

AHMAD USMAN

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Official Address: Institute of Administrative Sciences, University of the Punjab, Lahore.

WORK HISTORY

Assistant Professor

October 2019 to date

□ Institute of Administrative Sciences, University of the Punjab, Lahore

Lecturer

January 2009-September 2013

|| Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.

ACADEMIC BACKGROUND

Ph.D. (Management)

2013- 2018

|| Universiti Malaysia Sarawak, Malaysia.

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CITATIONS & INDEXES (Google Scholar)

Citations: 3336

h-index: 19

i10-index: 21

SUPERVISION:

MS/MPhil Students: 30

PhD: 1 (on-going)

PUBLICATIONS

1. Mahnoor, & Usman, A. (2025). The Role of Green HRM Practices in Shaping Employee Green Behaviors: Insights from a Moderated Mediation Model Involving Green Self-Efficacy and Green Transformational Leadership. *Contemporary Journal of Social Science Review*, 3(4), 1-16.
2. Hanif, A., & Usman, A. (2025). When Work Follows You Home: A Moderated Mediation Approach of Examining How Mobile Work Drives Psychological Withdrawal Behaviour. *Leadership and Organizational Behavior Journal*, 5(1), 1-23.
3. Usman, A., Hanif, M. Z., & Ahmed, S. (2025). Not All Resources Are Equal: Testing Job and Personal Resources as Buffers in the Despotic Leadership–Emotional Exhaustion Nexus using JD-R Theory. *Social Science Review Archives*, 3(4), 51-66.
4. Usman, A., Hanif, M. Z., & Ahmed, S. (2025). Beyond Bureaucracy: How Spiritual Leadership Cultivates Organizational Citizenship Behavior through Islamic Work Ethics and Workplace Spirituality in Public Organizations. *Research Journal for Social Affairs*, 3(6) 171-183.
5. Usman, A., Hanif, M. Z., & Ahmed, S. (2025). How Public Leadership Shapes Work Engagement: The Role of Work Meaningfulness and Public Service Motivation in Emergency Services. *Indus Journal of Social Sciences*, 3(4), 01-20.
6. Shahzad, M. Z., Ahmad, I., Latif, F., Usman, A., & Beejal, S. K. (2025). From employee experience to customer loyalty: HRM–marketing integration for service excellence. *Academia International Journal for Social Sciences*, 4(3), 3455-3472.
7. Shah, A., Siddiqui, S. A., Ilyas, S., Usman, A., & Mahmood, A. (2025). Green Marketing Meets Green HRM: Building a Sustainable Brand through Workforce Engagement. *Inverge Journal of Social Sciences*, 4(3), 200-214.

8. Ahmed, I., Zeeshan, A., Hyder, K., Mahmood, M., & **Usman, A.** (2025). AI the Double-edged Sword: Navigating the Career Adaptability through the Parallel Mediation of Fear of Failure and Career Insecurity. *International Journal of Organizational Leadership*, 14(1), 126-138. **Impact Factor: 0.23, ESCI (X Category)**
9. **Usman, A.**, Hanif, M. Z., & Ahmed, S. (2025). Fostering Challenge-Oriented Organizational Citizenship Behavior Through Inclusive Leadership: A Serial Mediation Model of Psychological Safety and Work Engagement. *International Journal of Social Sciences Bulletin*, 3(1), 582-596.
10. **Usman, A.**, Hanif, M. Z., & Ahmed, S. (2025). Exploring Psychological Empowerment and Social Identification as Parallel Mediators Between Well-Being Oriented HRM Practices and Employee Performance. *The Critical Review of Social Sciences Studies*, 3(1), 605-630.
11. **Usman, A.**, Hanif, M. Z., & ul Aamish, A. (2024). Exploring the Impact of Islamic Work Ethic on Job Performance of Public Sector Employees: A Moderated Parallel Mediation Approach. *Indus Journal of Social Sciences*, 2(2), 565-584.
12. **Usman, A.**, Hanif, M. Z., & Majeed, P. (2024). Servant leadership as a driver of work engagement: Unveiling the mediating role of basic psychological needs satisfaction. *Journal for Social Science Archives*, 2(2), 509-528.
13. **Usman, A.**, Malik, A., & Basit, A. (2024). Navigating the effect of Work-Family Conflict on Job Performance: The Mediating Role of Work-Family Guilt and the Moderating Effects of Gender Role Orientations and Reducing Work. *Journal of Policy Research*, 10(2), 888-898.
14. **Usman, A.**, Abdullah, M., & Basit, A. (2024). The role of servant leadership in predicting job performance of public sector employees: Examining the mediation of work engagement and moderation of trust in leader and self-efficacy. *Bulletin of Business and Economics (BBE)*, 13(2), 1300-1308.
15. Andleeb, S., & **Usman, A.** (2023). The mediating role of work engagement and work reflection between the relationship of inclusive leadership and work-family positive spillover. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 17(3), 507-534.
16. Khurshid, M., Zahid, R. A., Hussain, M., & **Usman, A.** (2023). Achieving sustainable environment through infrastructure and energy structure developments: empirical evidence from BRICS. *Environmental Science and Pollution Research*, 30(45), 101782-101789. **Impact Factor: 4.463**
17. Hanif, M. Z., **Usman, A.**, Hanif, A., & Sabir, R. (2023). Examining the Relationship between Relational e-HRM and Organizational Performance: A Study of the Banks of Lahore during the COVID-19 Pandemic. *Journal of Management and Research*, 10(1), 106-135. **(Y Category)**
18. Nazir, M. S., Ahmed, I., Waris, S., **Usman, A.**, & Nawaz, A. (2022). COVID-19: the black swan for green supply chain management in Pakistan. *International Journal of Information Systems and Supply Chain Management (IJISSCM)*, 15(1), 1-22. **Impact Factor: 1**
19. Ahmed, I., **Usman, A.**, Farooq, W., & Usman, M. (2022). Shariah board, web-based information and branding of Islamic financial institutions. *Journal of Islamic Marketing*, 13(3), 717-739. **Impact Factor: 4.7**
20. Qayyum, H., Hanif, M. Z., **Usman, A.**, & Hanif, A. (2021). The Impact of Transformational Leadership Style Perceptions on Innovative Work Behavior of Private School Teachers: The Mediating Role of Organizational Culture Perceptions. *Pakistan Journal of Multidisciplinary Research*, 2(2), 182-206.
21. Islam, T., Ahmed, I., **Usman, A.**, & Ali, M. (2021). Abusive supervision and knowledge hiding: the moderating roles of future orientation and Islamic work ethics. *Management Research Review*, 44(12), 1565-1582. **Impact Factor: 3.5**
22. Ahmed, I., Islam, T., & **Usman, A.** (2021). Predicting entrepreneurial intentions through self-efficacy, family support, and regret: A moderated mediation explanation. *Journal of Entrepreneurship in Emerging Economies*, 13(1), 26-38. **Impact Factor: 3**

