

Dr. Hira Salah ud din Khan, *Associate Professor* in the School of Management, Jiangsu University, Zhenjiang, China.

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SHORT BIOGRAPHY

Dr. Khan Ph.D. is in Management Science & Engineering. She possesses over 16 years of ‘Teaching and Research’ experience in the management science field such fundamental concepts of management, human resource management and organizational behavior. She has also worked as a Postdoctoral Researcher at the school of Management, Jiangsu University Zhenjiang, China. Her research interest area includes leadership styles, Perceived Organizational Politics, Job attitudes, Personal/ Organizational Resources, personality traits, positive organizational behaviors, psychological well-being, and human resource management practices. She is an adroit researcher. She has, to her credit, several publications in a wide spectrum of journals which include SSCI, SCI, ABDC, ABS and Scopus indexing. My research work has been published in top Tier peer reviewed journals of international reputation. Some of her papers are under review or in process of publication. She has also won excellent paper award in Postdoctoral Conference of Academic Forum of Jiangsu University China. Her Papers are published in prestigious conferences like Academy of Management (AOM) Proceedings, British Academy of Management (BAM) and European Academy of Management (EURAM). Dr. Khan is also the editorial board member and reviewer of many reputable journals. On parallel she is also involved in doing Chinese national and provincial level projects. She is also invited as a Keynote speaker for different conferences.



EDUCATION

September 2016 to June 2019

Doctor of Philosophy

Management Science & Engineering
(HRM), Jiangsu University
Zhenjiang, China.

September 2013 to June 2016

MS Management Sciences (HRM)

Air University Islamabad, Pakistan

March 2007 to December 2008

Masters in Commerce

University Of Balochistan, Quetta
Pakistan

RESEARCH INTERESTS

Human Resource Management; Organizational Behavior; Public Health

SUBJECTS TAUGHT

Organizational Behavior; Leadership & Motivational Skills; Management; Research Methods; Human Resource Management; Advance Management

WORK EXPERIENCE

Associate Professor (15th December 2021 – 16th January, 2026)

School of Management, Jiangsu University, China

Responsibilities

- Developing and delivering course material, curricula, and syllabi.
- Assisting with the training and recruitment of new lecturers, teaching assistants, and Professors.
- Conducting research, publishing papers, and attending conferences.
- Attending academic events and networking with other researchers and field experts.
- Supervising, advising, and mentoring teaching assistants and graduate students.
- Participating in faculty and departmental meetings.
- Shortlisting, interviewing, and selecting students for graduate programs.
- Organizing guest seminars and faculty events where students can interact with established industry professionals.
- Traveling to other higher education settings to gain experience and expand networks.
- Writing proposals to secure research funding.

Postdoctoral Research Fellow (October 2019 to November, 2021)

School of Management, Jiangsu University, China

Responsibilities

- Design and implement research protocols; design safety procedures; adapt new procedures, methods or instrumentation relative to research procedure
- Collect, prepare and analyze research data; keep a detailed notebook summarizing experiments and recording research data; maintain computer database of research data; tabulate and display data for presentation in research conferences and for manuscript preparation; use graphics and statistical software to analyze and present data.
- Coordinate research efforts for increased efficiency; participate in training of fellows, residents, students and volunteer workers as needed.
- Search pertinent scientific literature as needed.
- Applying for national and provincial level research Projects

Visiting Assistant Professor (August 2019 to August 2021)

Lahore Business School, The University of Lahore, Lahore Pakistan

Responsibilities

- Teaching courses to masters and doctoral students.
- Supervising the masters and doctoral thesis.
- Support preparation of progress reports and research manuscripts when required by the PI.
- Support in writing research proposals and projects
- Extending International Cooperation among different universities and educational institutions

PhD Researcher (September 2016- September 2019)

Completed my PhD in Management Science & Engineering (Human Resource Management), School of Management Jiangsu University, Zhenjiang, China.

