

**DR. QAISER MEHMOOD
CURRICULUM VITAE**

CONTACT DETAILS

Department of Business Administration,
Iqra National University, Peshawar.
Telephone (mobile): +41779478323
+923335389926; +923165889599
E-Mail: qaiser333@gmail.com ;
qaisermehmood@inu.edu.pk
Google Scholar: <https://scholar.google.nl/citations>
ORCID ID: <https://orcid.org/0000-0003-4548-3184>

ACADEMIC APPOINTMENTS

02/2020— Till Date	Assistant Professor Iqra National University, Peshawar
09/2019-09/2020	Post-Doctoral Research Scholar Institute of Psychology, University of Bern, Switzerland
02/2017—08/2019	Assistant Professor, Hamdard University, Islamabad-Campus
08/2016—02/2017	Assistant Professor, Preston University, Islamabad

EDUCATION

2010 – 2016	Ph.D. in Management Sciences (<i>Human Resource Management</i>), Capital University of Science and Technology, Islamabad <i>Dissertation title: Modeling Authentic Leadership and Mastery Goal Orientation with Employee Attitudinal and Behavioral Outcomes, Keeping Employee Work Experience in Focus</i> (Advisors: Dr Samina Nawab and Dr. Melvyn Hamstra)
2008 – 2010	MS (Management Sciences), M.A.J.U, Islamabad, Pakistan <i>Dissertation title: Perceived impact of training on employee Satisfaction”</i>
2002 – 2006	BBA-IT (Hons), Kohat University of Science and Technology, Kohat, Pakistan
2000–2002	F.Sc (Pre-Medical), Federal Board, Islamabad, Pakistan
1998–2000	S.S.C (Science), B.I.S.E, Peshawar, Pakistan

RESEARCH PROFILE

My research studies how social processes such as leadership and individual processes such as motivation contribute to an individual's innovation, performance and success. I am particularly interested in mechanisms through which employees can become motivated to pro-actively contribute to the adaptive capacity of an organization (e.g., in terms of learning, innovation, but also high-quality performance). In addition, I often examine performance in contexts such as the telecommunication industry and Banking sector, with implications for organizational behavior. In carrying out my research, I employ various methods such as (multi-level and multi-source) field studies.

PUBLICATIONS & MANUSCRIPTS

PUBLISHED

Mehmood, Q., & Hamstra, M. R. (2021). Panacea or mixed blessing? Learning goal orientation reduces psychological detachment via problem-solving rumination. *Applied Psychology*. <https://doi.org/10.1111/apps.12294>, (**SSCI, ABS- 3, ABDC-A, Q2 Journal**)

Mehmood, Q., Hamstra, M. R. W, & Schreurs, B. (2019). Employees' Perceptions of Their Managers' Authentic Leadership: Considering Managers' Political Skill and Gender. *Personnel Review*, 49(1), 202-214. 5-Year Impact Factor: 2.03; (**SSCI, ABS- 2, ABDC-A, Q3**)

Mehmood, Q., Hamstra, M.R.W., Nawab, S., & Vriend, T. (2016). Authentic leadership and followers' in-role and extra-role performance: The mediating role of followers' learning goal orientation. *Journal of Occupational and Organizational Psychology*.89(4), 877-883. 5-Year Impact Factor: 3.50. (**SSCI, ABS- 4, ABDC-A, Q1**)

Mehmood, Q., Nawab, S., & Hamstra, M.R.W. (2016). Does authentic leadership predict employee work engagement and in-role performance: Considering the roles of learning goal orientation and work engagement. *Journal of Personnel Psychology*15(3), 139-142. 5-Year Impact Factor: 1.90. (**SSCI, ABS-2, ABDC-A, Q4**)

Iqbal, S, Farid, T, Ma, J, Mehmood, Q. (2018). Cultivating Employees Communal Relationship and Organizational Citizenship Behavior through Authentic Leadership: Studying the influence of Procedural Justice. *Psychology Research and Behavior Management*, 11, 545-555. 2 year Impact Factor: 1.95. (**SSCI, Q2**)

Farid, T, Iqbal, S, Jianhong, M, Mushtaq, T. & Mehmood, Q. (2017). Effect of Islamic work ethics on employees work Engagement and organizational citizenship behavior. *Psychologia*, 111-120, Impact Factor: 188. (**SSCI, Q4**)

Khattak, F. U., Hussain, A., Mehmood, Q., Mumtaz, A., Rehman, I., & Rehman, K. (2012). Shrinking employees turnover intention by applying tools of job embeddedness (used as a mediator). *Information Management & Business Review*, 4(7), 370-378.

