Dr. Muhammad Usman

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Profile

Google Scholar: https://scholar.google.com/citations?user=X3NV1PEAAAAJ&hl=en

ResearchGate: https://www.researchgate.net/profile/Muhammad_Usman281

Publons (Clarivate): https://publons.com/researcher/2389202/muhammad-usman/

I am a professional teacher and researcher with over 15 years of experience teaching a wide range of subjects. I have developed expertise in research through my Ph.D. at Lancaster University and a number of publications in reputed international papers in different international journals including Human Resource Management Journal **(ABS 4*)**, Human Resource Management **(ABS 4, FT50)**, Human Relations **(ABS 4, FT50)**, Journal of Organizational Behavior **(ABS 4)**, Tourism Management **(ABS 4)**, Journal of Public Administration Research and Theory **(ABS 4)**, Public Management Review **(ABS 4)**, British Journal of Management **(ABS 4)**, and Journal of Business Ethics **(ABS 4, FT50)**. My research interests include strategic intent, leadership, individual and organizational learning, organizational behavior, greening organizations, and employees' intrapreneurial behaviors.

Education:

- Ph.D. Lancaster University, the UK in 2014.
- MRes in Information Technology, Management and Organizational Change from the Department of Organization, Work and Technology, Lancaster University, the UK in 2009.

Career history:

August 2023 continued …….

Associate Professor, College of Business Administration, University of Sharjah

Courses Currently Teaching:

- Seminar in OB and HRM to DBA
- Managing People in organizations to MBA

July 2021 to July 2023

Head of Department at NUST Business School

Associate Professor NUST Business School, National University of Sciences and Technology

Courses Taught:

- Seminars in Marketing to PhD
- Services Marketing
- Leadership in the Service Sector

December 2014 to June 2021

Assistant Professor COMSATS University Islamabad, Lahore Campus

Courses Taught:

- Knowledge Management in Professional Service Organizations to Ph.D. students
- Management Thoughts and Philosophy to Ph.D. students
- Business Strategy to MS students
- Strategic change
- Customer Relationship Management
- Strategic management
- Research Tools and Techniques
- Business Policy

February 2007-June 2014

Lecturer in COMSATS University, Lahore Campus

Courses Taught

- Principles of Management
- HRM
- Business Ethics
- Business Strategy

October 2002-May 2005

Lecturer, Punjab University College of Information Technology Lahore, Pakistan

Courses taught

- Management Theory and Practice
- Principles of Management

January 1999- September 2002

Manager Merchandising Sarah Textile (Pvt.) Ltd. Lahore

- Managed a team of 15 people; assigned them tasks, inspired them to achieve established quality standards, and ensured the completion of commercial orders well on time.
- Coordinated with different departments such as production planning, purchase, and merchandising.

Selected Publications

1. **Usman,** M., Ogbonnaya, C., Roodbari, H., Yusuf, R., & Hirekhan, M. (2023). Servant Leadership as a Catalyst for Middle Managers' Learning Ambidexterity: A Resource-Based Perspective. ***British Journal of Management***. https://doi.org/10.1111/1467-8551.12761
2. Lu, J., Guo, Z., **Usman, M.,** Qu, J., & Fareed, Z. (2023). Conquering precarious work through inclusive leadership: Important roles of structural empowerment and leader political skill. ***Human Relations*****.** https://doi.org/10.1177/00187267231186929
3. Babalola, M. T., Qu, Y., Ali, M., Pathki, C. S. R., **Usman, M.,** & Muchiri, M. An uncertainty management perspective on the antecedents of leader self-serving behavior. ***Journal of Organizational Behavior***. https://doi.org/10.1002/job.2711
4. Ali, M., **Usman, M**., Khan, M. A. S., Shafique, I., & Mughal, F. (2023). "Articulating Cognizance About What to Hide What Not. ***Journal of Business Ethics*****,** https://doi.org/10.1007/s10551-023-05426-9
5. **Usman, M**., Rofcanin, Y., Ali, M., Ogbonnaya, C., & Babalola, M. T. (2023). Toward a more sustainable environment: Understanding why and when green training promotes employees' eco-friendly behaviors outside of work. ***Human Resource Management*****,** *62*(3), 355-371.
6. Pham, N. T., Jabbour, C. J. C., Pereira, V., **Usman, M.**, Ali, M., & Vo-Thanh, T. (2023). Common good human resource management, ethical employee behaviors, and organizational citizenship behaviors toward the individual. ***Human Resource Management Journal*****.** https://doi.org/10.1111/1748-8583.12493
7. Khan, M., **Usman, M**., Shafique, I., Ogbonnaya, C., & Roodbari, H. (2023). Can HR managers as ethical leaders cure the menace of precarious work? Important roles of sustainable HRM and HR manager political skill. ***The International Journal of Human Resource Management*****,** https://doi.org/10.1080/09585192.2023.2241821
8. Pham, N. T., Tuan, T. H., Le, T. D., Nguyen, P. N. D., **Usman, M.,** & Ferreira, G. T. C. (2023). Socially responsible human resources management and employee retention: The