Thesis Title: Examining the Role of Psychological Contract Breach, Political Skill and Work Ethic in the Perceived Politics-Job Attitudes Relationship: A Case of Higher Education in Pakistan

Lecturer (Dec 2010 to July 2018)

Sardar Bahadur Khan Women's University, Pakistan

Responsibilities

- deliver lectures, seminars and tutorials
- design, prepare and develop courses, modules and teaching materials
- develop and implement new methods of teaching to reflect changes in research
- assess students' coursework
- set, mark and moderate examinations and assessments
- supervise students' research activities, including final year undergraduate projects, Masters dissertations
- carry out administrative tasks related to the department, such as student admissions, induction programs and involvement in committees and boards
- contribute to professional conferences and seminars in your field of expertise
- establish collaborative links with other institutions, as well as with industrial, commercial and public organizations
- participate in staff training activities

General Banking Officer (April 2010-Dec 2010)

MCB Bank Limited, Pakistan

Responsibilities

- Management of New to Bank accounts and providing proper guidance regarding procedures and requirements to new/prospective customers. Also responsible to cross selling various products offered by the Bank.
- Interact with customers at the branch entrance / inquiring on their purpose of visit and guide them to the relevant desk accordingly for efficient service provision.
- Resolve/reply to the queries of the customers, maintain the customer complaints logbook, continuous follow-ups and re-directing the customer to the concerned department for resolution of their queries to ensure the customer leaves the branch satisfied.

TEACHING EXPERIENCES AT COLLEGE LEVEL

Visiting Faculty member (Jan 2009 – December 2009)

- Commerce Department Visiting Faculty, Government Girls College, Quarry Road Quetta, Pakistan.
- Taught B.COM. M.COM and ACCA classes related to management courses.

Visiting Faculty member (Jan 2009 – December 2009)

- Academy of management Sciences, Shawakshah Road Quetta
- Taught B.COM. M.COM and ACCA classes related to management courses.

TECHNICAL SKILLS

- Analyze ideas and use logic to determine their strengths and weaknesses.
- Understand new information or materials by studying and working with them.
- Combine several pieces of information and draw conclusions.
- Speak clearly so listeners can understand.
- collecting and analyzing data, creating compelling presentations

OTHER SKILLS

- Commitment to applied and experiential learning as a pedagogy and a key feature of the College's mandate
- Ability to design, develop, deliver, and evaluate authentic learning experiences and assessments incorporating contemporary tools and resources to maximize content learning in context and to develop the knowledge, skills, and attitudes identified in program outcomes.
- Digital literacy and demonstrate fluency in technology systems, and an ability to model and facilitate use of current and emerging digital tools to support research and learning
- Demonstrated ability to develop technology-enriched learning environments that enable students to be active participants in their own learning
- Commitment to the effectiveness, vitality, and self-renewal of the teaching profession through self-driven continuous professional development and life-long learning
- Effective oral and written communication skills
- Collaborative and collegial spirit and a demonstrated ability to establish rapport with learners, colleagues, sponsor-employers, and members of the community
- Ability to initiate applied research projects.

Editorial Board Member

- Associate Editor: Frontiers in Psychology, Impact Factor: 4.232 SSCI/SCI
- Editor: BMC Psychology, Impact Factor: 3.6 SSCI/SCI
- International Journal of Management Practices (Scopus Indexed)
- PLOS One, Impact factor: 2.9, SCI, SCIE
- BMC Public Health Impact factor: 3.5 SSCI, SCI

Journal Reviewer

- Academy of Management Journal Proceedings, 2023
- Personnel Review (SSCI Journal)
- Business Ethics: A European Review (SSCI Journal)
- Personality and Individual Indifference (SSCI Journal)
- Frontiers in Psychology (SSCI Journal)
- Environmental Science & Pollution Research (SSCI Journal)
- China Finance Review (SSCI Journal)
- Asian Business Management (SSCI Journal)

- Current Psychology (SSCI)
- Psychology Research & Behaviour management (SSCI) and many others

