

MUHAMMAD NAVEED, Ph.D.

Assistant Professor of Management and Leadership

National University of Science & Technology, Pakistan



<https://cae.nust.edu.pk/faculty/muhammad-naveed-12/>

CONTACT

 +92 (0) 321 2812816

 drmuhammadnaveed810@gmail.com

 <https://scholar.google.com/citations?hl=en&user=DL1uMJMAAAAJ>

 <https://orcid.org/0000-0002-3106-764>

 <https://www.webofscience.com/wos/author/record/Q-3417-2018>

 <https://www.linkedin.com/in/muhammad-naveed-phd/>

EDUCATION

Doctor of Philosophy (Ph.D.) Business Management

- Institute of Business Management, Karachi, Pakistan
- April 2018 - January 2023
- Major: Business Management
- Dissertation – Time to Foster Engagement and Recover Burnout : Role of Psychological Factors and Servant Leadership

Master of Science in Management (M.S)

- Riphah International University, Islamabad, Pakistan
- January 2015 - December 2016
- Major: Management Sciences
- Thesis – Relationship of Antecedents of commitment and readiness for change with the moderating role of organizational culture

Bachelor of Business Studies (BBS)

- Comsats University, Islamabad, Pakistan
- April 2013 - January 2015
- Major: Business Studies

TEACHING/ACADAMIC EXPERIANCE

Assistant Professor

- August 2023 - Present
- Taught a range of courses at both undergraduate and postgraduate levels, including in the MS Aviation and Engineering Management programs as well as the BS Aviation and Aeronautical Engineering programs.
- **Courses Taught**
 - Industrial Psychology
 - Human Resource Management
 - Strategic Management
 - Aviation Safety Systems
 - Human Factor in Aviation
 - Leadership & Organizational Behaviour
 - Professional Ethics
 - Aviation Maintenance Management
 - Project Management

Administrative Academic Position

PG Programs – Coord (Management Group)

- Responsible for overseeing academic activities, managing research, and coordinating thesis correspondence for MS students in Engineering and Aviation Management. Additionally, maintained comprehensive student records through both physical documentation and the institutional online portal.

Curriculum Review and Learning Outcomes Alignment Team

- Worked as part of the Course Breakdown Document (CBD) review team.
- Contributed to aligning Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs).
- Assisted in the design and inclusion of infusion exercises to strengthen curriculum integration and learning effectiveness.

Academic Excellence Courses

- Undertook a series of professional development courses aimed at enhancing pedagogical skills, instructional effectiveness, and overall academic excellence during the course of my academic career.
 - Excellence in Leadership Course-200 (14 full days)
 - Excellence in Leadership Course-300 (14 full days)
 - Neuro-Linguistic Programming Training (5 days)
 - Coaching the Coachee (3 days)
 - Teaching Technique Course (21 days)
 - Leader as Role Model (2 days)

ODL Training and Courses

HESSA Training : University of UTAH

- Completed a six-month extended training on "Online Course Development" from the University of Utah under USAID's Higher Education System Strengthening Activity (HESSA), focusing on online micro-credentials and Open and Distance Learning (ODL) program development.

Coursera Courses

- IBM Project Manager (7 courses) - IBM
- Google Project Management: Professional Certificate (6 courses)- Google
- Agile Leadership Specialization (6 courses) - University of Colorado
- Business Analytics for Decision-Making - University of Colorado
- Strategic Management - Copenhagen Business School

PROFESSIONAL EXPERIENCE

Maintenance Technician PAF

- February 2004 - July 2023
 - Engaged in diverse assignments encompassing management, supervision, and training responsibilities, while successfully completing several management and administrative courses to strengthen professional and leadership capabilities.
 - SEP Supervisory & Management
 - Munitions Management & Explosive Accounting Course
 - Explosive Management Course
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RESEARCH SUPERVISION & COLLABORATION