PAPERS IN REVIEW

Lorinkova, N., & Mehmood, Q., “Consequences of Empowering Leadership Mis/Alignment on Innovation” *Organization Science*;

Mehmood, Q. Hamstra, M.R.W. Van Quaquebeke, N. & Umair, A. “Supervisors’ Achievement Goal Orientations and Employees’ Mindfulness: Direct Relationships and Down-Stream Behavioral Consequences”

PAPERS IN PREPARATION/DATA COLLECTION IN PROGRESS

Lorinkova, N. M. & Mehmood, Q. *Shared Leadership: Story of distribution of leadership role and team performance-Data collected*

Mehmood, Q., & Hamstra, M.R.W. *The interplay of authentic leadership, leaders’ humility, political skills and learning goal orientation- Data collected*

Mehmood, Q., & Hamstra, M.R.W. *Antecedents of authentic leadership behavior.*

Mehmood, Q., & Van Quaquebeke, N. *Downsides of servant leadership due to cultural interplay.*

Mehmood, Q. *Speaking up or shutting up: A multilevel model of voice/silence.*

PAPER ACCEPTANCE & PRESENTATIONS IN CONFERENCES

Lorinkova, N. M. & Mehmood, Q. (2020). Mixed Signals? Consequences of Dual Sources and Mis/Alignment of Empowering Leadership on Innovation. *Academy of Management Proceedings*. 2020 (1), 10100

Hamstra, M.R.W., Mehmood, Q., Schreurs, B., & Gutermuth, D. (2018). Predicting Employee Perceptions Of Female Managers’ Sincerity. *Academy of Management Proceedings*. 2018 (1), 10231

Hamstra, M.R.W., & Mehmood, Q. (2016). *Authentic leadership and follower performance outcomes. Mediating role of followers’ learning goal orientation.* Accepted for presentation for the Annual Meeting of the Academy of Management, Anaheim.

CONFERENCE ORGANIZATION/CONTRIBUTIONS

- 2018 Organized the conference as a Co-Chair, International Research Conference on Business and Social Innovation (Islamabad, Pakistan)
- 2018 Session Co- Chair for a Paper Session of the Organizational Behavior Division, International Research Conference on Business and Social Innovation (Islamabad, Pakistan)

PROFESSIONAL SERVICE

JOURNAL REVIEWING

Journal of Management Decision
Journal of Organizational Change Management
International Journal of Educational Administration and Policy
Studies Current Psychology
Journal of Frontiers in Psychology
Journal of Business and Social Innovation

TEACHING EXPERIENCE

My teaching experiences encompass a range of subjects generally taught at Master and MS/Mphil level degrees. As an assistant professor, I taught several courses which are listed below.

COURSES TAUGHT

Advanced Research Methods – Iqra National University, Peshawar

Mphil/MS & PhD Course
August/February 2021/22
Role: Course Instructor

Contemporary Issues in HRM – Iqra National University, Peshawar

Mphil/MS & PhD Course
August/February 2021/22
Role: Course Instructor

Organizational Behavior – Iqra National University, Peshawar

Mphil/MS & PhD Course
February/January 2021
Role: Course Instructor

Advance Human Resource Management – Iqra National University, Peshawar

Mphil/MS & PhD Course
February/January 2021
Role: Course Instructor

SUPERVISION (includes the year of completion or expected completion)

PhD STUDENTS

Iqra Shamshad (2018-2023) - *As a Co-Supervisor*

Kamran Rafique (2018- 2023) - *As a Co-Supervisor*

Nasir Ali (2021-2024) - *As a Principal Supervisor*

Qurat- Ul- Ain (2021-2024) - *As a Principal Supervisor*

MS/MPHIL STUDENTS

Umair Arshad (2019)

REFEREES

Assistant Prof. Dr. Nataly M. Lorinkova,

McDonough School of Business, Georgetown University Georgetown University,
United States

Email: Nataly.Lorinkova@georgetown.edu

Assistant Professor Melvyn, M. R. W. Hamstra,

Maastricht University School of Business and Economics.

Department of Organization and Strategy. P.O. Box 616, 6200

MD Maastricht, the Netherlands. E-mail:

m.hamstra@maastrichtuniversity.nl

Professor Dr. Sabine Sczesny,

Department of Social Neuroscience and Social Psychology,

Institute of Psychology, University of Bern

E-mail: sabine.sczesny@psy.unibe.ch

Associate Professor Dr. Samina Nawab,

Department of Management Sciences, COMSATS Institute of Information

Technology, Wah Cantt, Pakistan

E-mail: dr.saminanawab@comsats.edu.pk