

**Professional Overview**

I have a demonstrated history of performance in human resources industry and skilled in strategic planning, employee engagement, organizational development and research & development. I have been involved in lecturing and mentoring roles in different universities. My research interests include Human Psychology & Human Behaviours, Human Resource Management & IT and Role of Social Networks in HRM. My teaching and learning activities in diverse environment exhibit my strong networking and collaborative skills. My exposure in corporate sector, publications and lecturing show my professional attitude and strength in communication and interpersonal skills.

<b>Training Projects</b>	<ul style="list-style-type: none"> <li>Conducted training sessions as motivational speaker at Akhuwat, Maktab Foundation, CARE International, UVAS and CFE</li> <li>Trainer at Mandatory Training for the Promotion of Officers of Livestock &amp; Dairy Development Department (L&amp;DDD) (2016)</li> <li>Technical Trainer at Lahore Ring Road Police</li> <li>Conducted teachers training programs as consultant trainer in different cities of Pakistan</li> </ul>
<b>Interests</b>	HR Management, Recruitment & Selection, Policy Development, HR Training & Development, HR Career Development and Rewards, Planning, Compensation & Performance Management Management Information System, HRIS, Budgeting & Procurement, Business Research Methods and Techniques, Organizational Change and Development, Mixed Method Research (QUAL + QUANT), Project Monitoring & Evaluation, Operations Management
<b>Research</b>	<ul style="list-style-type: none"> <li><b>Rehman, S.,</b> Hamza, M. A., Nasir, A., Ullah, A. &amp; Arshad, N. (2022). Impact of COVID-19 and Consortium Factors on Mental Health: Role of Emotional Labor Strategies in Achieving Sustainable Development Goals. <i>Front. Psychol.</i> 13:795677. doi: 10.3389/fpsyg.2022.795677 (Impact Factor: 2.99 (JCR)) (W Category by HEC)</li> <li>Museera, A., Abid, G., <b>Rehman, S.,</b> &amp; Natasha, S. E. (2021). Impact of Privacy and Security on E-Banking Loyalty: Mediating role of Customer Satisfaction and Moderation of Reliability. <i>Journal of Islamic Countries Society of Statistical Sciences</i>, 7(2), 257-280. (Y Category by HEC)</li> <li>Hamza, M. A., <b>Rehman, S.,</b> Sarwar, A. &amp; Choudhary, K. N. (2021). Is knowledge a tenement? The mediating role of team member exchange over the relationship of big five personality traits and knowledge hiding behaviour. <i>VINE Journal of Information and Knowledge Management Systems</i>. DOI: 10.1108/VJKMS-05-2020-0084 (Scopus: Q2) (ESCI Journal) (X Category by HEC) (B ranking in ABDC Journals)</li> <li><b>Rehman, S.,</b> Abid, G., Ullah, A., &amp; Butt, T. H. (2021). Battle to Win Human Capital through Social Media Recruiting Technology: An Emperical Revision of the UTAUT2. <i>European J. of International Management</i>. DOI: 10.1504/EJIM.2021.10033928 (Impact Factor: 2.507 (JCR)) (W Category by HEC) (C ranking in ABDC Journals)</li> <li><b>Rehman, S.,</b> Hamza, M. A., Anum, L., Zaid, F. S., Khan, A. H., &amp; Farooq, Z. (2021). What if it is too negative? Managing emotions in the organization. <i>Management Science Letters</i>, 11(5), 1489-1498. DOI: 10.5267/j.msl.2020.12.024 (Scopus: Q2) (X Category by HEC)</li> <li>Hamza, M. A., <b>Rehman, S.,</b> Sarwar, A. &amp; Shoukat, A. (2021). Revealing a secret to understand work engagement through multi-level investigations: From antecedents to outcomes. <i>International Journal of Advanced and Applied Sciences</i>, 8(2), 6-16. DOI: 10.21833/ijaas.2021.02.002 (ESCI Journal) (Y Category by HEC)</li> <li><b>Rehman, S.,</b> Ullah, A., &amp; Hamza, M. A. (2021). The impact of Human Resource Development (HRD) Practices on Job Satisfaction and Intent to Leave: Moderating role of perception of organizational politics (POP). <i>International Journal of Advanced and Applied Sciences</i>, 8(1), 50-57. DOI: 10.21833/ijaas.2021.01.007 (ESCI Journal) (Y Category by HEC)</li> <li>Naseem, K., Hamza, M. A., &amp; <b>Rehman, S.</b> (2020). Illegitimate Tasks and Employee Outcomes in Higher Education Institutions: A Test of Mediated Moderation Model. <i>Elementary Education Online</i>, 19 (4), 3577-3590. doi:10.17051/ilkonline.2020.04.764758 (Scopus: Q2) (X Category by HEC)</li> <li>Hasan, Z., Khan, M. I., Butt, T. H., Abid, G., &amp; <b>Rehman, S.</b> (2020). The Balance between Work and Life for Subjective Well-Being: A Moderated Mediation Model. <i>J. Open Innov. Technol. Mark. Complexity</i>, 6(4), 127-144. DOI:10.3390/joitmc6040127 (Scopus: Q1) (W Category by HEC)</li> <li>Ullah, A., &amp; <b>Rehman, S.</b> (2018). Doing Business in Pakistan: Managerial Challenges. <i>Journal of Management and Training for Industries</i>, 5(2), 22-36. (EBSCO and Ulrich's Periodical Directory)</li> <li><b>Rehman, S.,</b> Shafique, M., Qadeer, F., &amp; Ahmad, R. (2017). The Impact of Social Networks on Team Building and Knowledge Sharing: Moderating Role of Organizational Politics. <i>Pakistan Journal of Social Sciences</i>, 37(2), 368-382. (Y Category by HEC)</li> <li>PhD thesis titled: Extending Social Media Recruiting Technology (<i>eSMART</i>) Acceptance Model for Pakistani Organizations (2018) (available at: pr.hec.gov.pk)</li> </ul>
<b>Analytical Techniques</b>	Data Management, Exploratory Factor Analysis, Confirmatory Factor Analysis, Mediation, Moderation, Regression Analysis, Model Testing
<b>Research Soft wares</b>	SPSS 22.0, AMOS 22.0, SMART PLS, NVIVO 10.0, End Note, Mendeley, Microsoft Excel 2013, Microsoft Word 2013

**Dr. Saqib Rehman** (Ph.D. Business Administration)  
(HEC Approved PhD Supervisor for Management Sciences & Business Education)

Dr.SaqibRehman81@gmail.com  
Mobile: 0092 333 4335228  
0092 322 4335228

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