

Shahab Alam Malik



Home Address:

Flat No. 2-A, Block-70, Askari 11, Lahore, Pakistan

Mobile No +92-333-5154104

+92-321-5295297

Personal @-Mail: shahabmaliks@gmail.com

Official @-Mail: dean.fems@mul.edu.pk ; shahabmalik.fems@mul.edu.pk

Office Contact Number: 92-42-35145621-6, Ext: 480

PROFESSIONAL EXPERIENCE:

April 2022 – To Date

MINHAJ UNIVERSITY LAHORE

(<http://www.mul.edu.pk/>)

Currently serving as Dean/Professor in Faculty of Economics and Management Science (FEMS), Minhaj University, Lahore, Pakistan. Job tasks include managing administrative affairs of the Schools of Business, Commerce, and Economics; improving teaching quality and enhancing students' satisfaction; launching new degree programs; contacting and updating Alumni database, arranging internships for students, and improving curriculum. Also improving Industry Academia relationships through industrial trips, seminars, workshops, and MoUs. Teaching undergraduate and graduate level students and supervising graduate level supervisees.

February 2017 – November 2018

INDUS UNIVERSITY

(<http://www.indus.edu.pk/>)

Served as Dean/Professor in Faculty of Management Science, Indus University, Karachi, Pakistan. Job tasks included monitoring affairs of the department; improving curriculum; working on activities to improve students' enrollment and decrease their dropout; strengthening relationships with the industry; setting strategic goals for future expansion in light of university's vision and mission statement; arranging Industrial trips & CSR activities; conducting workshops for faculty & PhD students training; starting department Magazine; contacting Alumni and maintaining their database, and trying for the acquisition of academic accreditations for the department.

December 2007 – February 2017

COMSATS UNIVERSITY

(<https://www.comsats.edu.pk/>)

Joined COMSATS University as Assistant Professor on 1st December 2017 after PhD again and besides teaching served as Incharge MBA & Incharge Graduate Programs, with responsibilities including assigning academic & administrative responsibilities to faculty members and managing matters related to current and potential students' queries and problems. During this period, taught courses of TQM, Productivity and Quality Management, Operations Management, Research Methods, and Accounting (Cost and Financial) to both graduate and undergraduate level. Successfully supervised around 20 MS/MPhil students.

October 2004 – November 2007

HARBIN INSTITUTE OF TECHNOLOGY (HIT) - CHINA

(<http://en.hit.edu.cn/>)

Completed PhD from Harbin Institute of Technology (HIT), School of Management, China with focus on investigating status and approaches deployed in quality management practices carried out by Pakistani manufacturing companies. This study was sponsored by CIIT for its faculty. HIT is AACSB accredited (School of Management) & is on #207 in world ranking and 10th in Mainland China.

December 2000 – September 2004

COMSATS UNIVERSITY

Served COMSATS University for around four years at different posts. First served in CIIT-Solutions (Web designing department) for around two years. Then was transferred to Department of Management Sciences where served as both Lecturer and academic and admin Coordinator for two years.

EDUCATION:

DEGREE	MAJOR	YEAR OF PASSING	UNIVERSITY
PhD	Management Science & Engineering	2007	Harbin Institute of Technology, Harbin, China
MBA-Executive	Human Resource Management	2002	Preston University, Islamabad
MBA	Information Technology	2000	Hamdard University
Bachelor of Commerce	Commerce	1998	Punjab University
Intermediate of Commerce	Commerce	1996	H-8 Commerce College, Islamabad (Federal Board)

PERSONAL DATA:

Nationality: Pakistani by birth
Marital Status: Married
Date of Birth: 19th January 1977

LANGUAGE PROFICIENCY:

- English
- Urdu

RESEARCH PUBLICATIONS:

Conference Publications (Descending Order):

