



Dr. FARRUKH ABBAS

PhD | Human Resource Management | Researcher & Academic

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Nationality: Pakistani | Year of Birth: 1987

PROFESSIONAL SUMMARY

Dr. Farrukh Abbas is a scholar, researcher, and academic professional specializing in Human Resource Management, with a PhD in Management Sciences from University Institute of Management Sciences, PMAS-Arid Agriculture University, Rawalpindi. With over a decade of experience in higher education, he has taught BBA & MBA-level courses across multiple prestigious institutions in Pakistan, demonstrating a sustained commitment to academic excellence and student development.

Dr. Abbas has established a distinguished research profile with 13 peer-reviewed journal articles published in internationally recognized outlets including the Journal of Management Development, Brazilian Administration Review, Human Systems Management, VINE Journal of Information and Knowledge Management Systems, and the Journal of Chinese Human Resources Management, among others. His research explores the intersections of organizational behavior, employee agility, thriving at work, core self-evaluations, and HRM practices with a particular focus on Pakistan's banking, public and private sectors.

Beyond academia, Dr. Abbas contributes actively to the scholarly publishing landscape as Editor at AURAQ Publications a leading Book Publishing House in Pakistan, where he has been instrumental in guiding academic authors and maintaining editorial standards since 2018. He is also the co-author of an internationally published Management Textbook. His blend of rigorous scholarship, classroom expertise, and editorial leadership positions him as a well-rounded academic capable of contributing meaningfully to research, teaching, and institutional development at the highest level.

ACADEMIC QUALIFICATIONS

Qualification	Year	Institution	Specialization
PhD Management Sciences	2026	University Institute of Management Sciences, PMAS-Arid Agriculture University, Rawalpindi	HRM
MS Management Sciences	2018	AIOU, Islamabad	HRM
MBA	2013	AIOU, Islamabad	HRM
Bachelor in Commerce	2008	AIOU, Islamabad	Commerce
Intermediate in Commerce	2005	BISE, Rawalpindi	Commerce
Matriculation	2003	FBISE, Islamabad	Science

RESEARCH PUBLICATIONS

Accepted / In-Press Articles

- Abbas, F. (2026). Exploring Structural and Psychological Antecedents of Organizational Performance: The Roles of Employee Agility and Voice. International Journal of Applied Management Science. (Accepted, In Press)
- Abbas, F., Ullah, I., Ishaq, H. M., & Gulzar, K. (2026). Developing a Scale for Perceived Knowledge in the Workplace: A Quantitative Study among Bank Employees. VINE Journal of Information and Knowledge Management Systems. (Accepted, In Press)

Published Journal Articles

- Abbas, F., Zaheer, A. M., Faisal, F., Hanif, M. (2026). Nexus of Thriving at Work, Organic Structure, Agility, Core Self-Evaluations and Employee Voice for Performance of Banking Sector. Journal of Chinese Human Resources Management, 17(1), 3–23.
- Abbas, F. (2026). Empowering structures and thriving minds: A model of organizational performance through agility and self-evaluations. Brazilian Administration Review, 23(1). e250043.

5. Abbas, F. (2025). Does thriving at work and employee agility are essential ingredients for organizational performance of banking sector? *Journal of Management Development*, 44(6), 714–729.
6. Abbas, F. (2025). From thriving and organic structure to performance: Exploring the psychological and behavioral pathways through agility and core self-evaluations. *Human Systems Management*, 01672533251374568.
7. Ishaq, H. M., Nagi, S., & Abbas, F. (2024). Impact of Compensation Level Practices and Training & Development on Job Satisfaction and Job Performance in Banking Sector of Pakistan. *International Journal of Social Science Archives (IJSSA)*, 7(3).
8. Abbas, F., Ullah, I., Hameed, R. M., & Zahid, N. (2024). Perceived Information in Organizations by the Employees is Fruitful or not? A Theoretical Context. *Bulletin of Business and Economics (BBE)*, 13(2), 918–924.
9. Ishaq, H. M., Ullah, I., & Abbas, F. (2023). Leader's Moral Competence and Employees' Outcomes: Examining the Role of Person-Job Fit, Person-Organization Fit and Psychological Empowerment. *Journal of Business & Economics*, 15(1), 14–35.
10. Hameed, R. M., Ullah, I., & Abbas, F. (2023). How does the learning of paradox influence individuals' capacity to navigate wicked problems? *JSSH*, 31(1).
11. Abbas, F., Hameed, R. M., & Ullah, I. (2022). Does Organizational Change Promote Job Satisfaction of Police Officials in Pakistan? A Quantitative Analysis. *Journal of Workplace Behavior*, 3(2), 50–68.
12. Ullah, I., Mirza, B., Kashif, A. R., & Abbas, F. (2019). Examination of knowledge management and market orientation, innovation and organizational performance: Insights from telecom sector of Pakistan. *Knowledge Management & E-Learning*, 11(4), 522–551.
13. Abbas, F., Ishaq, D. H., & Ullah, I. (2018). Antecedents and Consequence of Job Satisfaction. *Journal of Internet Banking and Commerce*, 23(03), 01–31.

