

Muhammad Usman

Associate Professor

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Contact:



About

Dr. Muhammad Usman is working as Associate Professor in the NUST Business School. Dr. Muhammad Usman has a PhD in Leadership And Marketing. Dr. Muhammad Usman has published 36 research articles & conference papers having a citation count of 1332, carried out 1 projects and filed 0 intellectual property.

Qualifications

PhD in Leadership And Marketing University of Lancaster , Pakistan	2009 - 2014
MS in Information Technology University of Lancaster , United Kingdom	2008 - 2009
MBA in Marketing Quaid-i-Azam University , Pakistan	1997 - 1999
BSc in Mathematics BZU, Multan , Pakistan	1994 - 1996

Experience

Associate Professor NUST Business School	2023- Present
Associate Professor NUST Business School	2021 - 2023
Assistant Professor COMSATS University Islamabad , Raiwind Road Lahore	2014 - 2021
Lecturer COMSATS University Islamabad , Raiwind Road Lahore	2007 - 2008
Lecturer University of the Punjab , Lahore	2002 - 2005
Lecturer The University of Lahore , Raiwind Road Lahore	2001 - 2002

Awards

Industry Projects

National Projects

International Projects

Consultancy on Re-integration of Pakistani Returnees through Business Development Mentorship and in-kind Support- Work Package 3 Client: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Amount: PKR 6,110,000.00 Status: Completed	2023
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Research Articles

Unlearning in service contexts: a moderated-mediation model	2025
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Michael Yao-Ping Peng Owais Anwar Golra Majid Khan Thomas Garavan Yong-Sheng Chang Hafiz Muhammad Usman
Service Industries Journal, Volume: 45, Issue:02, Pages:256-276

Impact Factor: 7.4 | **Quartile:** 1 | **Citations:** 5

DOI: 10.1080/02642069.2023.2209930

Seeing Others' Side to Serve: Understanding How and When Servant Leadership Impacts Employee Knowledge-Hiding Behaviors

2024

Muhammad Usman Moazzam Ali Gbemisola T. Soetan Oluremi B. Ayoko Aykut Berber

Human Relations, Volume 77, Issue 1

Impact Factor: 5.658 | **Quartile:** 1 | **Citations:** 45

DOI: 10.1177/00187267221125353

Conquering precarious work through inclusive leadership: Important roles of structural empowerment and leader political skill

2023

Jintao Lu Zijun Guo Muhammad Usman Jiaojiao Qu Zeeshan Fareed

Human Relations, Pages 1-23

Impact Factor: 5.7 | **Quartile:** 1 | **Citations:** 22

DOI: doi.org/10.1177/00187267231186929

Can HR managers as ethical leaders cure the menace of precarious work? Important roles of sustainable HRM and HR manager political skill

2023

Majid Khan Muhammad Usman Imran Shafique Chidiebere Ogbonnaya Hamid Roodbari

International Journal of Human Resource Management, Pages 1-27

Impact Factor: 5.6 | **Quartile:** 2 | **Citations:** 12

DOI: https://doi.org/10.1080/09585192.2023.2241821

Socially responsible human resources management and employee retention: The roles of shared value, relationship satisfaction, and servant leadership

2023

Nhat Tan Pham Tran Hoang Tuan Tri Dinh Le Phuong Ngoc Duy Nguyen Muhammad Usman Gleriani Torres Carbone Ferreira

Journal of Cleaner Production, Volume 414, Article Number 137704

Impact Factor: 11.072 | **Quartile:** 1 | **Citations:** 15

DOI: 10.1016/j.jclepro.2023.137704

Common good human resource management, ethical employee behaviors, and organizational citizenship behaviors toward the individual

2023

Nhat Tan Pham Charbel Jose Chiappetta Jabbour Vijay Pereira Muhammad Usman Moazzam Ali Tan Vo-Thanh

Human Resource Management Journal, Pages 1-24

Impact Factor: 5.667 | **Quartile:** 1 | **Citations:** 42

DOI: 10.1111/1748-8583.12493

Death anxiety among street-level bureaucrats: How does it affect their work drive and performance?

