

Ifzal Ahmad (PhD)

Satellite Town, Jutyal, Gilgit Pakistan. 15100
ifzalmdn@gmail.com. +92 331 8551070 (Cell)



RESEARCH INTERESTS

Green Human Resource Management, Corporate Social Responsibility, Sustainability, Leadership, Entrepreneurship

EDUCATION

PhD in Management Science, 2017 – Air University, Islamabad Pakistan. Dissertation: *The Influence of Corporate Social Responsibility Induced Attributions on Employees' Attitudes and Behaviors*.

MA in Personnel Development, March 2009 – Leeds Beckett (formerly Metropolitan) University, UK.

Executive MBA in Marketing, December 2005 – Preston University, Islamabad Pakistan.

BBA (Hons).ITM in Business & IT, September 2004 – International Islamic University, Islamabad Pakistan.

ACADEMIC APPOINTMENTS

Associate Professor: Karakoram International University (KIU), Gilgit Pakistan. June 2019 to Present.

Assistant Professor: Karakoram International University (KIU), May 2010 to June 2019.

ADMINISTRATIVE RESPONSIBILITIES AT KIU

Director: Office of Research, Innovation & Commercialization (ORIC), Karakoram International University, Gilgit Pakistan. September 2019 to Present.

Director: Business Incubation Center, Karakoram International University, Gilgit Pakistan. September 2019 to Present.

Chairperson: Management Science Department, Karakoram International University, Gilgit Pakistan. November 2017 to June 2019.

NON-ACADEMIC APPOINTMENTS

Group Leader: ABN AMRO Bank, Islamabad Pakistan. October 2004 to September 2006

SERVICE TO THE UNIVERSITY

Convener, Ethical Review Committee
Secretary, ORIC Advisory Committee
Secretary, Public Private Partnership Committee

Member, KIU Syndicate
 Member, Internal Check Committee
 Member, Academic Council

MEMBERSHIPS / AFFILIATIONS

Member, Board of Directors, Regional Accelerator & Innovation Network (RAIN), Oregon, US.
Member, HR Committee to Board of Directors, Gilgit-Baltistan Rural Support Programme (GBRSP), Gilgit Pakistan
Graduate Member (2009), Chartered Institute of Personnel and Development, UK.

PUBLICATIONS

Book

Ahmad, I. (2020). *Thrive: A recipe for success in organizations*. Lahore: The Bookdotcom Publications

Impact Factor Journals

| S.No. | Complete reference | Impact Factor | ABDC ranking |
|--------------|---|----------------------|---------------------|
| 1 | Umrani, W. A., Ahmad, I., Rasheed, M. I., Ahmad, U., Pahi, M. H., Jhatial, A., & Abbasi, G. A., (2022). Managing intellectual capital: role of corporate entrepreneurship and absorptive capacity on firm performance. <i>Knowledge Management Research & Practice</i> , DOI: 10.1080/14778238.2022.2041374 | 2.744 | A |
| 2 | Ahmad, I., Khan, A., & Ullah, K. (2021). The Impact of Green HRM on Green Creativity: Mediating Role of Pro-environmental Behaviors and Moderating Role of Ethical Leadership Style. <i>The International Journal of Human Resource Management</i> , DOI: 10.1080/09585192.2021.1931938 | 5.546 | A |
| 3 | Ahmad, I., & Begum, K. (2020). Impact of abusive supervision on intention to leave: a moderated mediation model of organization-based self-esteem and emotional exhaustion. <i>Asian Business & Management</i> . DOI: 10.1057/s41291-020-00116-0. | 4.800 | C |
| 4 | Ahmad, I., & Umrani, W. A. (2019). The impact of ethical leadership style on job satisfaction: Mediating role of perception of green HRM and psychological safety. <i>Leadership and Organization Development Journal</i> , 40(5), 534-547. DOI: 10.1108/LODJ-12-2018-0461. | 3.242 | B |