SKILLS & ABILITIES

- **Research Methodology & Skills (One Month Higher Education Commission Course, Pakistan):** This course includes basic research concepts, theories and understanding of research phenomena's that includes several concepts, software tools and techniques.
- **Quantitative Research Software's:** Using SPSS, Structural equation modelling by AMOS, smart PLS, PROCESS, WHARP and Team analysis.
- **Qualitative analysis software packages:** NVivo for Qualitative data analysis to create themes for certain concepts then forming the tree maps, clouds, figure, coding of qualitative data figure out the main themes and plotting of different graphs and tables.
- **Microsoft office and plotting tools:** MS Word, MS Excel, MS Power point and flowcharts.

Chinese Language Certificate: HSK Level 2

Training and Workshops

- Research Methodology & Skills at Air University, Islamabad, Pakistan
- Higher Education Commission (HEC), Pakistan at SBK Women's University, Pakistan: One Month Workshop on Research Skills & Methodology
- Higher Education Commission (HEC) Pakistan at SBK Women's University One Month, Pakistan Workshop on Computer Assisted language Learning (CALL)
- Three Days Workshop on Disaster management: Earthquake Certification by Plymouth State University (USA)
- Two Days Workshop on Course, Clue and Curriculum Development at SBK Women's University, Pakistan
- Dialogue Participation: (Economic Crisis in Balochistan at University of Balochistan Pakistan

Certifications

- Junior Associate Institute of Bankers Pakistan (JAIBP)

Achievements

- Silver Medalist in Master in Commerce in Balochistan, Province Pakistan
- Excellent Paper award in Jiangsu University, China Postdoctoral Conference November 2021.
- Three papers published in Annual meeting of Academy of Management Proceedings 2022.

RESEARCH PUBLICATIONS

1. **Hira Salah ud din Khan**, Muhammad Salman & Ma Zhiqiang (2025). "Empowering leadership and occupational burnout: The moderated mediation model": BMC Psychology; SSCI/SCI, IF= 2.7, Q1. <https://doi.org/10.1186/s40359-025-02492-8>
2. **Hira Salah ud din Khan**, Chughtai; Muhammad Salman; Ma Zhiqiang, Li Mingxing & He Di (2024). "Adaptive leadership and safety citizenship behaviors in Pakistan: the roles of readiness to change, psychosocial safety climate, and proactive personality": Frontiers in Public Health. SSCI/SCI, IF= 5.2. Q1. <https://doi.org/10.1186/s40359-025-02492-8>.
3. **Hira Salah ud din Khan**, Li, Peihuan, Chughtai, Muhammad Salman, Muhammad Tahir Mushtaq & Xingzhu Zeng (2023). The role of Knowledge Sharing and Creative Self-efficacy on the Self-Leadership and Innovative Work Behaviors relationship': Journal of Innovation & Knowledge. SSCI/SCI, IF= 18.1. Q1. <https://doi.org/10.1016/j.jik.2023.100441>.
4. **Khan, Hira, Salah ud din**; Yang Guangsheng; Chughtai, Muhammad. Salman & Matteo Cristofaro (2023). Effect of Supervisor-Subordinate Guanxi on Employees Work Behavior: An empirical dynamic framework: Journal of Innovation & Knowledge. SSCI/SCI, IF= 18.1. Q1. <https://doi.org/10.1016/j.jik.2023.100360>
5. **Khan, Hira, Salah ud din***; Zhiqiang, Ma ; Chughtai, Muhammad, Salman & Mingxing, Li (2023). " Investigation of cascading effects of Perceiving a Calling on Occupational Burnout: A Mediated Moderation Model". *Current Psychology* 42, Pages 11428–11438. SSCI/SCI, IF = 2.8: Q3. <https://doi.org/10.1007/s12144-021-02431-x>.
6. Chughtai, Muhammad. Salman & **Khan, Hira, Salah ud din*** (2023). Knowledge-Oriented Leadership and Employees' Innovative Performance: A Moderated Mediation Model: *Current Psychology*. SSCI/SCI, IF = 2.8: Q3, <https://doi.org/10.1007/s12144-023-04502-7>.
7. Ma Zejun ; **Khan, Hira, Salah ud din***; Chughtai, Muhammad, Salman ; Li Mingxing; Bailin Ge & Syed Usman Qadri (2023). A Review of Supervisor–Subordinate Guanxi: Current Trends and Future Research" *Sustainability* 2023. SSCI/SCI IF= 3.9, Q2. <https://doi.org/10.3390/su15010795>.
8. Li M, ul Abidin RZ, Qammar R, Qadri SU, Khan MK, Ma Z, Qadri S, Ahmed H, **Khan, Hira, Salah ud din** and Mahmood S (2023), Pro-environmental behavior, green HRM practices, and green psychological climate: Examining the underlying mechanism in Pakistan. *Front. Environ. Sci.* 11:1067531. doi: 10.3389/fenvs.2023.1067531
9. Li, Mingxing, **Khan, Hira, Salah ud din***., Chughtai, M. S., & Le, T. T. (2022). Innovation Onset: A Moderated Mediation Model of High-Involvement Work Practices and Employees' Innovative Work Behavior. *Psychology Research and Behavior Management*, 15, 471. SSC/SCI, IF=4.3, Q2. [10.2147/prbm.s340326](https://doi.org/10.2147/prbm.s340326).

