

Dr. Ibn-e-Hassan

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Phone: +923336055979

Google Scholar Profile: <https://scholar.google.com/citations?user=JShOI2AAAAAJ&hl=en> |

ORCID [<https://orcid.org/0000-0002-3592-0443>]

Dear Hiring Committee,

I am writing to humbly present my candidature for an academic and research position within your esteemed institution. My career, spanning over two decades across diverse international academic landscapes in Pakistan, Malaysia, Germany, Saudi Arabia, and Australia, has been a journey of continuous contribution to both pedagogy and pioneering research. I believe my unique blend of experience and commitment to academic excellence could be a valuable asset to your institution. Currently serving at Komar University of Science and Technology (KUST). A leading private university in Iraq that follows the American system of higher education and is a member of the United Nations Academic Impact (UNAI). KUST partners with UNDP-supported initiatives in education and sustainable development and is one of the fastest-rising research universities in Iraq as a regional model of academic excellence.

My professional narrative is characterized by a dedication to cultivating dynamic learning environments and driving impactful research. As an Associate Professor at Bahauddin Zakariya University and the University of Hail, and through my recent engagements in maritime human factors research at the University of Tasmania, Australia, I have consistently strived to bridge theoretical knowledge with practical application. I have had the privilege of developing and leading undergraduate and postgraduate programs in entrepreneurship, management, and international business, always with an eye towards integrating digital innovation and real-world relevance. My teaching philosophy is rooted in fostering critical, innovative, and socially responsible thinkers, empowering students to actively engage with and contribute to contemporary business and societal challenges.

My research endeavors have yielded a substantial portfolio, with a focus on sustainability, business innovation, and organizational behavior. My work, reflected in over 40 peer-reviewed publications in journals such as Financial Innovation (IF: 7.2), Technology in Society (IF: 12.5), and Entrepreneurship Research Journal (IF: 2.4), has accumulated 1000+ citations and an h-index of 17 (Google Scholar). This body of work underscores my commitment to generating knowledge that is both academically rigorous and practically applicable. My current interest lies in human-centered approaches within Industry 4.0 and 5.0, exploring the intricate interplay between technological advancements and human factors to inform policy and enhance organizational practices for sustainable and equitable outcomes. Furthermore, my active roles as a Syndicate Member at the University of Sargodha and a BAS&R Member at Women University, Multan, demonstrate my engagement in shaping academic governance and research policy at a broader level.

Beyond the traditional academic sphere, my experience includes involvement in World Bank-funded development initiatives and director-level management within higher education. These experiences have provided me with a holistic understanding of institutional development and strategic leadership. My proficiency in a range of research methodologies, statistical analysis tools (SPSS, PLS Smart), qualitative software (NVivo), and data visualization platforms (Power BI, Excel) further enhances my capacity to contribute meaningfully to your research ecosystem.

I am genuinely enthusiastic about bringing my international perspective, proven academic leadership, and impactful research to your institution. I would be honored to discuss how my experience aligns with the priorities of your distinguished School/College of Business Management. Thank you for your time.

Ibn-e-Hassan



SCHOLARLY INQUIRY AND EDUCATIONAL SKILLSET

Designing, Conducting and Analyzing Research Studies

Proficiency in applying and teaching theoretical models and frameworks

Ability to effectively articulate and simplify intricate theories, concepts, and principles

Proficient in critically evaluating, synthesizing, and integrating scholarly literature

Ability to collaborate with peers, industry professionals, and students to foster interdisciplinary research

PROFESSIONAL ENDORSEMENTS

Google Citation 851 with H-index15
<https://scholar.google.com/citations?user=JShOI2AAAAAJ&hl=en>