1. Yong, J., YeZhuang, T., & **Malik, S.A.**, *Taxonomy of Manufacturing Strategies: A Worldwide Perspective. The 4th International Conference on Management and Service Science (MASS 2010), August 24-2, 2010 Wuhan, China.* (EI Indexed)
2. **Malik S.A.**, YeZhuang, T., *Continuous Improvement Practices in Asian Developing Countries. A Comparative Analysis between Chinese and Pakistani Manufacturing Industry.* Proceedings IEEE International Conference on Management Science and Engineering. Harbin, China. August 2007 (EI Indexed)
3. **Malik S.A.**, YeZhuang, T., *TQM Practices in Pakistani Electrical and Electronic SMEs: Evidence through Survey Analysis.* Proceedings IEEE International Conference on Management Science and Engineering, France. October 2006, 710~714
4. **Malik S.A.**, YeZhuang, T., *ISO Certification: The Trend and Scope from Pakistani Industry's Perspective,* Proceedings IEEE International Conference on Management of Innovation and Technology (ICMIT2006), Singapore. June 2006, 766~771 (EI Indexed)
5. **Malik S.A.**, YeZhuang, T., *Execution of Continuous Improvement Practices in Spanish and Pakistani Industry: A Comparative Analysis.* Proceedings IEEE International Conference on Management of Innovation and Technology, Singapore. June 2006, 761~765 (EI Indexed)
6. **Malik S.A.**, YeZhuang, T., *Continuous Improvement Practices in Pakistani Manufacturing Firms: Empirical Evidence from Survey Analysis.* Proceedings Pakistan's 9th International Convention on Quality Improvement (ICQI' 2005), Pakistan. November 2005

Journal Publications (Descending order):

1. Rehan, M., Nazir, M. U, **Malik, S.A.** (2026) From Spirit to Strategy: Unpacking the Role of Intrinsic Motivation and Harmonious Work Passion in Intrapreneurial Behavior in *Human Systems Management* (Accepted) [Scopus & ESCI Indexed, Q3]
2. Sharif, S., **Malik, S.A.** (2026) Green practices in Textile Sector: Impact of green HRM and ethical leadership on psychological green climate, green behaviors and creativity in *Employee Relations: An International Journal* 48(2): 391-418 [Scopus & SSCI Indexed, Q1, ABDC B]
3. Sharif, S., **Malik, S.A** (2026) Tracing the impact of green HRM and ethical leadership on employee' green behaviors in *Research Journal of Textile and Apparel.* [Scopus & ESCI Indexed, Q2], <https://doi.org/10.1108/RJTA-12-2024-0218>