10. **Khan, Hira, Salah ud din**, Siddiqui, S.H., Zhiqiang, M., Weijun, Hu & Mingxing, Li (2021). "Who champions or mentor's others? The role of Personal Resources in the Perceived Organizational Politics and Job Attitudes relationship. *Frontiers in Psychology*, 12, 1-17. SSCI/SCI, IF=4.232. Q1. doi: 10.3389/fpsyg.2021.609842.
11. **Khan, Hira, Salah ud din***, Zhiqiang, M., Siddiqui, S. H., & Khan, M. A. S. (2020). Be Aware Not Reactive: Testing a Mediated-Moderation Model of Dark Triad and Perceived Victimization via Self-Regulatory Approach. *Frontiers in Psychology*, 11,1-16. SSCI/SCI, IF=4.232. Q1. doi: 10.3389/fpsyg.2020.02141
12. **Khan, Hira, Salah ud din***, Ma, Zhiqiang., Sadick, M. A., & Musah, A. A. I. (2018). Investigating the Role of Psychological Contract Breach, Political Skill and Work Ethic on Perceived Politics and Job Attitudes Relationships: A Case of Higher Education in Pakistan. *Sustainability*, 10(12), 1-21. SSCI/SCI IF= 3.9, Q2. doi:10.3390/su10124737
13. Zhang, M., Li, M., Sun, H., Oteng Agyeman, F., **Khan, Hira, Salah ud din** & Zhang, Z. (2022). Investigation of Nexus between Knowledge Learning and Enterprise Green Innovation Based on Meta-Analysis with a Focus on China. *Energies*, 15(4), 1590. SSCI, IF=3.2. Q3. <https://doi.org/10.3390/en15041590>.
14. Zhiqiang, M., **Khan, Hira, Salah ud din***, Chughtai, M.S & Mingxing, Li (2021). " Re-engineering the human resource strategies amid and post-pandemic crisis: Probing into the mediated moderation model of the High-Performance Work Practices and Employee's Outcomes". *Frontiers in Psychology* 12,1-10. SSCI/SCI, IF=4.232. Q1. doi: 10.3389/fpsyg.2021.710266
15. Sun, Y., Li, M., Zhang, M., **Khan, Hira, Salah ud din.**, Li, J., Li, Z., & Anaba, O. A. (2021). A study on China's economic growth, green energy technology, and carbon emissions based on the Kuznets curve (EKC). *Environmental Science and Pollution Research*, 28(6), 7200-7211. SSCI/SCI, IF= 4.3, Q2. <https://doi.org/10.1007/s11356-020-11019-0>.
16. Li, M., Zhang, M., Agyeman, F. O., & **Khan, Hira, Salah ud din** (2021). Research on the Influence of Industry-University-Research Cooperation Innovation Network Characteristics on Subject Innovation Performance. *Mathematical Problems in Engineering*, 2021. SSCI/SCI, IF= 1.43, Q3. <https://doi.org/10.1155/2021/4771113>.
17. Khan, M.A.S, DU, J, Anwar. F, **Khan, Hira, Salah ud din**, Shahzad.F & Qalati.S.A. (2021) Corporate Social Responsibility and the Reciprocity between Employee Perception, Perceived External Prestige, and Employees' Emotional Labor. *Psychology Research and Behavior Management*, 14, 61-75. SSCI/SCI, IF= 4.3, Q2. <https://doi.org/10.2147/PRBM.S277850>.
18. Li, M; Sun, H; Agyeman, F.O; Heydari, M; Jameel, A & **Khan, Hira, Salah ud din** Analysis of Potential Factors Influencing China's Regional Sustainable Economic Growth, *Applied Sciences*, 2021, 11(22). SCI, IF= 2.7, Q2. 10832. <https://doi.org/10.3390/app112210832>