<https://orcid.org/0000-0002-3592-0443>

Clarivate Web of Science Researcher ID: IUQ-7563-2023



CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT

- IELTS 7.5 (Nov 2021)
- SAP S/4HANA Production Planning and Manufacturing (1909) — Completed
- SAP S/4HANA Sourcing and Procurement — Completed
- OHSAS 18001:2007 - Occupational Health & Safety Management (CPD Certified, Alison) — Completed
- Google Project Management (Coursera) — 4/6 courses completed
- Google Data Analytics (Coursera) — 6/8 courses completed
- Agile with Atlassian Jira (Coursera) — Completed
- Earned Value & Risk Management (Politecnico di Milano, Coursera) — Completed
- Prompt Engineering for Generative AI (Coursera) — Completed
- Excel Data Analysis & Visualization (Coursera Project Network) — 3 courses completed
- Digital Thinking Tools for Better Decision Making — Completed (Endorsed by AISB, via OpenLearn, European Open University)

Ibn-e-Hassan

Associate Professor of Business Management

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PROFILE

As an experienced academic with 20+ years of teaching and research expertise, I have a strong background in modern teaching methods and diverse initiatives such as surveys, data analysis, and business/market analysis. My experience includes working at KUST, Iraq, B.Z. University, Pakistan, and the University of Hail, KSA, as well as collaborating with the World Bank. As an HEC approved supervisor, I have supervised 20+ post-graduate research projects and published nearly 40 articles in peer-reviewed journals, accumulating over 900+ citations and a 16-H index. My research interests center around sustainability, business practices, and innovation, aiming to advance knowledge and promote sustainable practices in the business world.

TEACHING EXPERIENCE: (More than 20 years)



Bahauddin Zakariya University, Pakistan

Associate Professor

02-09-2021 to September 2025

- Member, Board of Faculty (Policy & Decision-Making)
- Member, Board of Studies (Curriculum Development)
- Member, Disciplinary Committee (Policy Enforcement)
- Member, Examination Committee (Exams Planning)
- Convener, Financial Assistance Committee (Aid Management)
- In-Charge, Department Infrastructure (Maintenance Oversight)
- Member, Accreditation Team (Quality Assurance)
- Coordinator, MS Innovation & Entrepreneurship Program
- Member, Syndicate, University of Sargodha – Contributing to strategic governance and academic policy oversight.
- Member, BASAR, Women University – Evaluating and approving advanced research and postgraduate programs.



University of Hail, Hail, Kingdom of Saudi Arabia

Associate Professor

04-09-2019 to 01-09-2021



Bahauddin Zakariya University, Multan

Associate Professor

28-05-2018 to 03-09-2019

Bahauddin Zakariya University, Multan

Assistant Professor

01-01-2014 till 31-07-2017



COMSATS University

Assistant Professor (Management)

23-11-2009 to 30-01-2014

University of Sargodha, Sargodha

Assistant Professor (Management)

01-11-2008 to 30-11-2009

Punjab College of IT, Multan Campus.

Lecturer (Marketing)

01-09-2005 to 30-08-2006

University of Sargodha, Sargodha.

Lecturer (Marketing & Management)

01-08-2004 to 01-12-2005



Researcher & Casual Professional

Australian Maritime College, University of Tasmania, Launceston, Australia
July 2024 – August 2025

Worked on human factors, training needs, situational awareness, and autonomous operations in the maritime industry, with a focus on marine craft operations and Industry 4.0 innovations.

EDUCATION



PhD (Business Management) (2013)

Universiti Teknologi Malaysia

The inquiry was about the public policy initiatives for technology cluster



Master in International Project Management (2006-07) (DUAL DEGREE PROGRAM)

Chalmers University of Technology Gothenburg, Sweden and Northumbria University Newcastle, UK.



Masters in Business Administration (MBA) (2002-04)

Institute of Management Sciences, Bahauddin Zakaria University Multan, Pakistan.



B.Sc. in City and Regional Planning (1994-99)

University of Engineering and Technology, Lahore Pakistan.



