

# Muhammad Zeeshan Mirza

Associate Professor  
NUST Business School

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## About

Dr. Muhammad Zeeshan Mirza is working as Associate Professor in the NUST Business School. Dr. Muhammad Zeeshan Mirza has a PhD in Human Resource Management. Dr. Muhammad Zeeshan Mirza has published 36 research articles & conference papers having a citation count of 361, carried out 0 projects and filed 0 intellectual property.

## Qualifications

<b>PhD in Human Resource Management</b> Petronas Technology University , Malaysia	2016 - 2019
<b>MS in Human Resource Management</b> Mohammad Ali Jinnah University , Pakistan	2011 - 2013
<b>MBA in Banking And Finance</b> Gomal University , Pakistan	2008 - 2011
<b>BBA in All Major Subjects Of Business Administration</b> Qurtuba University of Science and Infromation Technology , Pakistan	2005 - 2007

## Experience

<b>Associate Professor</b> NUST Business School	2024- Present
<b>Associate Professor</b> NUST Business School	2024 - 2024
<b>Assistant Professor</b> NUST Business School	2022 - 2024
<b>Assistant Professor</b> College of Electrical & Mechanical Engineering	2020 - 2022
<b>Assistant Professor</b> College of Electrical & Mechanical Engineering	2019 - 2020
<b>Tutor</b> Petronas Technology University , 32610 Seri Iskandar, Perak, Malaysia	2016 - 2019

## Awards

<b>Dean's Roll of Honor</b> Recipient of Dean's Roll of Honor, for securing more than 3.7 GPA during spring semester of MS	2012
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## Professional Memberships

## Research Articles

<b>Unlocking job performance: the role of transformational leadership, AMO framework and green HRM</b> <i>Mumtaz Ali Memon Afshan Naseem Muhammad Zeeshan Mirza Fatima Waseem</i> <i>Industrial and Commercial Training</i> , Pages 1-20 <b>Impact Factor:</b> 1.900   <b>Quartile:</b> 3 <b>DOI:</b> <a href="https://doi.org/10.1108/ICT-07-2024-0061">https://doi.org/10.1108/ICT-07-2024-0061</a>	2025
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<p><b>Nexus between workplace spirituality, open innovation mindset and job embeddedness: the role of self-efficacy and mindfulness</b></p> <p><i>Hira Jehanzeb Mumtaz Ali Memon Muhammad Zeeshan Mirza Nuttawuth Muenjohn</i>  <i>Journal of Organizational Effectiveness</i>, Pages 1-25</p> <p><b>Impact Factor:</b> 3.300   <b>Quartile:</b> 2   <b>Citations:</b> 2  <b>DOI:</b> <a href="https://doi.org/10.1108/JOEPP-05-2024-0218">https://doi.org/10.1108/JOEPP-05-2024-0218</a></p>	2025
<p><b>Digital job resources, digital engagement, digital leadership, and innovative work behaviour: a serial mediation model</b></p> <p><i>Ayesha Zia Mumtaz Ali Memon Muhammad Zeeshan Mirza Yasmine Muhammad Javaid Iqbal Adeel Tariq</i>  <i>European Journal of Innovation Management</i>, Pages 1-25</p> <p><b>Impact Factor:</b> 5.000   <b>Quartile:</b> 1   <b>Citations:</b> 16  <b>DOI:</b> 10.1108/EJIM-04-2023-0311</p>	2024
<p><b>Safety climate and safety behaviors: Adapting and validating a positively worded safety climate scale through the time-lagged approach</b></p> <p><i>Muhammad Zeeshan Mirza Mumtaz Ali Memon Muhammad Umair Javaid Rameen Arshad</i>  <i>Work</i>, Volume 77, No. 3, Pages 1005-1016</p> <p><b>Impact Factor:</b> 2.3   <b>Quartile:</b> 3  <b>DOI:</b> 10.3233/WOR-230150</p>	2024
<p><b>Impact of Supervisor Phubbing on Workplace Incivility and Workplace Presenteeism: Mediation &amp; Moderation Effect of Self Esteem &amp; Power Distance</b></p> <p><i>Syed Aarij Hasan Dr Afshan Naseem Muzamil Mahmood Zunaira Sajjad Dr Muhammad Zeeshan Mirza</i>  <i>Journal of Management Development</i>, Online Published Pages: 19</p> <p><b>Impact Factor:</b> 2.500   <b>Quartile:</b> 3   <b>Citations:</b> 6  <b>DOI:</b> 10.1108/JMD-08-2023-0230</p>	2024
<p><b>High-performance work systems, psychological empowerment and creative process engagement: A componential theory of creativity perspective</b></p> <p><i>Muhammad Zeeshan Mirza Muhammad Izaz Qaiser Mumtaz Ali Memon</i>  <i>Creativity and Innovation Management</i>, Pages 1-15</p> <p><b>Impact Factor:</b> 3.5   <b>Quartile:</b> 3   <b>Citations:</b> 7  <b>DOI:</b> <a href="https://doi.org/10.1111/caim.12585">https://doi.org/10.1111/caim.12585</a></p>	2023
<p><b>The dual impact of job variety on employee happiness and stress: the mediating role of employee engagement and burnout</b></p> <p><i>Shumaila Hafeez Mumtaz Ali Memon Muhammad Zeeshan Mirza Muhammad Mustafa Raziq Naukhez Sarwar Hiram Ting</i>  <i>Journal of Management Development</i>, Pages 1-17</p> <p><b>Impact Factor:</b> 2.500   <b>Quartile:</b> 3   <b>Citations:</b> 9  <b>DOI:</b> 10.1108/JMD-03-2023-0084</p>	2023
<p><b>Rampart of Health-Specific Leadership and Social Support of Colleagues to Overcome Burnout in an Emotionally Demanding Situations: The Mediating Role of Stress</b></p> <p><i>Muhammad Umair Javaid Nabeel Rehman Muhammad Zeeshan Mirza Aidarus Mohamed Ibrahim</i>  <i>Journal of Healthcare Leadership</i>, Volume 15, Pages 121-128</p> <p><b>Impact Factor:</b> 3.400   <b>Quartile:</b> 1   <b>Citations:</b> 4  <b>DOI:</b> 10.2147/JHL.S420584</p>	2023
<p><b>Work-From-Home in the New Normal: A Phenomenological Inquiry into Employees' Mental Health</b></p> <p><i>Mumtaz Ali Memon Saba Shaikh Muhammad Zeeshan Mirza Asfia Obaid Nuttawuth Muenjohn Hiram Ting</i>  <i>International Journal of Environmental Research and Public Health</i>, Volume 20(1), Article Number 48</p> <p><b>Impact Factor:</b> 4.614   <b>Quartile:</b> 1   <b>Citations:</b> 14  <b>DOI:</b> 10.3390/ijerph20010048</p>	2022
<p><b>Mediating effect of job embeddedness between relational coordination and employees' well-being: A reflective-formative approach</b></p> <p><i>Abid Ahmad Fayaz Ali Shah Mumtaz Ali Memon Shahid Jan Kakakhel Muhammad Zeeshan Mirza</i>  <i>Current Psychology</i>, Pages 1-16</p> <p><b>Impact Factor:</b> 2.387   <b>Quartile:</b> 3   <b>Citations:</b> 15  <b>DOI:</b> 10.1007/s12144-022-03637-3</p>	2022
<p><b>Privacy matters: impact of ethical organization care and government regulations on customer patronage</b></p> <p><i>Sobia Bano Muhammad Zeeshan Mirza Marva Sohail Muhammad Umair Javaid</i></p>	2022

