

Muhammad Usman, PhD.

usman_khan788@yahoo.com

Cell: +92-332-9258860

HEC APPROVED SUPERVISOR

RESEARCH

INTRESTS

General Areas

Organizational behavior, human resource management, and industrial & organizational psychology

Specific Topics

Leadership, personality, knowledge management, wellbeing

EDUCATION

University of International Business and Economics, Beijing, China

Ph.D., Business Administration

- 2015 to 2019
- Thesis Title: Exploring Personality and Leadership Styles that Enable Workplace Thriving: The Moderation and Mediation Models

Capital University of Science and Technology, Islamabad, Pakistan

M. Phil, Business Administration, 2013

- 2011 to 2013 CGPA: 3.37/4.00
- Thesis Title: Examining Islamic Work Ethics outcomes in the academia with the mediating role of affective commitment

IBMS, The University of agriculture, Peshawar, Pakistan

Bachelor of business administration (BBA)

- 2008 to 2011 CGPA: 3.49/4.00

RESEARCH PAPERS

Published Papers

1. Ghani, U., Zhai, X., Spector, J. M., Chen, N. S., Lin, L., Ding, D., & Usman, M. (2020). Knowledge hiding in higher education: role of interactional justice and professional commitment. *Higher Education*, 79(2), 325-344.
SSCI Indexed Journal (Impact Factor 4.63).

2. Usman, M., Ghani, U., Cheng, J., Gul, H. & Shah, W. (2021). Social Support and Perceived Uncertainties during COVID-19: Consequences for Employees' Wellbeing, *Current Psychology*, Doi.org/10.1007/s12144-021-02293-3
SSCI Indexed Journal (Impact Factor 4.29).
3. Cheng, J., Usman, M, & Bai. (2021). Can Authentic Leaders Reduce the Spread of Negative Workplace Gossip? The Roles of Subordinates' Perceived Procedural Justice and Interactional Justice, *Journal of Management & Organization*, DOI: <https://doi.org/10.1017/jmo.2021.32>
SSCI Indexed Journal (Impact Factor 4.13).
4. Usman, M., Liu, Y., Li, H., Zhang, J., Ghani, U., & Gul, H. (2020). Enabling Engine of Workplace Thriving through Servant Leadership: Moderating Role of Core Self-evaluations. *Journal of Management & Organization*, 1-19, doi.org/10.1017/jmo.2020.11
SSCI Indexed Journal (Impact Factor 4.13).
5. Ghani, U., Teo, T., Li, Y., Usman, M., Islam, Z., & Gul, H. (2020). Tit for Tat: Abusive supervision and knowledge hiding: The Role of psychological contract breach and Psychological ownership. *International Journal of Environmental Research and Public Health*, 17(4), 1240.
SSCI Indexed Journal (Impact Factor 3.39).
6. Usman, M., Liu, Y., Zhang, J., Ghani, U. & Gul, H. (2022). Why do employees struggle to thrive in the workplaces? A look at the impact of Abusive supervision. *Personnel Review*, Vol. 51 No. 1, pp. 77-97.
SSCI Indexed Journal (Impact Factor 3.43).
7. Usman, M., Ghani, U., Cheng, J., Fareed, T., Iqbal, S. (2021). Does Participative Leadership Matters in Employees' Outcomes During COVID-19? Role of Leader Behavioral Integrity. *Frontiers in Psychology*, 12, 1585.
SSCI Indexed Journal (Impact Factor 2.99).
8. Liu, Y., Usman, M., Zhang, J., & Gul, H. (2020). Making Sense of Chinese Employees Suicide Ideation: A Psychological Strain-Life Meaning Model. *Psychological Reports*, 123(2), 201-223.
SSCI Indexed Journal (Impact Factor 2.05).
9. Liu, Y., Gul, H., Zhang, J., & Usman, M. (2020). Abusive Supervision and Suicidal Ideation: The Potential Role of Meaning in Life. *Deviant Behavior*, 1-12.
SSCI Indexed Journal (Impact Factor 1.98).
10. Liu, Y., Usman, M., Zhang, J., Raza, J., & Gul, H. (2021). Making Sense of Chinese Employees Suicide Ideation; Does Meaning in Life Matter? *OMEGA-Journal of Death and Dying*, 83(2), 212-238.
SSCI Indexed Journal (Impact Factor 2.85).