International Book

Abbas, F., Ullah, I., Hameed, R. M., & Zaheer, M. A. *Contemporary Management Theory and Practice*. Auraq Publications. ISBN: 978-969-749-310-4

EDITORIAL EXPERIENCE

Editor | May 2018 – Present

AURAQ Publications, A Leading Self Publishing House Based in Pakistan

- Overseeing the end-to-end editorial process for books, ensuring scholarly rigor and quality standards
- Reviewing and evaluating manuscript submissions, providing constructive feedback to authors to enhance clarity, structure, and academic contribution
- Coordinating with authors, reviewers, and production teams to ensure timely publication of academic works
- Enforcing editorial policies, citation standards, and formatting guidelines in line with international publishing norms
- Managing peer review processes, including selection of qualified reviewers and consolidation of reviewer feedback
- Proofreading and copy-editing manuscripts for grammatical accuracy, consistency, and adherence to house style
- Contributing to the strategic development of the publications catalogue, identifying emerging research areas and potential authors
- Maintaining editorial records and correspondence with academic contributors across Pakistan and internationally

TEACHING EXPERIENCE

Visiting Faculty – MBA Classes | Oct 2018 – Aug 2022

Federal Urdu University of Arts, Science and Technology, Islamabad

Visiting Faculty – MBA Classes | Sep 2018 – Aug 2022

PMAS Arid Agriculture University, Rawalpindi

Visiting Faculty – MBA Classes | Jul 2013 – Jun 2019

IMIT (Study Centre – Allama Iqbal Open University), Islamabad

Visiting Faculty – MBA Classes | Jul 2013 – May 2017

IET (Study Centre – Allama Iqbal Open University), Islamabad

Visiting Faculty – MBA Classes | Jul 2013 – Aug 2022

BURAQ (Study Centre – Allama Iqbal Open University), Islamabad

Registered Tutor – Allama Iqbal Open University, Islamabad (Tutor No. T-0871) since 2013

SUBJECTS

- Management Theory and Practice
- Human Resource Management
- Production & Operation Management
- Project Management
- Leadership and Team Management
- Total Quality Management
- Contemporary Issues in Management

KEY ACADEMIC RESPONSIBILITIES

- Delivered lectures, seminars and tutorials at graduate (MBA) level
- Designed, prepared and developed courses, modules and teaching materials
- Supervised students' research activities including final year projects and master's dissertations
- Assessed students' coursework and moderated examinations
- Published peer-reviewed research and actively contributed to institutional research profiles
- Established collaborative links with other academic institutions and industry partners
- Participated in student admissions, induction programs, and departmental committees
- Contributed to professional conferences and seminars

CONFERENCE PRESENTATIONS

ICBEM 2019 | Sukkur IBA University, Pakistan (19–20 April 2019)

- Relationship of Management's Behavior and Performance of Employees in Banking Sector
- Impact of Compensation and Training on Performance: Mediator Role of Job Satisfaction

SKILLS & COMPETENCIES

Research Software	Computer Skills	Personal Attributes
SPSS AMOS SmartPLS	MS Office Suite Internet Software Installation	Integrity Punctuality Communication Problem Solving

REFERENCES

Prof. Dr. Muhammad Hanif

Director, Department of Statistics
PMAS-Arid Agriculture University, Rawalpindi

Dr. Farida Faisal

Director / Associate Professor
University Institute of Management Sciences, PMAS-Arid Agriculture University, Rawalpindi

Dr. Muhammad Asif Zaheer

Assistant Professor
University Institute of Management Sciences, PMAS-Arid Agriculture University, Rawalpindi

Dr. Hafiz Muhammad Ishaq

Assistant Professor
Federal Urdu University of Arts Science & Technology, Islamabad

Dr. Zia ur Rehman

Research Coordinator / Assistant Professor
University Institute of Management Sciences, PMAS-Arid Agriculture University, Rawalpindi

Dr. Kanza Gulzar

Deputy Director / Assistant Professor
Directorate of Advanced Studies, PMAS-Arid Agriculture University, Rawalpindi