

MUDDASSAR SARFRAZ, PH.D.

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PROFESSIONAL PROFILE

- Effective communicator with excellent planning, organizational, and negotiation strengths as well as the ability to lead, reach consensus, establish goals, and attain results.
- Innovative teacher devoted to education and learning.
- Commitment to helping university students develop their full potential in their studies.
- Strong philosophy of teaching, and knowledge of many different methods to motivate students to develop their expertise in specific areas

EDUCATION

- **Doctor of Philosophy in Management Sciences**, Hohai University (BRICS-750 Ranking), China, 2017
SUPPORT AREA: Strategic Management/ Organizational Behavior
- **Master of Business Administration**, Chongqing University (QS-780 Ranking), China, 2014
SUPPORT AREA: Organizational Behavior/ Business Management
- **Master of Business Administration**, The University of Lahore, (Asian Ranking-400), Pakistan, 2011
SUPPORT AREA: Human Resource Management
- **Bachelor of Arts**, Bahauddin Zakariya University, Multan, Pakistan, 2009

ACADEMIC HONORS AND AWARDS

- Excellent Postdoctoral Fellow, Business School, Hohai University, PR China, 2019
- Outstanding International Graduate, Business School, Hohai University, PR China, 2017
- Recipient, Hand Award for Teaching Excellence, GC University Faisalabad Layyah Campus, 2016
- Distinguished International Graduate, SEBA, Chongqing University, PR China, 2014
- Excellent Student of the Year IMBA program, SEBA, Chongqing University, PR China, 2012

ACADEMIC/PROFESSIONAL EXPERIENCE

Assistant Professor, NUIST, PR China

Jan 2020 to Ongoing 2020

- Developing and delivering course material, curriculum, and syllabus.
- Teaching and supervising undergraduate and graduate students.
- Writing proposals to secure funding for research.
- Conducting research and publishing papers in academic journals.

Postdoctoral Researcher, Hohai University, PR China

Jan 2018 to Dec 2019

- Taking Seminar Course on 'Research Philosophy' to PhD Students.
- Co-Supervising PhD students in areas of Entrepreneurship, Management and HRM
- Conduct workshops for graduate students.
- Mentor and assist, as appropriate and as directed, the research graduate students in School and Institute.
- Engaged in fieldwork and writing of technical publications.
- Teaching the Modules of HRM to Master and PhD Students.

Management Consultant, Highest Valley Limited, Toronto, Canada

June 2019 to Dec 2019

- Managing International projects and programmes
- Carry out research and data collection to understand the organization
- Prepare business proposals and presentations
- Identify issues and form hypotheses and solutions

Research Associate, Hohai University, PR China

Sep 2014 to Dec 2017

- Conduct literature reviews for journal and conference publication.
- Collect and analyze data.
- Participates in training sessions and workshops
- Participated regularly in group meetings and prepared and delivered presentations to project team, internal and external stakeholders or funders.

Visiting Lecturer, Government College University, Faisalabad, Pakistan

Oct 2015 to Jan 2016

- Taught Introduction to Business and Introduction to Management to classes averaging 30 students.
- Involved in the administration of degree and postgraduate courses as well as responsible for organizing lectures.
- Taught Business Research methods course to Post Graduates students.
- Supervised Research Project of MBA students.

Assistant HR Manager, Recourse Smith, Pakistan

Sep 2011 to Aug 2012

- Assist HR Manager in implementing the firms' HR policies.
- Assisting in recruitment, training & staff development.
- External Recruitment

Assistant Coordinator, Enercom International, Pakistan

Jan 2010 to Jan 2011

- Provide personal and professional support to directors.
- Coordinate and plan meetings and corporate events.
- Create periodic reports for the managers.

Human Resource Coordinator, Trust Pharmaceutical, Pakistan

Nov 2007 to Feb 2009

- Coordinate inside the HR department
- Maintain a detailed record of the turnover
- Consulted with managers and supervisors about company policies and procedures
- Facilitating human resources processes
- Assisting with the recruitment and interview processes
- Ensuring the effective utilization of plans related to HR programs and services

COURSES TAUGHT

Undergraduate

- Project Management
- Human Resource Management
- Organizational Behavior
- Strategic Management
- Leadership and Business Ethics
- Marketing
- Introduction to International Business

Graduate

- Business Ethics
- Human Resource Management
- Business Strategy
- Research Methodology
- Strategic Management
- Project Management
- Marketing

COURSES DEVELOPED AND INTRODUCED

- Global Management
- Gender issues in Management

TEACHING INTERESTS

- Organizational Management
- Human Resource Management
- Organizational Behavior
- Strategic Management
- Business Ethics
- Project Management
- Business Strategy
- Research Methodology

TEACHING EVALUATIONS

- Quantitative scores nearly always exceed 4 on a 5-point scale in which 5 is the top score.
- See *Teaching Evaluation Supplement to CV*, with detailed quantitative and qualitative teaching evaluations, available upon request.