**Impact Factor:** N/A

**DOI:** 10.1108/EMJB-03-2022-0067

**A time-lagged study on health-centric leadership styles and psychological health: the mediating role of psychosocial safety climate**

2021

*Muhammad Zeeshan Mirza Mumtaz Ali Memon Maureen Dollard*

*Current Psychology* , Pages 1-12

**Impact Factor:** 2.387 | **Quartile:** 2 | **Citations:** 11

**DOI:** 10.1007/s12144-021-02140-5

**The pursuit of disruptive innovations by middle managers: effects of the firm's customer orientation and mastery achievement goals**

2021

*Fawad Sadiq Tasweer Hussain Afshan Naseem Muhammad Zeeshan Mirza Ahsan Ali Syed*

*Review of Managerial Science* , Pages 1-31

**Impact Factor:** 5.435 | **Quartile:** 2 | **Citations:** 5

**DOI:** <https://doi.org/10.1007/s11846-021-00456-x>

**Uncovering the Indirect Impact of Work Ethic on Engineering Students' Productivity through Positive and Negative Organizational Behaviors and Workaholism**

2021

*Humayun Sattar Tasweer Hussain Afshan Naseem Yasir Ahmad Muhammad Zeeshan Mirza Masood Raza*

*Sustainability* , Volume 13(5), Article Number 2922

**Impact Factor:** 3.889 | **Quartile:** 2 | **Citations:** 7

**DOI:** <https://doi.org/10.3390/su13052922>

**Development of a hybrid framework for inventory leanness in Technical Services Organizations**

2021

*Yasir Ahmad Khurram Rehmani Afshan Naseem Khurram Rehmani Muhammad Zeeshan Mirza Tasweer Hussain Syed*

