CUST OB & HR Research Group

GROUP INTRODUCTION

This group mainly focuses on research regarding organizational issues across various industries and occupational groups in Pakistan. The specific studies on leadership, workplace conflict, employee attitude and behavior are conducted to link the issues with organizational performance. The group also regularly organizes research workshops for the benefit of upcoming researchers and scholars. The group consists of PhD/MS students of HR domain and is also working on various issues relating to employees and workplace issues in Pakistan.

GROUP HEAD

Dr. Sajid Bashir

Dr. Sajid Bashir received his PhD in Human resource Management from Muhammad Ali Jinnah University, Islamabad Pakistan. He is recipient of HEC's outstanding research award for the year 2011. His research interests include personality, employee attitudes, and application of Human Resource Management in various sectors like Public Administration, Project Management, Health Care Management and Hospitality Management. He has published in the American Review of Public Administration, Learning and Individual Differences, Leadership and Organizational Development, International Journal of Hospitality Management and the International journal of Project Management amongst others.

RESEARCH AREAS

- Organizational Behavior.
- Human Resource Management.
- Workplace Safety.
- Employee Attitude and Behavior.
- Stigma at Workplace.
- Group Dynamics.
- Leadership.
- Environment at Workplace

CURRENT Ph.D. STUDENTS

- Mumahhamd Mubashar Hasan
- Sana Aroos Khattak
- Erum Ishaq
- Usman Baig
- Ramsha Zakariya
- Ghulfam Murtaza
- Maria Mashkoor
- Muhammad Irshad
- Mehtab Yasin

PhD ALUMNI

Dr. Noreen Fatima

Thesis Title: An Integrated Framework For Antecedents And Consequences Of Abusive Supervision: Test Of Multilevel Model, **Year: 2018**

Dr. Basharat Javed

Thesis Title:, Positive Psychological States And Innovative Work Behavior: The Role Of Relational Leader Ship, **Year: 2018**

Dr. Khanza Zaman

Thesis Title: Modeling The Relationship Between Consumer Social Responsibility and Preference for Social Friendly Products with Facilitating Role Of Religiosity: A perspective Study Using Theory Of Planned Behavior, **Year: 2018**

Dr. Shazia Faiz

Thesis Title: Perception Of Politics Curat's Egg: Developing A Dual Path Model To Examine Positive And Negative Outcomes, **Year: 2017**

Dr. Sadia Shaheen

Thesis Title: Using Organizational Cronyism As An Explanatory Mechanism In The Relationship Between Leader Member Exchange, Psychological Contracts and Outcomes; Moderating Role of Culture, **Year: 2017**

Dr. Filza Hameed

Thesis Title: Impact Of Personality On Adaptive Performance With Mediating Role Of Emotional Labor: Testing A Mediated Moderated Model Among Front-Line Female Hospitality Industry Employees In Pakistan, **Year: 2016**

Dr. Muhammad Saramd

Thesis Title: Impact Of Nurses Personality On Patients Satisfaction: An Occupational Focus On Mediating And Moderating Mechanisms, **Year: 2016**

Dr. Ayesha Noor

Thesis Title: Determinants and Outcomes of Internalized And Social Stigma In The Workplace, **Year: 2015**

Selected Publications

- N. Kanwal, M. S. Zafar, and S. Bashir, "The combined effects of managerial control, resource commitment, and top management support on the successful delivery of information systems projects," **International Journal of Project Management**, vol. 35, no. 8, pp. 1459–1465, 2017.

- S. Shaheen, S. Bashir, and A. K. Khan, "Examining organizational cronyism as an antecedent of workplace deviance in public sector organizations," **Public Personnel Management**, vol. 46, no. 3, pp. 308–323, 2017.

- M. M. Hassan, S. Bashir, and S. M. Abbas, "The impact of project managers personality on project success in NGOs: The mediating role of transformational leadership," **Project Management Journal**, vol. 48, no. 2, pp. 74–87, 2017.

- B. Javed, A. A. Khan, S. Bashir, and S. Arjoon, "Impact of ethical leadership oncreativity: the role of psychological empowerment," **Current Issues in Tourism**, vol. 20, no. 8, pp. 839–851, 2017.

- B. Javed, S. Bashir, M. Y. A. Rawwas, and S. Arjoon, "Islamic work ethic, innovative work behaviour, and adaptive performance: the mediating mechanism and an interacting effect," **Current Issues in Tourism**, vol. 20, no. 6, pp. 647–663, 2017.

- A. Noor, S. Bashir, and V. A. Earnshaw, "Bullying, internalized hepatitis (Hepatitis C virus) stigma, and self-esteem: Does spirituality curtail the relationship in the workplace," **Journal of Health Psychology**, vol. 21, no. 9, pp. 1860–1869, 2016.

- M. Sarmad and S. Bashir, "Impact of nursespersonality on patientssatisfaction; an occupational focus on spirituality at work as moderator", **Abasyn University Journal of Social Sciences**, vol. 9, no. 1, pp. 69–85, 2016.

- M. M. Hassan, S. Bashir, and P. Mussel, "Personality, learning, and the mediating role of epistemic curiosity: A case of continuing education in medical physicians", **Learning and Individual Differences**, vol. 42, pp. 83–89, 2015.

- M. Z. Mirza and S. Bashir, "Workers' 9/11 in Pakistan: Neglected sparks causing conflagration", **International Journal of Occupational Safety and Ergonomics**, vol. 21, no. 3, pp. 405–410, 2015.

- S. M. M. R. Naqvi and S. Bashir, "IT-expert retention through organizational commitment: A study of public sector information technology professionals in Pakistan", **Applied Computing and Informatics**, vol. 11, no. 1, pp. 60–75, 2015.

- S. Bashir and M. Nasir, "Breach of psychological contract, organizational cynicism and union commitment: A study of hospitality industry in Pakistan", **International Journal of Hospitality Management**, vol. 34, pp. 61–65, 2013.