International Business Economics (MSc) (2022-24) (Discontinued)



Certificate IV in Training and Assessment (TAE40122), Registered with Australian Skills Quality Authority (ASQA), Australia. Credential ID: 14344667-9350026

REFERENCES



Registration to Work with Vulnerable People, issued by Access Canberra, Government of Australian Capital Territory

Dr Mariam Tanweer | Online Course Facilitator/ Lecturer (Digital Business)

University of South Australia Online

Level 4, CWE Catherine Helen Spence Building | Adelaide SA 5000,

E: mariam.tanweer@unisa.edu.au | P: 08 8302 7370

Prof. Imran Muhammad

Professor, Doctoral Mentor Supervisor

School of People, Environment and Planning

Massey University

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Dr. Hafiz Khizar

Assistant Professor

Dubai Business School

University of Dubai

Email: hkhizar@ud.ac.ae

Profile: https://ud.ac.ae/ud_members/dr-hafiz-khizar/

MANAGERIAL EXPERIENCE

University College of Management and Sciences, Khanewal (UCMS) (2017-18)

Campus Director from 13th September 2017 till 27th May 2018. As a Campus Director directed, managed, monitored and maintained and controlled all aspects of campus operations from its inception.

Punjab Municipal Development Fund Company (PMDFC)-A World Bank's Project (2008)

Worked as Deputy Manager (Institutional Development) Deputy Manager, Institutional Development, From March 2008 till Nov 2008 in Punjab Municipal Development Fund Company (PMDFC) 1-B, Danapur Road, GOR-I, Lahore.

Major responsibilities:

- Planning, designing, and implementing performance management systems
- Developing monitoring and evaluation systems
- Conducting institutional assessments for TMAs
- Organizing capacity-building training and workshops
- Analyzing land use, infrastructure, and service delivery data
- Conducting socio-economic and poverty profile surveys
- Preparing planning reports for TMAs
- Developing planning guidelines and town strategies in Punjab
- Leading prioritization and visioning workshops for infrastructure projects

University of Engineering & Technology, Lahore (2007-08)

Worked as Deputy Director Quality Enhancement Cell, from August 2007 till April 2008 in University of Engineering and Technology, Lahore.

Major responsibilities included: Organizing teacher-training workshops for young lecturers, initiated data collection using HEC questionnaires, supervised self-assessment work in all departments of UET, assisted with university ranking exercises, and represented UET in QEC workshops arranged by HEC.

Mamud Agro Industries (PVT) Ltd. (2001-04)

Deputy Manager (Admin) from June 2001 to August 2004

Description of duties: Supervising the house keeping team and monitoring the work premises, vendor evaluation and vendor development.

RESEARCH SKILLS

- Methods: Interviews, Focus groups, citizen deliberation, Surveys, Case studies, Regression analysis
- Computer skills: Good knowledge of the Microsoft office package.
- Working knowledge of the statistical packages for Social Sciences SPSS, and PLS Smart
- Working knowledge of Nvivo, Software for Qualitative Research in the Social Sciences.
- Familiarity with data visualization tools like Power BI, and Excel for presenting research findings in a visually appealing and informative manner.
- Proficiency in presentation software like PowerPoint, Keynote, or Google Slides for delivering lectures, presentations, and conference talks.
- Familiarity with reference management tools like EndNote and Mendeley, to organize research references, create bibliographies, and manage citations.

