

Umrani, Waheed Ali, Ph.D, MBA

Associate Professor of OB & HRM

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EDUCATION

Ph.D. Universiti Utara Malaysia, 2016 – (UUM is AACSB accredited)
OB & HR

MBA University of Sindh Jamshoro, Pakistan 2008

WORK EXPERIENCE

Karachi School of Business & Leadership

2021 – Present, Associate Professor of OB & HR

2021 – Present, Head, Case Research Center

Sukkur IBA University-Sukkur, Pakistan

2019 – 2020, Associate Professor of OB & HR

2016 – 2020, Head, Case Research Center

2016 – 2019, Assistant Professor, Department of Business Administration

2012 – 2013, MBA Program Coordinator

2019 – 2016, Lecturer, Business Administration

Universiti Utara Malaysia

2014-2015, Graduate Teaching Assistant

SELECTED PEER-REVIEWED JOURNAL PUBLICATIONS

1. Ahmed, U., Umrani, W. A., Yousaf, A., Siddiqui, M. A., Pahi, M. U., (2021 - Accepted). Developing faithful stewardship for environment through green HRM. ***International Journal of Contemporary Hospitality Management***
2. Umrani, W. A., Channa, N., Yousaf, A., Ahmed, U., Pahi, M.H., Ramayah, T., (2020) Greening the Workforce to Achieve Environmental Performance in Hotel Industry: A serial mediation model. ***Journal of Hospitality and Tourism Management***.
3. Arain, G. A., Hameed, I., Umrani, W., & Sheikh, A. (2020). Whether and How Subordinates Passively Respond to Top-Down Knowledge Hiding in Organizations. ***Applied Psychology – An International Journal***.
4. Yousaf, A., Shoukat, R., Umrani, W. A., F. Y., (2020). Linkages between Group Level Task Conflict and Individual Level Outcomes in non-routine technical Jobs. ***International Journal of Conflict Management***

5. Dost, M., Badir, Y. F., Sambasivan, M., & Umrani, W. A. (2020). Open-and-closed process innovation generation and adoption: Analyzing the effects of sources of knowledge. *Technology in Society*, 62, 101309.
6. Umrani, W. A., Siyal, I. A., Ahmed, U., Arain, G. A., Sayed, H., & Umrani, S. (2019). Does family come first? Family motivation-individual's OCB assessment via self-efficacy. *Personnel Review*.
7. Dost, M., Pahi, M. H., Magsi, H. B., & Umrani, W. A. (2019). Effects of sources of knowledge on frugal innovation: moderating role of environmental turbulence. *Journal of Knowledge Management*.
8. Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*.
9. Dost, M., Pahi, M. H., Magsi, H. B., & Umrani, W. A. (2019). Influence of the best practices of environmental management on green product development. *Journal of environmental management*, 241, 219-225.
10. Ahmad, I., & Umrani, W. A. (2019). The impact of ethical leadership style on job satisfaction. *Leadership & Organization Development Journal*.
11. Afsar, B., & Umrani, W. A. (2019). Transformational leadership and innovative work behavior. *European Journal of Innovation Management*.
12. Afsar, B., & Umrani, W. A. (2019). Corporate social responsibility and pro-environmental behavior at workplace: The role of moral reflectiveness, coworker advocacy, and environmental commitment. *Corporate Social Responsibility and Environmental Management*.

EDITED BOOK(S)

1. Ahmed U., Umrani W.A, Khalid N., Imroz S. M., (2020) Case studies on contemporary practices in Management & HR.

SELECTED PEER-REVIEWED JOURNAL (REVISED & RESUBMITTED)

1. Umrani, W.A., Shaikh, H., Shah, S.M.M., Syed, J., Syed, H., (2020). An integrative perspective on Employee Voice Behavior. *Journal of Business Research (Under Review)*.
2. Umrani, W. A., Ahmed, I., Ahmed, U., Lashari, I.A., Ramayah, T (2020). Corporate entrepreneurship's influence over firm performance through absorptive capacity. *Strategic Entrepreneurship Journal (Under Review)*.
3. Umrani, W. A., Channa, A., Ahmed, U., (2020) Enhancing organizational attractiveness through green human resource management practices. *International Journal of Human Resource Management (Under Review)*.
4. Cheema, S., Malka, L., Umrani, W. A., Ali, M., Shah, S. H. A., (2020) Ethical leadership and Organizational Commitment: an investigation of mediational role of employee perceived CSR among hotel employees. *Journal of Business Ethics (Under Review)*.
5. Umrani, W. A., Siyal, S., Cheema, S., Ching, I. Y. S., Syed, H., (2020). Healthy as a horse: inclusive leadership and innovative work behavior. *Leadership Quarterly (Under Review)*.