*PloS ONE* , Volume 16(2), Article Number e0247144

**Impact Factor:** 3.752 | **Quartile:** 2 | **Citations:** 5

**DOI:** <https://doi.org/10.1371/journal.pone.0247144>

**Satisfaction matters: the relationships between HRM practices, work engagement and turnover intention**

2020

*Rohani Salleh Jun-Hwa Cheah Hiram Ting Muhammad Shakil Ahmad Adeel Tariq Mumtaz Ali Memon Rohani Salleh Muhammad Zeeshan Mirza Jun-Hwa*

*Cheah Hiram Ting Muhammad Shakil Ahmad*

*International Journal of Manpower* , Volume 41, No. 7, Pages 1-30

**Impact Factor:** 1.750 | **Quartile:** 3 | **Citations:** 110

**DOI:** <https://doi.org/10.1108/IJM-04-2018-0127>

**Performance appraisal satisfaction and turnover intention: The mediating role of work engagement**

2020

*Mumtaz Ali Memon Rohani Salleh Muhammad Zeeshan Mirza Jun-Hwa Cheah Hiram Ting Muhammad Shakil Ahmad*

*Management Decision* , Vol. 58, No. 6, Pages 1053-1066

**Impact Factor:** 4.957 | **Quartile:** 2 | **Citations:** 53

**DOI:** 10.1108/MD-06-2018-0685

**Safety-specific transformational leadership, safety climate and occupational accidents**

2020

*Muhammad Zeeshan Mirza Ahmad Shahrul Nizam Isha*

*Journal of Applied Structural Equation Modeling* , Volume 4, Issue 2, Pages 44-52

**Impact Factor:** N/A | **Citations:** 3

**DOI:** 10.47263/JASEM.4(2)04

**When in Rome, do as the Romans do: Factors influencing international students' intention to consume local food in Malaysia**

2020

*Mumtaz Ali Memon Muhammad Zeeshan Mirza Bibiana Lim Waheed Ali Umrani Mohamed Ayyub Hassan Tat Huei Cham Khurram Shahzad*

*British Food Journal* , Volume 122 No. 6, Pages 1953-1967

**Impact Factor:** 2.518 | **Quartile:** 3 | **Citations:** 8

**DOI:** 10.1108/bfj-09-2018-0636

**Connotations of psychological and physiological health in the psychosocial work environment: An industrial context**

2019

*Muhammad Umair Javaid Sobia Bano Muhammad Zeeshan Mirza Ahmad Shahrul Nizam Isha Shahid Nadeem Arif Jawaaid Zulkipli Ghazali Matthias Nübling*

*Nazish Imtiaz Parveen Kaur*

*WORK-A Journal of Prevention, Assessment & Rehabilitation* , Volume: 64, Issue: 3, Pages: 551-561

**Impact Factor:** 1.132 | **Quartile:** 3 | **Citations:** 14

**DOI:** DOI: 10.3233/WOR-193016

- Workplace Sustainability in Emerging Economies: A Comprehensive Evidence from Malaysia** 2019  
*Muhammad Zahid Haseeb Ur Rahman Muhammad Zeeshan Mirza Mumtaz Ali Memon*  
*City University Research Journal* , Vol.9, No. 3, Pages 498-512  
**Impact Factor:** 0  
**DOI:** -
- Psychosocial safety climate, safety compliance and safety participation: The mediating role of psychological distress** 2019  
*Muhammad Zeeshan Mirza Ahmad Shahrul Nizam Isha Mumtaz Ali Memon Sundas Azeem Muhammad Zahid*  
*Journal of Management & Organization* , page 1 of 16  
**Impact Factor:** 1.935 | **Quartile:** 3 | **Citations:** 39  
**DOI:** 10.1017/jmo.2019.35
- Safety Leadership and Injuries: A Study on the Manufacturing Sector of Pakistan, Using Safety Climate as a Mediator** 2018  
*Muhammad Zeeshan Mirza Ahmad Shahrul Nizam Isha*  
*Jinnah Business Review* , Volume 6, Issue 1, Pages 1-6  
**Impact Factor:** 0  
**DOI:** -
- Workers 9/11 in Pakistan; Neglected Sparks Causing Conflagration** 2015  
*Sajid Bashir Muhammad Zeeshan Mirza*  
*International Journal of Occupational Safety and Ergonomics* , Volume 21, Issue 3, Pages 405-410  
**Impact Factor:** 0.381 | **Quartile:** 4 | **Citations:** 4  
**DOI:** 10.1080/10803548.2015.1081778
- Behavioral and Attitudinal Responses to Organizational Justice mediated by Job Satisfaction with Locus of Control as a moderator: A study of Telecom Sector of Pakistan** 2014  
*Sundas Azim Muhammad Zeeshan Mirza*  
*Jinnah Business Review* , Volume 2, Issue 1  
**Impact Factor:** 0  
**DOI:** -