23. Hussain, M., Ye, Z., Usman, M., Mir, G. M., **Usman, A.**, & Rizvi, S. K. A. (2020). Re-investigation of the resource curse hypothesis: the role of political institutions and energy prices in BRIC countries. *Resources Policy*, 69, 101833. **Impact Factor: 3.986**
24. Hussain, M., Abid, F., Ambreen, S., **Usman, A.**, & Rahman, A. U. (2020). The role of institutional ownership structures on corporate performance. *Journal of Public Affairs*, 22(1), e2296. **Impact Factor: 1.8**
25. Islam, T., Khan, M. M., Ahmed, I., **Usman, A.**, & Ali, M. (2020). Work-family conflict and job dissatisfaction among police officers: mediation of threat to family role and moderation of role segmentation enhancement. *Policing: An International Journal*, 43(2), 403-415. **Impact Factor: 1.7**
26. Ahmed, I., **Usman, A.**, Nazir, M. S., & Shaukat, M. Z. (2018). Safety practices in informal industrial segment of Pakistan. *Safety Science*, 110, 83-91. **Impact Factor: 5.4**
27. Ahmed, I., Shaukat, M. Z., **Usman, A.**, Nawaz, M. M., & Nazir, M. S. (2018). Occupational health and safety issues in the informal economic segment of Pakistan: a survey of construction sites. *International Journal of Occupational Safety and Ergonomics*, 24(2), 240-250. **Impact Factor: 1.377**
28. Ahmed, I., Nawaz, M. M., Danish, R. Q., **Usman, A.**, & Shaukat, M. Z. (2017). Objectives of Islamic banks: a missive from mission statements and stakeholders' perceptions. *Journal of Islamic Accounting and Business Research*, 8(3), 284-303. **Impact Factor: 2.8**
29. **Usman, A.**, Ahmed, Z., Ahmed, I., & Akbar, Z. (2011). Work stress experienced by the teaching staff of University of the Punjab, Pakistan: Antecedents and consequences. *International Journal of Business and Social Science*, 2(8), 202-210.
30. Naveed, A., **Usman, A.** & Bushra, F. (2011). Promotion: A predictor of job satisfaction a study of glass industry of Lahore (Pakistan). *International Journal of Business and Social Science*, 2(16), 301-305.
31. Nawaz, N. U. A., & **Usman, A.** (2011). What makes customers brand loyal: A study on telecommunication sector of Pakistan. *International Journal of Business and Social Science*, 2(14), 213-221.
32. Ahmed, I., & **Usman, A.**, & Rana, S. L. (2011). Job satisfaction mediates relationship between facets of job and citizenship behavior: A study of female employees of banking sector of Pakistan. *Information Management and Business Review*, 3(4), 228-234.
33. Chaudhry, N. I., Akbar, Z., Kashif-u-Rehman, H. M. A., & **Usman, A.** (2011). Consumer ethnocentrism tendency in services sector: an evidence from Pakistan a developing economy. *European Journal of Social Sciences*, 20(1), 123-134.
34. Ahmed, N., Ahmed, Z., & **Usman, A.** (2011). Determinants of performance: A case of life insurance sector of Pakistan. *International Research Journal of Finance and Economics*, 61(1), 123-128.
35. Bushra, F., **Usman, A.**, & Naveed, A. (2011). Effect of transformational leadership on employees' job satisfaction and organizational commitment in banking sector of Lahore (Pakistan). *International journal of Business and Social science*, 2(18), 261-267.
36. Ahmed, I., Nawaz, M. M., **Usman, A.**, Shaukat, M. Z., Ahmed, N., & Rehman, W.U. (2010). A mediation of customer satisfaction relationship between service quality and repurchase intentions for the telecom sector in Pakistan: A case study of university students. *African Journal of Business Management*, 4(16), 3457-3462.
37. Ahmed, I., Nawaz, M. M., Ahmad, Z., Ahmad, Z., Shaukat, M. Z., **Usman, A.**, & Ahmed, N. (2010). Does service quality affect students' performance? Evidence from institutes of higher learning. *African Journal of Business Management*, 4(12), 2527-2533.

