



DR. SYED IMAD SHAH

ASSISTANT PROFESSOR

Profile

Greetings! As an experienced academic with 20+ years of teaching, I specialize in university-level education. Holding a Ph.D. in Entrepreneurial Leadership from The University of Essex, I have published 22+ research articles, including in high-impact journals. Additionally, I have supervised numerous PhD and M.Phil. scholars, secured project grants, and conducted multiple professional trainings. Through my academic research skills, proficient communication, and teaching prowess, I strive to make a positive impact in my field with a passion for knowledge dissemination.

Education

PhD

University of Essex

2013

MBA (IT as Major)

Institute of Management Studies

University of Peshawar

2003

B.Sc. Hons (Management Sciences)

Institute of Management Studies

University of Peshawar

2002

Experience

University of Peshawar

Assistant Professor

Institute of Management Studies

2013 till date

Essex University

Assistant Area Coordinator

2012

Project Coordinator Career

Development Center

2011

Module leader and GTA BE210

2010

Assistant Online Developer

ERASMUS Project

2009

Contact

Phone



+92-3339288420

Email



imad__shah@hotmail.com

imad_shah@uop.edu.pk

Address



Institute of Management Studies

University of Peshawar

KP, Paksitan

Expertise

- University Teaching
- Academic Research
- PhD/M.Phil Supervision
- Reviewer for prestigious journals, and PhD/M.Phil external evaluator
- Publications in Leadership/Entrepreneurship/ Organizational Behavior
- Coaching and Mentoring

References

Dr. Zia Obaid, Associate Professor at Institute of Management Studies, University of Peshawar, Pakistan.

Email: zia_obaid@hotmail.com
ziaobaid@uop.edu.pk

Dr. Ping Zheng, Senior Lecturer at Christ Church Business School, Canterbury Christ Church University, UK.

Email: ping.zheng@canterbury.ac.uk

Hazara University

Lecturer

Management Science Department

2007 - 2008

Sarhad University

Visiting Lecturer

Management Science Department

2006 - 2007

Gandhara University

Visiting Lecturer

Management Science Department

2005 - 2007

Professionals' Academy of Commerce

Lecturer/IT Manager

Coordinator ACCA

2003 - 2005

Publications

1. Ali Muhammad and Syed Imad Shah (2015), Examining the Decisive Factors in Return Decisions Among Asylum Seekers: Evidence from the UK, Journal of European Studies, vol 31, Issue 2, p85-100, ISSN: 0258-9680, <https://ojs.asce-uok.edu.pk/index.php/JES/article/view/66>, (HEC Y Category).
2. ShafiqurRehman, MushtaqurRehman, Ali Muhammad, and Syed Imad Shah (2015), Determinants of Capital Structure During the Crisis Period: Evidence From the Recent Financial Crisis (2007-2009), Pakistan Business Review, Vol 17, Issue 3, p468-486, ISSN: 1561-8706, <https://journals.iobmresearch.com/index.php/PBR/article/view/308>, (HEC X Category).
3. Mohammad Daud Ali, Syed Imad Shah, Shahid Jan, & Muhammad Ilyas (2015), The effect of organizational innovation and organizational learning on organizational performance, Journal of Business and Tourism, Vol 1, No 2, p 27-37, ISSN: 2520-0793, Online ISSN: 2521-0548, <https://jbt.org.pk/archives-papers?id=2>, (HEC Y Category).
4. Syed Imad Shah, Ali Muhammad, & Shafiq ur Rehman (2016), Entrepreneurial Leadership in the University Context: Reality Or Myth? Evidence from Pakistan, Pakistan Business Review, Vol 17, Issue 4, p863-890, ISSN: 1561-8706, <https://journals.iobmresearch.com/index.php/PBR/article/view/555>, (HEC X Category).
5. Syed Imad Shah, Asad Shahjehan, and Bilal Afsar (2016), The Façade of Voice Opportunity and Intragroup Conflict, Makara Hubs-Asia, Vol 20, Issue 2, p101-108, ISSN: 2355-794X, Online ISSN: 2406-9183, Doi: <https://doi.org/10.7454/mssh.v20i2.3491>, ISI Master List Emerging Sources (Best paper award), (HEC Y Category).
6. Mohammad Daud Ali and Syed Imad Shah (2017), The challenges to the diffusion of innovation in small and medium enterprises in Khyber Pakhtunkhwa, Pakistan, Journal of Managerial Sciences, pp.425-442, Vol 11, No 3 (Special Edition) (GDHEC 2017), ISSN: 1992-4364, Online ISSN: 1998-4642, Link: <https://www.qurtuba.edu.pk/jms/GDHEC.htm>, (HEC Y Category).
7. Bilal Afsar, Asad Shahjehan, and Syed Imad Shah (2018), Frontline employees' high performance work practices, trust in supervisor, job-embeddedness and turnover intentions in hospitality Industry, International Journal of Contemporary Hospitality Management, Vol 30, Issue 3, pp.1436-1452, ISSN: 0959-6119, <https://doi.org/10.1108/IJCHM-11-2016-0633>, 6.514 Impact Factor, (HEC W Category).