11. Liu, Y., Gul, H., Zhang, J., & Usman, M. (2019). Abusive Supervision and Suicidal Ideation: The Mediating Role of Basic Psychological Need Satisfaction. *Death Studies*, 1-8.
SSCI Indexed Journal (Impact Factor 2.24).
12. Muhammad Usman, Yuxin Liu, Bilal Shareef, & Usman Ghani. (2019). Do Abusive Leaders Influence Employees Workplace Thriving Equally? An Investigation of the Moderating Role of Core Self-evaluations. *Academy of Management (AOM) Global Proceedings*, Vol. Slovenia.
doi/abs/10.5465/amgbproc.slovenia.2019.0183.abs
13. Usman, M., Ghani, U., & Gul, H. (2020). Ambidextrous Leadership and Innovative Work Behaviors: Workplace Thriving as a Mediator. *Journal of Public Affairs*.
ESCI Indexed Journal, ABDC Listed.
14. Raza, J., Liu, Y., & Usman, M. (2018). CSR commitment of SMEs and organizational competitive differentiation: Stakeholder pressure, market orientation and socioeconomic effects. *Journal of Public Affairs*, 19(2), e1897.
ESCI Indexed Journal, ABDC Listed.
15. Gul, H., Usman, M., Liu, Y., Rehman, Z & Jebran, K. (2018). Does the effect of power distance moderate the relation between person environments fit and job satisfaction leading to job performance? Evidence from Afghanistan and Pakistan. *Future Business Journal*, 4(1), 68-83.
ESCI Indexed Journal.
16. Usman, M., Gul, H., Hussain, S., & Ghani, U. (2017). Islamic Work Ethics: The Effect of Affective Commitment on Employee Job Performance, Turnover Intention and Organizational Citizenship Behavior, *Journal of Business and Tourism*, 63-73.
17. Hussain, S., Gul, H., Usman, M., & Islam, Z. (2016). Breach of Psychological Contract, Task Performance, Workplace Deviance: Evidence from Academia in Khyber Pakhtunkhwa, Pakistan. *International Business and Management*, 13(2), 12-20.
18. Gul, H., Rehman, Z., Usman, M., & Hussain, S. (2015). The effect of organizational justice on employee turnover intention with the mediating role of emotional exhaustion in the banking sector of Afghanistan. *International Journal of Management Sciences*, 5(4), 272-285.
19. Khan, J., Usman, M., Saeed, I., Ali, A., & Nisar, H. (2022). Does workplace spirituality influence knowledge-sharing behavior and work engagement in work? Trust as a mediator. *Management Science Letters*, 12(1), 51-66.

UNDER REVIEW PAPERS

1. Role of Trust in Knowledge Hiding Behavior of Students using Social Networks Sites: Moderating Role of Self-efficacy.
2. Empowering Leadership and Work Role Performance: A double-edged sword effect.
3. Work-Related Curiosity: A New Lens for Understanding Employees Workplace Thriving.
4. Role of Professional Self-efficacy in Combating COVID-19 Crisis: Consequences for Employees Work & Wellbeing Outcomes
5. Deeds that help and words that hurt: Islamic work ethics as a moderator in the relationship between supervisor negative gossip and helping behavior.
6. Social undermining at workplace: How Religious faith encourages employees who are aware of their social undermining behaviors to express more guilt and perform better.

CONFERENCE PAPERS

1. **Academy of Management (AOM) Specialized Conference: Responsible Leadership in Rising Economies, Bled, Slovenia, October 23-25, 2019.**
Muhammad Usman, Yuxin Liu, Bilal, & Usman Ghani. Do Abusive Leaders Influence Employees Workplace Thriving Equally? An Investigation of the Moderating Role of Core Self-evaluations. Academy of Management Global Proceedings, Vol. Slovenia, No. 2019
2. **Association for Educational Communications and Technology International Convention, Kansas City, USA: Shaping sustainable future: strengthening science, technology and humanity, October 23-27, 2018.**
Zhai, Usman Ghani, Muhammad Usman. Relationship of Students Knowledge Hiding Behavior and Supervisor's Interactional Justice: Moderating role of Professional Commitment.
3. **4th international conference on computational and social sciences, (ICSS), Pekalongan- Indonesia, November 15-17th, 2017.**
Muhammad Usman, Habib Gul, Sikander Hussain, & Usman Ghani. Islamic Work Ethics: The Effect of Affective Commitment on Employee Job Performance, Turnover Intention and Organizational Citizenship Behavior.

SERVICES

1. **Reviewer for** Personnel Review (International Journal indexed in SSCI and Scopus)
2. **Reviewer for** Psychological Reports (International Journal indexed in SSCI and Scopus)
3. **Reviewer for** Current Psychology (International Journal indexed in SSCI and Scopus)
4. **Reviewer for** Journal of Business Ethics (International Journal indexed in SSCI and Scopus)
5. **Reviewer for** OMEGA-Journal of Death & Dying (International Journal indexed in SSCI and Scopus)
6. **Reviewer for** 30th IBIMA in International Conference, Madrid, Spain
7. **Managing Editor** (Nov 2020---Present) of “IQRA Journal of Business & Management”, IQRA National University, Peshawar, Pakistan.
8. **Member of Editorial Advisory Board** of “Journal of Management Sciences” IQRA University, Karachi, Pakistan.

