

Sajid Haider, PhD

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Cooperative Housing Society, Multan, Pakistan.
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Education

March-2013
Institution **Rey Juan Carlos University, Madrid, Spain**
Title **PhD in Business Organization** (with academic Honor *CUM LAUDE*)

Advanced Training

June 2 to 4, 2008
Institution **University of Valencia, Valencia, Spain**
Training Short Course in Project Evaluation

April- July 2004
Institution **Institute of Social Studies, The Hague, The Netherlands**
Training Short Course in Economic, Social and Environmental Project Analysis.

Teaching

Apr-2022 to date
Institution **COMSATS University Islamabad, Vehari Campus**
Position **Associate Professor (Tenured)**
Subjects taught Strategic Management, Leadership, Organizational Behavior, HR, Social Capital, Masters and PhD thesis

Jun-2013 to Apr-2022
Institution **COMSATS University Islamabad, Vehari Campus**
Position **Assistant Professor**
Subjects taught Strategic Management, Leadership, Organizational Behavior, HR, Masters thesis

Research Projects

November, 2016
Funding agency **Higher Education Commission of Pakistan (NRPU)**

Project title	<i>Risk factors and recovery analysis of Tuberculosis patients in Southern Punjab. (Completed)</i>
Position	Co-Principal Investigator
March, 2014	
Funding agency	Higher Education Commission of Pakistan
Project title	<i>Identifying facilitators and barriers to the implementation of health promoting schools in Pakistan: a survey in Multan District (SRGP) (completed)</i>
Position	Principal Investigator
Dec-2011- Dec-2012	
Employer	Rey Juan Carlos University, Madrid Spain
Project title	<i>Nueva Economía 20+20- Economía de Fracaso</i>
Position	Researcher (contract based)
Responsibilities	Responsible for conducting research and coordinating research activities with other fellows on the project. The research was conducted on <i>Business Failure in Spain</i> and was financed by the School of Industrial Organization, Madrid, Spain (www.eoi.es). Also responsible for organizing seminars, visits to the companies participating in the research, maintaining the project blog at the EOI's official website (http://www.eoi.es/blogs/20fracaso/author/sajidhaider/), coordinating with the postgraduate students on research issues, etc.

Research Publications

Journal Publications (Citations: 1167; H-index: 15)

1. Haider, S., de Pablos-Heredero, C. (2024). Buffering Effect of Psychosocial Mentoring on the Relationship between Career Mentoring and Employee Turnover Intentions through Attitude Toward Leaving. *Intangible Capital*, 20(2), 343-360. (Impact Factor: 1.2; Q3).
2. Abdul Jabbar, J., Haider, S., Usman Qureshi, M., (2023). Moderated Mediation between High Performance Work systems (HPWS) and Employee Voice Behavior: The role of Psychological Safety and Supportive Leadership. *Journal of Work and Organizational Psychology*, 39(3), 145-156. (Impact Factor: 3.1; Q2)
3. Sarwar, N., Haider, S., Akhtar, M. H., & Bakhsh, K. (2023). Moderated-mediation between ethical leadership and organizational citizenship behavior: the role of psychological empowerment and high performance managerial practices. *Management Research Review*, 46(5), 649-666. (Impact Factor: 2.6; HJRS: 'W'; ABDC: 'C'; Q1)
4. Shakoor, A., Haider, S., Akhtar, M.A., & Asadullah, M.A. (2023). Moderated mediation between work-life conflict and employee turnover intentions: the role of job dissatisfaction and workplace social support, *International Journal of Organizational Analysis*, 31(4), 1037-1060. (Impact Factor: 2.8; HJRS: 'X'; ABDC: 'B'; Q2)
5. Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. (HJRS: 'W'; Impact Factor: 6.879; ABDC: C; Q1)
6. Haider, S., De-Pablos-Heredero, C., & De-Pablos-Heredero, M. (2021). The Paradox of Citizenship Cost: Examining a Longitudinal Indirect Effect of Altruistic Citizenship Behavior on Work–Family Conflict through Coworker