ACADEMIC AFFILIATIONS

- Member of British Academy of Management, United Kingdom.
- Member of Chinese Economists Society, USA.
- Member of World Economic Association, United Kingdom.
- Member of American Economic Association, Nashville, USA.
- A representative of International Multicultural Network, Azerbaijan.
- International MBA Ambassador to Pakistan, PR China.

PROFESSIONAL TRAINING

- International Training workshop on the Hydraulic Engineering Dynamic Monitoring Technology (2017) organized by Pearl River Hydraulic Research Institute, Guangzhou, China.
- International Training workshop on China-ASEAN Technology Manager (2017) organized by Guangxi-ASEAN Technology Transfer Center, PR China.
- International Training workshop on China-South Asia Technology Manager Training (2016) organized by Yunnan Academy of Scientific and Technical information, PR China.

SCHOLARLY CONTRIBUTIONS

Web of Science/ Scopus Indexed Publications

- *Muddassar Sarfraz*, Radian Belu and Larisa IVASCU (2021), Investigating the Relationship between Business Sustainability and Organizational Performance in the Context of the Circular Economy: The Moderating Role of Organizational Competitiveness. *Business Strategy and The Environment - in Press (SSCI, Thomson Reuters-IF 5.483)*
- *Muddassar Sarfraz*, Syed Ghulam Meran Shah, Zeeshan Fareed, Muhammad Ateeq Ur Reham and Adnan Maqbool (2021), Myth or Reality? Unveiling The Effectiveness of Hierarchical CEO Succession On Firm Performance and Cash Holdings. *Journal of Business Economics and Management- in Press. (SSCI, Thomson Reuters-IF 1.855)*
- *Muddassar Sarfraz*, Syed Ghulam Meran Shah and Zeeshan Fareed (2020), Cogitating The Interconnection of Hierarchical Order Disturbances in CEOs Succession with Corporate Social Responsibility and Environmental Sustainability. *Corporate Social Responsibility and Environmental Management*, 27(6), 2956-2971. *(SSCI, Thomson Reuters-IF 4.542)*
- *Muddassar Sarfraz*, Khuram Shehzad, Syed Ghulam Meran Shah (2020), The impact of COVID-19 as a necessary evil on air pollution in India during the lockdown. *Environmental Pollution*, 266, 115080. *(SCI, Thomson Reuters-IF 6.792)*
- *Muddassar Sarfraz*, Ilknur OZTURK, Syed Ghulam Meran Shah and Adnan Maqbool (2020), Contemplating the Impact of Moderators Agency Cost and Supervisors on Corporate Sustainability Under the Aegis of Cognitive CEO. *Frontier in Psychology*,11. *(SSCI, Thomson Reuters-IF 2.129)*
- *Muddassar Sarfraz*, Bin HE, Syed Ghulam Meran Shah and Adnan Maqbool (2020), Examining the Effectiveness of Cognitive CEO on Corporate Environmental Performance: The Mediating Role of Corporate Innovation. *Environmental Science and Pollution Research*. <https://doi.org/10.1007/s11356-020-10496-7> *(SCI, Thomson Reuters-IF 3.056)*
- *Muddassar Sarfraz*, Khuram Shehzad and Awais Ferried (2020), Gauging the Air Quality of the New York; A Non-Linear Nexus between COVID-19 and Nitrogen Dioxide Emission. *Air Quality, Atmosphere & Health*: 1-11. *(SCI, Thomson Reuters-IF 2.870)*
- *Muddassar Sarfraz*, Syed Ghulam Meran Shah, Larisa IVASCU and Muhammad Asim Ali Qureshi (2020), Explicating the Impact of Hierarchical CEO Succession On SMEs Performance and Cash Holdings. *International Journal of Finance & Economics*. *(SSCI, Thomson Reuters-IF 0.9)*