roles of shared value, relationship satisfaction, and servant leadership. ***Journal of Cleaner Production*****,** https://doi.org/10.1016/j.jclepro.2023.137704

9. Peng, M. Y. P., Golra, O. A., Khan, M., Garavan, T., Chang, Y. S., & **Usman, M.** (2023). Unlearning in service contexts: a moderated-mediation model. ***The Service Industries Journal,*** https://doi.org/10.1080/02642069.2023.2209930
10. Ogbonnaya, C., Ali, M., **Usman, M**., Babalola, M. T., Ren, S., & Rofcanin, Y. (2022). Death anxiety among street-level bureaucrats: how does it affect their work drive and performance? ***Public Management Review*****,** https://doi.org/10.1080/14719037.2022.2161007
11. **Usman, M**., Ali, M., Soetan, G. T., Ayoko, O. B., & Berber, A. (2022). Seeing others' side to serve: understanding how and when servant leadership impacts employee knowledge-hiding behaviors. ***Human Relations***. https://doi.org/10.1177/00187267221125353
12. Ali, M., **Usman, M**., Shafique, I., Garavan, T., & Muavia, M. (2022). Fueling the spirit of care to surmount hazing: foregrounding the role of spiritual leadership in inhibiting hazing in the hospitality context. ***International Journal of Contemporary Hospitality Management*****,** *34*(10), 3910-3928.
13. Ali, M., **Usman,** M., Soetan, G. T., Saeed, M., & Rofcanin, Y. (2022). Spiritual leadership and work alienation: analysis of mechanisms and constraints. ***The Service Industries Journal*****,** *42*(11-12), 897-918.
14. Ali, M., Qu, Y., Shafique, S., Pham, N. T., & **Usman, M.** (2022). The role of ethical leadership in enhancing exploitative and explorative learning simultaneously: what does it matter if employees view work as central? ***Personnel Review*****,** *51*(2), 787-804.
15. Peng, M. Y. P., Khalid, A., **Usman, M**., Khan, M. A. S., & Ali, M. (2022). Fear of covid-19 and hotel frontline employees' sense of work alienation: intervening and interactional analysis. ***Journal of Hospitality & Tourism Research*****.** https://doi.org/10.1177/10963480221112054
16. Raza, A., **Usman, M**., & Ali, M. (2022). Examining how and when Facebook intensive use shapes users' online pro-social behaviors. ***Telematics and Informatics*****,** *67*. https://doi.org/10.1016/j.tele.2021.101753
17. Pham, N. T., Jabbour, C. J. C., **Usman, M**., Ali, M., & Phan, H. L. (2022). How does training boost employees' intention to implement environmental activities? An empirical study in Vietnam. ***International Journal of Manpower*****,** *43*(8), 1761-1782.