2022

Chidebere Ogbonnaya Moazzam Ali Muhammad Usman Mayowa T. Babalola Shuang Ren Yasin Rofcanin

Public Management Review, Pages 1-21

Impact Factor: 6.004 | **Quartile:** 1 | **Citations:** 8

DOI: 10.1080/14719037.2022.2161007

Investigating employees' deviant work behavior in the hotel industry during COVID-19: Empirical evidence from an emerging country

2022

ThacDang-Van Tan Vo-Thanh Muhammad Usman Ninh Nguyen

Tourism Management Perspectives, Volume 44, Article Number 101042

Impact Factor: 7.608 | **Quartile:** 1 | **Citations:** 13

DOI: https://doi.org/10.1016/j.tmp.2022.101042

Toward a more sustainable environment: Understanding why and when green training promotes employees' eco-friendly behaviors outside of work

2022

Muhammad Usman Yasin Rofcanin Moazzam Ali Chidebere Ogbonnaya Mayowa T. Babalola

Human Resource Management, Volume:62, Issue:03, Pages 355-371

Impact Factor: 6.235 | **Quartile:** 1 | **Citations:** 73

DOI: https://doi.org/10.1002/hrm.22148

Fueling the spirit of care to surmount hazing: foregrounding the role of spiritual leadership in inhibiting hazing in the hospitality context

2022

Moazzam Ali Muhammad Usman Imran Shafique Thomas Garavan Muhammad Muavia

International Journal of Contemporary Hospitality Management, Pages 1-19

Impact Factor: 6.514 | **Quartile:** 1 | **Citations:** 31

DOI: 10.1108/IJCHM-09-2021-1087	
The role of ethical leadership in enhancing exploitative and explorative learning simultaneously: what does it matter if employees view work as central? <i>Moazzam Ali Yuanmei (Elly) Qu Shoaib Shafique Nhat Tan Pham Muhammad Usman</i> <i>Personnel Review</i> , Volume 51, No. 2, Pages 787-804 Impact Factor: 3.228 Quartile: 2 Citations: 33 DOI: https://doi.org/10.1108/PR-12-2019-0708	2022
How does training boost employees' intention to implement environmental activities? An empirical study in Vietnam <i>Nhat Tan Pham Charbel Jose Chiappetta Jabbour Muhammad Usman Moazzam Ali Hoang-Long Phan</i> <i>International Journal of Manpower</i> , Pages 1-22 Impact Factor: 1.750 Quartile: 3 Citations: 19 DOI: 10.1108/IJM-04-2021-0238	2022
Examining how and when Facebook intensive use shapes users' online pro-social behaviors <i>Ali Raza Muhammad Usman Moazzam Ali</i> <i>Telematics and Informatics</i> , Volume 67, Article Number 101753 Impact Factor: 6.182 Quartile: 1 Citations: 16 DOI: 10.1016/j.tele.2021.101753	2022
Spiritual leadership and work alienation: analysis of mechanisms and constraints <i>Moazzam Ali Muhammad Usman Gbemisola T. Soetan Munazza Saeed Yasin Rofcanin</i> <i>Service Industries Journal</i> , Pages 1-22 Impact Factor: 6.539 Quartile: 1 Citations: 30 DOI: 10.1080/02642069.2022.2026333	2022
Fear of Covid-19 and Hotel Frontline Employees' Sense of Work Alienation: Intervening and Interactional Analysis <i>Michael Yao-Ping Peng Adeel Khalid Muhammad Usman Muhammad Aamir Shafique Khan Moazzam Ali</i> <i>Journal of Hospitality and Tourism Research</i> , Pages 1-13 Impact Factor: 4.317 Quartile: 2 Citations: 19 DOI: https://doi.org/10.1177/10963480221112054	2022
Undermining alienative commitment through spiritual leadership: a moderated mediation model of social capital and political skill <i>Moazzam Ali Muhammad Usman Shahzad Aziz Yasin Rofcanin</i> <i>Journal of Asian Business and Economics Studies</i> , Pages 1-17 Impact Factor: N/A Citations: 10 DOI: https://doi.org/10.1108/JABES-09-2021-0155	2021
Spiritual leadership and organizational citizenship behavior for the environment: An intervening and interactional analysis <i>Muhammad Khalid Anser Shoaib Shafique Muhammad Usman Naeem Akhtar Moazzam Ali</i> <i>Journal of Environmental Planning and Management</i> , Volume 64, No. 8, Pages 1496-1514 Impact Factor: 2.735 Quartile: 2 Citations: 55 DOI: 10.1080/09640568.2020.1832446	2021
Effects of service encounter barriers on situational abnormality and consumers' behavioral intentions at food and beverage restaurants <i>Naeem Akhtar Umar Iqbal Siddiqi Wasim Ahmad Muhammad Usman Xianglan Chen Tahir Islam</i> <i>Asia Pacific Journal of Marketing and Logistics</i> , Volume 33, No. 7, Pages 1513-1534 Impact Factor: 3.979 Quartile: 3 Citations: 17 DOI: 10.1108/APJML-03-2020-0192	2021
Towards innovative work behavior through knowledge management infrastructure capabilities: Mediating role of functional flexibility and knowledge sharing <i>Muhammad Khalid Anser Zahid Yousaf Adnan Khan Muhammad Usman</i> <i>European Journal of Innovation Management</i> , Volume 24, Issue 2, Pages 461-480 Impact Factor: 4.750 Quartile: 2 Citations: 53 DOI: https://doi.org/10.1108/EJIM-09-2019-0250	2021
Ethical leadership and knowledge hiding: an intervening and interactional analysis <i>Muhammad Khalid Anser Moazzam Ali Muhammad Usman Muhammad Luqman Tauheed Rana Zahid Yousaf</i> <i>The Service Industries Journal</i> , Volume 41, Nos. 5–6, Pages 307–329	2021