- Syed Ghulam Meran Shah, *Muddassar Sarfraz* and Larisa IVAȘCU (2020), The Relationship Among Innovative Strategies, Corporate Environmental Responsibility, Cognitive and Hierarchical CEO: A Stakeholder Theory Perspective. *Corporate Social Responsibility and Environmental Management. (SSCI, Thomson Reuters-IF 4.542)*
- Khuram Shehzad, Liu Xiaoxing, *Muddassar Sarfraz* and Muhammad Zulfiqar (2020), Signifying the asymmetrical nexus between Climate change and ICT development: A case from Developing country. *Environmental Science and Pollution Research*,1-16. *(SCI, Thomson Reuters-IF 3.056)*.
- *Muddassar Sarfraz*, Bilal Khalid, Ilknur Ozturk, Jasim Tariq, Taqadus Bashir (2020), Assessing The Effectiveness of Psychological Capital and Employee Engagement Being Moderator and Mediator on Employee Emotional Intelligence and Performance. *International Journal of Business Excellence-In Press. (Scopus indexed)*
- Corina Dufour, Anca Draghici, Larisa Ivascu, *Muddassar Sarfraz* (2020), Occupational Health and Safety Division of Responsibility: A Conceptual Model for the Implementation of the OHSAS 18001:2207 Standard. Accepted for publication in *Human Systems Management*, 1-41 *(E-SCI – Thomson Reuters/ Scopus indexed)*.
- Larisa Ivascu, Ben-Oni Ardelean, *Muddassar Sarfraz*, Ciprian Trocan (2020), Application Interpretive Structural Modelling for Evaluating Ergonomics Factors of the Public Sector. Accepted for publication in *Applied Mathematics, Mechanics, and Engineering (E-SCI – Thomson Reuters/ Scopus indexed)*.
- Aiman Ajaz, Shenbei Zhou, *Muddassar Sarfraz* (2020), Delineate Influence of Boardroom’s Gender Diversity On Corporate Social Responsibility, Financial Performance and Firm Reputation. *Logfrum* 16(1), 61-74. *(E-SCI – Thomson Reuters/ Scopus indexed)*
- Kausar Fiaz Khawaja, *Muddassar Sarfraz*, Rimsha Jamil, Murat Ismet Haseki (2020), Envisaging The Impact of Perceived Corporate Social Responsibility on Customer Commitment Under the Patronage of Corporate Image. *Middle East Journal of Management-* in press. *(Scopus indexed)*
- Tehreem Pervez, Kausar Fiaz Khawaja, *Muddassar Sarfraz*, Sayema Sultana (2020), An Investigation of Value Co-Creation on Customer Loyalty: Mediating Role of Customer Trust. *International Journal of Economics and Business Research-* in press. *(Scopus indexed)*.

- *Maryam Shah, Muddassar Sarfraz, Kausar Fiaz Khawaja, and Jasim Tariq (2020), Exploring Antecedents and Outcomes of Unethical Pro-Organizational Behaviour in the Service Sector. Global Business and Organizational Excellence. (E-SCI- Thomson Routers)*
- *Muddassar Sarfraz, Wang Qun, Ambreen Sarwar, Muhammad Ibrahim Abdullah, Kashif Imran and Imran Shafique (2019), Mitigating effect of perceived organizational support on stress in the presence of workplace ostracism in the Pakistani nursing sector. Psychology Research and Behavior Management 12 (2019): 839. (SSCI, Thomson Routers-IF 1.9)*
- *Muddassar Sarfraz, Wang Qun, Syed Ghulam Meran Shah and Zeeshan Fareed (2019), Do Hierarchical Jumps in CEO Succession Invigorate Innovation? Evidence from Chinese Economy”. Sustainability, 11(7), 2017. (SSCI, Thomson Routers-IF 2.592/ Scopus indexed)*
- *Syed Ghulam Meran Shah, Mingfeng Tang, Muddassar Sarfraz, Zeeshan Fareed (2019), The Aftermath of CEO Succession via Hierarchical Jumps on Firm Performance and Agency Cost: Evidence from Chinese Firms. Applied Economics Letters, 1-5. (SSCI, Thomson Routers-IF 0.5)*
- *Syed Ghulam Meran Shah, Muddassar Sarfraz, Zeeshan Fareed, Muhammad Ateeq ur Rehman, Adnan Maqbool, Muhammad Asim Ali Qureshi (2019), Whether CEO Succession Via Hierarchical Jumps is Detrimental or Blessing in Disguise? Evidence from Chinese Listed Firms. Zagreb International Review of Economics & Business, 22(2), 23-41. (E-SCI – Thomson Routers)*
- *Ambreen Sarwar, Muhammad Ibrahim Abdullah, Muddassar Sarfraz and Muhammad Kashif Imran (2019), Collaborative Effect of Workplace Ostracism and Self-Efficacy versus Job Stress. Journal of Entrepreneurship, Management and Innovation, 15(4), 107-138. (E-SCI – Thomson Routers)*
- *Muhammad Ibrahim Abdullah, Muddassar Sarfraz, Wang Qun, Madiha Chaudhary (2019), Ownership Concentration Impact on Firm Financial Performance, Log Forum 15 (1), 107-118. (E-SCI – Thomson Routers/ Scopus indexed)*
- *Muddassar Sarfraz, Wang Qun, Muhammad Ibrahim Abdullah and Adnan Tariq Alvi (2018), Employees’ Perception of Corporate Social Responsibility Impact on Employee Outcomes: Mediating Role of Organizational Justice for Small and Medium Enterprises (SMEs), Sustainability, vol. 10(7), pages 1-19, July. (SSCI, Thomson Routers-IF 2.592)*

