

# Muhammad Naseer Akhtar

Assistant Professor

NUST Business School

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## About

Dr. Muhammad Naseer Akhtar is working as Assistant Professor in the NUST Business School. Dr. Muhammad Naseer Akhtar has a PhD in Human Resource Management. Dr. Muhammad Naseer Akhtar has published 16 research articles & conference papers having a citation count of 402, carried out 5 projects and filed 0 intellectual property.

## Qualifications

<b>PhD in Human Resource Management</b> Huazhong University of Science and Technology , China	2012 - 2015
<b>MS in Hrm</b> University of Chester , United Kingdom	2007 - 2009
<b>M.Com in Finance</b> University of the Punjab , Pakistan	2000 - 2003
<b>B.Com in Commerce</b> University of the Punjab , Pakistan	1998 - 2000
<b>D.Com in Commerce</b> PBTE, Lahore , Pakistan	1996 - 1998
<b>Matric (SSC) in Science</b> BISE, Sargodha , Pakistan	1994 - 1996

## Experience

<b>Assistant Professor</b> NUST Business School	2022- Present
<b>Assistant Professor</b> NUST Business School	2021 - 2021
<b>Assistant Professor</b> NUST Business School	2021 - 2021
<b>Assistant Professor</b> NUST Business School	2016 - 2016
<b>Assistant Professor</b> NUST Business School	2016 - 2021
<b>Lecturer</b> The University of Faisalabad , Amin Campus, Canal Road, Faisalabad (Punjab) Pakistan	2009 - 2010
<b>General Banking Officer</b> Bank Alfalah Limited , Liaqat Shaheed Road, Bhalwal (Sargodha) Punjab, Pakistan	2005 - 2006
<b>Cash Officer</b> MCB Bank Limited , Fatima Jinnah Road, Sargodha	2003 - 2005

## Awards

<b>NBS Best Researcher Award</b> 1st ever faculty member to qualify for Best Researcher Award. The award was given in the 10th Convocation of NUST Business School. Jan 2020	2020
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## Research Projects

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### National Projects

**Knowledge Retention from the critical employees of the organizations: "strategies, issue and Challenges, An Investigation of the Banking sector of Pakistan"** 2018

**Funding Agency:** HEC  
**Amount:** PKR 492,000.00  
**Status:** Completed

**When and How Subordinate's Behavior Instigates Abusive supervision: A case study from Pakistan** 2018

**Funding Agency:** HEC  
**Amount:** PKR 490,000.00  
**Status:** Completed

**Knowledge Retention from the Critical Employees of the Organizations: Strategies, Issues and Challenges- An Investigation of the Banking Sector of Pakistan** 2018

**Funding Agency:** HEC Pakistan  
**Amount:** PKR 1.00  
**Status:** Completed

### International Projects

## Industry Projects

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### National Projects

**Restructuring HR at Chenab Engineering Works & Foundries Pvt. Limited, Faisalabad** 2017

**Client:** Chenab Engineering Work & Foundries Pvt. Limited, Faisalabad  
**Amount:** PKR 2,200,000.00  
**Status:** Completed

**Employee Engagement Survey - Forward Gear** 2017

**Client:** Forward Gear  
**Amount:** PKR 857,000.00  
**Status:** Completed

### International Projects

## Research Articles

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**Abusive supervision and the knowledge worker productivity: the mediating role of knowledge management processes** 2021

*M. Saleem Ullah Khan Sumbal Quba Ahmed Muhammad Naseer Akhtar Hussain Tariq*  
*Journal of Knowledge Management*, Pages 1-17  
**Impact Factor:** 8.689 | **Quartile:** 1 | **Citations:** 36  
**DOI:** 10.1108/JKM-08-2020-0632

**Conceptualizing Audit Fatigue in the Context of Sustainable Supply Chains** 2020

*Muhammad Kamran Khalid Mujtaba Hassan Agha Syed Tasweer Hussain Shah Muhammad Naseer Akhtar*  
*Sustainability*, Volume 12(21), Article Number 9135  
**Impact Factor:** 2.576 | **Quartile:** 2 | **Citations:** 7  
**DOI:** <https://doi.org/10.3390/su12219135>