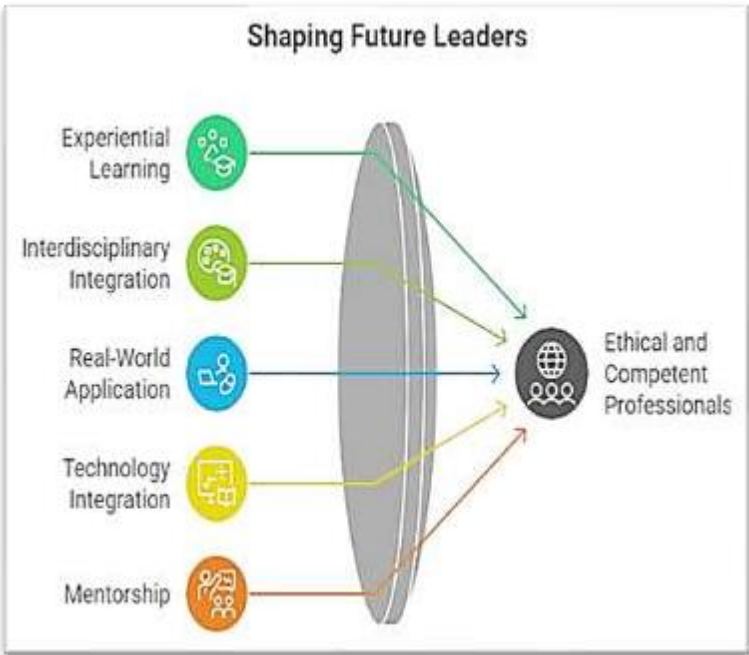


LEARNING AND DEVELOPEMNT TRAINER

Experienced trainer and development facilitator with notable engagements at COMSATS University Islamabad, HEC, Extreme Commerce Incubator Center, City College and CMTS (Center for Management and Training Solutions). Demonstrated ability to deliver impactful learning experiences in diverse organizational settings.

STRATEGIC MANAGEMENT, GOVERNANCE, AND ACADEMIC POLICY

With over two decades of experience in strategic management, academic governance, and institutional policy, I have actively contributed to university-wide reforms and quality assurance systems. At Bahauddin Zakariya University, I played a key role in NBEAC accreditation processes, prepared Self-Assessment Reports (SARs), and drafted the institutional strategic plan supporting accreditation and academic excellence. My roles as Syndicate Member at University of Sargodha, as well as member of Board of Faculty and Board of Studies, and Coordinator of the MS Innovation & Entrepreneurship Program demonstrate leadership in academic planning, curriculum alignment, and policy execution. Coupled with my administrative experience as Campus Director and Deputy Director QEC (UET Lahore), I bring a results-oriented approach to Strategic Management, Governance, and Academic Policy in higher education.



MY TEACHING PHILOSOPHY

My teaching philosophy centers on cultivating critical, innovative, and socially responsible thinkers. With over two decades of international academic experience, I prioritize student engagement through experiential learning, interdisciplinary integration, and real-world application. I encourage inquiry-based learning and empower students to co-create knowledge by linking theory to current business and social challenges. I believe that effective teaching is a dynamic process that must adapt to diverse learning needs, especially in multicultural environments. I actively integrate technology, case-based instruction, and collaborative projects to enhance comprehension and prepare students for leadership roles. Mentorship is an integral part of my teaching, and I take pride in having supervised numerous postgraduate theses. By fostering an inclusive and reflective learning environment, I aim to develop students not only as competent professionals but also as ethical contributors to society.

MY RESEARCH PHILOSOPHY

My research is rooted in a multidisciplinary exploration of how individuals and organizations engage with evolving business and societal demands. I focus on sustainability, corporate social responsibility, business innovation, and key areas within organizational behavior—particularly voluntary workplace behaviors, employee well-being, and impression management. These themes reflect a broader interest in understanding how values, perceptions, and social dynamics shape professional behavior and institutional outcomes. In recent years, my research has increasingly embraced human-centered approaches within the contexts of Industry 4.0 and 5.0. I am particularly interested in how technological change intersects with cognitive, social, and organizational factors—addressing questions around adaptation, trust, and the design of inclusive, responsive systems. My methodology integrates empirical analysis with qualitative insights, supporting research that is both rigorous and relevant. Through interdisciplinary collaboration and engagement with diverse stakeholders, I aim to produce research that advances academic knowledge while informing policy and improving organizational practices for sustainable and equitable outcomes.