19. Wen, M., Li, M., Erum, N., Hussain, A., Xie, H., & **Khan, Hira, Salah ud din** (2021). Revisiting Environmental Kuznets Curve in Relation to Economic Development and Energy Carbon Emission Efficiency: Evidence from Suzhou, China. *Energies*, 15(1), 62. *Energies*. SSCI, IF=3.2. Q3. <https://doi.org/10.3390/en15010062>.
20. Sadick, M. A., Li, W., Musah, A. A. I., Akeji, A. A. R. A., & **Khan, Hira, Salah ud din** (2019). The Role of Development Oriented Non-Governmental Organizations in Creating Shared Value in the Educational Sector of Ghana: The Mediating Role of Basic Needs. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 30(6), 1297-1318. SSCI, IF=2.4, Q3, <https://doi.org/10.1007/s11266-019-00170-z>

SCOPUS INDEXED/ ESCI

1. **Khan, Hira, Salah ud din**, Matteo Cristofaro*, Muhammad Salman Chughtai & Baiocco, Silvia: Understanding the psychology of workplace Bullies: The impact of Dark Tetrad and how to mitigate it. *Management Research Review*. (ABDC; ABS). DOI 10.1108/MRR-09-2022-0681.
2. Ge, B.; Ma, Z.; Li, M.; Chi, X.; **Khan, Hira, Salah ud din.**; Yang, L. Exploring the Nexus of Healthcare Employees' Professional Quality, Health Psychology and Service Value: A Qualitative Study. *Int. J. Environ. Res. Public Health* **2022**, 19, 12462. <https://doi.org/10.3390/ijerph191912462>
3. Khan, M.Y., Siddiqui, S.H & **Khan, Hira, Salah ud din*** (2022). Factors affecting the Turnover Intentions and Affective Commitment of employees in the pharmaceutical industry of Pakistan: The role of psychological contract. *International Journal of Management Practices*. DOI: 10.1504/IJMP.2022.121149.
4. **Khan, Hira, Salah ud din ***, Ma,Zhiqiang., Naz Shumaila (2019). Islamic work ethic and Job outcomes: The mediating role of Job Satisfaction. *International Journal of Advance and Applied Sciences*, 6(12), 7-17. <https://doi.org/10.21833/ijaas.2019.12.002>.
5. **Khan, Hira, Salah ud din***, Ma, Z., M. A., & Musah, Udimal Thomas (2019). Impact of perceived organizational politics on job attitudes in health sector of Pakistan: the moderating role of Islamic work ethic. *Middle east Journal Of Management*, 6(6), 767-790. <https://doi.org/10.1504/MEJM.2019.102842>.
6. Musah, A. A. I., Du, J., **Khan, Hira, Salah ud din** & Akeji, A. A. A. R. (2018). The Asymptotic decision scenarios of an emerging stock exchange market: Extreme value theory and artificial neural network. *Risks*, 6(4), 1-24. <https://doi.org/10.3390/risks6040132>.
7. Naz,S., Li,Cai , **Khan, Hira, Salah ud din** ; Rafiq, M.(2018). The impact of emotional intelligence on employee performance and employee engagement: Mediating role of job satisfaction. *Middle East J. of Management*, Inderscience Enterprises Ltd, 6(5), 574-596. <https://doi.org/10.1504/MEJM.2019.101921>