- **MS Engineering Management (02 Thesis Supervised)**
 - Exploring Strategies for Lean and Agile Transformation in Aviation Supply Chain: Analysis for integrating sustainability and adaptability challenges posed by system obsolescence
 - Sustainability Transition in Socio-Technical Environment with Transformative Change – The Moderating Role of Policy Framing
- **MS Aviation Management (03 Thesis Under Supervision)**
 - Trait Mindfulness, Safety Climate, and Risk Perception: Predictors of Safety Performance in Aviation
 - From Cockpit to Pillow: How Smartphone Use Affects Pilot Safety Performance Across Age and Experience
 - From Turbulence to Triumph: Resilience and Proactivity as Drivers of Adaptive Performance in Pilots Facing Work Stress
- Engaged in active research collaborations with faculty members from IoBM, Karachi; KIET; and Bahria University.
- Established international research partnerships with Dr. Huning (USA), Dr. Nicola (Italy), and Dr. Julian (Germany).

VISITING FACULTY MEMBER & EXTRNAL EXAMINER

- Served as Short-term Visiting Faculty and External Examiner at reputable institutions, including the Institute of Business Management (IoBM), SZABIST, Bahria University, KIET, and Greenwich University, Karachi.
- Contributed to academic evaluation, curriculum, and quality assurance processes across multiple programs.

RESEARCH INTERESTS

- My academic and professional focus spans a range of management and organizational domains, emphasizing human performance, leadership, and ethical workplace practices.
 - Social Entrepreneurship
 - Employee Engagement and Burnout
 - Project Management
 - Organizational Behavior
 - Leadership
 - Informal Learning
 - Employee Development
 - Islamic Work Ethics
 - Individual and Team Performance
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PUBLICATIONS

	All	Since 2020
Citations	524	517
h-index	12	12
i10-index	13	12

TITLE	CITED BY	YEAR
The role of self-leadership in mitigating burnout and enhancing in-role performance M Naveed, MQ Zia, MS Ramish, S Hassan Journal of Management Development 1-19		2026
From despotism to impact: how project managers' despotic leadership influences project citizenship behavior of project members through knowledge sabotage? MQ Zia, MS Ramish, TM Huning, MU Aleem, M Naveed International Journal of Managing Projects in Business, 1-21		2026
Deleterious effects of despotic leadership on project performance via knowledge-sharing hostility: the buffering role of mindfulness M Qamar Zia, U Naiemah Saraih, MS Ramish, A Faisal, M Naveed Knowledge Management Research & Practice, 1-14	2	2025
Unraveling the nexus: the impact of abusive supervision on project performance via sequential mediation of job embeddedness and job frustration MQ Zia, MS Ramish, ST Fasih, M Naveed, Z Wang International Journal of Managing Projects in Business 18 (1), 99-117	2	2025
Proactive, trustworthy and adaptable? Linking ethical leadership and adaptive performance through sequential mediation of trust in leaders and job crafting MQ Zia, UN Saraih, MS Ramish, A Faisal, M Naveed Journal of Hospitality and Tourism Insights	9	2025
The impact of psychological empowerment on innovative work behavior: a moderated mediation model of informal learning and proactive behavior MQ Zia, TM Huning, MS Ramish, M Naveed, S Ahmed Review of Managerial Science 18 (12), 3695-3716	23	2024
Exploring the interplay between job resources, employee engagement, and adaptive job performance with a focus on psychological contract fulfillment M Naveed, M Qamar Zia Journal of Asia Business Studies 18 (3), 767-783	16	2024
Fostering individual behavior through quality of life variables: the role of Islamic work ethics MQ Zia, M Naveed, T Fasih, AR Meero International Journal of Ethics and Systems 40 (1), 85-102	42	2024