8. Syed Imad Shah, Asad Shahjehan, and Bilal Afsar (2019), Determinants of entrepreneurial university culture under unfavourable conditions: Findings from a developing country, *Higher Education Policy*, Vol 32, Issue 2, pp.249-271, ISSN: 0952-8733, <https://doi.org/10.1057/s41307-018-0083-y>, 2.629 Impact Factor, (HEC W Category).
9. Mohammad Daud Ali, Syed Imad Shah, & Muhammad Tariq (2019), Marketing in the green: A description of direct selling, and relationship marketing in Malaysian Jungles, *Journal of Business and Tourism*, Vol 5, No 1, pp. 135-139, ISSN: 2520-0793, Online ISSN: 2521-0548, Link: <https://jbt.org.pk/index.php/jbt/issue/view/9>, (HEC Y Category).
10. Bilal Afsar, Asad Shahjehan, Syed Imad Shah, and Anees Wajid (2019), The mediating role of transformational leadership in the relationship between cultural intelligence and employee voice behaviour: A case of hotel employees, *International Journal of Intercultural Relations*, Vol 69, Issue 1, pp. 66-75, ISSN: 0147-1767, <https://doi.org/10.1016/j.ijintrel.2019.01.001>, 2.667 Impact Factor, (HEC W Category).
11. Bilal Bin Saeed, Bilal Afsar, Asad Shahjehan, and Syed Imad Shah, (2019), Does transformational leadership foster innovative work behaviour? The roles of psychological empowerment, intrinsic motivation, and creative process engagement, *Ekonomiska Istraživanja / Economic Research*, pp.254-281, Vol 32, Issue 1, Print ISSN: 1331-677X, Online ISSN: 1848-9664, <https://doi.org/10.1080/1331677X.2018.1556108>, 3.034 Impact Factor, (HEC W Category).
12. Asad Shahjehan, Bilal Afsar, and Syed Imad Shah (2019), Is organizational commitment-job satisfaction relationship necessary for organizational commitment-citizenship behaviour relationships? A Meta-Analytical Necessary Condition Analysis, *Ekonomiska Istraživanja / Economic Research*, pp. 2657-2679, Vol.32, Issue 1, Print ISSN: 1331-677X, Online ISSN: 1848-9664, <https://doi.org/10.1016/j.ijintrel.2019.01.001>, 3.034 Impact Factor, (HEC W Category).
13. Bilal Afsar, Asad Shahjehan, Sajjad Ahmad Afridi, Syed Imad Shah, Bilal Bin Saeed, and Shakir Hafeez (2019), How moral efficacy and moral attentiveness moderate the effect of abusive supervision on moral courage?, *Ekonomiska Istraživanja / Economic Research*, Vol32, Issue 1, pp. 3437-3456, Print ISSN: 1331-677X, Online ISSN: 1848-9664, <https://doi.org/10.1080/1331677X.2019.1663437>, 3.034 Impact Factor, (HEC W Category).
14. Syed Imad Shah, Asad Shahjehan, Mohammad Daud Ali, and Humera Manzoor (2019), Effect of entrepreneurial risk perception on entrepreneurial intention with the mediating role of perceived behavioural control, *International Journal of Management Research and Emerging Sciences*, Vol 9, Issue 1, pp. 140-148, Print ISSN: 2223-5604, Online ISSN: 2313-7738, <http://ijmres.pk/vol-9-1-2019/>. (HEC Y Category).
15. Syed Imad Shah, Asad Shahjehan, Bilal Afsar, Sajjad Ahmad Afridi, & Bilal Bin Saeed (2020), The dynamics of leader technical competence, subordinate learning, and innovative work behaviors in high-tech, knowledge-based industry, *Economic Research-Ekonomiska Istraživanja*, Vol33, Issue 1, pp. 623-638, Print ISSN: 1331-677X, Online ISSN: 1848-9664, <https://doi.org/10.1080/1331677X.2019.1699140>, 3.034 Impact Factor, (HEC W Category).
16. Syed Imad Shah, Asad Shahjehan, & Bilal Afsar (2020), Unique contextual conditions affecting co-worker knowledge sharing and employee innovative work behaviors, *Journal of Work and Organizational Psychology - Revista de Psicología del Trabajo y de las Organizaciones*, Vol 36, No. 2, pp. 125-134, Print ISSN: 1576-5962, Online ISSN: 2174-0534, DOI: <https://doi.org/10.5093/jwop2020a12>, 2.478 Impact Factor, (HEC X Category).