- Umrani, W. A., Siyal, I. A., S., Cheema, S., Ahmed, U., Syed, H., Memon, M. M., (2020). Why do employees' behave in certain ways? Prosocial motivation as an attitude accelerator. *Australian Journal of Management (Under Review)*.

ACADEMIC/PROFESSIONAL MEETING/CONFERENCE PROCEEDINGS / PRESENTATIONS

- Arain, G. A., Hameed, I., Umrani, W., & Sheikh, A. (2019, July). Whether and How Subordinates Passively Respond to Top-Down Knowledge Hiding in Organizations. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 13509). Briarcliff Manor, NY 10510: Academy of Management.
- Javed, B., Umrani, W. A., & Hameed, Z. (2019). Impact of Inclusive leadership on Innovative Work Behavior: the roles of job characteristics and person job fit. *Academy of Management Global Proceedings*, (2019), 131.
- Umrani, W.A., Shaikh, H., Shah, S.M.M., Syed, J., Syed, H. (2020) Employee state paranoia: Linking abusive supervision with employee voice behavior. *European Academy of Management (2020-Accepted)*.
- Nawaz, A., Umrani, W. A., Bhutto, N.A., Tariq, B. (2020) Behaviors Also Trickle Back: An Assessment of Customer Dysfunctional Behavior on Employee And Customers. *British Academy of Management (2020-Accepted)*.

PEER-REVIEWED TEACHING CASES PUBLISHED & PRESENTED

- Najam, S., Solangi, R., Umrani, W. A., & Rajput, S. M. (2021). Recruiting the right research associate for case research center. *Emerald Emerging Markets Case Studies*.
- Umrani, W. A., Solangi, R., Virginia, B., (2021). Sustaining Hazir Sabzi, through Study-Work-and Family: A three tier conflict. *Asian Case Research Journal*
- Umrani, W. A., Solangi, R., Memon, M. A., Hadeesa, A., & Khoso, S. (2019). Implementing evaluation for positive organizational changes: IBA-public school Sukkur, Pakistan. *Emerald Emerging Markets Case Studies*.
- Solangi, R., Umrani, W. A., Solangi, I., & Memon, M. A. (2019). To do or not to do: the real state of real estate. *Emerald Emerging Markets Case Studies*.
- Umrani, W. A., Doudpota, A. K., & Ahmed, U. (2016). ICON stores: managing a new business venture. *Emerald Emerging Markets Case Studies*.
- Umrani W. A., Butt, F., Bhutto, N.A., (2015). Developing Brand Identity, The Elegant Center, Hyderabad. Book titled '*Management Cases: A Treatise*' by Asia Pacific Institute, Delhi, India
- Butt, F., Umrani W. A., Khuwaja, F. M., (2015) Promotion Mix at APS (Allied Power Solutions, Sukkur). Book titled '*Management Cases: A Treatise*' by Asia Pacific Institute, Delhi, India
- Umrani, W. A., Memon, U., (2016) Managing Faculty Performance at Sukkur IBA. *AMRC Conference, Wallowing University Dubai*.
- Umrani, W. A., Kazmi, S. M. A., Khoso, T. A., (2011) Taj-Corporation Journey of Transformation. *AJMC International Case Conference, 2011*
- Qureshi, R. A., Khuwaja, F. M., Umrani, W. A., Rana, A. I., (2011) Sales force Compensation at Service Sales Corporation. *AJMC International Case Conference*.

11. Butt, F., Memon, P. A., Umrani W. A., (2011). Waqar Mughal – an Entrepreneur at Cross Road. *AJMC International Case Conference*.

INDUSTRY ENGAGEMENT

1. Independent Director, Board of Directors – Sindh Rural Support Program 2020-Present
2. Training Coordinator for Sindh Education Foundation, 2016-2017

AACSB RELATED TRAINING

ATTEND AT SUKKUR IBA UNIVERSITY, PAKISTAN

1. Assurance of Learning Workshop
2. Workshop on development of the curriculum according to AACSB curriculum management guidelines
3. The workshop on MBA program restructuring

AACSB related tasks

4. Member Faculty engagement committee
5. Curriculum review committee for MBA

ACADEMIC ACHIEVEMENT(S)

6. Ranked number 1 contributor in Business School as a Scholarly Academician (SA-faculty) for the year 2020 with the score of 343 points in 4-years
7. Stood first in Emerald/HEC Case Writing Competition, 2018