Committed, healthy, and engaged? Linking servant leadership and adaptive performance through sequential mediation by job Embeddedness and burnout MQ Zia, J Decius, M Naveed, S Ahmed, S Ghauri Journal of Leadership & Organizational Studies 30 (3), 327-340	25	2023
Work Engagement and Burnout Relationship with Adaptive Job Performance: Role of Psychological Ownership M Naveed JISR management and social sciences & economics (JISR-MSSE) 20 (2), 38-60	4	2022
Predictors and outcomes of self-directed development: an investigation of individual and contextual factors M Qamar Zia, M Naveed, A Iqbal, S Ghauri International Journal of Training Research 20 (3), 195-214	16	2022
The interactive effect of Islamic work ethics and leader-member exchange on workplace deviance behaviour and adaptive performance MQ Zia, M Naveed, ST Fasih, MU Aleem, MS Ramish International Journal of Ethics and Systems 38 (3), 530-548	43	2022
The influence of servant leadership on employees' outcomes via job embeddedness in hospitality industry MQ Zia, M Naveed, MA Bashir, A Iqbal Journal of Hospitality and Tourism Insights 5 (3), 612-628	98	2022
The nexus of job resources and turnover intentions with the mediating role of employees' work engagement in the hospitality industry M Naveed, MQ Zia, N Cangialosi Consumer Behavior in Tourism and Hospitality 17 (3), 282-296	25	2022
Informal learning as mediating mechanism for the relationship between learning climate and organizational citizenship behavior (OCB) MQ Zia, TM Huning, AF Shamsi, M Naveed, RA Mangi Evidence-based HRM: A global forum for empirical scholarship 10 (2), 138-154	22	2022
Transformational leadership promoting employees' informal learning and job involvement: the moderating role of self-efficacy MQ Zia, J Decius, M Naveed, A Anwar Leadership & Organization Development Journal 43 (3), 333-349	65	2022
Relationship of individual social entrepreneurial orientations and intentions: role of social entrepreneurship education M Naveed, MQ Zia, S Younis, ZA Shah Asia Pacific Journal of Innovation and Entrepreneurship 15 (1), 39-50	78	2021
The interaction of situational factors on individual factors and self-development MQ Zia, M Naveed, MA Bashir, AF Shamsi European Journal of Training and Development 44 (4/5), 509-530	41	2020

CONFERENCES

- Leader Member Exchange and Employee Outcomes (Presented in 2nd International Research Conference on Businesses Management, PAF KIET, Karachi.
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UNDER REVIEW JOURNAL ARTICLES

- Exploring the Interplay Between Job Resources, Employee Engagement, and Adaptive Job Performance with a Focus on Psychological Contract Fulfilment. *Journal of Asia Business Studies*
 - Is Psychological Detachment Remedy for Job Burnout ? An Explanation from Job Demands-Resources Theory and Stressors-Detachment Model in the Hotel Industry in Pakistan. *Journal of Human Resources in Hospitality & Tourism*
 - Unpacking the dynamics: how ethical leadership enhances project performance through thriving at work, with mindfulness as moderator. *Management Decision*
 - Learning from Inside: Unrevealing the Mechanism of Informal Learning and Satisfaction of Need for Competence Between Self-Leadership and Creativity. *International Journal of HRM*
 - How green human resource management can promote sustainable firm performance: The role of green innovation and green transformational leadership. *Evidence Based HRM*
 - Self-guided, Self-developed, Self-inspired: How Informal Learning Fosters Creativity Arising from Self-Leadership: The Moderating Role of Job Autonomy. *Journal of Leadership and Organisational Studies*
 - Unveiling Despotism Leadership's Hidden Costs on Project Citizenship Behaviour via Knowledge Sabotage behaviour. *Knowledge Management & Research Practice*
 - Despotism vs Humble Leadership: Understanding their Influence on Project Performance via Knowledge Hiding and Citizenship Behaviour. *Project Management Journal*
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REFERENCES

Dr Irfan Hyder

Professor
Vice Chancellor, Salim Habib
University, Karachi
<https://irfanhyder.com/>

Dr Tobias Huning

Associate Professor,
Coggin College of Business
University of North Florida
t.huning@unf.edu

Dr Shujaat Mubarik

Associate Professor,
Edinburgh Business School
Heriot-Watt University
M.Mubarik@hw.ac.uk

Dr Qamar Zia

Assistant Professor,
LCBM, Institute of Business
Management, Karachi
m.qamar@iobm.edu.pk

Dr Muhammad Adnan Bashir

Associate Professor
CBM, Institute of Business
Management, Karachi
adnanbashir@iobm.edu.pk

Dr Sufyan Ramish

Associate Professor,
IBHM, Dow University of Health
Sciences, Karachi
sufyan.ramish@duhs.edu.pk