4. Sharif, S., **Malik, S.A.**, Arooj, N., & Albadri O., (2026), Human Resource Management (HRM) practices and organizational commitment in higher educational Institution (HEI): A Mediating role for work engagement in *Global Knowledge, Memory and Communication* 75(3-4): 1462-1284. [Scopus & ESCI Indexed. ABDC B]
5. Shahbaz, M.H., **Malik, S.A.** (2026), The Role of Green HRM and Intellectual Capital in Firm Performance: A Mediated-Moderated Analysis in *Journal of Intellectual Capital*, 27(2): 413-439 [Scopus & SSCI Indexed, Q1, ABDC B]
6. Bhatti, A.A, **Malik, S.A**, Nazir, U. (2025) The Mediating Role of Project Process Management and the Moderating Role of Risk Management in Achieving Sustainable Project Success through Technology Innovation in *Al-Qantara*, 11(2), 221-242 [Scopus, Q2]
7. Sharif, S., **Malik, S.A.** (2025), A Paradigm Shift to Carbon Credit Success: Transforming Workplace Creativity via Innovative Green Human Resource Management and Eco-Friendly Behaviors in *International Journal of Innovation Science*, ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJIS-09-2024-0254> [Scopus & ESCI Indexed]
8. Sharif, S., **Malik, S.A.** (2025), Does Green HRM and Intellectual Capital strengthen Psychological Green Climate, Green Behaviors and Creativity? A Step towards Green Textile Manufacturing in *Journal of Intellectual Capital*, 26(3), 644-669. <https://doi.org/10.1108/JIC-10-2024-0302> [Scopus & SSCI Indexed, Q1 and ABDC B]
9. Shahbaz, M.H., **Malik, S.A.** (2025), Driving Firm Performance with Green Intellectual Capital: The Key Role of Business Sustainability in SMEs in *Journal of Intellectual Capital* [Scopus & SSCI Indexed, Q1, ABDC B] 26(3), 691-715, <https://doi.org/10.1108/JIC-07-2024-0211>
10. Shahbaz, M.H., **Malik, S.A.** (2025), Exploring the Role of Green Intellectual Capital and HRM: Green Innovation and Environmental Performance Intensify Competitive Advantage in *International Journal of Innovation Science*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJIS-09-2024-0270> [Scopus & ESCI Indexed]
11. Shahbaz, M.H., Ahmad, S., **Malik, S.A.** (2025), Green Intellectual Capital Heading Towards Green Innovation and Environmental Performance: Assessing the Moderating Effect of Green Creativity in SMEs of Pakistan in *International Journal of Innovation Science*, 17(3):683-704 [Scopus & ESCI Indexed] <https://doi.org/10.1108/IJIS-08-2023-0169>
12. **Malik, S.A**, Fatima, T., Yong, J., & Pannu, H. (2024), The Influence of Library Service Quality, Library Image, Place, Personal Control and Trust on Loyalty: The Mediating Role of Perceived Service Value and Satisfaction in *International Journal of Quality and Reliability Management*, 41(4):1111-1129 (<https://doi.org/10.1108/IJQRM-05-2023-0167>) [Scopus & ESCI Indexed, ABDC B]
13. Fatima, T, Li, B.X.; **Malik, S.A.** & Zhang, D. (2024) *Mapping the relationship between virtual supervision, online program quality, and international student satisfaction in COVID-19 pandemic World: does e-learning quality mediates the relationship*, *Interactive Learning Environments*, 32(7), 3414–3430, DOI: [10.1080/10494820.2023.2177677](https://doi.org/10.1080/10494820.2023.2177677), [Scopus & SSCI Indexed] [Q1]
14. Fatima, T.; Li, B.; **Malik, S.A.**; Zhang, D. (2023) *The Spatial Effect of Industrial Intelligence on High-Quality Green Development of Industry under Environmental Regulations and low Carbon Intensity*. *Sustainability*, 15, 1903. <https://doi.org/10.3390/su15031903>, [Scopus & SSCI Indexed] [Q1]
15. Sohail, D.; **Malik, S.A.** (2021), *Relationship of Graduate Students with their Academic Supervisors: A Study of Public & Private Sector Universities of Pakistan* in *Pakistan Journal of Psychological Research*, 36(2): 241-262 [Scopus Indexed] [Q4]
16. Ahmed, R.R.; Salman, F.; **Malik, S.A.**; Streimikiene, D.; Soomro, R.H.; Pahi, M.H. (2020), *Smartphone Use and Academic Performance of University Students: A Mediation and Moderation Analysis* in *Sustainability*, 12, 439 [Scopus & SSCI Indexed] [Q1]
17. **Malik, S.A.**, Akhtar, F., Raziq, M.M., & Ahmed, M. (2020) *Measuring Service Quality Perceptions of Customers in Hotel Industry of Pakistan* in *TQM and Business Excellence*, 31(3-4):263-278 [SSCI Indexed] [Q1, ABDC C]
18. Khan, M.N, **Malik, S.A.**, & Janjua, S. Y. (2019), *Total Quality Management Practices and Work-Related Outcomes: A Case Study of Higher Education Institutions in Pakistan* in *International Journal of Quality and Reliability Management*, Emerald 36(6): 864-874 [Scopus Indexed] [Q2, ABDC B]
19. Wajid, A, Raziq, M.M, Malik, O.F, **Malik, S.A**, & Khurshid, N. (2019) *Value co-creation through actor embeddedness and actor engagement*, *Marketing Intelligence & Planning*, 37(3): 271-283 [SSCI indexed] [Q2, ABDC A]