Memberships and affiliations

8. Independent Director, Pakistan Institute of Corporate Governance 2020-Present
9. Member Board of Studies, Sindh University Bhatt Shah Campus.
10. Member Syndicate, Sukkur IBA University (2019-2020)

RESEARCH GRANTS

- Community Investment Fund, Impact Study, 2016 for Sindh Rural Support Program.
- Matching Grant – Universiti Utara Malaysia & Sukkur IBA University 2019
- Sukkur IBA Research Grant 2019 – Graduate Skills Assessment

ACADEMIC ENGAGEMENT ACTIVITIES

1. Supervising three MS students
2. Supervising Two PhD students
3. Conference Manager for 3rd ICBEM, April, 2019
4. Conference Manager for 2nd ICBEM, Feb, 2018
5. Conference Manger for Case Study Segment, 1st ICBEM, 2016.

Ad Hoc Reviewing

- International Journal of Human Resource Management
- Personnel Review
- The Journal of Positive Psychology
- Leadership and Organization Development

- Academy of Management conference: OB, and HRM divisions
- British Academy of Management Conference
- European Academy of Management Conference
- SageOpen

INVITED TALKS:

- Future Research Challenges and Agenda at Arab Open University Bahrain, September 2019
- SZABIST International Conference on Interdisciplinary Research in Management, Education, and Social Sciences, January 2020
- 1st National Research Conference on Business and Management (NRCoBM) “Emerging Trends, Opportunities and Challenges in Business”. SZABIST Larkana, February, 2019
- 3rd International Conference on Experiential Learning at IOBM, Karachi. October, 2018

PROFESSIONAL ENGAGEMENT ACTIVITIES

11. Brand Ambassador/Academic Representative for Emerald Publishing in Pakistan & UAE, 2018

PROFESSIONAL DEVELOPMENT

Professional and/or academic Conferences, Trainings, and Workshops attended

International

1. Academy of Management Teaching and Learning Conference, Boston, 2019
2. Case Teaching & Case Writing, IVEY Business School Canada, 2017, conducted in Sukkur IBA Pakistan (2017).
3. Workshop on Partial Least Square Structural Equation Modeling (PLS-SEM), 2016, conducted by Prof. Joseph F. Hair, Kennesaw State University
4. 7-Habits of Highly Effective People by FranklinCovey, 2016.
5. Workshop on Using Smart-PLS, 2014, University Utara Malaysia
6. Workshop on Case Writing and Case Teaching, 2012, Asia-Pacific Institute of Management, New Delhi, India.

National

1. Competency Based Interviews, conducted by Narejo HR Consultancy, 2017

2. Programme on Writing Teaching Cases, (2012), Lahore University of Management Sciences, (LUMS) Lahore
3. Case Method of Teaching Workshop, (2010), LUMS, Lahore
4. Programme on Writing Case Studies, (2010) conducted by LUMS at Sukkur IBA.
5. Human Resource Tools & Techniques, (2011) – LUMS, Lahore
6. Business Communication Skills at IBA Karachi, 2011
7. Marketing Strategies (Using Case Method of Teaching) at IBA Karachi 2013
8. Marketing Strategy, 2011 – LUMS, Lahore

ACADEMIC/PROFESSIONAL MEETINGS/WORKSHOPS CONDUCTED

1. Conducted PLS-SEM Workshops in various universities (SZABIST, Karachi, BZU MULTAN, PAF-KIET Karachi, MAJU Karachi, Indus University Karachi, University of Sindh Jamshoro, Isra University Hyderabad and Mehran UET, Jamshoro (in the years 2016-2019)
2. Conducted workshop on PLS-SEM, Sukkur IBA University along with Prof. Ramayah T. from USM, Malasia, Feb-2018
3. Conducted various workshops on “Leadership Development through 7-Habits of Highly Effective People’ at Sukkur IBA (in the years 2016-2019)
4. Conducted 2-Days Workshop on PLS-SEM at University Utara Malaysia, August, 2015
5. Conducted 2-days Workshop on PLS-SEM Analysis methods at UniMAP, Malaysia, December, 2015
6. Conducted 2-days Workshop on PLS-SEM at University Utara Malaysia, October, 2015

COURSES DESIGNED/TAUGHT

- Organizational Behavior
- Leadership
- Human Resource Management
- Entrepreneurship
- Quantitative Techniques
- Business Research Methods
- Training & Development
- Innovation Management
- Organizational development & Change Management
- Strategic Management

- Management Principles & Practices