INTERNATIONAL

1. Siddiqui, S. H., **Khan, Hira, Salah ud din***, & Ansari, N. Y. (2021). Human Resource Management Practices and Employee Performance in the Banking Sector of Pakistan: The Role of Islamic Work Ethic. *Sustainable Business and Society in Emerging Economies*, 3(4), 581-590. DOI: <http://doi.org/10.26710/sbsee.v3i4.2082>.
2. Siddiqui, S. H., **Khan, Hira, Salah ud din** & Chughtai, Muhammad, Salman. (2021). The Virtuous Aspect of Perceived Organizational Politics: The Future of Higher Education. *Pakistan Languages and Humanities Review* July-December 2021, Vol. 5, No. 2(586-600).
3. Jabeen, Q; Siddiqui, S.H & **Khan, Hira, Salah ud din** (2021) Association between Perceived Organizational Politics and Intentions to Quit: Mediating Role of Emotional Exhaustion. *Pakistan Social Sciences Review*, 5 (2) 788-802. [http://doi.org/10.35484/pssr.2021\(5-II\)60](http://doi.org/10.35484/pssr.2021(5-II)60).
4. Siddiqui, S.H; Zaheer, S & **Khan, Hira, Salah ud din**, (2021) Impact of Work-Family Conflict on Job Satisfaction among HEI Faculty Members: Moderating Role of Supervisor Support. *Pakistan Social Sciences Review*, 5 (1) 548-563. [http://doi.org/10.35484/pssr.2021\(5-I\)42](http://doi.org/10.35484/pssr.2021(5-I)42).
5. Siddiqui, S. H., **Khan, Hira Salah ud din**, & Ansari, N. Y. (2021). Linking Job Satisfaction to Employee Performance: The Moderating Role of Islamic Work Ethics. *Journal of Development and Social Sciences*, 2(4), 808-821. [http://doi.org/10.47205/jdss.2021\(2-IV\)64](http://doi.org/10.47205/jdss.2021(2-IV)64).
6. Chughtai, M. S., **Khan, Hira, Salah ud din.**, Shah, S. Z. A., & Yusrini, L. (2020). Dark Triad, counterproductive work behaviors, workplace incivility, and the role of Islamic work values: A moderated mediation model. [http://doi.org/10.21272/bel.4\(4\).56-67.2020](http://doi.org/10.21272/bel.4(4).56-67.2020).
7. **Khan, Hira, Salah ud din**; Zhiqiang, M., Musah, A. A. I., Antwi, H. A., & Sarpong, P. B. (2017). Pompous Narcissism Predicts Ethical Behaviours at Workplace: The Moderating Role of Emotional Intelligence. *American Journal of Multidisciplinary Research*, 5(2). <http://onlinejournal.org.uk/index.php/ajmur>.
8. **Khan, Hira, Salah ud din**, Zhiqiang, M., Sarpong, P. B., & Naz, S. (2017). Perceived Organisational Politics and Job Attitudes: A Structural Equation Analysis of Higher Education Faculty of Pakistani Universities. *Canadian Journal of Applied Science and Technology*, 5(2). <http://onlinejournal.org.uk/index.php/cajast/index>.
9. Iddrisu Sulemana, Mohammed Abubakari Sadick, Oswin Aganda Anaba, **Khan, Hira Salah ud din** : Assessing the Efficiency of Public Universities Colleges of Education in the promotion of Quality Education in Ghana through DEA-SBM: International Journal of Research in Teacher Education. <http://ijrte.eab.org.tr/>
10. Naz, Shumaila., Li, Cai., Khan, Shabnam & **Khan, Hira Salah ud din** (2017). Comparative analytical study of teachers' personality type (A and B) to study the consequences of ostracism. *Int. J. Scient. Sci. Engin. Technol*, 3, 488-502.

