- Teaching undergraduate and graduate level courses (to BBA/MBA, MS and PhD).

- NBEAC accreditation team member (Pillar 8 External Linkages and Students Placement).
- Responsible for the preparation of SARs for BBA, BSAF, and MS programs.
- Departmental ISO Coordinator.
- Departmental Internship Coordinator
- Departmental Alumni Coordinator

6th Feb, 2018 - 13th Feb, 2024

Lecturer

Department of Management Sciences, University of Wah, Wah Cantt, Pakistan

- Taught at Bachelor, Masters, and PhD levels.
- Served as departmental coordinator, internship coordinator, ISO coordinator, Assistant Editor of UWJMS, Program Team member, course folder coordinator, and in many other capacities.
- NBEAC accreditation team member Experience in teaching through case study pedagogy/flip methodology at the University of Wah.
- Strengthened relationships with the external stakeholders and business community being the departmental Alumni coordinator.

17th Aug, 2023 - 30th Nov, 2023

International Resource Person

Allama Iqbal Open University, Islamabad

- Delivered online lectures (conducted workshops) to international students of AIOU, Islamabad.
Courses Taught: Entrepreneurial Supply Chain, Total Quality Management, Performance Management

31st Jan, 2017 – 5th Feb, 2018

Demonstrator

UW Business School, University of Wah, Wah Cantt, Pakistan

- Taught a course load of three subjects
- Departmental Time Table Coordinator
- Managing other departmental administrative matters.

15th July, 2010 – 27th Aug, 2010

HR Intern

Pakistan Tobacco Company, Akorra Khattak Factory, Nowshera

- Completed a project on: “Reviewing the process of registering piece rate workers with EOBI and social security as per labor law and suggestions” at Akorra Khattak Factory, Pakistan Tobacco Company, Pakistan.

EDUCATION

15th Jan, 2021

PhD in Management Sciences

NUML Business School, National University of Modern Languages (NUML), Islamabad

- Specialization: HRM/OB
- PhD thesis title: Antecedents and Consequences of Constructive Deviance Behaviors: A Moderated Mediation Model

2013

MS in Management Sciences

Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology (SZABIST), Islamabad

- Research Work: (i) Perceptions of organizational politics and organizational citizenship behaviour: the moderating role of workplace friendship. (ii) Self-leadership behavioral-focused strategies and turnover intentions: The mediating effect of job satisfaction

2010

MBA (HRM)

Kohat University of Science and Technology, Kohat

2008

B.Sc. (Computer Science)

University of Peshawar, Peshawar

CERTIFICATIONS

May 2005-Nov 2005

MS Office Certification

Technical Training Centre (TTC), Risalpur

Dec, 2015

Structure Equation Modeling in AMOS

Asian Centre for Organizational Development, Islamabad

2017

“Implementation of ISO 9001: 2015 Quality Management System”

CONSTECH, Pakistan

2017

“Internal Quality Management System Auditing”

CONSTECH, Pakistan

2017

“Preparation of Self-Assessment Report”

QA&E, University of Wah, Wah Cantt, Pakistan

Google Data Analytics Courses

- 2017** **Foundations: Data, Data, Everywhere**
Google (Coursera)
- 2017** **Ask Questions to Make Data-Driven Decisions**
Google (Coursera)
- 2017** **Data Analysis with R Programming**
Google (Coursera)

COURSES TAUGHT

Undergraduate Level

- Organizational Behaviour
- Cross-Cultural Management
- Entrepreneurial Supply Chain
- Total Quality Management
- Entrepreneurship
- Production and Operations Management
- Management Information System
- Marketing Management
- Principles of Management

Graduate Level (MS and PhD)

- Management thoughts and Philosophy
- Advanced Strategic Management
- Advanced Strategic HRM
- Human Resource Management
- Recruitment and selection
- HRM Theories
- Decision-making techniques

RESEARCH SUPERVISION

- HEC-approved Supervisor
- Supervised one MS student
- Currently supervising the thesis of five MS Scholars
- Currently supervising one PhD student
- Co-supervised thesis of four MS Scholars
- Supervised 50 undergraduate students

S/No	Student Name	Discipline	Topic	Status
1	Muhammad Shahbaz Akram	PhD	Working on his research topic	In progress
2	Muhammad Waseem Shahbaz	MS	Social Media Marketing Attributes and Consumer Purchase Intention: The Mediating Role of Brand Trust	Completed
3	Sanaullah Khan	MS	The Impact of Buy Now Pay Later Services on Post-Purchase Intention: The Mediating Role of Perceived Usefulness	Synopsis defended, Report writing in progress

