

## Haider Ali Shams

Assistant Professor of Practice

NUST Balochistan Campus

Email: haider@nbc.nust.edu.pk

Contact:



## About

Dr. Haider Ali Shams is working as Assistant Professor of Practice in the NUST Balochistan Campus. Dr. Haider Ali Shams has a PhD in HRM in progress. Dr. Haider Ali Shams has published 12 research articles & conference papers having a citation count of 1, carried out 0 projects and filed 0 intellectual property.

## Qualifications

<b>PhD in HRM in progress</b> Asia E University , Malaysia	2022 - 2023
<b>MS in MSPM</b> Riphah International Univeristy , Pakistan	2016 - 2017
<b>BE in Telecomm</b> NUST, Islamabad , Pakistan	2002 - 2007

## Experience

<b>Assistant Professor of Practice</b> NUST Balochistan Campus	2025- Present
<b>Assistant Professor of Practice</b> NUST Balochistan Campus	2022 - 2025
<b>Defence Faculty</b> NUST Balochistan Campus	2022 - 2022

## Research Articles

<b>Regional variability in the performance of Solar-Green Hydrogen Hybrid Energy Systems (SGHHES): Synergistic enviro-economic analysis andevaluation across six climatic zones using multi-criteria decision analysis</b> <i>Irtaza Bashir Dr.Yasir Ahmad Tariq Feroze Muhammad Usman Haider Ali Shams Mahwish Choudhry</i> <i>International Journal of Hydrogen Energy</i> , Volume:138, Pages 681-693 <b>Impact Factor:</b> 8.300   <b>Quartile:</b> 1 <b>DOI:</b> <a href="https://doi.org/10.1016/j.ijhydene.2025.05.193">https://doi.org/10.1016/j.ijhydene.2025.05.193</a>	2025
<b>HRM Practices and Organizational Commitment: How Job Crafting Mediates the Relationship</b> <i>Haider Ali Shams Ghulam Murtaza Khan Azzah Khadim Hussain Qasim Mansoor Jalali Anny Kamal Laghari</i> <i>Center for Management Science Research</i> , Volume 3, No.1, Pages 77-94 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://cmsr.info/index.php/Journal/article/view/63">https://cmsr.info/index.php/Journal/article/view/63</a>	2025
<b>The Impact of Institutional Preparedness And Students' E-Learning Satisfaction During Online Education: Mediating Impact of Course Design Quality</b> <i>Faryal Shaikh Seema Mumtaz Mohsin Tahir Haider Ali Shams Marwat Khan</i> <i>Journal of Social Signs Review</i> , Volume 3, No. 1, Pages 284-304 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://socialsignsreivew.com/index.php/12/article/view/83">https://socialsignsreivew.com/index.php/12/article/view/83</a>	2025
<b>Unveiling the relationships among tax avoidance and sustainable firms' performance: Empirical evidence from Pakistan manufacturing firms</b> <i>Haider Ali Shams Mohsin Tahir Syed Shehryar Ali Kazmi Sadiq Khan Athar Marwat</i> <i>Dialogue Social Science Review</i> , Volume 3, No. 1, Pages 920-930 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://thedssr.com/index.php/2/article/view/228">https://thedssr.com/index.php/2/article/view/228</a>	2025

<b>Exploring Transactional Leadership on Construction Workers Intellectual Capital Effect: Knowledge Sharing as Mediator</b> <i>Haider Ali Shams Ghulam Murtaza Lahbar Arshman Ahmed Sudhair Abbas Bangash Qasim Mansoor Jalali</i> <i>The Critical Review of Social Sciences Studies</i> , Volume 2, No. 2, Pages 1358-1373 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://thecrsss.com/index.php/Journal/article/view/112">https://thecrsss.com/index.php/Journal/article/view/112</a>	2024
<b>Relationship between Authentic Leadership, Employee Creativity, Work Engagement &amp; Psychological Empowerment in Construction Sector</b> <i>Haider Ali Shams Saqib Jamil Sana Ahmed Saqib Ahmed Saki Mohsin Ali Shams</i> <i>Kurdish Studies</i> , Volume 12(5), Pages 679-687 <b>Impact Factor:</b> N/A <b>DOI:</b> 10.53555/ks.v12i5.3302	2024
<b>Technological Entrepreneurship and Its Impact On Poverty: The Case Study Of Larkana City</b> <i>Haider Ali Shams Kamran Ali Abbasi Naveed Ahmed Shaikh Romel John Shalinee Komal Azariah Shoaib Nazir Suborna M. Tisha Athar Marwat</i> <i>Kurdish Studies</i> , Volume 12, No. 5, Pages 528 -542 <b>Impact Factor:</b> N/A <b>DOI:</b> 10.53555/ks.v12i5.326	2024
<b>A CFD investigation of the design variables affecting the performance of finned-tube heat exchangers</b> <i>Hussaini Syed Mujtaba Tariq Feroze Ahmad Hanan Haider Ali Shams</i> <i>Journal of Thermal Engineering</i> , Volume 9, No. 4, Pages 1041-1052 <b>Impact Factor:</b> N/A   <b>Citations:</b> 1 <b>DOI:</b> 10.18186/thermal.1333937	2023
<b>Evaluation of Campus Sustainability In Teacher Education Institutes Of Pakistan</b> <i>Gulnaz Hameed Sehrish Khan Ayesha Rehman Javed Iqbal Haider Ali Shams</i> <i>Journal of Positive School Psychology</i> , Volume 7, No. 6, Pages 1330-1340 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://journalppw.com/index.php/jpsp/article/view/17703">https://journalppw.com/index.php/jpsp/article/view/17703</a>	2023
<b>Job Strain and Turnover Intentions: Evaluating Impact of Emotional Exhaustion and Perceived Supervisor Support in the Construction Industry of Pakistan</b> <i>Sarwat Razzaqi Haider Ali Shams Tariq Feroze</i> <i>ISSRA Papers</i> , Volume 14, Pages 1-17 <b>Impact Factor:</b> N/A <b>DOI:</b> <a href="https://issrapapers.ndu.edu.pk/site/article/view/119">https://issrapapers.ndu.edu.pk/site/article/view/119</a>	2023
<b>Stressors, Stress and Impulsive Buying Behavior: Moderating Role of Emotional Intelligence</b> <i>Haider Ali Shams Sajjad Hussain Tariq Feroze Saqib Ahmed Saki Mohsin Ali Shams Kamran Abbasi Saqib Munir</i> <i>International Journal of Business and Economic Affairs</i> , Vol:06, No:03 <b>Impact Factor:</b> N/A <b>DOI:</b> 10.24088/IJBEA-2021-63005	2021

## Conference Proceedings

<b>Air Quality Monitoring - An Arduino Based Real Time Approach</b> <i>Tariq Feroze Rana Muhammad Asad Khan Haider Ali Shams</i> <i>International Conference on Energy, Water and Environment – ICEWE-2021</i> , res.country(177,) <b>Citations:</b> N/A <b>DOI:</b> Nil	2021
--	------