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|----|---|-------|-----|
| 5 | Ahmad, I., Donia, M., & Shahzad, K. (2019). Impact of corporate social responsibility attributions on employees' creative performance: The mediating role of psychological safety, <i>Ethics & Behavior</i> , 29(6), 490-509. DOI: 10.1080/10508422.2018.1501566. | 2.086 | N/A |
| 6 | Ahmad, I., Donia, M., Khan, A., & Waris, M. (2018). Do as I Say and Do as I Do? The Mediating Role of Psychological Contract Fulfillment in the Relationship between Ethical Leadership and Employee Extra-role Performance, <i>Personnel Review</i> , 48(1), 98-117. DOI: 10.1108/PR-12-2016-0325. | 3.434 | A |
| 7 | Ahmad, I., & Zafar, M. A. (2018). Impact of psychological contract fulfillment on organizational citizenship behavior: Mediating role of perceived organizational support, <i>International Journal of Contemporary Hospitality Management</i> , 30(2), 1001-1015. | 6.514 | A |
| 8 | Khan, N., Ahmad, I., & Ilyas, M. (2018). Impact of ethical leadership on organizational safety performance: The mediating role of safety culture and safety consciousness. <i>Ethics & Behavior</i> , 28(8), 628-643. | 2.086 | N/A |
| 9 | Solangi, Y. A., Tan, Q., Khan, M. W. A., Mirjat, N. H., & Ahmad, I. (2018). The Selection of wind power project location in the Southeastern corridor of Pakistan: A factor analysis, AHP, and Fuzzy-TOPSIS application. <i>Energies</i> , 11(8). doi:10.3390/en11081940. | 3.004 | N/A |
| 10 | Ahmad, I. Zafar, M. A., & Shehzad, K. (2015). Authentic Leadership Style and Academia's Creativity in Higher Education Institutions: Intrinsic Motivation and Mood as Mediators. <i>Transylvanian Review of Administrative Sciences</i> , (46E/October/2015) | 0.742 | N/A |

Peer reviewed Pakistani Journals

| S.No. | Complete paper | HEC Category |
|-------|--|--------------|
| 1 | Ali, Z., Ahmad, I., & Hussain, Z. (2020). Analysis of critical causes of Transaction cost escalation in public sector construction projects in Pakistan. <i>Pakistan Journal of Commerce & Social Sciences</i> , 14(4). 838-865. | X |
| 2 | Ullah, K., Saboor, A., & Ahmad, I. (2020). Effects on micro-finance on mountain poverty and living standards: An empirical investigation from Central Karakorum National Park region of Gilgit-Baltistan. <i>NUML International Journal of Business & Management</i> . 15(1), 30-49. | Y |

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| 3 | Shehzad, K., Ahmad, I., & Gul, A. (2019). Mediating role of customer satisfaction between corporate social responsibility and customer-based brand equity, <i>Business & Economic Review</i> , 11(1), 123-144. | X |
| 4 | Hussain, S., Shahzad, K., Khan, K., & Ahmad, I. (2018). Moderating Role of Islamic work ethics and organizational identification on leader-member exchange and citizenship behavior: A test of moderated mediation model. <i>Journal of Islamic Business & Management</i> , 8(1), 139-155. | Y |
| 5 | Ahmad, I. (2017). Understanding Internal, External and Relational Attributions in Reaction to Corporate Social Responsibility. <i>Business & Economic Review</i> , 9(4), 49-64. | X |
| 6 | Ahmad, I. (2017). Perceived organizational support and employees' safety consciousness: Mediating role of trust. <i>Paradigms: A research journal of commerce, economics and social sciences</i> , 11(2), 131-134. | Y |
| 7 | Ahmad, I., Shahzad, K., & Zafar, M. A. (2017). Impact of corporate social responsibility attributions on workplace deviance behaviors. <i>Journal of Managerial Sciences</i> , 11(2), 157-172. | Y |
| 8 | Ahmad, I. & Mujtaba, A. (2017). The dark side of Corporate Social Responsibility: Evidence from a public sector oil company. <i>NUML International Journal of Business & Management</i> , 12(1), 15-27. | Y |
| 9 | Shahid, B. & Ahmad, I. (2016). The impact of organizational learning on organizational corruption and the deviant workplace behaviors: The case study of public sector organizations in Pakistan. <i>NUML International Journal of Business & Management</i> , 11(2), 50-67. | Y |
| 10 | Ahmad, I., Shahzad, K., Zafar, M.A. & Khan, K. (2016). Understanding the concept of Corporate Social Responsibility (CSR): Attributions from Islamic perspective, <i>Journal of Islamic Business & Management</i> , 6(2), 135-152 | Y |

RESEARCH PROJECTS COMPLETED

1. Worked as **Co- Principal Investigator** on UNDP funded project on "Knowledge, Aptitude and Practices (KAP) studies as well as documenting local/indigenous knowledge in 07 target districts of Gilgit-Baltistan".
2. Worked as **Co-Principal Investigator** on UNDP funded project on "Hazard, Vulnerability & Risk Assessment (HVRA) in targeted valleys of Gilgit-Baltistan".
3. Worked as Consultant for project titled "Developing Promotion Policy" for Gilgit-Baltistan Rural Support Programme.