11. Sarpong, Patrick. Baoteng., Jianguo, Duo., **Khan, Hira Salah ud din**, & Acheampong, Patrick. (2017). Harnessing electronic procurement to support efficient supply chain in Ghana's health sector: a position paper. *Australian Journal of Economics and Management Sciences*, 7(5), 11-23.
12. Sarpong, Patrick. Baoteng., Jianguo, Duo., Antwi, H. A., Udimal, T. B., Musah, A. A. I., & **Khan, Hira Salah ud din**. (2017). E-procurement adoption barriers in retrospect: a structural equation analysis of Ghanaian hospitals. *Canadian Journal of Applied Science and Technology*, 5(2).
13. Musah, Abdul Ibn-e Aziz; Du, Jianguo., Ayishetu, S., & **Khan, Hira Salah ud din** (2017). The interplay of demand for foreign currencies and exchange rate dynamics in Ghana. *British Journal of Interdisciplinary Research*, 8(1).

Conference Papers

1. **Khan, Hira Salah ud din ***; Duan, J & Chughtai, MS : European Academy of Management (EURAM) 2024: Environmental stewardship: The role of environmental commitment and eco-centric leadership in nature connectedness and Environmental citizenship behavior Relationship
2. **Khan, Hira Salah ud din ***; Chughtai MS: International Conference on Managing Businesses and Projects, 2024, Riphah International University, Lahore, Pakistan: "A Moderated Mediation Model of Adaptive Leadership between Learning Organizations and Organizational Innovation with the Perspective of Social Schema Theory"
3. **Khan, Hira Salah ud din ***; Chughtai MS, Ma Z, Li M: Academy of Management (AOM) Annual meeting 82, 2022 Proceedings: A Moderated Mediation Model of Self-Leadership and Innovative Work Behaviors"
4. **Khan, Hira Salah ud din ***; Chughtai MS, Ma Z, Li M: Academy of Management (AOM) Annual meeting 82, 2022 Proceedings: "Associating Empowering Leadership and Occupational Burnout in nursing: A mediated moderation model.
5. Chughtai, MS & **Khan, Hira Salah ud din *** Academy of Management (AOM) Annual meeting 82, 2022 Proceedings: "Surmounting muddled pathways": Adaptive leadership and Psycho-social Safety Climate Approach.
6. **Excellent Paper Award on the first Postdoctoral Academic Conference Jiangsu University China 2021: Khan HS**, Chughtai MS, Ma Z, Li M: Self-Leadership and Innovative Work Behavior Amid and Post Pandemic: A Moderated Mediation Model.

Book Review

Book Review. Othmar M. Lehner and Carina Knoll (Eds), Artificial intelligence in accounting: organisational and ethical implications, Routledge Studies in Accounting (Taylor and Francis), 2022. Riccardo Camilli, **Khan, Hira Salah ud din** / Financial Reporting / 2-2023

Book Chapters Published

1. Book Chapter in the book titled 'How workplace behaviors impact mental health: does diversity matters? **Khan, Hira Salah ud din**, Chughtai MS, Ma Z, Li M and He D (2024) Adaptive leadership and safety citizenship behaviors in Pakistan: the roles of readiness to change, psychosocial safety climate, and proactive personality. *Front. Public Health* 11:1298428. doi: 10.3389/fpubh.2023.1298428
2. Book Chapter in the book titled "Training, performance and dynamic capabilities: New insights from absorptive, innovative, adaptative and learning capacities": **Khan, Hira Salah ud din**, Chughtai MS, Ma Z & Li M (2023). " Re-engineering the human resource strategies amid and post-pandemic crisis: Probing into the mediated moderation model of the High-Performance Work Practices and Employee's Outcomes". *Frontiers in Psychology*