38. Nawaz, M. M., Ahmed, I., Ahmad, Z., Shaukat, Z., & **Usman, A.** (2010). Style of faculty members as predictor of satisfaction and extra effort: Evidence from institutes of higher learning. *European Journal of Social Sciences*, 15(2), 44-50.
39. Ahmed, I., Nawaz, M. M., Ahmad, Z., Shaukat, M. Z., **Usman, A.**, Rehman, W. U., & Ahmed, N. (2010). Determinants of students' entrepreneurial career intentions: Evidence from business graduates. *European Journal of Social Sciences*, 15(2), 14-22.
40. Ahmed, I., Nawaz, M. M., Iqbal, N., Ali, I., Shaukat, Z., & **Usman, A.** (2010). Effects of motivational factors on employees job satisfaction a case study of University of the Punjab, Pakistan. *International Journal of Business and Management*, 5(3), 70-80.
41. Ahmed, I., Nawaz, M. M., Shaukat, M. Z., & **Usman, A.** (2010). Personality does affect conflict handling style: Study of future managers. *International Journal of Trade, Economics and Finance*, 1(3), 268-270.

INTERNATIONAL CONFERENCES

1. Ishfaq Ahmed, Muhammad Musarrat Nawaz, **Ahmad Usman**, Muhammad Zeeshan Shaukat (2011). 2nd Regional Conference on Educational Leadership and Management (RCELAM), 4-7 July 2011, Institute Aminuddin Baki, Ministry of Education Malaysia, Jitra, Kedah, Malaysia.
2. Ishfaq Ahmed, Muhammad Musarrat Nawaz, **Ahmad Usman**, Muhammad Zeeshan Shaukat (2011). Do external factors influence student's entrepreneurial inclination? An evidence based approach. *Presented in International Management Conference (IMaC)*, 16-17 April 2011, Faculty of Business Management and Accountancy, Sultan Zainal Abidin University, Terengganu, Malaysia.
3. Ishfaq Ahmed, Muhammad Musarrat Nawaz, Zulfqar Ahmad, Muhammad Zeeshan Shaukat, & **Ahmad Usman** (2010). What matters the most for SMS users' satisfaction and retention, an evidence from telecom sector of Pakistan. *Presented in international conference on Industrial Engineering and Business Management (ICIEBM, 2010)*, 12-13 October 2010, Department of Industrial Engineering, UIN Susan Kalijaga, Yogyakarta, Indonesia.
4. Role of faculty members in nurturing future leaders, an empirical study of institutes of higher learning. *Published in proceedings of International Conference on Education and New Learning Technologies (EduLEARN10)*, July 05-07, International Association of Technology, Education and Development (IATED), Barcelona, Spain, 2311-2319 (ISBN-978-84-613-9386-2).
5. Participated in the International Conference on Business and Commerce, organized by Hailey College of Commerce, University of the Punjab, Lahore

TRAININGS & WORKSHOPS

1. Data Analysis using PLS-SEM (Smart PLS 3.0), Borneo Business Research Colloquium, Conducted by Professor Dr. T. Ramayah, Organized by Faculty of Economics and Business, Universiti Malaysia Sarawak, Malaysia, 7th-8th December, 2016.
2. Critical Literature Review, Postgraduate Lunch-hour Talk Series, Conducted by Dr. Hamrila binti Abdul Latif, Organized by Faculty of Economics and Business, Universiti Malaysia Sarawak, Malaysia, 6th October, 2017.