18. **Usman, M.,** Ali, M., Ogbonnaya, C., & Babalola, M. (2021). Fueling the Intrapreneurial Spirit: A Closer Look at How Spiritual Leadership Motivates Employee Intrapreneurial Behaviors. ***Tourism Management,*** 83. https://doi.org/10.1016/j.tourman.2020.104227
19. **Usman, M.,** Ali, M., Mughal, F., & Agyemang-Mintah, P. (2021). Policy alienation and street-level bureaucrats' psychological wellbeing: the mediating role of alienative commitment. ***Journal of Public Administration Research and Theory*****,** *31*(2), 278-294.
20. Akhtar, N., Siddiqi, U. I., Ahmad, W., **Usman, M**., Chen, X., & Islam, T. (2021). Effects of service encounter barriers on situational abnormality and consumers' behavioral intentions at food and beverage restaurants. ***Asia Pacific Journal of Marketing and Logistics*****,** *33*(7), 1513-1534.
21. Anser, M. K., Shafique, S., **Usman, M**., Akhtar, N., & Ali, M. (2021). Spiritual leadership and organizational citizenship behavior for the environment: an intervening and interactional analysis. ***Journal of Environmental Planning and Management*****,** *64*(8), 1496-1514.
22. Anser, M. K., Yousaf, Z., Khan, A., & **Usman, M.** (2021). Towards innovative work behavior through knowledge management infrastructure capabilities: Mediating role of functional flexibility and knowledge sharing. ***European Journal of Innovation Management*****,** *24*(2), 461-480.
23. Anser, M. K., Ali, M., **Usman, M**., Rana, M. L. T., & Yousaf, Z. (2021). Ethical leadership and knowledge hiding: an intervening and interactional analysis. ***The Service Industries Journal*****,** *41*(5-6), 307-329.
24. **Usman, M.**, Javed, U., Shoukat, A., & Bashir, N. A. (2021). Does meaningful work reduce cyberloafing? Important roles of affective commitment and leader-member exchange. ***Behaviour & Information Technology***, *40*(2), 206-220.
25. Anser, M. K., Yousaf, Z., **Usman, M**., Yousaf, S., Fatima, N., Hussain, H., & Waheed, J. (2021). Strategic business performance through network capability and structural flexibility. ***Management Decision***, *59*(2), 426-445.
26. Ali, M., **Usman, M**., Pham, N. T., Agyemang-Mintah, P., & Akhtar, N. (2020). Being ignored at work: Understanding how and when spiritual leadership curbs workplace ostracism in the hospitality industry. *International Journal of Hospitality Management,* 91. https://doi.org/10.1016/j.ijhm.2020.102696
27. Usman, M., Ali, M., Yousaf, Z., Anwar, F., Waqas, M., & Khan, M. A. S. (2020). The relationship between laissez-faire leadership and burnout: Mediation through work

alienation and the moderating role of political skill. ***Canadian Journal of Administrative Sciences***, *37*(4), 423-434.

28. Ali, M., Aziz, S., Pham, T. N., Babalola, M. T., & **Usman, M.** (2020). A positive human health perspective on how spiritual leadership weaves its influence on employee safety performance: The role of harmonious safety passion. ***Safety Science***, *131*. https://doi.org/10.1016/j.ssci.2020.104923
29. Akhtar, N., Siddiqi, U. I., Akhtar, M. N., **Usman, M.,** & Ahmad, W. (2020). Modeling attitude ambivalence and behavioral outcomes from hotel reviews. *International Journal of Contemporary Hospitality Management*, 32(9), 2831-2855. **Impact Factor: 6.514, ABS ranking = 3, ABDC ranking = A**
30. Akhtar, N., Nadeem Akhtar, M., **Usman, M.**, Ali, M., & Iqbal Siddiqi, U. (2020). COVID-19 restrictions and consumers' psychological reactance toward offline shopping freedom restoration. ***The Service Industries Journal***, *40*(13-14), 891-913.
31. Pham, N. T., Vo-Thanh, T., Shahbaz, M., Huynh, T. L. D., & Usman, M. (2020). Managing environmental challenges: Training as a solution to improve employee green performance. ***Journal of Environmental Management***, *269*. https://doi.org/10.1016/j.jenvman.2020.110781
32. **Usman, M.**, Ahmad, M. I., & Burgoyne, J. (2019). The relationship between intra-firm and inter-firm learning in inter-firm collaboration contexts. ***Canadian Journal of Administrative Sciences,*** *36*(4), 484-497.

