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Profile Summary

I am an academic with 16 years of teaching experience at undergraduate and graduate level program in various universities. From last seven years, I have been involved in the senior level administrative roles. I worked as the head of graduate program for one year at COMSATS University of Science and Technology, Islamabad from 2013-2014. I joined Effat University, Jeddah, Saudi Arabia as the Chair of HRM program in 2014 to 2022. In 2019-2022, I have been given additional responsibility as Chair of OPIM department along with being the Chair of HRM department. Currently (2022 to date), I am the Dean of Effat College of Business.

In my tenure as Chair of HRM program at Effat College of Business, I hired and retained quality HRM faculty and built a strong department, revised and implemented a new mission and vision, developed HRM program strategic plan for 2017-2022, revised and developed the new HRM program curriculum with additional HRM specialist courses, courses allocation, faculty development and evaluation, and overall monitoring.

Under my leadership, HRM program achieved full accreditation from national accreditation body - NCAAA. I also assisted in the documentation for Institutional Accreditation from NEASC. I was appointed as Co-Chair for the steering committee for AACSB accreditation roadmap development, curriculum development in alignment to AACSB standards, and Assurance of Learning (AOL) implementation at undergraduate programs. I was instrumental in the preparation and submission of iSER and subsequent yearly progress reports.

Additionally, I teach undergraduate and master students. I am involved in advising and enrolling students in their courses and providing academic counselling to them. Additionally, I supervise students' internships and dissertations.

My strengths lie in my ability to make quick rational decisions, adapt to situations and circumstances, and be flexible when needed. However, honesty, dedication and hard work are my core values.

Qualifications

- PhD in HRM (2010), Cardiff Business School, Cardiff, United Kingdom. 2006 – 2010 (*First prize in European doctoral thesis competition*).
- Post-Graduate Diploma in Social Sciences Research Methods, Cardiff University, UK. 2006-2007.
- MBA (HRM), National University of Modern Languages, Islamabad. 2003-2005. (*First Position*)
- MSc (Statistics), Quaid-e-Azam University, Islamabad. 1997-1999.

Teaching Experience

- Effat University, Jeddah, Saudi Arabia. 2014 – to date
- COMSATS Institute of Information Technology, Islamabad. 2011-to 2014.
- Cardiff Business School, Cardiff, UK. 2007-2010.
- Fatima Jinnah Women University, Rawalpindi. 2002-2005.

Teaching Profile

- *Training and Development*, BS in HRM, Human Resource Management Department, Effat University, Jeddah, Saudi Arabia.
- *Strategic Human Resource Management*, BS in HRM, Human Resource Management Department, Effat University, Jeddah, Saudi Arabia
- *Leadership and Power*, BS in HRM, Human Resource Management Department, Effat University, Jeddah, Saudi Arabia.
- *International Human Resource Management*, BS in HRM, Human Resource Management Department, Effat University, Jeddah, Saudi Arabia.
- *Social Psychology of Organizations*, PhD, Department of Management Sciences, COMSATS University, Islamabad.
- *Emerging Issues in Leadership and Motivation*, MS/MPhil, Department of Management Sciences, COMSATS University, Islamabad.
- *Advances in Human Resource Development and Management*, MS/MPhil, Department of Management Sciences, COMSATS University, Islamabad.
- *Statistical Inference-Application in Management Research*, MS/MPhil, Department of Management Sciences, COMSATS University, Islamabad.
- *Research Methodology*, MS/MPhil, Department of Management Sciences, COMSATS University, Islamabad.
- *Business Studies*, IFP, Cardiff Business School, Cardiff University, UK.
- *Business Plan*, MBA & IFP, Cardiff Business School, Cardiff University, UK.
- *Quantitative Techniques for Management*, MBA, Department of Management Sciences, Fatima Jinnah Women University, Rawalpindi.