4. Worked as **Consultant** for project titled “Developing Programme Management Strategy” funded by Gilgit-Baltistan Rural Support Program, Pakistan.
5. Worked as **Consultant** for project titled “Branding & Marking Strategy” funded by Gilgit-Baltistan Rural Support Program, Pakistan.
6. Worked as **Consultant** for project titled “Partnership & Fundraising Strategy” funded by Gilgit-Baltistan Rural Support Program, Pakistan.
7. **Principal Investigator (PI)** of research project titled “Pro-environmental behaviors at work and assessing its leverages for organizations in Gilgit-Baltistan”.
8. Final evaluation and report writing as **Consultant** for Malteser International on their project titled “End line survey ensuring Primary Health Care with a Focus on IDPs and Refugees in Peshawar district, KP, Pakistan”.
9. Final evaluation and report writing as **Consultant** of Gender Equality Component of the project “Enhancing Employability and Leadership for Youth (EELY)” by AKRSP.

CASE STUDIES PUBLISHED

1. **Ahmad. I.** & Ilyas. M., 2011. The Dilemma of Performance Appraisal in small and medium concerns, [Online] Available at <http://www.ecch.com>
2. **Ahmad. I.**, 2011. The Himalaya – A case study, [Online] Available at <http://www.ecch.com>
3. **Ahmad. I.**, 2011. The Case of Tum Tum, [Online] Available at http://www.ecch.com/educators/search/results#goto_100831

TEACHING EXPERIENCE

Assistant/Associate Professor, Karakoram International University, Gilgit Pakistan

- Human Resource Management
- Strategic Management
- Training and Development
- Corporate Social Responsibility
- Introduction to Entrepreneurship
- Principles of Management
- Leadership and Team Building
- Human Capital Management

Visiting faculty, SZABIST University, Islamabad

- Leadership and Motivation
- International Human Resource Management

Visiting faculty, Riphah International University, Islamabad

- Leadership and Motivation
- Entrepreneurship
- Corporate Governance
- International Human Resource Management
- Employees Training and Development

Visiting faculty, Air University, Islamabad

- Leadership and Motivation
- Strategic Management
- International Human Resource Management
- Human Capital Management

THESIS SUPERVISED (MS/MBA 3.5 YEARS PROGRAM)

1. **Ms. Khalida Begum:** Thesis Title: The impact of abusive supervision on employees' intention to leave: A moderated mediation model of organizational based self-esteem and employees' emotional exhaustion.
2. **Ms. Nusrat Khan:** Impact of ethical leadership on organizational safety performance: The mediating role of safety culture and safety consciousness.
3. **Ms. Samina Khan:** A critical review of authentic leadership style.
4. **Ms. Shazmeen:** Promoting pro-environmental behaviors in organizations: The case of Gilgit-Baltistan.
5. **Mr. Shakeel Anjum:** Impact of abusive supervision in the education sector of Pakistan: Moderated mediation of emotional intelligence and workplace ostracism.
6. **Mr. Usman Ali:** Factors that led to the de-affiliation of Govt. schools and colleges from KIU examination section: A case study.
7. **Mr. Nabiullah:** Green HRM practices and its impacts on employee retention.