Impact Factor: 6.539 Quartile: 1 Citations: 109 DOI: 10.1080/02642069.2020.1739657	
Policy Alienation and Street-level Bureaucrats' Psychological Wellbeing: The Mediating Role of Alienative Commitment <i>Muhammad Usman Moazzam Ali Farooq Mughal Peter Agyemang-Mintah</i> <i>Journal of Public Administration Research and Theory</i> , Volume 31, Issue 2, Pages 278–294 Impact Factor: 7.000 Quartile: 1 Citations: 24 DOI: 10.1093/jopart/muaa043	2021
Does meaningful work reduce cyberloafing? Important roles of affective commitment and leader-member exchange <i>Muhammad Usman Usman Javed Aftab Shaukat Nadeem Ahmed Bashir</i> <i>Behaviour and Information Technology</i> , Volume 40, Issue 2, Pages 206-220 Impact Factor: 3.086 Quartile: 2 Citations: 77 DOI: 10.1080/0144929X.2019.1683607	2021
Strategic business performance through network capability and structural flexibility <i>Muhammad Khalid Anser Zahid Yousaf Muhammad Usman Seemab Yousaf Naseem Fatima Hadi Hussain Junaid Waheed</i> <i>Management Decision</i> , Volume 59, Issue 2, Pages 426-445 Impact Factor: 5.589 Quartile: 2 Citations: 23 DOI: https://doi.org/10.1108/MD-06-2019-0741	2021
A positive human health perspective on how spiritual leadership weaves its influence on employee safety performance: The role of harmonious safety passion <i>Moazzam Ali Shahzad Aziz Nhat Tan Pham Mayowa T. Babalola Muhammad Usman</i> <i>Safety Science</i> , Volume 131, Article Number 104923 Impact Factor: 4.877 Quartile: 1 Citations: 44 DOI: https://doi.org/10.1016/j.ssci.2020.104923	2020
Cognitive Bias and the Extraversion Personality Shaping the Behavior of Investors <i>Muhammad Ishfaq Mian Sajid Nazir Muhammad Ali Jibran Qamar Muhammad Usman</i> <i>Frontiers in Psychology</i> , Volume 11, Article Number 556506 Impact Factor: 2.988 Quartile: 2 Citations: 24 DOI: https://doi.org/10.3389/fpsyg.2020.556506	2020
Being ignored at work: Understanding how and when spiritual leadership curbs workplace ostracism in the hospitality industry <i>Moazzam Ali Muhammad Usman Nhat Tan Pham Peter Agyemang-Mintah Naeem Akhtar</i> <i>International Journal of Hospitality Management</i> , Volume 91, Article Number 102696 Impact Factor: 9.237 Quartile: 1 Citations: 71 DOI: 10.1016/j.ijhm.2020.102696	2020
COVID-19 restrictions and consumers' psychological reactance toward offline shopping freedom restoration <i>Naeem Akhtar Muhammad Nadeem Akhtar Muhammad Usman Moazzam Ali Umar Iqbal Siddiqi</i> <i>Service Industries Journal</i> , Volume 40, Issue 13-14, Pages 891-913 Impact Factor: 6.539 Quartile: 1 Citations: 108 DOI: 10.1080/02642069.2020.1790535	2020
Modeling attitude ambivalence and behavioral outcomes from hotel reviews <i>Naeem Akhtar Umar Iqbal Siddiqi Muhammad Nadeem Akhtar Muhammad Usman Wasim Ahmad</i> <i>International Journal of Contemporary Hospitality Management</i> , Volume 32, Issue 9, Pages 2831-2855 Impact Factor: 6.514 Quartile: 1 Citations: 33 DOI: https://doi.org/10.1108/IJCHM-11-2019-0962	2020
Towards strategic business performance of the hospitality sector: Nexus of ICT, e-marketing and organizational readiness <i>Muhammad Khalid Anser Zahid Yousaf Muhammad Usman Seemab Yousaf</i> <i>Sustainability</i> , Volume 12, Issue 4, Article Number 1346 Impact Factor: 3.251 Quartile: 2 Citations: 34 DOI: https://doi.org/10.3390/su12041346	2020
Individual and organizational learning from inter-firm knowledge sharing: A framework integrating inter-firm and intra-firm knowledge sharing and learning	2019