4	Syeda Nawal Haque	MS	Impact of E-HRM Practices on Sustainable Competitive Advantage: The Mediating Role of HR Service Quality	Reporting writing in progress
5	Saqib Riaz	MS	Digital Leadership and Exploratory Innovation: The Mediating Role of Psychological Empowerment	Synopsis defended, Report writing in progress
6	Muhammad Faiz	MS	Working on his research topic	In progress

OTHER ADMINISTRATIVE DUTIES

- Member Accreditation Committee (UW)
- Member Departmental Program Team (UW)
- Assistant Editor University of Wah Journal of Management Sciences (UWJMS)
- Departmental ISO Coordinator (UW)
- University Internal ISO Auditor (UW)
- Member Course Outline vetting committee (UW)
- Departmental Alumni Coordinator (UW)
- Member course review committee (UW)
- Departmental HR Coordinator (UW)
- Supervision/Co-supervision of MS Thesis (UW)
- Member Graduate Evaluation Committee (UW)
- Member Convocation Gown Committee (UW)

ACHIEVEMENTS

- Nominated for Best University Teacher award from UW Business School 2024/2025
- Nominated for Best University Teacher award from UW Business School 2023/2024
- Nominated for Best University Teacher award from UW Business School 2022/2023
- Recipient of merit-based scholarship in MBA
- HEC-approved Supervisor

AS REVIEWER

- Reviewer of the "PLoS ONE" journal (SCIE, IF = 3.75)
- Reviewer of the journal "Current Psychology" (SSCI, IF = 2.5)
- Reviewer of "Human Systems Management" journal (ESCI, IF = 1.5)

PUBLICATIONS

- **Hussain, K.** (2024). Navigating Workplace Challenges: The Interplay of Mistreatment, Defensive Silence, Emotional Exhaustion and Spiritual Resilience. *Current Psychology*. <https://doi.org/10.1007/s12144-024-06796-7>. **(SSCI-Q2, W-Category, IF=2.5)**
- Ghafoor , M., Aftab, S., & **Hussain, K.** (2024). PANIC OR PANDEMIC: ROLE OF MENTAL HEALTH ISSUES IN HARNESSING THE PERCEIVED POST-COVID THREATS AND TURNOVER INTENTIONS AMONG EDUCATION SECTOR EMPLOYEES. *International Research Journal of Social Sciences and Humanities*, 3(2), 309–344. Retrieved from <https://irjssh.com/index.php/irjssh/article/view/204>. **(HEC Y-category)**
- Urfa F, Nasir M, **Hussain K** (2023). Investigating the Structure and Dynamics of Knowledge Sharing Behaviour and Enterprise Social Networking. *University of Wah Journal of Management Sciences*. 7(2), 53-69. <https://uwjms.org.pk/index.php/uwjms/article/view/144>. **(HEC Y-category)**

- Khalil L, Abbas S, **Hussain K**, Zaman K, Iswan, Salamun H, et al. (2022) Sanitation, water, energy use, and traffic volume affect environmental quality: Go-for-green developmental policies. *PLoS ONE* 17(8): e0271017. <https://doi.org/10.1371/journal.pone.0271017>. **(SCIE-Q1, W-Category, IF=3.752)**
- **Hussain, K.**, Aftab, S., & Chaudhry, M. G. (2022). Person-Organization Fit as Determinant of Constructive Deviance Behavior: the mediating role of Psychological Ownership and the moderating role of Collectivist Orientation. A Conditional Process Analysis. *Journal of Applied Economics and Business Studies*, 6(1), 25-52. <https://doi.org/10.34260/jaeb.612>. **(HEC Y-category)**
- Hanif S, Lateef M, **Hussain K**, Hyder S, Usman B, Zaman K, et al. (2022) Controlling air pollution by lowering methane emissions, conserving natural resources, and slowing urbanization in a panel of selected Asian economies. *PLoS ONE* 17(8): e0271387. <https://doi.org/10.1371/journal.pone.0271387>. **(SCIE-Q1, W-Category, IF=3.752)**
- **Hussain, K.**, & Rehman, H. (2020). Antecedents of Constructive Deviance Behaviors and the Mediating Role of Psychological Empowerment: Conditional Process Analysis. *Abasyn University Journal of Social Sciences*, 13(1). <https://ajss.abasyn.edu.pk/admineditor/papers/AJSS.13.1.12.pdf>. **(HEC Y-category)**
- **Hussain, K.**, & Zaman, K. (2018). Using Thomas-Kilmann Instrument to evaluate the modes/methods of conflict resolution in Pakistan's insurance companies. *International Journal of Information, Business and Management*, 10(3), 58-68. <https://ijibm.elitehall.com/index4.htm>.
- **Husain, K.** (2017). Perceptions of organizational politics and organizational citizenship behavior: the moderating role of workplace friendship. *Journal of Economic Info*, 4(4), 1-9. <https://pdfs.semanticscholar.org/ba01/79df59585ef24571e72510bb248b3a00feb7.pdf>.
- **Husain, K.** (2017). Impact of performance appraisal reactions on affective organizational commitment and work performance. *Journal of Economic Info*, 4(3), 1-6. <https://readersinsight.net/JEI/article/view/94/143>.
- **Husain, K.** (2017). The moderating effect of social capital on the relationship of performance improvement practices and organizational performance. *Journal of Economic Info*, 4(2), 1-10. <https://readersinsight.net/JEI/issue/view/32>.
- **Hussain, K.** (2015). Self-leadership behavioral-focused strategies and turnover intentions: The mediating effect of job satisfaction (2015). *International Journal of Research in Management, Science & Technology*, 3(3), 1-8.