TRAINING ATTENDED AND MEMBERSHIPS

1. **Research Capacity Building Program** by HEC Pakistan and British Council Pakistan from February 14 – 16, 2022.
2. **Training of Facilitators (ToF) for Entrepreneurs** by British Council Pakistan from August 19 – 23, 2019.
3. **Objective Based Education (OBE)** by Faculty Development Center, Karakoram International University from July 16 – 17, 2019
4. **Course Customization** by Business Edge-International Finance Corporation from Dec 2 – 3rd, 2011.
5. **Train the Trainer** by Business Edge-International Finance Corporation from Nov 26 – 30, 2011.
6. **Reviewer** for "Personnel Management" (Thomson Reuters recognized journal with Impact Factor of 1.427)
7. **Section Editor**, Journal of Mountain Area Research, ISSN (online): 2518-850X
8. **Graduate membership** of Chartered Institute of Personnel & Development (CIPD) UK

TRAINING DESIGNED AND DELIVERED

1. Delivered four training programs on **Development of a Vibrant Entrepreneurial Eco-System** in four universities across Pakistan.

2. Delivered 10 training programs on **Grants Proposal Writing** to various CBOs of GBRSP in Gilgit-Baltistan.
3. Conducted over 20 training sessions on **Entrepreneurship** at Karakoram International University, Gilgit Pakistan.
4. Training delivered on **Human Resource Management** at Ministry of Education, Gilgit-Baltistan Pakistan.
5. Training delivered on **Enhancing Women Leadership Skills** funded by Pakistan US Alumni Network and trained 60 working women on the same.
6. Training delivered on **Motivation** at Zarai Taraqiyati Bank Islamabad.
7. Training delivered on **Crises Leadership** at the Directorate of Workers' Education (DWE), Islamabad Pakistan
8. Training delivered on **Business Proposal Writing** at the Directorate of Workers' Education (DWE), Islamabad Pakistan
9. Training delivered on **Change Management** at the Directorate of Workers' Education (DWE), Islamabad Pakistan
10. Training delivered on **Competency Development & Innovation at work** at Air University, Islamabad.
11. Training delivered on **Strategic Management** at the National University on Modern Languages (NUML), Islamabad Pakistan.
12. Training delivered on **Talent Management** at the Directorate of Workers' Education (DWE), Islamabad Pakistan
13. Training delivered on **Conflict Management** at the Directorate of Workers' Education (DWE), Islamabad Pakistan.
14. Organized various trainings on **SPSS and AMOS** under individual capacity from time to time.
15. Delivered 5 days training to Pakistan Air Force (PAF) officers on **"Event Management"** from April 08 – 12, 2014 at Air University, Islamabad.
16. Delivered 3 days training to Pakistan Air Force officers (PAF) on **"Training of Trainers"** from March 19, 2014, till March 22, 2014, at Air University, Islamabad.
17. Designed and delivered 5 days training on **"Community Leadership"** to Local Support Organizations (LSOs) and Women Organizations (WOs) of Agha Khan Rural Support Program (AKRSP) at Hunza from 11 till 15 September 2013.

KEY ACHIEVEMENTS

1. Appointed as Member, Board of Directors at Regional Accelerator and Innovation Network (RAIN), Oregon USA to promote and accelerate inclusive Entrepreneurship
2. Generated a revenue of over 50 million PKR as Director ORIC
3. Incubated and Mentored over 50+ startups at Business Incubation Center, KIU.
4. HEC Pakistan's Approved PhD Supervisor
5. Successfully got No Objection Certificates (NOCs) approved from HEC Pakistan as Chairperson of Department (Business Management) to start MS and PhD in Management Sciences at KIU

6. Successfully organized the “3rd International Conference on Emerging Trends in Engineering, Management & Sciences (ICETEMS-2018)” on Nov 10-11, 2018, at Karakoram International University, Gilgit
7. Pioneer Director, Office of Research, Innovation & Commercialization (ORIC), Karakoram International University, Gilgit and successfully made it operational.
8. First PhD holder of Air University, School of Management, Islamabad.
9. The 2010 Graduate member of the Chartered Institute of Personnel & Development (CIPD), UK.
10. Being part of the launching team of ABN AMRO’s MC² Card in 2005.
11. Scholarship winner in 2001 from International Islamic University for the degree of BBA.ITM (Hons).

REFERENCES

Dr. Mueen Aizaz Zafar

Professor/Dean

Air University, School of Management, Islamabad

mueenzafr@gmail.com

+92-333-0369999

Dr. Khurram Shahzad

Professor/Dean

Faculty of Management Sciences,

Riphah International University, Islamabad Pakistan

khurram.shahzad@riphah.edu.pk

+92-321-9555661