17. Syed Imad Shah, Asad Shahjehan, Mohammad Daud Ali, & HumeraManzoor (2020), Citizenship-behavior and workplace-withdrawal: Distinguishing between the organizational and job-based turnover intentions in nurses, *International Journal of Psychosocial Rehabilitation*, Vol 24, Issue 8, pp. 427-438, <https://www.psychosocial.com/article/PR280041/15155/>, Print ISSN: 1475-7192.
18. Saleemullah Khan & Syed Imad Shah (2020), Effect of Government support on Entrepreneurial Culture: Moderating role of Education institutions support in Pakistan, *NICE Research Journal*, Vol 13, Issue 1, pp. 158-180 ISSN: 2219-4282, <https://nicerjss.com/index.php/JFME/issue/view/11>, (HEC Y Category).
19. Ali Muhammad, Jehangir Zeb Khan, Syed Imad Shah, and Murad Ali (2020), Exploring challenges and opportunities of the new social entrepreneurs: The case of indigenous musicpreneurs in KP Pakistan, *Journal of Entrepreneurship in Emerging Economies*, Vol 13, Issue 5, pp. 904-921, ISSN: 2053-4604, Published online ahead of print: October 6, 2020, <https://doi.org/10.1108/JEEE-03-2020-0063>, (HEC X Category).
20. Ali Muhammad, Syed Imad Shah, and Haseeb ur Rahman (2020), Examining work outcome and organizational justice: The moderating role of Islamic work ethic, *International Review of Social Sciences*, Vol 8, Issue 9, pp. 73-86, ISSN: 2309-0081, <https://irss.academyirmbr.com/archives2.php?vol=8&ver=9&yea=2020>, (HEC Y Category).
21. Asad Shahjehan, Syed Imad Shah, Javeria Andleeb Quershi, and Anees Wajid (2021), A meta-analysis of smartphone addiction and behavioral outcomes, *International Journal of Management Studies*, Vol 28, Issue 2, pp 103-125, ISSN: 2232-1608, ISSN Online: 2180-2467, <https://doi.org/10.32890/ijms2021.28.2.5>, (HEC Y Category).
22. Saleem Ullah Khan, Syed Imad Shah, and Ali Muhammad (2021), Effect of Environment on Entrepreneurial Culture with Mediating Role of Opportunity Creation, *Journal of Management Research*, Vol 7, Issue 3, pp 121-132, ISSN: 2617-0361, <http://jmgtr.com/newjmr/index.php/jmr/article/view/147>(HEC Y Category).
23. Asad Shahjehan, Syed Imad Shah, & Bilal Afsar (2020), The moderating effect of defensive voice belief on the curvilinear relationship between organizational identification and voice behavior in the hospitality industry, *Current Psychology*, Vol 41, Issue 4, pp. 2418-2430, Print ISSN: 1046-1310, Online ISSN: 1936-4733, <https://doi.org/10.1007/s12144-020-00768-3>, 4.297 Impact Factor, Published online ahead of print: April 30, 2020, (HEC X Category).
24. Syed Imad Shah, Asad Shahjehan, and Bilal Afsar (2022), Leading Machiavellians On the Road to Better Organizational Behavior, *Personnel Review*, Vol 51, Issue 5, pp. 1604-1626, ISSN: 0048-3486, <https://doi.org/10.1108/PR-04-2020-0304>, 3.228 Impact Factor (HEC W Category).
25. Saleem Ullah Khan, Syed Imad Shah, and Muhammad Daud Ali (2022), Understanding the Entrepreneurial Motivations and Barriers for Aspiring Entrepreneurs: A Case of Religious Education Institutions' Students in Pakistan, *Journal of Management Research*, Vol 8, Issue 2, pp 96-128, ISSN: 2617-0361, <http://jmgtr.com/newjmr/index.php/jmr/article/view/192>(HEC Y Category)

