



DR. SYED IMAD SHAH

ASSISTANT PROFESSOR

Profile

Greetings! As an experienced academic with over 20 years of teaching, including internationally, I specialize in university-level education and research. I hold a Ph.D. in Entrepreneurial Leadership from The University of Essex and have published more than 27 research articles, including in high-impact and high-quartile international journals. My total citations thus far are 1051, with an h-index of 12 and an i10-index of 12.

Though my expertise lies in qualitative case-study methodology, I employ various other methodologies in my research and supervision. Additionally, I have supervised numerous PhD and M.Phil. scholars, secured project grants, conducted multiple professional trainings, and worked as a qualitative and report writing consultant with multiple international agencies. My experience as a BS coordinator further enriches my understanding of academic administration and curriculum development.

Through my academic research skills, proficient communication, and teaching prowess, I strive to make a positive impact in my field with a passion for knowledge dissemination.

Education

PhD	
University of Essex	2013
MBA (IT as Major)	
Institute of Management Studies University of Peshawar	2003
B.Sc. Hons (Management Sciences)	
Institute of Management Studies University of Peshawar	2002

Experience

University of Peshawar	
Assistant Professor Institute of Management Studies	2013-2024
Coordinator BBA	2023-2024
Coordinator Accreditation	2016-2024
Coordinator ACCA Collaboration	2015-2024

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 Institute of Management
Studies, University of Peshawar

Expertise

- University Teaching
- Academic Research
- PhD/M.Phil Supervision
- Reviewer for prestigious journals, and PhD/M.Phil external evaluator
- Publications in Leadership/Entrepreneurship/Organizational Behavior
- Qualitative Research and Case-Study Methodology
- Project Consultancy
- Trainer of Trainers
- Coaching and Mentoring

[Click here to view my Google Scholar Profile and Citations](#)

References

Dr. Syed Mofazzal Mohyuddin, Senior Lecturer at the Australian Institute of Business, Adelaide, Australia
Email: syed.mohyuddin@aib.edu.au

Dr. Zia Obaid, Director and Associate Professor at the Institute of Management Studies, University of Peshawar, Pakistan.
Email: zia_obaid@hotmail.com
ziaobaid@uop.edu.pk

Essex University

Assistant Area Coordinator 2012
Project Coordinator Career Development Center 2011
Module leader and GTA BE210 2010
Assistant Online Developer ERASMUS Project 2009

