



Sajjad Ahmad (PhD)

Associate Professor (Management Sci.)



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Lahore/ Pakistan



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ABOUT ME

20 years teaching and administrative experience in higher education academics and research.

I believe that learning is a social process. Students learn best when they are actively engaged with the material and with each other. I create opportunities for students to collaborate, discuss, and debate ideas.

SKILLS

9/10

Post-Graduate teaching

9/10

Quantitative Business Research

9/10

Higher Edu Management

10/10

Academic Research Management

7/10

Qualitative Research

EDUCATION

PhD Business & Economics Administration

Universiti Putra Malaysia, (UPM) MY

2016-2020



EXPERIENCE

Associate Professor Management Sciences, Director CRD

Minhaj University, Lahore, Pakistan

Lecturer: 2005-2012, Assistant Professor: 2012-2024,

Associate Professor: 2025 to onward, Director CRD:2023 to date

Teaching Management and OB, while Managing Research activities at Minhaj University, as Director Center for Research and Development. Lead and managed School of Business and Management Sciences. Transformed it into a dynamic and progressive department

- Started and managed MPhil Management Sciences, while working as HOD Management Sciences at Minhaj University (2012 to 2016).
- Teaching Leadership, Strategy, Research Methods and History of Mgt Thought, to MPhil and PhD Classes.

Visiting Faculty Management Sciences

NUML/ Lahore/ 2012-Spring 2023

Taught to Master and MPhil Classes.

- Research Methodology, Data Analysis
- HRM, OB, Strategic Management, Strategic HRM
- MIS, Corporate Information Strategy and Management (CISM)

Visiting Faculty Management Sciences

COMSATS University Lahore Campus/ 2008-2025

I taught various subjects including the following.

- Marketing Management/ Strategic Marketing
- Management Information System (MIS)
- Management, HRM, OB, Entrepreneurship





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EDUCATION

MPhil Management Sciences

University of Management & Technology, PK

2008-2012 (1st Position)

MBA (Gold Medal)

Superior College, PK

2003-2005 (1st Position)

SOFTWARE



RESEARCH ENDEAVOURS

Research Thesis Supervision [M.Phil./ PhD]

Supervised numerous academic research Thesis since 2012 including a few recent listed below:

- Exploring the Influence of Mindfulness, Proactive Personality, and Workplace Dynamics on Employee Creative Performance (PhD)
- Examining the Impact of Green Human Resource Management Practices, Self-Efficacy, and Employee Green Behavior on Sustainable Organizational Performance (PhD)
- The Effects of Technological Factors and Extended Theory of Planned Behavior Predictors in Shaping Green Purchase Behavior (PhD)
- Ambidextrous Leadership, Trust, and Employee Ambidexterity (A Moderated Mediation Model)
- Green human resource management, Organizational Identification, leadership, and employee green behavior: a mediation model.
- Investigating the mediating role of psychological contract breach in Perceived Supervisor Support and Employee Turnover Intentions.
- Examining the mediating role of knowledge management in HPWS Organizational Performance.
- Impact Of Pandemic Stress on Consumer Buying Behavior During Covid-19: A Case from Pakistan Scenario
- Organizational Effectiveness in Family Firms: Influences of Socioemotional Wealth and Transformational Leadership
- Consumer Behavior towards Processed Poultry Consumption: An Analysis with the Theory of Planned Behavior

Research Journal Review Services

Serving as reviewer for various Internationally recognized research publishers

- Nescience Publishers (Scopus Indexed)
- Research Publishing Academy, UK.
- British Academy of Management Sciences [BAM-2025]



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RESEARCH MGT

Currently Managing MUL's various Research Journals as Director CRD

SOFTWARE

Expert in using various research software for teaching and academic research

- SmartPLS
- SPSS
- R Studio
- Microsoft Office Including Word, Excel, PowerPoint, and Outlook (Mail Merge)
- NVivo

Recent Publications

Akbar, A., Ahmad, S., Ali, M., Fayyaz, M. T., Ali, I., & Bhatti, M. A. A. (2024). Employee development and training: How HRM helps in staying competitive in the changing market conditions. *Al-Qanṭara*, 10(3), 1-20.

Akbar, A., Ahmad, S., Khalid, M., Aslam, M. F., & Bhatti, M. A. A. (2024). Analyzing the effect of green HRM on organizational performance. *Bulletin of Business and Economics*, 13(2), 1-15. <https://doi.org/10.61506/01.00402>

Akbar, A., Ahmad, S., Nadim, M., Bhatti, M. A. A., & Khan, H. (2024). Affect of HRM on employee motivation towards green creativity and initiatives. *Center for Management Research*, 2024, 197-216.

Akbar, A., Ahmad, S., & Khan, M. T. (2024). Global strategies for the blue economy: Integrating green HRM and international political dynamics. *Remittances Review*, 9(S3), 394-416.

Ahmad, S., Bhatti, M. A. A., & Imam, M. A. (2023). Balancing control and collaboration: Project manager accountability in multi-layered governance systems. *Journal of Professional Research in Social Sciences*, 10(2), 134-155.

Ahmad, S., Qamar, A. J., Bhatti, M. A. A., & Bashir, U. (2024). Integrating Islamic ethics with modern governance: A comprehensive framework for accountability across religious, social, and economic dimensions. *Al-Irfan*, 8(15), 91-116.

Imam, M. A., Ahmad, S., Bhatti, M. A. A., & Afzal, M. (2024). Contextualizing research approaches: The role of Western and Islamic philosophies in shaping methodology and knowledge creation. *Al-Irfan*, 8 (16), 69-90.

Rafaqat, M., Azad, F., Ahmad, S., Aijaz, K., Ikram, S. H., Bashir, U., Bhatti, M. A. A., & Saeed, S. (2024). Impact of governance and strategy performance on employer branding. *Research Journal for Societal Issues*, 6(2), 852-867. <https://doi.org/10.56976/rjsi.v6i2.282>

Shair, W., Hassan, R. U., Ahmad, S., & Bashir, U. (2024). Beyond borders: Revisiting the Indo-Pak conflict through the prism of the China-Pakistan Economic Corridor dilemma. *Journal of Policy Research*, 10(1), 149-154.