- Support. *Frontiers in Psychology*, 12. 661715 (HJRS: 'W'; Impact Factor: 4.232; Q1)
7. Checa-Morales, C., De-Pablos-Heredero, C., Carreño, A.L., Haider, S., & García, A. (2021). Organizational Differences among Universities in Three Socioeconomic Contexts: Finland, Spain and Ecuador. Relational Coordination Approach, *Education Sciences*, 11 (8), 445, 1-15. (HJRS: 'X'; Impact Factor: 3.0; Q2)
 8. Bashir, M.S., Haider, S. Asadullah, M.A., Ahmed, M. & Sajjad, M. (2020). Moderated Mediation between Transformational Leadership and Organizational Commitment: The Role of Procedural Justice and Career Growth Opportunities, *Sage Open*, 10, 2, 1-19. (Impact Factor: 0.715; Q2)
 9. Haider, S., de Pablos-Heredero, C. & de Pablos-Heredero, M. (2020). A Three Wave Longitudinal Study of Moderated Mediation between High Performance Work Systems and Employee Job Satisfaction: The Role of Relational Coordination and Peer Justice Climate, *Frontiers in Psychology*, 11:792. doi: 10.3389/fpsyg.2020.00792 (Impact Factor: 2.067; Q1)
 10. Bakhsh, K., Sadiqa, A., Yasin, M.A., Haider, S., Ali, R. (2020). Exploring the nexus between households' choice of cooking fuels, sanitation facilities and access to information in Pakistan, *Journal of Cleaner Production*, 257, 1 June 2020, 120621, doi.org/10.1016/j.jclepro.2020.120621 (Impact Factor: 7.25; ABDC: 'A'; Q1)
 11. Haider, S., Fatima, N., de Pablos-Heredero, C. (2020). A Three Wave Longitudinal Study of Moderated-mediation between Perceptions of Politics and Employee Turnover Intentions: The role of Job Anxiety and Political Skills. *Journal of Work and Organizational Psychology*, 36, 1, 1-14 <https://doi.org/10.5093/jwop2020a1>; Impact Factor: 1.56; Q2)
 12. Haider, S., Ali, R. F., Ahmed, M., Humayon, A. A., Sajjad, M., & Ahmad, J. (2019). Barriers to implementation of emergency obstetric and neonatal care in rural Pakistan. *Plos One*, 14(11), e0224161 (Impact Factor: 2.77; Q1)
 13. Haider, S., Fatima, F., Bakhsh, K., & Ahmed, M. (2019). Effect of intervention on employees' intentions to use environmentally sustainable work practices: A field experiment. *Journal of Environmental Management*, 248, 109334 (Impact Factor: 5.65; ABDC: 'A'; Q1)
 14. Haider, S., De Pablos-Heredero, C., & Ahmed, M. (2019). A three wave time-lagged study of mediation between positive feedback and organizational citizenship behavior: the role of organization-based self-esteem, *Psychology Research and Behavior Management*, Vol 12, 241-253. (Impact Factor: 2.03; Q2)
 15. Haider, S., Jabeen, S., Ahmad, J. (2018), Moderated Mediation between Work Life Balance and Employee Job Performance: The Role of Psychological Wellbeing and Satisfaction with Coworkers, *Jouranal of Work and Organizational Psychology*, 34 (1), 29-37. (Impact Factor: 1.27; Q2)
 16. Haider, S. and De pablos-Heredero, C (2012): Determinants of R&D Cooperation: An Institutional Perspective, *Revista De Economía Mundial* 32, 239-257. (Impact Factor: 0.34; Q1).
 17. Bashir, M.A., Haider, S. Akhtar, M.H. (2019). Mediating Effect of Employee Self-Determination on the Relationship between Transformational Leadership and Organizational Commitment, *Pakistan Journal of Social Sciences*, 39 (4), 1795-1810. (HEC recognized-Y)
 18. Haider, S., Ahmed, M., Aslam, M., Asadullah, M.A., Anwar, S. (2019). Effect of Relational Coordination on Employee Turnover Intentions through Job Satisfaction: Application of Monte Carlo Simulation, *ESIC Market*, No. 162, Vol. 50 (1), 19-42. (Web of Science Indexed)