20. Fatima, T., **Malik, S.A.**, Shabbir, A. (2018), *Hospital Healthcare Service Quality, Patient Satisfaction and Loyalty: An Investigation in context of Private Healthcare Systems* in International Journal of Quality and Reliability Management (Emerald) 35(6):1195-1214 [Scopus Indexed] [Q2, ABDC B]
21. Shahzadi, M., **Malik, S.A.**, Ahmad, M., (2018), *Perceptions of Fine Dining Restaurants in Pakistan: What Influences Customer Satisfaction and Behavioral Intentions?* in International Journal of Quality and Reliability Management (Emerald), 35(3):635-655 [Scopus Indexed] [Q2, ABDC B]
22. Umair, A., Malik, S.A., Janjua, S.U., (2018) *Analyzing the Working Relationships of Young Employees with Older Employees: A Case Study of Banking Sector of Pakistan* in Pakistan Business Review, 20(2): 284-297
23. Shabbir, A., **Malik, S.A.**, Yousaf, S., (2017), *Equating the Expected and Perceived Service Quality: A Comparison between Public and Private Healthcare Service Providers* in International Journal of Quality and Reliability Management (Emerald), 34(8):1295-1317 [Scopus Indexed] [Q2, ABDC B]
24. Shamim, E., **Malik, S.A.** (2017), *Measuring Workplace Spirituality and Employee Work Attitudes in Profitable Vs. Non-Profitable Organizations of Pakistan* in Pakistan Journal of Psychological Research, 32(2):603-622 [Scopus Indexed][Q4]
25. Shabbir, A., **Malik, S.A.**, Malik, S.A., (2016), *Measuring Patients' Healthcare Service Quality Perceptions, Satisfaction, and Loyalty in Public and Private Sector Hospitals* in International Journal of Quality and Reliability Management (Emerald) 33(5):538-557 [Scopus Indexed] [Q2, ABDC B]
26. Sohail, M., **Malik, S.A.**, (2016), *Impact of Leader-follower Interactions and Employee Satisfaction: Mediating Effect of Employee Empowerment* in International Journal of Complexity in Leadership and Management (Inderscience) 3(1/2):85-100
27. Jia, Y., Yezhuang, T., Sun, H., & **Malik, S.A.**, (2016), *The Relationship between Servitization Improvements and Business Performance of Manufacturing Companies: A Strategic Fit Perspective*, International Journal of u- and e-Service, Science and Technology, 9(5): 117-134
28. Inam, S., Janjua, S.Y., **Malik, S.A.** (2016), *Managerial perception toward Halal certification study of International food chains in Pakistan*, Pakistan Business Review, 18(1): 179-195 (HEC X Category)
29. **Malik, S.A.** & Malik, S.A., (2015) *Measuring Relationship of Graduate School Supervisees with their Academic Mentors*, Journal of Applied Research in Higher Education (Emerald), 7(2):221-228 [Scopus Indexed] [Q3]
30. **Malik, S.A.**, & Malik, S.A., (2015) *Using SERVQUAL to Measure Perceptions and Expectations of Library Users: A Case Study of a Public University Library of Pakistan* in International Journal of Management in Education (Inderscience), 9(3): 303-322 [Scopus Indexed] [Q3]
31. **Malik, S.A.**, Mushtaq, A., Jaswal, L.H., & Malik, S.A. (2015), *Survey on Marketing Tactics used to build Private School Image and Increase Parents' Loyalty*, International Journal of Management in Education (Inderscience), 9(2):180-199 [Scopus Indexed] [Q3]
32. Qureshi, I. S., Janjua, S.Y., **Malik, S.A.** (2015), *Proactive personality and ingenious work involvement: Evidence from not for profit organizations*, Pakistan Business Review, 17(3): 681-699
33. Kausar, R., **Malik, S.A.**, (2014), *Effects and outcome of service quality and consumer attitudes towards Restaurant Brands: A study of Fine Dining Restaurants*, International Journal of Hospitality and Event Management (Inderscience), 1(2): 187-202
34. Naseem, K., **Malik, S.A.**, Iqbal, M.Z., and Malik, S.A. (2014), *Assessing the quality of patient care: a normative decision view*, International Journal of Productivity and Quality Management (Inderscience), Vol. 13(2): 125-141 [Scopus Indexed] [Q3]
35. Hasan, N., **Malik, S.A.**, Khan, M.M. (2013), *Measuring Relationship between Students' Satisfaction and Motivation: A Study of Public and Private Secondary Schools of Pakistan*, Middle-East Journal of Scientific Research, 18(7): 907-915
36. **Malik, S.A.**, Basheer, N., Khan, M.M., Malik, S.A., (2013), *Predicting Employees Turnover in Telecom Mobile Communication Call Centers of Pakistan*, Middle-East Journal of Scientific Research, 17 (4): 481-494