Hazara University

Lecturer
Management Science Department 2007 - 2008

Sarhad University

Visiting Lecturer
Management Science Department 2006 - 2007

Gandhara University

Visiting Lecturer
Management Science Department 2005 - 2007

Professionals' Academy of Commerce

Lecturer/IT Manager
Coordinator ACCA 2003 - 2005

Publications

JCR Impact Factor

1. Takeed, Z., Ali, M. D., Shah, S. I., Muhammad, A., and Qui, S. (2025), The Effect of Entrepreneurial Leadership on Innovative Work Behavior: The Mediating Role of Creative Self-efficacy and Organizational Learning, Journal of Entrepreneurship in Emerging Economies. Vol. ahead-of-print No. ahead-of-print. ISSN: 2053-4604. <https://doi.org/10.1108/JEEE-08-2024-0326>. IF 3.9.
2. Shah, S. I., Shahjehan, A. and Afsar, B. (2022), Leading Machiavellians on the road to better organizational behavior, Personnel Review, 51(5), 1604-1626. ISSN: 0048-3486. <https://doi.org/10.1108/PR-04-2020-0304>. IF 3.90.
3. Shahjehan, A., Shah, S.I. and Afsar, B. (2022), The moderating effect of defensive voice belief on the curvilinear relationship between organizational identification and voice behavior in the hospitality industry. Current Psychology, 41(4), 2418-2430. ISSN: 1046-1310. eISSN: 1936-4733. <https://doi.org/10.1007/s12144-020-00768-3>. IF 2.8,
4. Muhammad, A., Khan, J. Z., Shah, S., I. and Ali, M (2021), Exploring challenges and opportunities of the new social entrepreneurs: The case of indigenous musicpreneurs in KP Pakistan, Journal of Entrepreneurship in Emerging Economies, 13(5), 904-921. ISSN: 2053-4604. <https://doi.org/10.1108/JEEE-03-2020-0063>. IF 3.9,
5. Shah, S. I., Afsar, B. and Shahjehan, A. (2020). Unique contextual conditions affecting coworker knowledge sharing and employee innovative work behaviors. Journal of Work and Organizational Psychology, 36(2), 125 - 134. ISSN: 1576-5962. eISSN: 2174-0534. <https://doi.org/10.5093/jwop2020a12>. IF 3.1,
6. Shah, S. I., Shahjehan, A., Afsar, B., Afridi, S. A. and Saeed, B. B. (2020). The dynamics of leader technical competence, subordinate learning, and innovative work behaviors in high-tech, knowledge-based industry. Economic Research-Ekonomska Istraživanja, 33(1), 623-638. ISSN: 1331-677X. eISSN: 1848-9664. <https://doi.org/10.1080/1331677X.2019.1699140>. IF 3.034.
7. Afsar, B., Shahjehan, A., Afridi, S. A., Shah, S. I., Saeed, B. B. and Hafeez, S. (2019). How moral efficacy and moral attentiveness moderate the effect of abusive supervision on moral courage? Economic Research-Ekonomska Istraživanja, 32(1), 3437-3456. ISSN: 1331-677X. eISSN: 1848-9664. <https://doi.org/10.1080/1331677X.2019.1663437>. IF 3.034.

8. Shahjehan, A., Afsar, B. and Shah, S. I. (2019). Is organizational commitment-job satisfaction relationship necessary for organizational commitment-citizenship behavior relationships? A meta-analytical necessary condition analysis. *Economic Research-Ekonomska Istraživanja*, 32(1), 2657–2679. ISSN: 1331-677X. eISSN: 1848-9664. <https://doi.org/10.1080/1331677X.2019.1653784>. IF 3.034.

9. Shah, S.I., Shahjehan, A. and Afsar, B. (2019), Determinants of entrepreneurial university culture under unfavourable conditions: Findings from a developing country, *Higher Education Policy*, 32(2), 249-271. ISSN: 0952-8733. eISSN: 1740-3863. <https://doi.org/10.1057/s41307-018-0083-y>. IF 1.6,

10. Bin Saeed, B., Afsar, B., Shahjehan, A. and Shah, S. I. (2019). Does transformational leadership foster innovative work behavior? The roles of psychological empowerment, intrinsic motivation, and creative process engagement. *Economic Research-Ekonomska Istraživanja*, 32(1), 254–281. ISSN: 1331-677X. eISSN: 1848-9664. <https://doi.org/10.1080/1331677X.2018.1556108>. IF 3.034.

11. Afsar, b., Shahjehan, A., Shah, S. I. and Wajid A. (2019), The mediating role of transformational leadership in the relationship between cultural intelligence and employee voice behaviour: A case of hotel employees. *International Journal of Intercultural Relations*. 69, 66-75. ISSN: 0147-1767. eISSN: 1873-7552. <https://doi.org/10.1016/j.ijintrel.2019.01.001>, IF 2.8.

12. Afsar, B., Shahjehan, A. and Shah, S. I. (2018). Frontline employees' high-performance work practices, trust in supervisor, job-embeddedness and turnover intentions in hospitality Industry. *International Journal of Contemporary Hospitality Management*, 30(3), 1436-1452. ISSN: 0959-6119. <https://doi.org/10.1108/IJCHM-11-2016-0633>. IF 11.10.

Emergning Sources Citation Index

13. Shahjehan, A., Shah, S. I., Qureshi, J. A. and Wajid, A. (2021), A meta-analysis of smartphone addiction and behavioral outcomes, *International Journal of Management Studies*, 28(2), 103–125. ISSN: 2232-1608. eISSN: 2180-2467, doi: 10.32890/ijms2021.28.2.5.

14. Shah, S. I., Shahjehan, A. and Afsar, B. (2016), The façade of voice opportunity and intragroup conflict. *Makara Hubs-Asia*, 20(2), 101-108. ISSN: 2355-794X. eISSN: 2406-9183, Doi: <https://doi.org/10.7454/mssh.v20i2.3491>. (Best paper award).