- Muhammad Ibrahim Abdullah, Ayesha Arif and *Muddassar Sarfraz* (2018), Development of Optimal Indigenous Model for Automated Test Life Cycle (ATLC) – In Local Software Industry, JIMS8M-The Journal of Indian Management & Strategy, volume 23, Issue 3, pp.17-27. (*E-SCI – Thomson Reuters*)
- Muhammad Ibrahim Abdullah, *Muddassar Sarfraz*, Wang Qun and Neelum Javaid (2018) Drivers of Green Supply Chain Management, LogForum 14 (4), 437-447. (*E-SCI – Thomson Reuters*).
- Muhammad Ateeq ur Rehman, *Muddassar Sarfraz*, Syed Ghulam Meran Shah (2018), Whether Current Increase of Debt Depends Upon the Previous Level of Debt? A Case of Pakistani Economy. Global and Local Economic Review, 23(1), 65-84 (*E-SCI – Thomson Reuters*)
- *Muddassar Sarfraz*, Wang Qun, Li Hui, Muhammad Ibrahim Abdullah (2018), Environmental Risk Management Strategies and the Moderating Role of Corporate Social Responsibility in Project Financing Decisions, Sustainability, 10, 2771. (*SSCI, Thomson Reuters-IF 2.592*)
- Muhammad Ibrahim Abdullah, *Muddassar Sarfraz* and Syed Murtaza Hussain Kazmi (2018), Traits of leadership for efficacious communication of Project Management in Software Industry of Pakistan. Khazar Journal of Humanities and Social Sciences, volume 21, Issue 1, pp.5-22. (*E-SCI – Thomson Reuters*)
- Muhammad Ibrahim Abdullah, Ayesha Arif, and *Muddassar Sarfraz* (2018), Brand Equity's Impact on Consumer Willingness to Pay Premium Price: An Extension to Theory of Planned Behavior, Polish Journal of Management Studies, volume 18, Issue 1. (*E-SCI – Thomson Reuters*)
- Muhammad Ibrahim Abdullah, Samra Ashraf, and *Muddassar Sarfraz* (2017), The Organizational Identification Perspective of CSR on Creative Performance: The Moderating Role of Creative Self-Efficacy, Sustainability 2017, 9, 2125. (*SSCI, Thomson Reuters-IF 2.592*)
- Asif Mahmood, Tahmina Ayub, Dr. Ibrahim Abdullah and *Muddassar Sarfraz* (2017), Linking Fashion Clothing Involvement with Attitude towards Luxury Brands, Pacific Business Review International, Vol.9, Issue 10, pp.88-99. (*E-SCI – Thomson Reuters*)
- Asif Mahmood, Muhammad Adil Naveed, Ibrahim Abdullah, Muhammad Shakil and *Muddassar Sarfraz* (2017), Investigating the Factors Influencing RFID Adoption Intentions of Retailers: Evidence from Lahore-Pakistan. European Online Journal of natural and Social Sciences, Vol.6, Issue 1, pp.50-57. (*ISI – Thomson Reuters*)
- Asif Mahmood, Saira Ghulam Hussan, *Muddassar Sarfraz*, Muhammad Ibrahim Abdullah and Muhammad Farhan Basheer (2016), Rewards Satisfaction, Perception about Social Status and