LIST OF WORKING PAPERS

1. ***Positive and negative impact of leadership in healthcare Sector***
This study will investigate when and how leadership can be beneficial and detrimental for the nurses by unveiling the two faces of empowering leadership could contribute towards a more complex knowledge of the association between empowering leadership and its impacts by adding to an integrated understanding of empowering leadership.
2. ***Situational Leadership: The Need of Time***
This research will assess the situational leadership that includes four leadership styles: direct, coach, support and delegate; that are adaptive to the employee's range of developmental behavior. Further, the impact of this leadership on different perspectives. This study will investigate the situation and behaviors of the team members in play, after which they determine the type of leadership approach to use to get the best result.
3. ***Adaptive Leadership and Psychosocial Safety Climate Approach***
The unprecedented leadership challenges of the 21st century is dealing with complexity, ambiguity, centralized management culture and system. Adaptive leadership is acknowledged as a viable leadership style that assists organizations to adapt and grow in unfavorable conditions. The study will investigate the impact of prosocial behaviors of leaders to ensure a safe working atmosphere. Precisely, this study aimed to investigate the role of adaptive leadership in engendering SCBs and thereby highlights, how leaders can bridle the challenging work hurdles amid post pandemic situation

4. *Supervisor-Subordinate Relationship and employees work outcomes.*

This study will focus on the impact of supervisor feedback, employee participation, supervisor-subordinate guanxi on turnover intention, and affective commitment. Moreover, the mediating role of psychological contracts will be analyzed in the link mentioned above by employing reasoned action in the pharmaceutical industry.

5. *Dark personality traits and Employees Work outcomes*

This research has numerous theoretical and practical implications. Firstly, it will add to the literature on Dark personality traits and perceived victimization. This research will broaden the understanding of leaders' DT personality, indicating that it affects not only employee outcomes but also how employees perceive victimization in the workplace.

6. *Impact of Perceived Organizational Politics on Employees Job Attitudes*

By drawing insight from affective events theory, this study will presents new dimension of perceived organizational politics and job attitudes. The motivation for this study was since perceived organizational politics affect job attitudes and that personal resources moderate the direct relationship between perceived organizational politics and job attitudes.

7. *Investigation of Nexus between Knowledge Learning and Enterprise Green Innovation Based*

This study focuses on Knowledge learning is a vital pre-factor and the driving force of green enterprise innovation; hence, meriting the numerous academic research and accumulated relevant literature. Given the rapid development of the economy, the natural environment faces a severe threat, and the contradiction between economic growth and the environment is increasingly becoming eminent. Green innovation is a crucial measure to consider economic development and environmental protection and to realize strong decoupling between them.

8. *Impact of perceived Organizational politics on job attitudes: The role of Islamic work ethic*

This research study will investigate two manifold objectives. The first objective is to inspect the impact of perceived Organizational politics on job attitudes (job satisfaction, job involvement and Organizational commitment) and second objective aims to explore the moderating impact of Islamic work ethic on the association between perceived organizational politics and job attitudes.

SUBMITTED & UNDER REVIEW

1. Organizational Innovation: Can leadership and personal attributes help? Technological Forecasting & Social Change; If= 13.67, Q1.
2. How to achieve frugal innovation in the organization? Both leaders and employees have a role to play. Journal of International Business Studies, SSCI, IF= 9.92, Q1.
3. In what ways Nature Connectedness encourages Environmental Citizenship Behavior: Humanities & Social Sciences Communication. SSCI IF= 4.03, Q1.
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