SELECTED PUBLICATIONS

<https://scholar.google.com/citations?user=JShO&user=JShOI2AAAAAJ><https://orcid.org/0000-0002-3592-0443> Author ID: 56330920500

Sr. No.	Titles	Ranking / Indexing
1	Akram, A., Hassan, I., & Yaseen, A. (2025). In the eyes of the beholder: an insightful exploration of sustainable career in Pakistani context. <i>Human Resource Development International</i> , 28(2), 248–274.[Doctoral supervision output]	Q2/74th, IF 3.9 (2024, WoS-ESCI), 5-year IF 4.4, SJR 1.066, CABS-2, ABDC-B, HEC-W, Scopus Indexed
2	Sidra Sharif, Ibn-e-Hassan. (2025). Reconceptualizing Social Bricolage in Developing Economies: A Qualitative Analysis of Pakistani Social Enterprises. <i>Entrepreneurship Research Journal</i> [Doctoral supervision output]	Accepted/in Press- SJR Q2, Scopus, B-ranked ABDC, IF 2.3

3	Iqbal, T., Ibn-e-Hassan & Shahid, M. S. (2024). To Fake or not to Fake: An Investigation of Individual Differences, Impression Management and Interview Performance. <i>Sustainable Business and Society in Emerging Economies</i> , 6(3), 481–494. [Doctoral supervision output]	HEC-Y
4	Akram, A., Hassan, I. , & Yaseen, A. (2023). Antecedents and Consequences of Sustainable Career: A Conceptual Model. <i>Journal of Development and Social Sciences</i> , 4(1), 261–272. [Doctoral supervision output]	HEC-Y
5	Kibriya, R., Ibnehassan & Koussr, R. (2021). Perceptions and coping strategies: A thematic study on work-life balance of working women. <i>Pakistan Journal of Humanities and Social Sciences</i> , 9(3), 605–621. [Doctoral supervision output]	HEC-Y
6	e Hassan, I. , Naeem, A., & Gulzar, S. (2021). Voluntary tax compliance behavior of individual taxpayers in Pakistan. <i>Financial Innovation</i> , 7, 1–23. [MPhil-supervised publication]	Q1/99th, Top 5%, IF 7.2 (2024), HEC-W, Scopus-Springer & SSCI
7	Saeed, S., Hassan, I. , Dastgeer, G., & Iqbal, T. (2021). The route to well-being at workplace: examining the role of job insecurity and its antecedents. <i>European Journal of Management and Business Economics</i> . [MPhil-supervised publication]	Q1/87th, IF 7.2 (2024), HEC-X, Scopus-Emerald
8	Alrasheedi, H. S., Mian, R. I., Ibne-Hassan , A. S., Harbi, T. M., & Alrashedi, A. H. (2020). Knowledge, attitude and practice of minimally invasive dentistry among dental graduates: a cross-sectional survey from Saudi Arabia. <i>International Journal of Pharmaceutical Sciences Review and Research</i> , 62(1), 192–198. [Collaborative publication]	Indexed in EMBASE, Google Scholar, DOAJ, Index Copernicus, and SCOPUS (until 2016), HEC-Y
9	Siddiqui, A. A., Alshammari, F., Amin, J., Rathore, H. A., Hassan, I. , Ilyas, M., & Alam, M. K. (2020). Knowledge and practice regarding prevention of COVID-19 among Saudi Arabian population. <i>Work</i> . [Collaborative publication]	Q2/65th, IF 1.8 (2020), HEC-X, SSCI
10	Rathore, H. A., Hassan, I. , Ilyas, M., Alam, M. K., Amin, J., Alshammari, F., & Siddiqui, A. A. (2020). Psychological impact of COVID-19 lockdown on general population of Hail, Saudi Arabia. <i>Medical Science</i> . [Collaborative publication]	Web of Science (ESCI, Clarivate Analytics)
11	Freah Alshammari, Ammar Ahmed Siddiqui, Junaid Amin, Muhammad Ilyas, Hassaan Anwer Rathore, Ibne Hassan , Mohammad Khursheed Alam & Mohammad Amjad Kamal. (2020). Prevention Knowledge and Its Practice Towards COVID-19 Among General Population of Saudi Arabia: A Gender-based Perspective. <i>Current Pharmaceutical Design</i> (2020) 26:1. [Collaborative publication]	SJR-Q2 – Science Citation Index Expanded (HEC-W category)
