



جامعة عجمان  
AJMAN UNIVERSITY

## Curriculum Vitae Zahid Hameed, PhD

### Academic Rank

Assistant Professor

### Qualifications

- PhD (Management)
- MS (Management sciences)
- MBE (Master in Business Economics)

### Research field(s)

- Leadership
- Human Resource Management
- Organizational Behavior

### Publications *(Last five years)*

- Hameed, Z., Kaur, P., Naeem, R. M., Malik, A., Dhir, A. (2025) "Ethics-centered HRM system and knowledge hiding: The role of psychological contract fulfillment and mindfulness" *Journal of Managerial Psychology* (ahead to print). (Q1; ABS-3).
- Leong, A. M. W., Bai, J. Y., Rasheed, M. I., Hameed, Z., & Okumus, F. (2025). AI disruption threat and employee outcomes: Role of technology insecurity, thriving at work, and trait self-esteem. *International Journal of Hospitality Management*, 126, 104064. (Q1; ABDC-A\*; JCR IF= 10.0).
- Hameed, Z., Garavan, T. N., Naeem, R. M., Burhan, M., Farrukh, M. M., and McCabe, T. (2024). "Subjective Well-Being, Covid-19 and Financial Strain Following Job Loss: Stretching the Role HRM to Focus on People Sustainability Beyond the Workplace" *Asia Pacific Journal of Human Resources*, 62(1), e12384. (Q1; ABS-2; JCR IF= 3.42).
- Hameed, Z., Naeem, R. M., Islam, T., & Alshibani, S. M. (2024). How does CEO ethical leadership transform Saudi SMEs into green firms? A moderated mediation model. *Corporate Social Responsibility and Environmental Management*, 31 (5): p. 3855-3868. (Q1; ABS-1; JCR IF= 9.8).
- Akhtar, N., Islam, T., Hameed, Z., Ghaffar, A., Sharma, A., Kincl, T., & Islam, F. (2024). Unveiling mechanism of SNSs addiction on wellbeing: the moderating role of loneliness and social anxiety. *Behaviour & Information Technology*, 1-20. (Q1; ABDC-A; JCR IF= 2.9).
- Islam, F., Ghaffar, A., Islam, T., Sharma, S., Kincl, T., & Hameed, Z. (2024). Consequences of TV morning show consumption among female muslim millennials in Pakistan during COVID-19: Based on the stress-strain model. *Contemporary Islam*, 1-26. (Q1; JCR IF= 1.0).