DISTINCTIONS/CERTIFICATES

One-Day Research Workshop

8-February, 2020

Awarded Certificate for Organizing a One-Day Workshop on “Research Methodology” Preston University, Kohat, Pakistan.

Certificate of Attendance

Tuesday 29 September, 2020, USA

Attended One-Day Workshop on “Writing and Publishing in The Leadership Quarterly”.

Certificate of Attendance

Tuesday 29 September, 2020

The Leadership Quarterly

Attended one day workshop on

“Writing and Publishing in The Leadership Quarterly”

Certificate of Participation

15-17 November 2017

Pekalongan, Indonesia.

Participated as a Speaker in the 4th International Conference on Computational and Social Science.

Certificate of Excellence

8-9 November 2017, Madrid, Spain
30th IBIMA in International Conference

In recognition of distinguished services to the academic community by serving on the International committee Board of the conference.

Certificate of Appreciation

8-9 November 2017, Madrid, Spain
30th IBIMA in International Conference

In recognition of distinguished services to the academic community by serving on the International committee Board of the conference.

Scholarship Award “ASSISTANCE IN LEARNING AND TUTORING”

2015-2016

University of International Business and Economics, Beijing.
Awarded for participation in the international degree program.

Chinese Government Scholarship Award

2015

Won Chinese government Scholarship for pursuing PhD degree.

Deans Honor Roll Award

2012-2013

Capital University of Science and Technology, Islamabad.

Certificate of Participation

26 September, 2012

Capital University of Science & Technology, Islamabad.

Attended a short course on “Energy Audit Tolls & Techniques”

Certificate of Participation

13 & 14 November, 2012

Capital University of Science & Technology, Islamabad.

Attended a two-day international research workshop on “Mastering Mixed Methodology and Analyzing Quantitative/Qualitative Data Using SPSS & NVIVO Software”

Certificate of Participation

18 & 19 May, 2012

Capital University of Science & Technology, Islamabad.

Participated in 1st International Conference on “Emerging Trends in Management”

TEACHING EXPERIENCE

Assistant Professor

Nov 2020....present

IQRA National University, Pakistan

Courses Taught:

- Training & development (Master program)
- Conflict & negotiation management (Master program)
- Conflict management (MBA program)
- Advanced research methods (Master program)
- Management theories in developing countries (Ph.D. program)
- Organization development (Master program)
- Industrial psychology (Master program)
- Leadership & team management (Master program)
- Recruiting & labor markets (Master program)

Assistant Professor

Sep 2019 to Oct 2020

Preston University, Islamabad, Pakistan

Courses Taught:

- Basic Management
- HRM-I
- HRM-II
- Organizational Behavior

Teaching Assistant

2015-2016

University of International Business and Economics, Beijing

- Advanced Research Methodology (PhD Core) [Fall 2015]
- Research Instrument (PhD Core) [Spring 2016]

Visiting Lecturer

- Fall 2015
- Hazara University, Pakistan

Lecturer

2014-2015

Horizon Institute of Higher studies, Pakistan

- Introduction to Business (MBA 1st Fall & Spring 2014)
- Organizational Behavior (MBA 2nd Fall & Spring 2014)
- Research Methods (MBA 4th Fall & Spring 2014)

LANGUAGES

- English (written and verbal)
- Urdu (written and verbal)
- Mandarin Chinese (Elementary I)

SKILLS & ANALYSES SOFTWARE

- Strong Communication; Leadership & Interpersonal Skills;
- Enterprising & Effective Time Management; Event Management;
- Strong Analytical Skills;
- MS office 2007 & 2016.
- SPSS Statistics 22, PROCESS Macro, Amos 21

INTERESTS

- Social Networking; Reading Books/Articles; Blogs
- Table Tennis, Cricket, Badminton.

REFERENCES

Dr. Yuxin Liu Professor, Business School, Department of Human Resource and Organization Behavior Management, University of International Business and Economics.

Tell: +86-010-6449-2782

liuyuxin@uibe.edu.cn

Matthew Kidder Assistant Professor, Business School, University of International Business and Economics, Beijing.

matthew.kidder@newberry.edu

Dr. Sajid Bashir

Professor & Head of the Department, Department of Business Studies, Namal
Institute, 30 Km Mianwali - Talagang Rd, Mianwali, Punjab 42250.

sbashir@cust.edu.pk