Commitment of Nurses in Pakistan. *European Online Journal of natural and Social Sciences*, Vol.5, Issue 4, pp.1049-1061. (*ISI – Thomson Reuters*)

- *Muddassar Sarfraz*, Shuangqin Liu and Muhammad Ibrahim Abdullah (2016), Coping with Information Overload: A Business Perspective. *European Online Journal of natural and Social Sciences*, Vol.5, Issue 3, pp.878-884. (*ISI – Thomson Reuters*).

Refereed Journal Publications

- *Muddassar Sarfraz*, Wang Qun, Muhammad Ibrahim Abdullah, Sidra Tahir (2019), Authentic Leadership, Hope, Work Engagement and Creativity, *Journal of Applied Management and Investments*, Vol. 8 No. 1, pp. 19-31.
- Asif Mahmood, *Muddassar Sarfraz*, Muhammad Atib Ramzan, and Muhammad Ibrahim Abdullah (2018), Impact of Creativity on Entrepreneurial Intentions through Self-Efficacy, *International Journal of Humanities and Social Development Research*, volume 2, Issue 1.
- Abdul Rauf, Xiaoxing Liu, *Muddassar Sarfraz*, Khurram Shehzad and Waqas Amin (2017), Economic Stance of Wheat Crop Yield in Pakistan: Application of ARDL Bound Testing Model. *The Journal of Global Innovations in Agricultural and Social Sciences*, Vol.5, Issue 4, pp.175-180
- *Muddassar Sarfraz*, Shuangqin Liu (2015), Empirical Study on Why Expatriates Fail in Different Environments: Case from Workers Working in Muslim Environment. *Global Journal of Management and Business Research: A Administration and Management*, Vol.15, Issue 7, pp.46-52. (USA)
- *Muddassar Sarfraz*, Shuangqin Liu (2015), Influence of Foreign Direct Investment on Gross Domestic Product; an Empirical Study of Pakistan”. *American Journal of Economics and Business Administration*. (USA)
- *Muddassar Sarfraz*, Muhammad Ibrahim Abdullah (2014), A buying of organic food in Multan, (Pakistan); A case study of consumer’s perceptions. *International Journal of Economics and Empirical Research*, 2(7), 288-293.
- Jieyu Ran, *Muddassar Sarfraz* and Ibodullo Soliev (2014), The Relationship between Staff Motivation and Job Satisfaction; a Case of Public Sector Organizations in Pakistan. *International Journal of Business Economics and Management Studies*, Vol.1, Issue 1, pp.19-24.
- *Muddassar Sarfraz*, Mirzaabdullaeva Gulnora (2014), The Relationship between Employees Motivation and Productivity in Non-Government Educational Institutes of China. *International Journal of Business Economics and Management Studies*, Vol.1, Issue 1, pp.25-31.

- Jieyu Ran, Ibodullo Soliev and *Muddassar Sarfraz* (2014), An Analysis on the “Going out Policy” of Chinese- founded Enterprises and Cross-culture Management. *Review of Contemporary Business Research*, Vol. 3, No. 2, pp. 97-104.
- *Muddassar Sarfraz*, Jieyu Ran and Ibodullo Soliev (2014), Restructuring and Performance Evaluation of Chinese Local Government: Problem, Reason, and Options for Change. *Journal of Management Policies and Practices*, March 2014, Vol. 2, No. 1, pp. 01–15. 31.
- *Muddassar Sarfraz* (2014), Do Consumers Consider CSR, A Case of Cellular Companies in Pakistan? *Global Journal of Management and Business Research: An Administration and Management*, Volume 14 Issue 6 Version 1.0.
- *Muddassar Sarfraz*, Ran Jieyu and Xingxing He (2014), Relationship between Organizational Culture and Employees Job Satisfaction in Public Sector of Pakistan. *International Journal of Research in Organizational Behavior and Human Resource Management*, Vol. 2, Issue. 2, pp. 298–303.

