

# Muhammad Qamar Zia

Instructor

College of Aeronautical Engineering

Email: qamar@cae.nust.edu.pk

Contact:

LinkedIn: <https://www.linkedin.com/feed/>



## About

Dr. Muhammad Qamar Zia is working as Instructor in the College of Aeronautical Engineering. Dr. Muhammad Qamar Zia has a PhD in Management & Social Sciences (HRM). Dr. Muhammad Qamar Zia has published 12 research articles & conference papers having a citation count of 156, carried out 0 projects and filed 0 intellectual property.

## Qualifications

|                                                                                                     |             |
|-----------------------------------------------------------------------------------------------------|-------------|
| <b>PhD in Management &amp; Social Sciences (HRM)</b><br>Institute of Business Management , Pakistan | 2016 - 2021 |
| <b>MS in HRM</b><br>Karachi Institute Of Economics And Technology , Pakistan                        | 2012 - 2014 |
| <b>MBA in HRM</b><br>Virtual University of Pakistan , Pakistan                                      | 2008 - 2011 |

## Experience

|                                                          |               |
|----------------------------------------------------------|---------------|
| <b>Instructor</b><br>College of Aeronautical Engineering | 2023- Present |
|----------------------------------------------------------|---------------|

## Research Articles

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>The impact of psychological empowerment on innovative work behavior: a moderated mediation model of informal learning and proactive behavior</b><br><i>Muhammad Qamar Zia Tobias Hunning Muhammad Sufyan Ramish Muhammad Naveed Shiraz Ahmed</i><br><i>Review of Managerial Science</i> , Pages 1-22<br><b>Impact Factor:</b> 5.5   <b>Quartile:</b> 2   <b>Citations:</b> 7<br><b>DOI:</b> <a href="https://doi.org/10.1007/s11846-023-00717-x">https://doi.org/10.1007/s11846-023-00717-x</a>                                          | 2023 |
| <b>Committed, Healthy, and Engaged? Linking Servant Leadership and Adaptive Performance Through Sequential Mediation by Job Embeddedness and Burnout</b><br><i>Muhammad Qamar Zia Julian Decius Muhammad Naveed Shiraz Ahmed Shagufta Ghauri</i><br><i>Journal of Leadership &amp; Organizational Studies</i> , Volume 30, Issue 3, Pages: 265-275<br><b>Impact Factor:</b> 4.8   <b>Quartile:</b> 2   <b>Citations:</b> 9<br><b>DOI:</b> <a href="https://doi.org/10.1177/15480518231158861">https://doi.org/10.1177/15480518231158861</a> | 2023 |
| <b>Fostering individual behavior through quality of life variables: the role of Islamic work ethics</b><br><i>Muhammad Qamar Zia Muhammad Naveed Syeda Tayyaba Fasih Abdul Rehman Meero</i><br><i>International Journal of Ethics and Systems</i> , Pages 1-18<br><b>Impact Factor:</b> 1.8 (ESCI)   <b>Citations:</b> 15<br><b>DOI:</b> <a href="https://doi.org/10.1108/IJOES-04-2022-0086">https://doi.org/10.1108/IJOES-04-2022-0086</a>                                                                                                | 2022 |
| <b>Predictors and outcomes of self-directed development: an investigation of individual and contextual factors</b><br><i>Muhammad Qamar Zia Muhammad Naveed Asif Iqbal Shagufta Ghauri</i><br><i>International Journal of Training Research</i> , Volume 20, Issue 3, Pages 195-214<br><b>Impact Factor:</b> 0.5 (ESCI)   <b>Citations:</b> 2<br><b>DOI:</b> <a href="https://doi.org/10.1080/14480220.2021.1991834">https://doi.org/10.1080/14480220.2021.1991834</a>                                                                      | 2022 |