RESEARCH PAPERS IN THE REVIEW PROCESS

- **Hussain, K.** (2024). Driving Green Innovation: The Synergy of Digital Leadership, Innovation Capabilities, Digital Culture and Environmental Commitment. *Business Strategy and the Environment*. **(Submitted) (SCIE, SSCI, IF = 12.5)**
- **Hussain, K.** (2024). Exploring the Intersection of Circular Economy and Sustainable Business Practices: A Bibliometric Analysis of Manufacturing, Product Design, and Industrial Ecology. *Scientometrics*. **(Submitted) (SCIE, SSCI, IF = 3.5)**
- Hussain. A., Iqbal. N., & **Hussain. K.** (2024). Mapping the Evolution: A Bibliometric Analysis of Talent Management from Infancy to Adolescence. *Scientometrics*. **(Submitted) (SCIE, SSCI, IF = 3.5)**
- Mehmood, N., **Hussain, K.**, Hussain, M. (2023). Navigating the Digital Frontier: A Bibliometric Analysis of Leadership's Impact on Organizational Success Amidst Digital Disruption. (Human Service Organizations: Management, Leadership & Governance). **(Submitted) (SSCI, IF = 2.2)**
- **Hussain, K.**, & Mehmood, N. (2024). Bibliometric analysis of bibliometric research in business and management. *Journal of Intellectual Capital*. **(Submitted) (SSCI, IF = 6.2)**
- Hussain. A., & **Hussain. K.** (2024). Talent development practices and professional development. The moderating role of supervisory support. *Journal of multidisciplinary healthcare*. **(Submitted) (SCIE, IF = 2.7)**

ONGOING RESEARCH WORK

- Digital Leadership and innovation behaviour.
- Circular Economy and sustainable business practices
- Application of Artificial intelligence in Supply chain management.
- Cloud computing and sustainable business models.

PROJECT PROPOSAL SUBMITTED TO FUNDING AGENCY

- Stories that Spices Tell: An investigation of culinary exchanges and food culture along the Silk Road in Pakistan, submitted for UNESCO Silk Road Youth Research Grant.
- Enhancing Flood Resilience: A Comprehensive Analysis of Water Infrastructure Vulnerabilities and Policy Solutions in Nowshera District of Khyber Pakhtunkhwa, submitted for RASTA CGP 7.0 CALL, 2024.

ASSISTANT EDITOR (UWJMS)

- Assistant Editor of the University of Wah Journal of Management Sciences (UWJMS), recognized as an HEC Y-category journal (HJRS), Pakistan.

PROJECTS

- Completed 6 months project of “Business Case on Zarai Taraqqiyati Bank Limited (ZTBL)”, at Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology (SZABIST), Islamabad.
- Completed 6 week's project on “Reviewing the Process of Registering Piece Rate Workers with Employees Old Age Benefit Institute (EOBI) and Social Security as per Labour Law and Suggestions” at Pakistan Tobacco Company (PTC), Akora Khattak Factory.
- Completed 6 months project on “Read Foundation” at Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology (SZABIST), Islamabad.