Administrative Profile

- Dean, Effat College of Business, Effat University, Jeddah, Saudi Arabia (August, 2022 to date)
- *Chair*, Human Resource Management Department, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to 2022).
- *Chair*, Supply Chain Management Department, College of Business, Effat University, Jeddah, Saudi Arabia (2019-2022).
- Co-Chair of *Steering Committee*, AACSB Accreditation for Effat College of Business, Effat University, Jeddah, Saudi Arabia (2015 to date).
- *Chair Standing Committee for Standard 9 (Employment Processes)*, Effat University, Jeddah, Saudi Arabia (Feb 2016 to date).
- *Member Standing Committee for Standard 3 (Quality Assurance)*, Effat University, Jeddah, Saudi Arabia (Feb 2016 to date).
- *Member QA Committee*, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to date).
- *Member Administration and Financial Management Committee*, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to date).
- *Member Curriculum Committee*, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to date).
- *Member Recruitment and Professional Development Committee*, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to date).
- *Member Research Committee*, College of Business, Effat University, Jeddah, Saudi Arabia (Sept 2014 to date).
- *Member/Secretary, Technical Review Panel (TRP) for reviewing TTS faculty performance*, Department of Management Sciences, COMSATS University (2014).
- *In charge*, Graduate (MS & PhD) Programme, Department of Management Sciences, COMSATS University (2013-2014).
- *Member/Secretary, Graduate Advisory Committee*, Department of Management Sciences, COMSATS University (2013- 2014).
- *Convener, MOU Committee*, International Liaison Office, COMSATS University (2013-2014).
- *Convener, Committee for reviewing and standardizing the Management and HR courses' contents*, Department of Management Sciences, COMSATS University (2012- 2014).
- *Coordinator, Working Paper Series*, Department of Management Sciences, COMSATS University (2011-2014).
- *Member, Graduate Admission Committee*, Department of Management Sciences, COMSATS University (2011- 2014).

National and International Accreditations

- AACSB accreditation (college level) – As the Chair of the steering committee for AACSB accreditation, achieved college international accreditation membership, prepared and submitted the iSER, followed by three progress reports, completing and submitting the final SER, managing the PRT visit. The college has successfully obtained AACSB accreditation in 2022.
- NCAAA accreditation (program level) – Worked and successfully achieved national accreditation for HRM Program in 2015 for 7 years.
- NEASC accreditation (institutional level) - Worked on Institutional Accreditation documentation. Currently in progress.

Research Profile

- **Javed, U. (2022).** Work-Family Conflict and Employee Wellbeing: Examining the Buffering Effects of Workplace Provided Family-Friendly Resources. *Pakistan Journal of Psychological Research*, 37(4), pp. 763-781.
- Afshan, G., Serrano-Archmi, C., Landry, G. & **Javed, U., (2022)**, Am I Worthy to My Leader? Role of Leader-Based Self-Esteem and social comparison in the LMX-Performance Relationship. *Human Systems Management*, 41(3), pp. 1-16.
- **Javed, U. (2021).** Job Characteristics, Family Support and Wellbeing: Testing an Expanded Version of the Karasek Model. *Journal of Contemporary Issues in Business and Government*, 27 (2), pp. 4781-4810.
- Khan, S. R., Bauman, D. C., & **Javed, U. (2020)**. A study on the effect of ethical leadership on teachers' moral motivation at schools in Pakistan. *International Journal of Educational Management*, 34 (6), pp. 965-985
- Arteaga Sánchez, R., Cortijo, V., & **Javed, U. (2019)**. Factors driving the adoption of Facebook in higher education. *E-Learning and Digital Media*, 16 (6), pp. 455-474.
- **Javed, U. (2019)**. Combining career and care-giving: The impact of family-friendly policies on the well-being of working mothers in the United Kingdom. *Global Business and Organizational Excellence*, 38(5), 44-52.
- Rana, F. A., & **Javed, U. (2019)**. Psychosocial job characteristics, employee well-being, and quit intentions in Pakistan's insurance sector. *Global Business and Organizational Excellence*, 38(4), 38-45.
- Khan, S. R., & **Javed, U. (2018)**. Ethical leadership and impression management in educational institutions. *Pakistan Journal of Social and Clinical Psychology*, 16(1), 51-56.
- Khan, S. R., & **Javed, U. (2018)**. Revision of ethical leadership scale. *Journal of research and reflections in education*, 12(2), 121-135.
- Rana, F. A., **Javed, U.** & Janjua, S. Y. **(2018)**. The job demand-control-support model and employee wellbeing: A meta-analysis of previous research. *Pakistan Journal of Psychological Research*, 33 (1), pp. 203-221.
- Rana, F. A., **Javed U. (2017)**. High-performance work systems, job demands, and employee well-being in Pakistan's insurance industry. *Global Business and Organizational Excellence*, 37(1), 48–58.
- **Javed, U. (2017)**. Work/Family Conflict and Employee Wellbeing: The Buffering Effects of Workplace Resources. Presented in 77th meeting of Annual Conference of Academy of Management (AOM), August 4-8 2017, Atlanta, Georgia.
- Nadeem, S., Abbas, Q. and **Javed, U. (2017)**. Accreditation of Business Education, a Step towards Internationalization. *Pakistan Business Review*, 17(3), 700-724.