Book Chapter

Afsar, B., Shahjehan, A., & Shah, I. (2018). Chapter 10. Leadership and employee pro-environmental behaviours. *Research Handbook on Employee Pro-Environmental Behaviour*, 185-209. Victoria Wells & Diana Gregory-Smith & Danae Manika ISBN: 978-1-78643-282-7, ISBN (ebook): 978-1-78643-283-4. Edward Elgar Publishing, DOI: <https://doi.org/10.4337/9781786432834>.

Supervision

Supervised two PhD's and numerous M.Phil. scholars to completion of their research.

Projects

- Co-PI on the Local Challenge Fund (LFC-HEDP) grant by HEC titled 'Implementing Community Based Rural Homestay Tourism in Paksitan'. Award ref no: 20-LCF-289/RGM/R&ID/HEC/2021.
- Co-PI on the Thematic Research grants Program titled 'Understanding the Importance of Core Soft Skills for University Graduates in Pakistan'. Award ref no: 6(05)/Acad/SS&H/HEC/2018/77.
- Project Consultant for DFID Funded Project titled 'Food Assistance for Assets (FFA) Early Recovery Programme' conducted in the North & South Waziristan Districts of Pakistan. Reference No: ERP/IMStudies/FFA/DFID/Donor Report/NW&SW.

Trainings Conducted

- Leading Machiavellians on a Road to Better Organizational Behavior to Pakistan Air force Education Officers in their Organizational Management Course.
- The Dark Side of Personality, Leading Machiavellians, The Facade of Voice Opportunity, Casestudy Research, Critical Literature Review, and Entrepreneurial Universities to the faculty of 11 KP universities as part of a project by UNSEFP titled '.....'.
- Communication Skills and Report Writing to Staff of FATA Disaster Management Authority (FDMA), Sponsored by Swiss Agency for Development and Co-operation.
- Innovation and Creativity to faculty of University of Peshawar, organized by Office for Research Innovation and Commercialization (ORIC).
- Administrative Skills Training to faculty of Sarhad University of Information Technology.
- Qualitative Research Methods to faculty and students at Baragali Summer camp.
- Capacity Building of FATA Youth, IMS Project sponsored by UNDP.
- Co-lead in training Resident Assistants for Resident Support Network Induction Program, University of Essex.

Administrative/Managerial Experience

- Coordinator BBA Program, Institute of Management Studies, University of Peshawar.
- Coordinator Business School Accreditation, Institute of Management Studies, University of Peshawar.
- Coordinator BBA and ACCA Course Mapping and Paper Exemption Collaboration at Institute of Management Studies, University of Peshawar.
- Assistant Area Coordinator for the Residents' Support Network, Southend Campus, University of Essex.
- Assistant Project Coordinator for the Career Centre, Southend Campus, University of Essex.
- Director Academics/ Managing Partner at the Management Sciences Dept., NCS University System.