**Are overqualified employees bad apples? A dual-pathway model of cyberloafing** 2020

*Zhang Junwei Zhang Yajun Shan Sun Zhang Junwei Muhammad Naseer Akhtar Zhang Yajun Shan Sun*  
*Internet Research*, Volume: 30 Issue: 1 Pages: 289-313  
**Impact Factor:** 6.773 | **Quartile:** 1 | **Citations:** 51  
**DOI:** 10.1108/INTR-10-2018-0469

**High-performance work system and employee performance: the mediating roles of social exchange and thriving and the moderating effect of employee proactive personality** 2019

*Zhang Junwei Peter Matthijs Bal Lirong Long Zhang Yong Zixiang Ma Muhammad Naseer Akhtar*  
*Asia Pacific Journal of Human Resources*, Volume 57, Pages 369–395  
**Impact Factor:** 1.894 | **Quartile:** 2 | **Citations:** 85  
**DOI:** 10.1111/1744-7941.12199

- Transformational changes and sustainability: From the perspective of identity, trust, commitment, and withdrawal.** 2019  
*Ambreen Malik Muhammad Naseer Akhtar Usman Talat Kirk Chang*  
*Sustainability*, Volume 11, Issue 11  
**Impact Factor:** 2.576 | **Quartile:** 2 | **Citations:** 12  
**DOI:** 10.3390/su111113159
- High-Commitment Work Systems and Employee Voice: A Multilevel and Serial Mediation Approach Inside the Black Box** 2019  
*Zhang Junwei Zhang Yajun Rofcanin Yasin Muhammad Naseer Akhtar*  
*Employee Relations*, Volume: 41, Issue: 4, Pages 811-827  
**Impact Factor:** 1.641 | **Quartile:** 3 | **Citations:** 24  
**DOI:** 10.1108/ER-08-2018-0218
- Specific HR Practices and Employee Commitment: The Mediating Role of Job Satisfaction** 2019  
*Arshad Mahmood Talat Usman Chuanmin Shuai James C Hyatt Muhammad Naseer Akhtar*  
*Employee Relations*, Volume: 41, Issue: 3, Pages: 420-435  
**Impact Factor:** 1.641 | **Quartile:** 3 | **Citations:** 59  
**DOI:** 10.1108/ER-03-2018-0074
- Exploring the role of moral disengagement in the link between perceived narcissistic supervision and employees' organizational deviance: A moderated mediation model** 2018  
*Pengcheng Zhang Si Li Wenxing Liu Yi Han Muhammad Naseer Akhtar*  
*Asian Journal of Social Psychology*, Volume 21, Issue 4 Pages 223-236  
**Impact Factor:** 1.070 | **Quartile:** 4 | **Citations:** 23  
**DOI:** 10.1111/ajsp.12323
- How Do High-Performance Work Systems Affect Individual Outcomes: A Multilevel Perspective** 2018  
*Muhammad Naseer Akhtar Zhang Junwei Peter Matthijs Bal Zhang Yajun Talat Usman*  
*Frontiers in Psychology*, NULL  
**Impact Factor:** 2.129 | **Quartile:** 2 | **Citations:** 62  
**DOI:** 10.3389/fpsyg.2018.00586
- Exit, voice, loyalty, and neglect reactions to frequency of change, and impact of change: A sensemaking perspective through the lens of psychological contract** 2016  
*Muhammad Naseer Akhtar Matthijs Bal Lirong Long*  
*Employee Relations*, Volume 38, Issue 4, Pages 536-562  
**Impact Factor:** 0.864 | **Quartile:** 3 | **Citations:** 43  
**DOI:** 10.1108/ER-03-2015-0048