TRAININGS CONDUCTED

- Delivered a focused training session on “How to write a successful Research Paper” for MS/PhD supervisors at the University of Wah, Wah Cantt, Pakistan (2024).
- Delivered a training session on “teaching with case-study pedagogy” for faculty members of the Department of Management Sciences, University of Wah, Wah Cantt, Pakistan (2023).

CASE STUDIES TAUGHT

- Jyotsna and Shweta Jaiswal. Amazon as an Employer. Management Development Institute Gurgaon and **Richard Ivey School of Business Foundation**. (2016).
- Nataliya Farrukh, Fatima Tanvir, Kahaf Pasha, Maria Khan and Zunaira Saqib. Pak Sweets: Managing a diverse workforce. Richard Ivey School of Business Foundation, the **University of Western Ontario**. (2016).
- Elini Mitsis. Doctor Jack Perry, DDS. Richard Ivey School of Business Foundation. **The University of Western Ontario**. (2007).
- Richard Eisenbeis, Sue Hanks, and Linda Shaw. Bright and Dedicated: What more do you want? Case Research Journal. **North American Case Research Association, Inc.** (2009).
- Christine M. Pearson. Slighting Urgency: A cross-cultural re-examination of the crash of Avianca flight 052. **Thunderbird School of Management, a unit of the Arizona State University Knowledge Enterprise**. (2019).
- Gillian St Legar and Henrik Bresnan. Camel's milk and Lamb's liver. **INSEAD Business School, France**. (2016).
- Ali Raza, Amira Khattak, Nabeel Nisar and Kanwal Iftikhar. Student Biryani: Glory to Glitches in a Global Journey. Richard Ivey School of Business Foundation, the **University of Western Ontario**. (2016).

- Dr. Chitra P. Reddin. Geosoft Inc.: Leading across Cultures. **Richard Ivey School of Business Foundation, the University of Western Ontario.** (2017).
- Kristine J. Behfar, Gerry Yemen, and Martin N. Davidson. Team Conflict: The chatty accusation at the customer support call center. **University of Virginia Darden School Foundation.** (2013).
- Christopher Gregon and Jeanne Brett. Google and the Government of China: A case in cross-cultural negotiations. **Kellogg School of Management, Northwestern University.** (2006).
- Jing Qian, Yifan Xu, Yi Qu, Xiaohui Li and Zeng Wang. Bosai Minerals: A journey of going global guided by neo-confucianism. Tsinghua School of Economics and Management and **Richard Ivey School of Business Foundation, the University of Western Ontario.** (2022).
- Lindsay Reed. Values-based candidate selection at LinkedIn: One hiring manager's approach. **William Davidson Institute at the University of Michigan.** (2014).
- Atul Techchandani, Trey Alvarez, Huiling Chen, Nicole Chen, Andrew Davidas, Keving Le, and Edress Shalemi. Jamie's Market: Challenges hiring and onboarding temporary workers. **Richard Ivey School of Business Foundation, the University of Western Ontario.** (2021).
- Bethany Coates. Jennifer Gaston. **Stanford Graduate School of Business.**
- Sarah Preasse and Diana E. Krause. Recruiting for a multinational Enterprise in China. Richard Ivey School of Business Foundation, **the University of Western Ontario.** (2012).
- Mike Annett and Dana Dzivinski. MacEwan RESIDENCE SERVICES: A Risky Accommodation. **Richard Ivey School of Business Foundation, the University of Western Ontario.** (2016).
- Juan M. Parra and Cindy P. Pinzon. The selection Process in JC Premium Cars. No more candidates. Case Research Journal. (2020).
- Alan Yang. JINDI ENTERPRISES: Finding a new Sales Manager. **Ivey Management Services.** (2003).

SOFTWARE SKILLS

- MS Office
- SPSS, AMOS, SmartPLS, RStudio, JASP, VOSviewer, Biblioshiny, Bibliometric.com, GPower, Origin Pro.

REFERENCES

S/No	Name	Designation	Affiliation	Email	Relationship	Contact No
1	Dr. Hamza Shahab	Assistant Professor	Nottingham University Business School, Malaysia	Hamza.Shahab@nottingham.edu.my	Former colleague at the University of Wah, Pakistan	+6 (03) 8924 8642
2	Dr. Anam Javeed	Lecturer	Northumbria University City Campus	anam.javeed@northumbria.ac.uk	Former colleague at the University of Wah, Pakistan	(+92) 3343633966
3	Dr. Faiza Saleem	Senior Lecturer	Universiti Sains Malaysia	faizasaleem@usm.my	Former colleague at the University of Wah, Pakistan	+604-653 5093