HEC Approved

15. Khan, S. U., Shah, S. I. and Shafiq, M. (2023), Effect of financial literacy and financial self-efficacy on individuals' investment intention: The mediating role of risk-taking behavior. *Global Economics Review*, VIII(III), 42-55, ISSN: 2521-2974, eISSN : 2707-0093. [http://dx.doi.org/10.31703/ger.2023\(VIII-III\).04](http://dx.doi.org/10.31703/ger.2023(VIII-III).04).

16. Khan, S. U., Shah, S. I. and Ali, M. D. (2022), Understanding the entrepreneurial motivations and barriers for aspiring entrepreneurs: A case of religious education institutions' students in Pakistan, *Journal of Management Research*, 8(2), 96-128, ISSN: 2617-0361. <http://jmgtr.com/newjmr/index.php/jmr/article/view/192>

17. Khan, S. U., Shah, S. I. and Muhammad, A. (2021), Effect of environment on entrepreneurial culture with mediating role of opportunity creation, *Journal of Management Research*, 7(3), 121-132, ISSN: 2617-0361. <http://jmgtr.com/newjmr/index.php/jmr/article/view/147>.

18. Ali, M. D, Shah, S. I., Jan, S. and Ilyas, M. (2021), The effect of organizational innovation and organizational learning on organizational performance, *Journal of Business and Tourism*, 1(2), 27-37, ISSN: 2520-0793, eISSN: 2521-0548. <https://doi.org/10.34260/jbt.v1i2.13>
19. Muhammad. A., Shah, S. I. and Rahman, H. R. (2020), Examining work outcome and organizational justice: The moderating role of Islamic work ethic, *International Review of Social Sciences*, 8(9), 73-86, ISSN: 2309-0081. https://irss.academyirmbr.com/paper_details.php?title=Examining_Work_Outcome_and_Organizational_Justice:_The_Moderating_Role_of_Islamic_Work_Ethics.
20. Khan, S. U. and Shah, S. I. (2020), Effect of government support on entrepreneurial culture: Moderating role of education institutions support in Pakistan, *NICE Research Journal*, 13(1), 158-180, ISSN: 2219-4282. <https://nicerjss.com/index.php/JFME/issue/view/11>.
21. Shah, S. I., Shahjehan, A., Ali, M. D. and Manzoor, H. (2020), Citizenship-behavior and workplace-withdrawal: Distinguishing between the organizational and job-based turnover intentions in nurses, *International Journal of Psychosocial Rehabilitation*, 24(8), 427-438, ISSN: 1475-7192. <https://www.psychosocial.com/article/PR280041/15155/>.
22. Shah, S., I., Shahjehan, A., Ali, M. D. and Manzoor, H. (2019), Effect of entrepreneurial risk perception on entrepreneurial intention with the mediating role of perceived behavioural control, *International Journal of Management Research and Emerging Sciences*, 9(1), 140-148, ISSN: 2223-5604, eISSN: 2313-7738, <https://doi.org/10.56536/ijmres.v9i1.56>.
23. Ali, M. D., Shah, S. I. and Tariq, M. (2019), Marketing in the green: A description of direct selling and relationship marketing in Malaysian jungles, *Journal of Business and Tourism*, 5(1), 135-142, ISSN: 2520-0793, eISSN: 2521-0548. <https://jbt.org.pk/index.php/jbt/issue/view/9>.
24. Ali, M. D. and Shah, S. I. (2017), The challenges to the diffusion of innovation in small and medium enterprises in Khyber Pakhtunkhwa, Pakistan, *Journal of Managerial Sciences*, 425-442, XI(3) (Special Issue) (GDHEC 2017), ISSN: 1992-4364, eISSN: 1998-4642. <https://www.qurtuba.edu.pk/jms/GDHEC.htm>.
25. Shah, S. I., Muhammad, A. and Rehman, S. U. (2016), Entrepreneurial leadership in the university context: Reality or myth? Evidence from Pakistan, *Pakistan Business Review*, 17(4), 863-890, ISSN: 1561-8706. <https://pbr.iobm.edu.pk/archives/archive-2016/>
26. Rehman, S. U., Rehman, M., Muhammad, A. and Shah, S. I. (2015), Determinants of capital structure during the crisis period: Evidence from the recent financial crisis (2007-2009), *Pakistan Business Review*, 17(3), 468-486, ISSN: 1561-8706. <https://pbr.iobm.edu.pk/archives/archive-2015/>
27. Muhammad, A. and Shah, S. I. (2015). Examining the decisive factors in return decisions among asylum seekers: Evidence from the UK. *Journal of European Studies*, 31(2), 85–100. ISSN: 0258-9680, eISSN: 2307-5422. <https://asce-uok.edu.pk/journal/index.php/JES/article/view/66>.