12	Alshammari, F., Alsadoon, B. K., Altamimi, A. A., Ilyas, M., Siddiqui, A. A., Hassan, I. , & Alam, M. K. (2020). Perceptions towards use of electronic dental record at a dental college, University of Hail, Kingdom of Saudi Arabia. <i>Journal of Contemporary Dental Practice</i> , 21(10), 1105–1112. [Collaborative publication]	SJR 2024-Q2
13	Altaf, A., e Hassan, I. , & Batool, S. (2019). The role of ORIC in the evolution of the triple helix culture of innovation: The case of Pakistan. <i>Technology in Society</i> , 56, 157–166. [MPhil-supervised publication]	Q1/92nd, IF 12.5 (2024), ABDC-C, HEC-W, Scopus-Elsevier & SSCI
14	Sidra Sharif, Ibn-e-Hassan . (2019). The role of bricolage and innovation ecology in catalytic innovation. <i>Pakistan Journal of Social Sciences (PJSS)</i> , 39(3), 971–977. [Doctoral supervision output]	HEC-Y, SJR 2024 ≈ 0.14 (Q4 – Social Sciences General)
15	Habibah, U., Hassan, I. , Iqbal, M. S., & Naintara. (2018). Household behavior in practicing mental budgeting based on the theory of planned behavior. <i>Financial Innovation</i> , 4, 1–14. [MPhil-supervised publication]	Q1/99th, Top 5%, IF 7.2 (2024), HEC-W, Scopus-Springer & SSCI
16	Zeeshan Mahmood, Rehana Kouser, Ibn-e-Hasan . (2017). Why Pakistani Small and Medium Enterprises are Not Reporting on Sustainability Practices? <i>Pakistan Journal of Commerce & Social Sciences</i> 11(1), 488–504. [Collaborative publication]	Q3/37th, HEC-Y, Scopus Indexed, SJR 0.328 (2024), Q3
17	Amna Hasnain, Ibn-e-Hassan , Muhammad Saqib Nawaz. (2017). Fostering Subordinates' Creativity through Creative Leadership: A Role of Creative Role Identity in the Islamic Banks of Pakistan. <i>Pakistan Journal of Islamic Research</i> 18(2). [MPhil-supervised publication]	HEC-Y
18	Hasnain, A., Batool, S., Ibn e Hasan & Altaf, A. (2017). An investigation on Financial Literacy: a case of Southern Punjab, Pakistan. <i>Pakistan Journal of Social Sciences (PJSS)</i> , 37(1). [MPhil-supervised publication]	HEC-Y, SJR 2024 ≈ 0.14 (Q4 – Social Sciences General)
19	Dr. Muhammad Abbas, Samia Farooq, Saif Ullah Qureshi & Ibnehassan . (2017). Linkage of Pakistan Stock Market with Selected Developed and Developing Countries. <i>Pakistan Journal of Social Sciences (PJSS)</i> 37(2), 494–511. [Collaborative publication]	HEC-Y, SJR 2024 ≈ 0.14 (Q4 – Social Sciences General)
20	Ibn-e-Hassan , et al. (2016). Voluntary CSR disclosure on company's website: empirical evidence from Pakistan. <i>International Journal of Learning and Intellectual Capital</i> . [MPhil-supervised publication]	Q3/42th, HEC-Y, Scopus-Elsevier
21	Ibn-e-Hassan , et al. (2016). Managerial implications of rocking the floor by employees: consequences of voice behavior. <i>Business Information Review</i> . [MPhil-supervised publication]	Q2/70th, IF 2.7 (2024), SJR 0.358, HEC-Y, Scopus-SAGE
22	Ibnehassan , Iqbal, Jawad. (2016). Employing Sensory Marketing as a Promotional Advantage for Creating Brand Differentiation and Brand Loyalty. <i>Pakistan Journal of Commerce & Social Sciences</i> , 10(3). [Collaborative publication]	Q3/37th, HEC-Y, Scopus Indexed, SJR 0.328 (2024), Q3
23	Hassan, M. U., Hassan, I. E. , & Batool, F. (2015). Employee voice behaviour in organisations: Evidence from Pakistan. <i>Asian Journal of Management Science and Applications</i> , 2(2), 195–212. [MPhil-supervised publication]	Google Scholar, J-Gate, and CNPIEC