37. **Malik, S.A.,** Nasim, K., and Iqbal, M.Z. (2013), *TQM practices in electric fan industry of Pakistan*, International Journal of Productivity and Quality Management (Inderscience), 12(4): 361-378 [Scopus Indexed] [Q3]
38. **Malik, S.A.,** Jaswal, L.H., Malik, S.A., Awan, T.M. (2013), *Measuring Service Quality Perceptions of the Customers of Restaurants in Pakistan*, International Journal for Quality Research, 7(2): 187-200 [Scopus Indexed] [Q3]
39. **Malik, S.A,** Mushtaq, A, Naseem, K., Malik, S.A. (2012), *Examining the relationship among service quality, customer satisfaction, and behavioral responses – comparison between public and private sector banks of Pakistan*, International Journal for Quality Research, 6(4): 365-380 [Scopus Indexed] [Q3]
40. **Malik, S.A,** Hassan S., and Iqbal, M.Z (2012), *Measuring students' perceptions and expectations in business schools of Pakistan*, Asian Education and Development Studies. 1(3): 222-236. [Scopus Indexed] [Q3]
41. **Malik, S.A.,** Iqbal, M.Z., Shaukat R., & Yong Y. (2010), *TQM Practices and Organizational Performance: Evidence from Pakistani SMEs*, International Journal of Engineering and Technology (IJENS), 10(4): 26-31

MEMBERSHIP:

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- Higher Education Commission of Pakistan (HEC) Approved Supervisor since year 2008
 - Member, Editorial Advisory Board - Quality, International Journal of Quality and Reliability Management (Emerald)
 - Member, Editorial Advisory Board - Quality, International Journal of Quality and Service Sciences (Emerald)
 - Member, Editorial Advisory Board - Journal of Applied Research in Higher Education (Emerald)
 - Member, Editor, Arab Gulf Journal of Scientific Research (Emerald)
 - Member, Editorial Advisory Board – International Journal of Management in Education (Inderscience)
 - Editor in Chief, Minhaj International Journal of Economics and Organization Science (Minhaj University Lahore)

RESEARCH THESES SUPERVISED (MS/MPhil)

1. [2009] Razia Shaukat, *TQM Practices and Organizational Performance: Evidence from Pakistani SMEs*
2. [2011] Shahzad Hassan, *Measuring Students Satisfaction at University Level: A Comparison between Public and Private Business Schools in Lahore, Pakistan*
3. [2012] Kanwal Naseem, *Measuring Service Quality Perceptions and Satisfaction of Patients in Public Sector Hospitals*
4. [2012] Naveed Hassan, *Relationship between Students' Satisfaction and Motivation: A Study of Private and Public Sector Secondary Schools in Punjab Province of Pakistan*
5. [2013] Amna Mushtaq, *Survey on Marketing Tactics used to Build Private School Image and Increase Parents' Loyalty*
6. [2013] Arslan Mushtaq, *Examining the Relationship among Service Quality, Customer Satisfaction, and Behavioral Responses – Comparison between Public and Private Sector Banks of Pakistan*
7. [2013] Nabeela Bashir Malik, *Employees' Turnover: A Study of Pakistan's Telecom Mobile Communication Call Centers*
8. [2014] Asma Shabbir, *Measuring Mediating Role of Patient Satisfaction in determining Healthcare Service Quality & Patient Loyalty in Public and Private Sector Hospitals*
9. [2014] Rukhsana Kausar, *Consumer Attitudes towards Restaurant Brands: A study of Fine Dining Restaurants*
10. [2014] Ahsan Umair, *Examining the Working Relationship of Young Employees with Older Employees: A Case Study of Banking Sector of Pakistan*
11. [2014] Muhammad Sohail, *Impact of Leader-Follower Interactions and Employee Satisfaction: Mediating Effect of Employee Empowerment*
12. [2015] Adeel Afzal, *High performance work systems & job satisfaction: Examining the role of job control & work overload*
13. [2015] Adnan Fraz, *Measuring Mediating Role of Customer Satisfaction in Determining ATM Service Quality and Customer Retention in Banking Sector*
14. [2016] Emmala Shamim, *Measuring Workplace Spirituality and Employee Work Attitudes in Profitable Vs Non-Profitable Organizations of Pakistan*
15. [2016] Farheen Akhtar, *Measuring Effects of Perceived Product Quality, Perceived Service Quality, and Perceived Price Fairness on Consumer Satisfaction and Loyalty in Hotel Industry*
16. [2016] Muhammad Naeem Khan, *Total Quality Management Practices and Work-Related Outcomes: A Case Study of Higher Education Institutions in Pakistan*
17. [2017] Mariam Shahzadi, *Perceptions of Fine Dining Restaurants in Pakistan: What Influences Customer Satisfaction and Behavioral Intentions?*