Book Chapter

Afsar, B., Shahjehan, A., & Shah, I. (2018). Leadership and employee pro-environmental behaviours. In V. Wells, D. Gregory-Smith, & D. Manika (Eds.), *Research Handbook on Employee Pro-Environmental Behaviour* (pp. 185-209). ISBN: 978-1-78643-282-7, eISBN: 978-1-78643-283-4. Edward Elgar Publishing, DOI: <https://doi.org/10.4337/9781786432834>.

Supervision

Supervised two PhD's and numerous M.Phil. scholars to completion of their research. Currently supervising two HDR (DBA to Ph.D.) scholars at AIB.

Projects and Consultancy

- Co-PI on the Local Challenge Fund (LFC-HEDP) grant by HEC titled 'Implementing Community Based Rural Homestay Tourism in Pakistan'. Award ref no: 20-LCF-289/RGM/R&ID/HEC/2021.
- Co-PI on the Thematic Research grants Program titled 'Understanding the Importance of Core Soft Skills for University Graduates in Pakistan'. Award ref no: 6(05)/Acad/SS&H/HEC/2018/77.
- Qualitative research and Report Writing Project Consultant for DFID funded project titled 'Food Assistance for Assets (FFA) Early Recovery Programme' conducted in the North & South Waziristan Districts of Pakistan. Reference No: ERP/IMStudies/FFA/DFID/Donor Report/NW&SW.
- Qualitative research and Report Writing Project Consultant for the FAO UN funded project titled 'Food Security, Livelihoods, and Resilience Assessment/Baseline Survey of Afghan Refugees and Host Communities in Kohat and Haripur Districts of KP

Trainings Conducted

- Leading Machiavellians on a Road to Better Organizational Behavior to Pakistan Air force Education Officers in their Organizational Management Course.
- The Dark Side of Personality, Leading Machiavellians, The Facade of Voice Opportunity, Case-study Research, Critical Literature Review, and Entrepreneurial Universities to the faculty of 11 KP universities as part of a project by USEFP universities partnership grant program titled 'Growing Together: Capacity Building Training of Business Schools of KP, GB, and AJK '.
- Communication Skills and Technical Report Writing Training to the staff of FATA Disaster Management Authority (FDMA), Sponsored by Swiss Agency for Development and Co-operation.
- Innovation and Creativity training to the faculty of University of Peshawar, organized by Office for Research Innovation and Commercialization (ORIC).
- Administrative Skills Training to faculty of Sarhad University of Information Technology, sponsored by the Higher Education Commission, Pakistan.
- Qualitative Research Methods to IMS faculty and students at Baragali Summer camp.
- Capacity Building of FATA Youth, IMS Project sponsored by UNDP.
- Co-lead in training Resident Assistants for Resident Support Network Induction Program, University of Essex.

Administrative/Managerial Experience

- Coordinator BBA Program, Institute of Management Studies, University of Peshawar.
- Coordinator Business School Accreditation, Institute of Management Studies, University of Peshawar.
- Coordinator BBA and ACCA Course Mapping and Paper Exemption Collaboration at Institute of Management Studies, University of Peshawar.
- Assistant Area Coordinator for the Residents' Support Network, Southend Campus, University of Essex.
- Assistant Project Coordinator for the Career Centre, Southend Campus, University of Essex.
- Director Academics/ Managing Partner at the Management Sciences Dept., NCS University System.