- Akhtar, N., Hameed, Z., Islam, T., Pant, M, K., & Sharma, A. (2024). Avatars of influence: Understanding how virtual influencers trigger consumer engagement on online booking platforms. *Journal of Retailing and Consumer Services*, (78), p. 103742. (Q1; ABDC-A; JCR IF= 11.0).
- Akhtar, N., Ittefaq, H., Siddiqi, U. I., Islam, T., Hameed, Z., & Kuzior, A. (2024). Zero-COVID and retail: Using multi-wave data to examine the role of perceived risk and psychological factors in shopping abandonment. *Journal of Retailing and Consumer Services*, 78, 103737. (Q1; ABDC-A; JCR IF= 11.0).
- Rasheed, M. I., Hameed, Z., Kaur, P., and Dhir, A. (2024). "Too Sleepy to Be Innovative? Ethical Leadership and Employee Service Innovation Behavior: A Dual-Path Model Moderated by Sleep Quality," *Human Relations*. 77(6), 739-767. (Q1; FT50; ABS-4; ABDC-A\*; JCR IF= 5.66).
- Naeem, R. M., Weng, Q., Hameed, Z., Arian, G. A., and Islam, Z. U. (2024). "Supervisor Incivility and Counterproductive Work Behavior: The Role of Job and Personal Resources" *Personnel Review*. (53(4), 857-876. (Q2; ABS-2; ABDC-A; JCR IF= 3.32).
- Khizar, H. M. U., Iqbal, J., Khalid, J., and Hameed, Z. (2024). "Unlocking the Complementary Effects of Multiple Strategic Orientations on Firm Performance: An Interplay of Entrepreneurial, Sustainability, and Market Orientation," *Kybernetes*. 53(6), 1939-1957. (Q2; ABS-1; JCR IF= 2.35).
- Khan, I. U., Hameed, Z., Khan, S. U., & Khan, M. A. (2024). Green banking practices, bank reputation, and environmental awareness: evidence from Islamic banks in a developing economy. *Environment, Development and Sustainability*, 26(6), 16073-16093, (Q1; JCR IF= 4.08).
- Hameed, Z., Naeem, R. M., Mishra, P., Varun, C., and Areej, M. (2023). "Ethical Leadership and Environmental Performance: The Role of Green It Capital, Green Technology Innovation, and Technological Orientation" *Technological forecasting & social change*, 194, 122739 (Q1; ABS-3; ABDC-A; JCR IF= 12.9).
- Shillamkwese, S. S., Weng, Q., Butt, H. P., Tariq, H., & Hameed, Z. (2023). From a restless pillow to a ruffled mind: testing a moderated mediation model of off-the-job antecedents of abusive supervision. *International Journal of Conflict Management*. 34(3), 511-544. (Q2; ABS-2; ABDC-A; JCR IF= 2.55).
- Moin, M.F., Spagnoli, P., Khan, A.N., Hameed, Z. (2023). "Challenge-hindrance stressors and service employees job outcomes". *Current Psychology*. 42(28), 24623-24634. (Q2; JCR IF= 2.38).
- Hameed, Z., Naeem, R. M., Hassan, M., Naeem, M., Nazim, M., & Maqbool, A. (2022). "How GHRM is related to green creativity? A moderated mediation model of green transformational leadership and green perceived organizational support. *International Journal of Manpower*. 43 (3): 595-613. (Q2; ABS-2; ABDC-A; JCR IF= 3.29).
- Burhan, M., Tariq, H., Hameed, Z., Naeem, R. N. (2022). "The role of contextual factors in shaping HRM formality in SMEs" *Employee Relations*. 45(2), 345-365. (Q2; ABS-2; JCR IF= 2.68).
- Sotirios Zygiaris, Zahid Hameed\*, Mubarak Ayidh Alsubaie, and Shafiq Ur Rehman. (2022). Service Quality and Customer Satisfaction in the Post-Pandemic World: A Study of Saudi Auto Care Industry. *Frontiers in Psychology*. 13, 842141. (Q1; JCR IF= 4.23).
- Khan, I. U., Hameed, Z., Khan, S. N., Khan, S. U., & Khan, M. T. (2022). Exploring the Effects of Culture on Acceptance of Online Banking: A Comparative Study of Pakistan and Turkey by Using the Extended UTAUT Model. *Journal of Internet Commerce*, 21(2), 183-216. ABDC=B, (Q2)

- Umer, M., Sadiq, S., Missen, S. M. M., Hameed, Z., Aslam, A., Siddique, A. M., Nappi, M. (2021). "Scientific papers citation analysis using textual features and SMOTE resampling techniques." *Pattern Recognition Letters*, 150: 250-257. (Q1; JCR IF= 4.74).
- Naeem, R.M., Channa, K. A., Hameed, Z\*, Arain, G. A., & Islam, Z. U. (2021). The future of your job represents your future: A moderated-mediation model of transformational leadership and job crafting. *Personnel review*. 50:1, 207-224. (Q2; ABS-2; ABDC-A; JCR IF= 3.32).
- Moin, M. F., Omar, M. K., Wei, F., Rasheed, M. I., & Hameed, Z. (2021). "Green HRM and psychological safety: How transformational leadership drives follower's job satisfaction" *Current Issues in Tourism*. 24(16), 2269-2277. (Q1; ABS-2; ABDC-A; JCR IF= 7.56).
- Ullah Khan, S., Xiangdong, L., Khan, I. U., Cheng, L., Hameed, Z. (2021). "Understanding Uncertainty Dimensions and Internet Stock Trading Service in China from a Social Cognitive Perspective." *Information Technology & People*. 34:2, 812-823. (Q1; ABS-3; ABDC-A; JCR IF= 4.48).
- Hameed, Z., Khan, I. U., Islam, T., Sheikh, Z., & Naeem, R. M. (2020). "Do green HRM practices influence employees' environmental performance?" *International Journal of Manpower*. 41:7, 1061-1079. (Q2; ABS-2; ABDC-A; JCR IF= 3.29).
- Burhan, M., Swailes, S., Hameed, Z., & Ali, I. (2020). "HRM formality differences in Pakistani SMEs: A three sector comparative study" *Employee Relations*. 42:6, 1513-1529. (Q2; ABS-2; JCR IF= 2.68).
- Rasheed, M. I., Okumus, F., Weng, Q., & Hameed, Z. (2020). "When and how career adaptability mitigates employee turnover intentions: the role of perceived career opportunities in the hospitality industry" *Journal of Hospitality and Tourism Management*. 44: 98-107. (Q1; ABDC-A; JCR IF= 7.63).
- Naeem, R. M., Weng, Q., Hameed, Z. Rasheed, I. (2020). Ethical leadership and work engagement: A moderated mediation model. *Ethics and behavior*. 30:1, 63-82. (Q2; JCR IF= 2.14).
- Naeem, M., Weng, A, Ali., Hameed, Z. (2020). "Linking Family Incivility to Workplace Incivility: Mediating Role of Negative Emotions and Moderating Role of Self-Efficacy for Emotional Regulation". *Asian Journal of Social Psychology*. 23 (1), 69-81. (Q2; JCR IF= 2.10).
- Yousaf, S., Rasheed, M. I., Hameed, Z., & Luqman, A. (2020). "Occupational stress and its outcomes: the role of work-social support in the hospitality industry". *Personnel Review*. 49 (3), 755-773. (Q2; ABS-2; ABDC-A; JCR IF= 3.32).
- Naeem, M., Weng, Q., A, Ali., Hameed, Z. (2019). "An Eye for An Eye: Does Subordinates' Negative Workplace Gossip Lead to Supervisor Abuse". *Personnel Review*. 49 (1), 284-302. (Q2; ABS-2; ABDC-A; JCR IF= 3.32).
- Hameed, Z., Khan, I. U., Sheikh, Z., Islam, T., Rasheed, I., & Naeem, R. M. (2019). "Organizational Justice and Knowledge Sharing Behavior: The Role of Psychological Ownership and Perceived Organizational Support". *Personnel Review*, 48(3). (Q2; ABS-2; ABDC-A; JCR IF= 3.32).
- Sheikh, Z., Yezheng, L., Islam, T., Hameed, Z., & Khan, I. U. (2019). "Impact of social commerce constructs and social support on social commerce intentions." *Information Technology & People*, 32(1): 68-93. (Q1; ABS-3; ABDC-A; JCR IF= 4.48).