24	Ghauri, S. M. K., Zaidi, S. A. H., Shah, I. H., Rana, U. A., & Ibn-e-Hassan . (2015). Standardization of Islamic Market Indices. <i>International Journal of Commerce and Management</i> . [Collaborative publication]	Q2/69th, IF 3.2 , ABDC-C, HEC-X, Scopus-Emerald
25	Hassan I , Abu Talib N (2015), "State-led cluster development initiatives: a brief anecdote of multimedia super corridor". Journal of Management Development, Vol. 34 No. 5 pp. 524–535, doi: https://doi.org/10.1108/JMD-02-2014-0011 [Derived from PhD thesis]	Q1/66th, IF 3.1 (Clarivate Analytics, 2024), ABDC-C, CABS-1, HEC-W, Emerging Sources, Scopus-Emerald
26	Yasmin, F., Kouser, R., e Hassan, I. , & Ahmad, W. (2014). Determinants of Economic Literacy at University Level: A Case of Pakistan. <i>Pakistan Journal of Commerce and Social Sciences</i> , 8(3), 914–924. [Collaborative publication]	Q3/37th, HEC-Y, Scopus
27	Ibn-e-Hassan , Talib, N. A., Riaz, A., & Iqbal, M. J. (2014). Influence of national and engineering culture on team role selection. <i>International Journal of Technology and Design Education</i> , 24, 91–105. [Derived from MSc thesis]	Q1/77th, IF 2.209 , HEC-W, SCIE, SCOPUS-Springer
28	Iqbal, M. J., & Hassan, I. (2013). The Impact of Performance Variables on Industry in K-Economy. <i>Jurnal Teknologi</i> . [Collaborative publication]	Q2/57th, IF 0.6 (2024) HEC-X, SCOPUS-Emerging Sources
29	Hassan, I. E. , & Talib, N. A. (2013). Engaging diasporas: A fledgling role of cluster organizations. <i>Journal of International Migration and Integration</i> , 14, 637–650. [Derived from PhD thesis]	Q1/85th, IF 1.3 (2023), ABDC-C, HEC-X, Scopus-Springer
30	Iqbal, M. J., Amran, R., & Hassan, I. (2012). University Branding: A Myth or Reality. <i>Pakistan Journal of Commerce and Social Sciences</i> , 13(5), 239–247. [Collaborative publication]	Q3/37th, HEC-Y, Scopus Indexed, SJR 0.328 (2024), Q3
31	Talib, N. A., Sofian, S., Mohamad, N. A., Senin, A. A., Kadir, H. A., & Yusof, H. M., Hassan, I. E. (2012). Leveraging Malaysian diaspora for cluster development initiatives. Business Strategy Series (now <i>Journal of Business Strategy</i>), 13(5), 239–247.[Derived from PhD thesis]	Q2/63th, CABS-2, Emerging Sources, ABDC-B, HEC-X, Scopus-Emerald