19. **Haider, S.**, Ahmed, M., de Pablos, C., & Latif, A. (2018). Household Characteristics and Saving Motives: Application of Multinomial Logistic Regression to Examine Maslow's Hierarchy of Needs Theory. *International Journal of Applied Behavioral Economics (IJABE)*, 7(1), 35-52. (Web of Science Indexed)
20. **Haider, S.**, Ahmad, J., & Ahmed, M. (2018). Identifying barriers to implementation of health promoting schools in Pakistan: The use of qualitative content analysis and fuzzy analytic hierarchy process, *International Journal of Advanced and Applied Sciences*, 5 (4), 56-66. (Web of Science Indexed)
21. **Haider, S.** (2017). External dependence of the organization: Causes and effective response. *ESIC Market*, 48(3), 485-505. (Web of Science Indexed)
22. Haider, S., dePablos, C., & Montes (2017). Mediating Role of Organizational Citizenship Behavior in the Relationship between Feedback and Innovation Implementation, *Journal of Organisational Studies and Innovation*, 4 (4), 1-19. (Web of Science Indexed)
23. **Haider, S.**, Fernandez-Ortiz, A., and De Pablos-Heredero, C. (2017): Organizational citizenship behavior and implementation of evidence-based practice: Moderating role of senior management's support, *Health Systems*, 6 (3), 226-241. (Web of Science Indexed)
24. Munir, S., Humayon, A. A., Ahmed, M., **Haider, S.**, & Jehan, N. (2017). Brand Image and Customers' Willingness to Pay a Price Premium for Female's Stitched Clothing. *Pakistan Journal of Commerce & Social Sciences*, 11(3), 1027-1049. (HEC recognized Y)
25. Asadullah, M. A., **Haider, S.**, de Pablos, C., and Musaddiq, M. (2016): Effect of ingratiation on supervisor satisfaction through helping behavior: A moderated mediation model, *Intangible Capital*, 12 (5), 1157-1191. (Web of Science Indexed)
26. Heredero, C. D. P., Haider, S., & Martinez, A. G. (2015). Relational coordination as an indicator of teamwork quality: Potential application to the success of e-learning at universities. *International Journal of Emerging Technologies in Learning (Online)*, 10(2), 4.

Book

1. Blanco-Jimenez, F.J., De Pablos-Heredero, C. González-Blanch, J.M. y **Haider, S.** (2013): Sectores de la Nueva Economía 20+20- Economía de Fracaso. EOI Foundation, Madrid, under license of Creative Commons. This is a **book** on Business Failure in Spain (in Spanish), published under the administration of the School of Industrial Organization, Madrid, Spain.

Conference Papers

1. **Haider, S.**, De Pablos-Heredero, C., and Montes, J.L. (2014) "An Organizational Framework for the Implementation of Evidence Based Practices: An Application to Health" (Paper presented in **Strategic Management Society's annual international conference** (2014) in Madrid).
2. De Pablos-Heredero C., **Haider S.**, Torres-Navarrete J.G., A. García-Martínez A. (2014): The Relationship Between Teamwork Coordination and Success at Educational Context, Paper presented in 6th International Conference on Education and New Learning Technologies Barcelona, Spain. 7-9 July, 2014, EDULEARN14 Proceedings, Pages: 6526-6533. ISBN: 978-84-617-0557-3 / ISSN: 2340-1117, indexed in **Thomson Reuters ISI Conference Proceedings Citation Index**.

Forthcoming Work

1. Aslam, M, Q., **Haider, S.**, and Asadullah, M.A. "Moderated Mediation between Job Insecurity and Employee Job Performance: The role of Job Stress and Supportive Leadership". [Submitted to *Journal of Indian Business Research*]
2. Ali, S, **Haider, S.** "Moderated mediation between unethical leadership and cheating behavior: the role of frustration and emotional stability" [To be Submitted to *Business Ethics*]
3. Yar, A., **Haider, S.** "Moderated-Mediation between Covid-19 Risk Perception and Employee Job Performance: The role of Employee Depression and Leader-Member" Exchange [to be submitted]
4. Imtiaz. M., **Haider, S.** and Akhtar, N. "Mediating Effect of Job Distress on the Relationship between Time Poverty and Work-Life Conflict" [to be submitted]

Management & Administration

2014 to date
Organization

COMSATS, Vehari, Pakistan

Head of Department of Management Sciences (Dec. 2021 to Dec. 2023)
Member of Campus Academic Review Committee (during Dec. 2021 to Dec. 2023)
Member of Departmental Academic Review Committee (Since 2014)
Member Graduate Advisory Committee
Convener Curriculum Committee (During 2014-2021)
Departmental Mentor for Management (During 2014-2021, and again since Jan 2024)
Member Strategic Plan Committee during NBEAC accreditation process in 2016
Session Chair and member of management committee in first and second 'Student Research Conference' CUI Vehari

2010-2011
Organization

Rey Juan Carlos University, Madrid

Member of the quality control commission for the Master in Business Organization

Awards and Scholarships

2007-2008
Institution

University of Valencia, Valencia, Spain.

Full scholarship during masters studies

Collaborations

Member research group OPENINNOVA at Rey Juan Carlos University, Madrid, Spain.
Member Board of Studeis at the department of Commerce, BZ University, Multan.

Languages

A good level of written and spoken English, Spanish, and Urdu.

References

Will be furnished on demand