- Audit fatigue in sustainable supply chains - A case study of Pakistan textile industry** 2021  
*Muhammad Kamran Khalid Mujtaba Hassan Agha Muhammad Naseer Akhtar Syed Tasweer Hussain Shah*  
*1st International Conference on Business, Management and Social Sciences (ICBMAS).*, res.country(177,)  
**Citations:** N/A  
**DOI:** Nil
- Employee creativity and organizational identification: Role of personal and contextual factors** 2021  
*Mehmood Aslam Muhammad Naseer Akhtar Asfia Obaid*  
*British Academy of Management Conference 2021*, res.country(231,)  
**Citations:** N/A  
**DOI:** 0
- Supply Chain Complexity and Audit Performance** 2020  
*Muhammad Kamran Khalid Mujtaba Hassan Agha Syed Tasweer Hussain Shah Muhammad Naseer Akhtar*  
*7th International Conference on Business Management - (ICoBM)*, res.country(177,)  
**Citations:** N/A  
**DOI:** <https://icobm.umt.edu.pk/>
- We Have No Choice To Speak Out Change Recipients Cognitive Approach Towards Major Organizational Change** 2019  
*Ambreen Malik Muhammad Naseer Akhtar Lubaba Sadaf Usman Talat Ambreen Malik Muhammad Naseer Akhtar Lubaba Sadaf Usman Talat*  
*British Academy of Management 2019*, res.country(231,)  
**Citations:** N/A  
**DOI:** <https://www.bam.ac.uk/sites/bam.ac.uk/files/contribution368.pdf>
- We Have No Choice to Speak Out: Change Recipients' Cognitive Approach Towards Major Organizational Changes** 2019  
*Ambreen Malik Muhammad Naseer Akhtar Lubaba Sadaf Usman Talat*  
*British Academy of Management Conference 2019, UK*, res.country(231,)  
**Citations:** N/A  
**DOI:** [https://scholar.google.com.pk/citations?user=rx048JoAAAAJ&hl=en#d=gs\\_md\\_cita-d&u=%2Fcitations%3Fview\\_op%3Dview\\_citation%26hl%3Den%26user%3Drx048JoAAAAJ%26citation\\_for\\_view%3Drx048JoAAAAJ%3AbnK-pcrLprsC%26tzm%3D-300](https://scholar.google.com.pk/citations?user=rx048JoAAAAJ&hl=en#d=gs_md_cita-d&u=%2Fcitations%3Fview_op%3Dview_citation%26hl%3Den%26user%3Drx048JoAAAAJ%26citation_for_view%3Drx048JoAAAAJ%3AbnK-pcrLprsC%26tzm%3D-300)
- Antecedents of major organisational changes and employees' behavioural reactions: the mediating role of psychological contract fulfilment** 2019  
*Ambreen Malik Muhammad Naseer Akhtar Usman Talat*  
*HRD 20th Anniversary Celebratory Conference*, res.country(231,)  
**Citations:** N/A  
**DOI:** N/A

## Editorial Activities

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Reviewed Papers for Journals	2020
Reviewed Papers for Journals <b>Impact Factor: 0.953</b>	2020
Reviewed Papers for Journals	2020
Reviewed Papers for Journals <b>Impact Factor: 2.074</b>	2020
Reviewed Papers for Journals <b>Impact Factor: 1.492</b>	2020
Reviewed Papers for Journals <b>Impact Factor: 1.641</b>	2020
Reviewed Papers for Journals <b>Impact Factor: 1.492</b>	2020
Reviewed Papers for Journals <b>Impact Factor: 2.074</b>	2019
Edited Journal Issue / Proceeding / Book <b>Impact Factor: 0.715</b>	2019
Editor in Chief of Journal <b>Impact Factor: 0.675</b>	2019
Reviewed Papers for Journals <b>Impact Factor: 1.496</b>	2019
Reviewed Papers for Journals <b>Impact Factor: 0.675</b>	2019
Editor in Chief of Journal <b>Impact Factor: 0</b>	2019
Editor in Chief of Journal <b>Impact Factor: -</b>	2019
Reviewed Papers for Journals <b>Impact Factor: 0.674</b>	2019