- Nadeem, S., Abbas, Q. and **Javed, U. (2015)**. Assessing Relationship between Improvement in internal process, Student Satisfaction and Student retention, does Student's orientation mediate the relationship? *Global Management Journal for Academic and Corporate Studies*, 5 (1), 120-132.
- Borrero, J., Yousafzai, S., **Javed, U.**, Page, K. (2014). Perceived Value of Social Networking Sites (SNS) in Students? Expressive Participation in Social Movements. *Journal of Research in Interactive Marketing*. 8(1), 56-78.
- Borrero, J., Yousafzai, S., **Javed, U.**, Page, K. (2014). Expressive participation in Internet social movements: Testing the moderating effect of technology readiness and sex on student SNS use. *Computers in Human Behavior*, 30, 39-49.
- Sanchez, R., Cortijio, V., and **Javed, U. (2014)**. Students' perceptions of Facebook for academic purposes. *Computers & Education*, 70, January issue, 138-149.
- Yani-de-Soriano, M., **Javed, U.**, and Yousafzai, S. (2012). Can an Industry Be Socially Responsible If It's Products Harm Consumers? The Case of Online Gambling. *Journal of Business Ethics*, 110(4), 481.
- **Javed, U.**, Whitfield, K., and Yousafzai, S. (2012). The missing link? Work environments, job attitudes and voluntary employee turnover. The British Academy of Management Conference 2012, September 11-13, Cardiff, UK.
- **Javed, U.**, Whitfield, K., and Yousafzai, S. (2012). Job characteristics, family support, and employee wellbeing. The British Academy of Management Conference 2012, September 11-13, Cardiff, UK.
- Foxall, G. R., Yani-de-Soriano, M., Yousafzai, S. and **Javed, U. (2012)**. The role of neurophysiology, emotion and contingency in the explanation of consumer choice. Wells, V.K and Foxall, G.R (eds.) *Handbook of Developments in Consumer Behaviour*, Edward Elgar Publishing.
- Yousafzai, S. **Javed, U.** and Yani-de-Soriano, M. (2010). A Proposed Model for Understanding the Psycho-social Influences and Negative Outcomes of PIU and MMORPG Addiction. The 15th International Business Information Management Conference, November 6-7, 2010, Cairo, Egypt.
- **Javed, U.**, Whitfield, K., Yousafzai, S. (2009). "Work environment characteristics and job attitudes: A quantitative analysis of literature", The VII International Workshop on HRM, 21-22 May 2009, Murcia, Spain.
- **Javed, U.**, Asif, F. And Abbas, Q. (2008). "Recruitment Methods Used by Software Industry in Pakistan: Issues and Concerns", Paper 45, CONF-IRM 2008, Ontario, Canada.
- **Javed, U.** and Abbas, Q. (2006). "Impact of job involvement, job satisfaction, and social stress on employee absenteeism", International Conference on Service Industry: Opportunities and Challenges, 13-14th August 2006, Muscat, Oman.

Consultancy

- Project Title: "IT Human Resource Need Assessment Study". Sept 2005- Jan 2006. FAST Consulting- National University of Computer and Emerging Science, Islamabad, Pakistan. Available online at: <http://pseb.gov.pk/item/strategy#reports>.

Trainings Received

- *WEBINAR: Drive Employment Results for Graduates*. AACSB International. Virtual seminar. February 27, 2023. 2100-2200.
- *Assessment Seminar*. AACSB International. Tampa, Florida. January 26-27, 2015.
- *Business Accreditation Seminar*. AACSB International. Tampa, Florida. January 23-24, 2015.

Trainings Provided

- *Lead resource person in discussion forums for AACSB Standards for Business Faculty*. Effat College of Business, Effat University, Jeddah. May, 2016.
- *Lead resource person in Two-day AACSB's Assurance of Learning (AoL) standards seminar for Business Faculty*. Effat College of Business, Effat University, Jeddah. May 16-17, 2016.
- *Lead resource person in One-day AACSB Standards Orientation for Business Faculty*. Effat College of Business, Effat University, Jeddah. May 02, 2016.