| <b>The nexus of job resources and turnover intentions with the mediating role of employees' work engagement in the hospitality industry</b><br><i>Muhammad Naveed Muhammad Qamar Zia Nicola Cangialosi</i><br><i>Consumer Behavior in Tourism and Hospitality</i> , Volume 17, Issue 3, Pages 282-296                                                                                                                                                                                                                                       | 2022 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| <b>Impact Factor:</b> N/A   <b>Citations:</b> 8<br><b>DOI:</b> <a href="https://doi.org/10.1108/CBTH-09-2021-0217">https://doi.org/10.1108/CBTH-09-2021-0217</a>                                                                                                                                                                                                                                                                                                                                                              |      |
| <b>The interactive effect of Islamic work ethics and leader-member exchange on workplace deviance behaviour and adaptive performance</b><br><i>Muhammad Qamar Zia Muhammad Naveed Syeda Tayyaba Fasih Muhammad Usman Aleem Muhammad Sufyan Ramish</i><br><i>International Journal of Ethics and Systems</i> , Volume 38, Issue 3, Pages 530-548<br><b>Impact Factor:</b> 1.8 (ESCI)   <b>Citations:</b> 15<br><b>DOI:</b> <a href="https://doi.org/10.1108/IJOES-06-2021-0123">https://doi.org/10.1108/IJOES-06-2021-0123</a> | 2022 |
| <b>The influence of servant leadership on employees' outcomes via job embeddedness in hospitality industry</b><br><i>Muhammad Qamar Zia Muhammad Naveed Muhammad Adnan Bashir Asif Iqbal</i><br><i>Journal of Hospitality and Tourism Insights</i> , Volume 5, Issue 3, Pages 612-628<br><b>Impact Factor:</b> 3.9 (ESCI)   <b>Citations:</b> 42<br><b>DOI:</b> <a href="https://doi.org/10.1108/JHTI-01-2021-0003">https://doi.org/10.1108/JHTI-01-2021-0003</a>                                                             | 2022 |
| <b>Informal learning as mediating mechanism for the relationship between learning climate and organizational citizenship behavior (OCB)</b><br><i>Muhammad Qamar Zia Tobias M. Huning Aamir Feroz Shamsi Riaz Ahmed Mangi</i><br><i>Evidence-Based HRM</i> , Volume 10, Issue 2, Pages 138-154<br><b>Impact Factor:</b> 1.6 (ESCI)   <b>Citations:</b> 6<br><b>DOI:</b> <a href="https://doi.org/10.1108/EBHRM-10-2020-0132">https://doi.org/10.1108/EBHRM-10-2020-0132</a>                                                   | 2022 |
| <b>Transformational leadership promoting employees' informal learning and job involvement: the moderating role of self-efficacy</b><br><i>Muhammad Qamar Zia Julian Decius Muhammad Naveed Adnan Anwar</i><br><i>Leadership &amp; Organization Development Journal</i> , Volume 43, Issue 3, Pages 333-349<br><b>Impact Factor:</b> 4.9   <b>Quartile:</b> 2   <b>Citations:</b> 17<br><b>DOI:</b> <a href="https://doi.org/10.1108/LODJ-06-2021-0286">https://doi.org/10.1108/LODJ-06-2021-0286</a>                          | 2022 |
| <b>A person-situation perspective of informal learning: the role of supervisor feedback environment</b><br><i>Muhammad Qamar Zia Muhammad Adnan Bashir Riaz Ahmed Mangi Aamir Feroz Shamsi</i><br><i>European Journal of Training and Development</i> , Volume 46, Issue 1-2, Pages 120-138<br><b>Impact Factor:</b> 2.2 (ESCI)   <b>Citations:</b> 22<br><b>DOI:</b> <a href="https://doi.org/10.1108/EJTD-09-2020-0142">https://doi.org/10.1108/EJTD-09-2020-0142</a>                                                       | 2022 |
| <b>Relationship of individual social entrepreneurial orientations and intentions: role of social entrepreneurship education</b><br><i>Muhammad Naveed Muhammad Qamar Zia Sobia Younis Zubair A Shah</i><br><i>Asia Pacific Journal of Innovation and Entrepreneurship</i> , Volume 15, No. 1, Pages 39-50<br><b>Impact Factor:</b> N/A<br><b>DOI:</b> <a href="https://doi.org/10.1108/APJIE-07-2020-0118">https://doi.org/10.1108/APJIE-07-2020-0118</a>                                                                     | 2021 |
| <b>The interaction of situational factors on individual factors and self-development</b><br><i>Muhammad Qamar Zia Muhammad Naveed Muhammad Adnan Bashir Aamir Feroz Shamsi</i><br><i>European Journal of Training and Development</i> , Volume 44, Issue 4-5, Pages 509-530<br><b>Impact Factor:</b> N/A   <b>Citations:</b> 13<br><b>DOI:</b> <a href="https://doi.org/10.1108/EJTD-10-2019-0172">https://doi.org/10.1108/EJTD-10-2019-0172</a>                                                                              | 2020 |