Conference papers

1. **Usman, M.**, Khalid, A., Garavan, T., & Ahmad, M. I. (2023). Leader Family Ostracism and its Repercussions for Leaders' Work Role and Frontline Employees. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 13553). Briarcliff Manor.
2. Babalola, M., Pathki, C. S. R., Ren, S., Ali, M., & **Usman, M.** (2023). The Unintended Bright Side: Why and When Follower Unethical Behavior Incite Ethical Leader Behavior. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 17013). Briarcliff Manor, NY.
3. Babalola, M., Qu, Y., Ali, M., Harrison, J. A., & **Usman, M.** (2023). A Reparatory Model of Ethical Silence. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 15875). Briarcliff Manor, NY.
4. Babalola, M., Farasat, M., & Quade, M. (2022). Current Research on Bottom-line Mentality and Future Directions. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 12554). Briarcliff Manor.

5. Babalola, M., Qu, Y., **Usman, M.**, & Ali, M. (2022). Leader Job Insecurity and Leader Self-Serving Behavior. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14831). Briarcliff Manor, NY
6. **Usman, M.**, Shafique, S., Ali, M., & Khalid, A. (2022). Spiritual Leadership and Adaptive Selling: Intervening and Interaction Mechanisms. In Academy of Management Proceedings (Vol. 2022, No. 1, p. 15594). Briarcliff Manor.
7. Ali, M., Akhtar, N., Anwar, F., & **Usman, M.** (2020). Spiritual Leadership and Organizational Citizenship Behavior for the Environment. To be presented at the 80th Annual Meeting *Academy of Management,* Vancouver Canada
8. Anwar, F., Khan, M. A. S., & **Usman, M.,** & Azeem, M. U. (2020). Corporate social responsibility, perceived external prestige and emotional labor: a sequential median model. To be presented at the 80th Annual Meeting *Academy of Management,* Vancouver Canada
9. Pham, N. T., Thanh, T. V., Huynh, T. L. D., Shahbaz, M., & **Usman, M. (2019).** Leadership type and firms' environmental performance. International Congress of Energy, Economy, and Security - ENSCON'19-Autumn | 8-9-10 Kasım 2019: İstanbul Kozyatağı Hilton Hotel, Turkey
10. Saleem, S., Humayun, S., **Usman, M.**, & Bashir, M. (2019). The impact of challenge stressors on employees' identity orientation. FAST Business Research Conference FAST School of Management, National University of Computer and Emerging Sciences, Lahore, Pakistan
11. **Usman, M.,** & Ahmad, M. I. (2018). Does ethical leadership matter for ethical learning? A moderated mediation model of interrelations between ethical leadership and ethical learning, Professionalization and Practice of Medical Leadership Symposium, At Executive Education Centre, Alliance Manchester Business School, The University of Manchester Booth Street West Manchester M13 9SS United Kingdom, 2018.
12. Khan, S., & **Usman, M**. (2018). Personality as a Predictor of Knowledge Hiding Behavior: Case Study of Alpha Electronics. ICBEMM 2018, At Oxford UK
13. **Usman, M.,** & Ahmad, M. I. (2017). Individuals and organisations learning from interfirm collaboration in aviation refueling industry presented in *Academy of Management 77th Conference,* Atlanta, Georgia, USA

Senior Associate Editor

I am currently working as a Senior Associate Editor **at Career Development International (ABS 2, ABDC B and Q1).**

Experience as a Reviewer

1. Human Relations
2. International Journal of Hospitality Management
3. International Journal of Contemporary Hospitality Management
4. Journal of Management and Organization
5. Current Psychology
6. Canadian Journal of Administrative Sciences
7. Psychology Research and Behavior Management
8. Frontiers in Psychology

Computer and Software Skills and Training

- Faculty Development Program of COMSATS Institute of Information Technology Islamabad Campus in August 2007.
- Good knowledge of using Nvivo (qualitative data analysis software) and SPSS, AMOS, SmartPLS, and MPlus