Continued Professional Education

- *ChatGPT and Chill: AI Literacy and Next-Generation Student Empowerment*. Jennifer Hayward (Professor of English and Global Media & Digital Studies) and Caitlyn Deeter (Educational Technology Associate) at the College of Wooster. November 8, 2023.
- *Annual Conference*. AACSB International. Paris, France. October 29-31, 2018.
- *Business Accreditation Seminar*. AACSB International. Tampa, Florida. January 23-24, 2015.
- *Assessment Seminar*. AACSB International. Tampa, Florida. January 26-27, 2015.
- *Attended a professional workshop on the usage of Blackboard and Banner Services for the University*. Effat University, Jeddah. 2014.

Supervisions

Theses successfully defended for the award of **PhD** degree:

- **Fawad Asif (2017)**. *The Impact of High Performance Work Systems on Business Performance: Examining the Role of Employee Wellbeing*. **PhD**, Department of Management Sciences, Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology, Islamabad. (*Primary Supervisor*).
- **Shazia Khan (2016)**. *The Influence of Ethical Leadership on Moral Judgment & Moral Motivation of Employees*. **PhD**, Department of Management Sciences, COMSATS University, Islamabad. (*Primary Supervisor*).
- **Sabra Nadeem (2015)**. *Accreditation of Business Education: Current trends, Outcomes and Motivation of Business Education Institutions in Pakistan*. **PhD**, Department of Management Sciences, COMSATS University, Islamabad. (*Second Supervisor*).

Selected theses successfully defended for the award of **MS/MPhil** degree:

- Nimra Zia **(2013)**. Does Training Make a Difference? The Impact of Perceived Training Effectiveness and Training Transfer in Banking Sector. **MS**, Department of Management Sciences, COMSATS University, Islamabad.
- Safder Shafi **(2013)**. Examining the Impact of Training on Turnover Intention in Project Based Organizations. **MS**, Department of Management Sciences, COMSATS University, Islamabad.
- Tooba Qasim **(2013)**. Impact of stressors on turnover intention: Examining the role of employee wellbeing. **MS**, Department of Management Sciences, COMSATS University, Islamabad.
- Rabia Akhlaque **(2012)**. Do Project Management Practices Affect Project Performance? A Study Based on IT Firms in Pakistan. **MS**, Department of Management Sciences, COMSATS University, Islamabad.
- Zaib-un-Nisa **(2012)**. Examining the impact of Project Performance Measurement System on Project success: A study based on NGO sector of Pakistan. **MS**, Department of Management Sciences, COMSATS University, Islamabad.
- Hira Akhter **(2012)**. Project Management Information System (PMIS) role in Pakistan Construction Industry for Project Monitoring – A Case Study. **MS**, Department of Management Sciences, COMSATS University, Islamabad.

Research Interests

- Worker, work environment, wellbeing, and work behaviour.
- Psychological and sociological theories of behaviour.
- Internet, SNS use, and behaviours.
- HRM policies and practices.
- Meta-analysis
- Structural equation modelling.
- Research methodology in social sciences.

Skills

- Having good communication and writing skills.
- Good quantitative analysis skills.
- Proficient with softwares including SPSS, MPlus, AMOS, R.
- Able to learn new softwares and research methods.
- Accreditations such as NCAAA, NEASC and AACSB.

Awards and Honours

- Nominated for Queen Effat Award for Excellence in Learning & Teaching – 2018. Effat College of Business, Effat University, Jeddah.
- Appreciation Certificate for performance and contributions – 2017. Effat College of Business, Effat University, Jeddah.

- Award (Honorarium) for dedication, achievements, initiative and performance – 2014. Department of Management Sciences, COMSATS University, Islamabad.
- Award (Honorarium) for dedication, achievements, initiative and performance – 2013. Department of Management Sciences, COMSATS University, Islamabad
- First prize in European Doctoral Thesis Competition – 2012
<http://www.edamba.eu/r/default.asp?iId=FJJJFG>
- Merit scholarship for PhD from Higher Education Commission (HEC) of Pakistan 2006.

Academic References

- Dr Amy Tian
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- Dr Mirella Yani-de-Soriano
Senior Lecturer in Marketing
Cardiff Business School, Cardiff University, UK
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- Dr Shumaila Yousafzai
Associate Professor in Marketing and Strategy
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