Papers Under Review

- *Muddassar Sarfraz*, Syed Ghulam Meran Shah, Muhammad Asim Ali Qureshi (2020), Signifying The Effectiveness of CEO Succession Via Hierarchical Disorder on Firms’ Life Cycle: An Evidence from Chinese Firms under review in *International Journal of Finance and Economic*. (***SSCI, Thomson Reuters-IF 0.6***)
- Qinqing He, Bin He, Muddassar Sarfraz (2020), When Does Inclusive Leadership Motivate Pro-Social Rule Breaking? Construction and Verification of a Regulation-Mediation under review in *European Journal of International Management* (***SSCI, Thomson Reuters-IF 1.6***)

Refereed Conference Proceedings

- *Muddassar Sarfraz*, Wang Qun, Muhammad Ibrahim Abdullah, Arooha Zoonash, Aiman Ajaz (2019), “Does Organizational Culture Invigorate Organizational Performance? A Case from Manufacturing Industry”. *Proceedings of ASIA International Multidisciplinary Conference*, 1st - 2nd May 2019, Johor Bahru, Malaysia.
- Abdul Rauf, Xiaoxing Liu, Obaid Ur Rehman, *Muddassar Sarfraz*, Waqas Amin (2018), Nexus between Industrial Growth, Energy Consumption and Environmental Deterioration: OBOR Challenges and Prospects to China accepted for ***IEEE*** Publication.
- Bilal Ahmed Khan, Longsheng Cheng, Haris Ahmed, *Muddassar Sarfraz* (2018), Predicting Financial Failure by Support Vector Machine and Probability of Default of Enterprises in A Developing

Country accepted for International Conference on E-business and Business Engineering (ICEBB 2018), May 21-23, 2018, Chengdu, China (*EI- Compendex and Scopus Indexed*).

- *Muddassar Sarfraz*, Shuangqin Liu, Syed G. Meran Shah, Bello Sani Bello, Muhammed B. Modibbo (2017), The Effort of Local Government and WCC to Reduce Violence Against Women and Children in Achieving Sdgs: Gender Equality. Proceedings of International Scientific Conference on Sustainable Development, 24th - 25th November 2017, Baku, Azerbaijan. (*Thomson Reuters Indexed*).
- Abdul Rauf, Xiaoxing Liu, *Muddassar Sarfraz*, Waqas Amin (2017), Revisiting Environmental Kuznets Curve for Malaysia in Accord with UNO 17 Sustainable Development Goals, Dynamic Linkages of Energy Consumption, Growth and CO2 Emissions. Proceedings of International Scientific Conference on Sustainable Development, 24th - 25th November 2017, Baku, Azerbaijan. (*Thomson Reuters Indexed*)
- Bello Sani Bello, Salisu Gidado Dalibi, *Muddassar Sarfraz*, Ahmed Ismail Sajo and Muhammed B. Modibbo (2017), Socioeconomic Impacts of Packaged and Bottled Water Businesses in Achieving Sustainable Development Goals in Nigeria. Proceedings of International Scientific Conference on Sustainable Development, 24th - 25th November, Baku, Azerbaijan. (*Thomson Reuters Indexed*)
- *Muddassar Sarfraz*, Shuangqin Liu and Muhammad Ibrahim Abdullah (2016), Factors Effecting CSR Purchase Intentions in South East Asia. Proceedings of 2nd International Conference on Social Sciences Economics and Finance, 27th - 28th Aug 2016, Montreal, Canada, pp. 60-64.
- *Muddassar Sarfraz* (2016), Importance of Multiculturalism and Human Rights in Society, Proceedings of International Conference on Multiculturalism and Human Rights, 10 December 2016, Azerbaijan, pp. 267-268.
- *Muddassar Sarfraz*, Shuangqin Liu (2015), Environment change, health, and sustainable development in People's Republic of China. Proceedings of 3rd. International Conference on Sustainability Development, Columbia University, 23-24, September 2015, New York, United States of America.
- *Muddassar Sarfraz* (2015), International Water Association, “Alternative Water Resources” Conference May 26-28, Hohai University, Nanjing, PR China.
- *Muddassar Sarfraz* (2015) International Student Conference on Global Citizenship; “SUSTAINABLE URBAN & HUMAN SETTLEMENT: creating a smart city for all”, Jakarta, Indonesia, Jan 16-25.
- *Muddassar Sarfraz* (2014), The Role of Business Ethics in Organization Staff; A Case of Malaysia. Proceedings of 5th International Conference on Business and Economic Research (5TH ICBER 2014), 24 -25 March 2014, Sarawak, Malaysia, pp. 58-76.