- Conference Paper: Empowering Digital Safety Behavior in the Workplace Exploring the Role of Digital Training, Communication, and Job Autonomy among Technological Professionals** 2023  
*Ayesha Zia Mumtaz Ali Memon Muhammad Zeeshan Mirza Asfia Obaid*  
*2nd International Conference on Action Research in the Multidisciplinary Perspective of Technology, Social and Business Sciences (ICARMP) 2023*, res.country(177,)  
**Citations:** N/A  
**DOI:** Nil
- The Invisible Barrier: Uncovering the Connection Between Micromanagement, Work Intensification, and Employee Knowledge Hoarding** 2023  
*Mumtaz Ali Memon Ayesha Zia Muhammad Zeeshan Mirza Naukhez Sarwar Asfia Obaid*  
*1st International Conference on Interplay of Social Science Research, Responsible Management and Sustainable Future*, res.country(177,)  
**Citations:** N/A  
**DOI:** Nil
- Nurturing Engagement: The Interplay Between Socially Responsible HRM Practices, Employee Voice, and Work Disengagement** 2023  
*Mumtaz Ali Memon Huma Bashir Naukhez Sarwar Asfia Obaid Muhammad Zeeshan Mirza*  
*1st International Conference on Interplay of Social Science Research, Responsible Management and Sustainable Future*, res.country(177,)  
**Citations:** N/A  
**DOI:** Nil
- Assessing the Role of Minimum Viable Products in Digital Startups** 2022  
*Javaria Umbreen Dr Muhammad Zeeshan Mirza Dr Yasir Ahmad Dr Afshan Naseem*  
*2022 IEEE International Conference on Industrial Engineering and Engineering Management (IEEM)*, res.country(157,)  
**Citations:** N/A  
**DOI:** 10.1109/IEEM55944.2022.9989653
- Work Demand and Prevalence of Work-related Musculoskeletal Disorders: A Case Study of Pakistan Aviation Maintenance Workers** 2022  
*Muzamil Mehmood Dr Afshan Naseem Dr Yasir Ahmad Dr Muhammad Zeeshan Mirza*  
*2022 IEEE International Conference on Industrial Engineering and Engineering Management (IEEM)*, res.country(157,)  
**Citations:** N/A  
**DOI:** 10.1109/IEEM55944.2022.9989549
- The Interrelationship Between Ethical Leadership, Employee Intrapreneurial Behavior, Work-Life Balance, and Psychological Empowerment: A PLS-SEM Analysis** 2022  
*Huma Bashir Mumtaz Ali Memon Asfia Obaid Naukhez Sarwar Muhammad Zeeshan Mirza*  
*2022 International Conference on Partial Least Squares Structural Equation Modeling*, res.country(188,)  
**Citations:** N/A  
**DOI:** Nil
- The Role of Safety-specific Transformational Leadership in Reducing Near Miss Incidents, Using Safety Climate as a Mediator** 2018  
*Ahmad Shahrul Nizam Isha Muhammad Zeeshan Mirza Sundas Azeem Muhammad Zahid*  
*3rd International Conference on Accounting, Management and Economics 2018 (ICAME 2018)* , res.country(100,)  
**Citations:** N/A  
**DOI:** 10.2991/icame-18.2019.21

## Book Chapters

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<b>The Impact of Ethical Leadership on Employee Intrapreneurship, Work–Life Balance, and Psychological Empowerment: A PLS-SEM Analysis</b> <i>Huma Bashir Mumtaz Ali Memon Naukhez Sarwar Asfia Obaid Muhammad Zeeshan Mirza</i> In: <i>Book on State of the Art in Partial Least Squares Structural Equation Modeling (PLS-SEM)</i> , 1st Edition, Chapter 29, Pages 353-374 <b>Citations:</b> N/A <b>DOI:</b> 10.1007/978-3-031-34589-0_29	2023
<b>Human Factors in Context to Occupational Health and Wellbeing</b> <i>Muhammad Umair Javaid Ahmad Shahrul Nizam Isha Matthias Nubling Muhammad Zeeshan Mirza Zulkipli Ghazali</i> In: <i>Handbook of Research on Organizational Culture and Diversity in the Modern Workforce</i> , Chapter 4, Pages 60-77 <b>Citations:</b> 7 <b>DOI:</b> 10.4018/978-1-5225-2250-8.ch004	2017

## Editorial Activities

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<b>Bottom Line</b> Reviewed Papers for Journals <b>Impact Factor:</b> N/A	2022
<b>International Journal of Manpower</b> Reviewed Papers for Journals <b>Impact Factor:</b> 3.295	2021
<b>International Journal of Manpower</b> Reviewed Papers for Journals <b>Impact Factor:</b> 3.295	2021
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