- Islam, T., Attiq, S., Hameed, Z., Khokher, N., & Sheikh, Z. (2019). "The Impact of Self-congruity (Symbolic and Functional) on the Brand Hate: A Study Based on Self-congruity Theory." *British Food Journal*, 121(1): 71-88. (Q2; ABDC-A; JCR IF= 3.22).

## Courses Taught (Last five years)

- Human Resource Management
- Organizational development and change
- Recruitment and selection
- Human resource information system
- Organizational Behavior
- International Human Resource Management
- Leadership and Organizational Behavior
- Training and Development for Human Resource
- Organizational Theory and Design
- Recruitment and Selection
- Introduction to Management
- Strategic management
- Negotiation and conflict management

## Professional Experience

- Conference Organizer (1<sup>st</sup> international conference on business and management, KFUEIT, PAK)
- HR consultant (Avanza Solutions, PAK)

## Committees Work

- Faculty & Staff Affairs Committee (Member).
- Academic Reputation Task Force (Member)
- International Accreditation Committee (Member)
- College Research Committee (Member)
- Task Force for Charities and NGOs Outreach (Chair)

## Honors and Awards

- I have published my research in the leading journals including the human relation journal (ABDC-A\*, FT50, ABS-4, Q1), international journal of hospitality management (ABDC-A\*, ABS=3, Q1) International journal of manpower (A, Q1, ABS=2) and Personnel Review (A, Q2, ABS= 2).
- I got fully funded scholarship from the Chinese government to peruse my PhD in top rank university of China
- I have supervised the MS & PhD students in their projects/thesis during my tenure as an Assistant professor
- I got a research grant (PKR. 07 million) from the Higher Education Commission of Pakistan to complete research project on leadership and employee outcomes
- I got Prince Mohammad bin Fahd University Research Grant SAR20000 AY 2022-2024.

## Other Contributions and Achievements

- Seven years of teaching experience at the undergraduate and graduate levels in the universities of PAK, KSA and UAE.
- Advisor board member (management science journal)
- Reviewer (tourism review)
- Reviewer (tourism management)
- Reviewer (human resource management journal)
- Reviewer (Personnel review)
- Reviewer (international journal of manpower)
- Reviewer (Academy of Management)
- Reviewer (human relations)
- Journal of organizational behavior
- Reviewer (international journal of conflict management)

### Training

- 2023: How to conduct experimental research
- 2022: A series of workshop on analyzing data using simple and Hierarchical regression
- 2021: How to choose research topic
- 2020: How to publish in top-tier journals