PROFESSIONAL SERVICE

- Associate Editor of Frontiers in Psychology (Organizational Psychology Section) indexed in the Social Sciences Citation Index (*Impact Factor-2.2*). <https://www.frontiersin.org/journals/psychology#>
- Associate Editor of Frontiers in Communication (Organizational Psychology Section) indexed in CrossRef published by Frontier (Switzerland). <https://www.frontiersin.org/journals/communication#>
- Associate Editor of International Journal of Human Resource Studies. <http://en.macrothink.org/>
- Editorial Board Member of International Journal of Economics and Financial Issues- Scopus and (ABDC)'s indexed. <https://econjournals.com/index.php/ijefi>
- Editorial Board Member of International Journal of Energy Economics and Policy- Scopus and (ABDC)'s indexed. <https://econjournals.com/index.php/ijeeep>
- Review Editor of Frontiers in Sustainability (Sustainable Organizations Section) published by Frontier <https://www.frontiersin.org/journals/sustainability>
- Article Editor and Reviewer, Sage Open indexed in the Social Sciences Citation Index (*Impact Factor-0.96, Web of Science*). <https://journals.sagepub.com/home/sgo>
- Reviewer, Sustainability Journal indexed in the Science Citation Index Expanded, the Social Sciences Citation Index (*Impact Factor, 2.592* Web of Science).
- Reviewer, International Journal of Environmental Research and Public Health indexed in the Social Sciences Citation Index (*Impact Factor- 2.468*, Web of Science).
- Reviewer, The Service Industries Journal indexed in the Social Sciences Citation Index (*Impact Factor, 1.149* Web of Science). <https://www.tandfonline.com/toc/fsij20/current>
- Reviewer, Psychology Research and Behavior Management Journal indexed in the Social Sciences Citation Index (*Impact Factor, 1.8* Web of Science).
- Reviewer, International Journal of Emerging Market indexed in the Social Sciences Citation Index (*Impact Factor, 2.067* Web of Science). <https://www.emeraldgroupublishing.com/ijoem.htm>
- Reviewer, Sustainable Cities and Society (ELSEVIER), indexed in Sciences Citation Index (*Impact Factor, 4.62- Web of Science*). <https://www.journals.elsevier.com/sustainable-cities-and-society>
- Ad Hoc Reviewer, Journal of Global Information Management (JGIM) indexed in Social Sciences Citation Index (*Impact Factor, 0.5- Web of Science*) <https://www.igi-global.com/journal/journal-global-information-management/1070>
- Reviewer, International Journal of Finance and Economics, indexed in Sciences Citation Index (*Impact Factor, 0.6- Web of Science*). <https://onlinelibrary.wiley.com/journal/10991158>
- Reviewer, Environmental Research Letters, Indexed in Sciences Citation Index (*Impact Factor, 6.192- Web of Science*). <https://iopscience.iop.org/journal/1748-9326>

- International Journal of Finance and Economics, indexed in Sciences Citation Index (*Impact Factor, 0.6-Web of Science*). <https://onlinelibrary.wiley.com/journal/10991158>
- Reviewer, Entrepreneurship and Sustainability Issues Journal, Indexed in Emerging Sources Citation Index (*E-SCI*- Web of Science).
- Reviewer, Cogent Business & Management Journal, Indexed in Emerging Sources Citation Index (*ESCI-Web of Science*).
- Reviewer, International Journal of Economics, Finance and Management Sciences, indexed in CrossRef. <http://www.ccsenet.org/>
- Reviewer, British Academy of Management conference 2020. <https://www.bam.ac.uk/>
- Reviewer, Academy of Management conference 2019. <http://aom.org/>

Journal Special Issue Editor

- Special Issue on Coronavirus Disease (COVID-19): The Impact on Psychology of Sustainability, Sustainable Development, and Global Economy published by Frontiers in Psychology Journal- Organizational Psychology (*SSCI- IF 2.19*). <https://www.frontiersin.org/research-topics/13747>
- Special Issue on Entrepreneurship Psychology, CSR, and Sustainability published by Frontiers in Psychology Journal (*SSCI- IF 2.19*). <https://www.frontiersin.org/research-topics/11593>
- Special Issue on Economic Development and Social Change published by Journal of Science and Innovative Technologies. http://www.ejsr.org/En_index.aspx
- Special Issue on Sustainable Development for Better World: Contributions of Leadership, Business, Management and Organization published by International Journal of Humanities and Social Development Research. <http://www.ijhsdr.com/>
- Special Issue on Triple Bottom Line Sustainability and CSR published by International Journal of Business and Economics Research: <http://www.ijber.org>