Muhammad Usman Malik Imran Ahmad John Burgoyne
Canadian Journal of Administrative Sciences, Volume 36, Issue 4, Pages 484-497
Impact Factor: 0.756 | **Quartile:** 4 | **Citations:** 37
DOI: 10.1002/cjas.1517

Ethical leadership and knowledge hiding: A moderated mediation model of relational social capital, and instrumental thinking 2019

Muhammad Ibrahim Abdullah Huang Dechun Moazzam Ali Muhammad Usman
Frontiers in Psychology, Volume 10, Article Number 2403
Impact Factor: 2.067 | **Quartile:** 2 | **Citations:** 68
DOI: <https://doi.org/10.3389/fpsyg.2019.02403>

Interrelations between ethical leadership, green psychological climate, and organizational environmental citizenship behavior: A moderated mediation model 2019

Muhammad Aamir Shafique Khan Du Jianguo Moazzam Ali Sharjeel Saleem Muhammad Usman
Frontiers in Psychology, Volume 10, Article Number 1977
Impact Factor: 2.067 | **Quartile:** 2 | **Citations:** 137
DOI: <https://doi.org/10.3389/fpsyg.2019.01977>

Moderated mediation model of interrelations between workplace romance, wellbeing, and employee performance 2017

Muhammad Aamir Shafique Khan Du Jianguo Muhammad Usman Malik Imran Ahmad
Frontiers in Psychology, Volume 8, Article Number 2158
Impact Factor: 2.089 | **Quartile:** 2 | **Citations:** 25
DOI: <https://doi.org/10.3389/fpsyg.2017.02158>

Conference Proceedings

Spiritual Leadership and Adaptive Selling: Intervening and Interaction Mechanisms 2022

Muhammad Usman Shoaib Shafique Moazzam Ali Adeel Khalid
82nd Annual Meeting of the Academy of Management, res.country(233,)
Citations: N/A
DOI: 10.5465/AMBPP.2022.15594abstract

Leader Job Insecurity and Leader Self-Serving Behavior 2022

Mayowa Babalola Yuanmei Qu Muhammad Usman Moazzam Ali
82nd Annual Meeting of the Academy of Management, res.country(233,)
Citations: N/A
DOI: 10.5465/AMBPP.2022.14831abstract

Book Chapters

Implications of the Blockchain-Driven Supply Chains for Marketers: A Review and Guiding Insights 2023

Adeel Khalid Munazza Saeed Muhammad Usman Majid Khan
In: Book on Blockchain Driven Supply Chain Management: A Multi-dimensional Perspective, 1st Edition, Chapter 15, Pages 255-265
Citations: N/A
DOI: 10.1007/978-981-99-0699-4_15

Editorial Activities

Frontiers in Psychology 2022

Reviewed Papers for Journals
Impact Factor: 4.232

Frontiers in Psychology 2022

Reviewed Papers for Journals
Impact Factor: 4.232

British journal of Management 2022

Reviewed Papers for Journals
Impact Factor: 7.450

Frontiers in Psychology 2022

Reviewed Papers for Journals
Impact Factor: 4.232

Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.232	2022
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.232	2022
International Journal of Contemporary Hospitality Management Reviewed Papers for Journals Impact Factor: 9.321	2022
Frontiers Psychiatry Reviewed Papers for Journals Impact Factor: 5.435	2022
Frontiers Psychiatry Reviewed Papers for Journals Impact Factor: 4.232	2022
Frontiers Psychiatry Reviewed Papers for Journals Impact Factor: 4.232	2022
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2022
Frontiers in Psychology Edited Journal Issue / Proceeding / Book Impact Factor: 4.232	2022
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2022
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2022
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2022
Reviewed Papers for Journals Impact Factor: 0	2022
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Frontiers in Psychology Reviewed Papers for Journals Impact Factor: 4.232	2022
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Current Psychology Reviewed Papers for Journals Impact Factor: 4.232	2021
Current Psychology Reviewed Papers for Journals Impact Factor: 2.38	2021
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2021
Psychology Research and Behavior Management Reviewed Papers for Journals Impact Factor: 3.974	2021
Current Psychology Reviewed Papers for Journals Impact Factor: 2.38	2021
Current Psychology Reviewed Papers for Journals Impact Factor: 2.387	2021
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Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2021
Frontiers Psychology Reviewed Papers for Journals Impact Factor: 4.23	2021
Current Psychology - Reviewed Papers for Journals Impact Factor: 2.387	2021