18. [2017] Dania Sohail, *Relationships of Graduate Students with their Academic Mentors: A study of Public and Private sector Universities of Pakistan*
19. [2017] Taqdees Fatima, *Measuring Customer Perceived Service Quality, Satisfaction, and Loyalty in Private Sector Hospitals in Pakistan*
20. [2017] Muntazir Hussain, *Impact of Leadership styles on organizational learning: A comparative study on public and private sector universities*

RESEARCH THESES SUPERVISED (PhD) (graduated/under supervision)

1.	Shahbaz Sharif	Impact of Green HRM on Green Behavior and Green Creativity: Mediating-Moderation of Green Psychological Climate and Ethical Leadership	2025
2.	Aimun Khawaja	Sustainable HRM Practices and Organizational sustainability through Green transformational Leadership: The mediating Role of Organizational Citizenship Behavior for Environment and Green Knowledge sharing	2025
3.	Muhammad Asad Akram Bhatti	Project Manager's Competencies and Implications of Stakeholders Management on Project Success: A Mediation Moderation Model	2025
4.	Muhamamd Hamid Shahbaz	Impact of Green Intellectual Capital and HRM on Firm Performance: Mediating and Moderating effect of green Innovation and Knowledge Sharing	2026
5.	Muhammad Rehan	The Role of Green Servant Leadership towards employees' pro-environmental behavior in the Banking industry of Pakistan: Mediation-Moderation Model	In Progress
6.	Muhammad Farooq Malik	Impact of Green Human Resource Management Practices on Employee Retention with Mediating effect of Work Life Balance and Job Performance and Moderating role of Diversity, Equity, Inclusive (DEI) in Medical Institutions of Punjab.	In Progress

ONLINE PROFILES

Research gate:	https://www.researchgate.net/profile/Shahab_Malik2
LinkedIn:	https://www.linkedin.com/in/shahabmalik/
Google Scholar:	http://scholar.google.com.pk/citations?user=6eRYxWQAAAAAJ&hl=en
ORCID:	https://orcid.org/0000-0003-0005-9873
SCOPUS account:	https://www.scopus.com/authid/detail.uri?authorId=16402373200
Publons/WOS:	https://publons.com/researcher/2723674/shahab-alam-malik/peer-review/
AD Scientific Index:	https://www.adscientificindex.com/scientist/shahab-alam-malik/526102

REFERENCES

Dr. S.M. Junaid Zaidi

Ex. Executive Director, COMSATS
Ex. Rector, COMSATS University
@mail: jzaidi@comsats.org
Contact: 92-3008562232

Dr. Rizwan Raheem Ahmed

Acting Dean (Faculty of Management Sciences),
Indus University, Karachi
@mail: rizwanraheemahmed@gmail.com,
Contact: 92-3008293560

Dr. Sajid Mahmood Shahzad

Vice Chancellor
Minhaj University, Lahore
@mail: VC@mul.edu.pk,
Contact: 92-3005001008

Prof. Dr. Tian YeZhuang (PhD Supervisor)

Professor
Harbin Institute of Technology, Harbin, China
@mail: tianyezhuang@hit.edu.cn
Contact: (0451) 86414045