Book Editor

- Cogitating the Interconnection between Corporate Social Responsibility and Sustainability (MDPI) Indexed by *Web of Science-Thomson Routers*; <https://www.mdpi.com/books/pdfview/edition/1814>
- Analyzing the Relationship Between Corporate Governance, CSR, and Sustainability (IGI Global-USA) Indexed by *Web of Science-Thomson Routers*; <https://www.igi-global.com/publish/call-for-papers/call-details/4475>
- Sustainable Management Practices published by IntechOpen (UK) Indexed by *Web of Science-Thomson Routers*; <https://www.intechopen.com/books/sustainable-management-practices>

RESEARCH PROFILE

Research/ Teaching AREA: Business Management, Strategic Management, Organizational Behavior, HR and Corporate Governance

- Web of Science (SSCI/E-SCI) and Scopus indexed publication – 24
- International Peer Reviewed Journal Publications: 11
- Conference Publications (During last five years): 5

RESEARCH INTERESTS

- Research interests are directed primarily toward pedagogical research in a variety of interrelated areas:
 - Talent Management, Leadership and Employees well-being challenges in developing countries
 - Sustainable Human Resource Management practices
 - Business Ethics in Small and Medium Enterprises
- Other areas of interest include:
 - Applied areas of managerial ethics and strategic issues in social responsibility, including identifying critical success factors in managing the ethical organization, the ethical decision making process, and the ethics of advertising to children;

PROFESSIONAL DEVELOPMENT

Conferences Key Note Speaker

- 2nd International Conference on Business Economics and Finance (BEF 2019), March 23-25, 2018, Xi'an, China. <http://www.marchconf.org/conference/BEF2019/>
- Keynote Speaker of 4th International Conference on Social Science and Development [ICSSD 2018], July 21-22, 2018, Shanghai, China. <http://www.icssd2018.org>
- Technical Program Committee Member of 9th Int'l Conference on Engineering and Business Management (EBM 2018), March 23 to 25, 2018, Guilin, China. <http://www.engji.org/conference/EBM2018/>
- Technical Program Committee Member of International Conference on E-business and Business Engineering (ICEBB 2018), May 21-23, 2018, Chengdu, China. Indexed by EI Compendex and Scopus. www.icebb.org
- Program Committee Member of 3rd International Conference on Social Sciences and Humanities (2018), May 27-29, 2018, Hangzhou, China. <http://www.icssh.net/2018/home>
- Technical Program Committee Member of Business Economics Conference (BEC 2016), May 29 to 31, 2016, Nanjing, China. <http://www.engji.org/ws2016/Home.aspx?ID=731>

Classes and Workshops

- Ethics-Across-the-Curriculum Workshop, Hohai University, March 2019.
- Graduation Process at University, Business School of Hohai University, Spring 2019
- Writing-Across-the-Curriculum Workshop, Hohai University, September 2018.
- How to Get Your Article Published from title to references and submission to revision, Spring 2018?
- Enrich Your Skills for High Quality Research, Business School of Hohai University, Fall 2017.
- Advanced Reading Strategies: Efficient Reading of Scholarly Research, GC University Faisalabad, Layyah Campus, Fall 2015.

Additional Professional Development Course

- RTTP Training Course: How to make money from Intellectual Property organized by PraxisUnico (UK)

UNIVERSITY SERVICE

- Chairman, Hohai Research Forum, 2015 to 2017
- Committee Member, Hohai Research Forum, 2014 to present.
- Committee Member, Student Publications Board, 2017.
- Committee Member, International Students Event Organizing, 2012 to 2014.
- Committee Member, Academic Seminars Committee, 2014 to 2019

ACADEMIC VISITS

| Australia and New Zealand | United States of America | Europe |
|--|-------------------------------|--------------------------------|
| University of Melbourne | Columbia University | University of Milan |
| University of Auckland | Harvard University | University of Turin |
| Asia | | |
| Hong Kong University of Science and Technology | Peaking University , PR China | The University of Tokyo, Japan |

ACADEMIC RESEARCH NETWORKING

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REFERENCES

References available upon request