



Dr. Samma Faiz Rasool

Assistant Professor

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Time at UoN: Since 2024

Marital Status: Married..

Dr. Samma Faiz Rasool is an Assistant Professor at the College of Economics, Management and Information Systems, University of Nizwa. He has completed his Ph.D. in Management from the School of Management, Shanghai University, China. He also has completed a first-class Master degree in Human Resource Management from the Institute of Administrative Sciences (IAS), University of the Punjab, Lahore, Pakistan.

Academic Qualifications

Post doctorate , University of Hradec Kralove, Czech Republic, 2023

PhD, Shanghai University, China, 2019

Master in Human Resource Management , University of the Punjab, Pakistan , 2012

Teaching Activities

Human Resource Management

Entrepreneurship

Leadership

Global Business Strategy

Introduction to Business

Organizational Behavior

Research Activities

- Research Interests

Dr. Samma's research interests revolve around four main streams: (i) Entrepreneurship and innovations (ii) Organizational psychology, human resource management and leadership (iii) Information technology capabilities and knowledge capabilities (iv) Critical success factors of renewable energy projects. He is flexible to work on the above-mentioned research topics. His passion is pursuing knowledge and contributing to management theory and practices by exploring profound and significant research questions that illuminate ways of addressing business and organizational issues.

- Publications

Article:

1. 2024 [Exploring the relationship between usage of social networking sites, cyberbullying and academic performance: Evidence from the higher education sector of Saudi Arabia](#), Journal: E&M Economics and Management [Scopus, WoS, SJR-Q2, IF 1.50]
2. 2024 [Inclusion of JD-R Theory Perspective to Enhance Employee Engagement](#), Journal: SAGE Open [Scopus, WoS, SJR-Q3, IF 2.032]
3. 2023 [Impact of corporate social responsibility on sustainable competitive advantages: The mediating role of corporate reputation](#), Journal: Environmental Science and Pollution Research. [Scopus; WoS; IF 4.223; SJR: Q2].
4. 2023 [Investigating the nexus between critical success factors, supportive leadership, and entrepreneurial success: evidence from the renewable energy projects](#), Journal: Environmental Science and Pollution Research [Scopus; WoS; IF 4.223; SJR: Q2]
5. 2023 [Exploring the linkage between workplace precaution measures, covid-19 fear and job performance: The moderating effect of academic competence](#), Journal: Current Psychology [ABS2, Scopus; WoS; IF 4.223; SJR: Q2].
6. 2023 [\). Investigating the nexus between information technology capabilities, knowledge](#)

- [management, and green product innovation: evidence from SME industry](#), Journal: Environmental Science and Pollution Research [Scopus; WoS; IF 4.223; SJR: Q2].
7. 2022 [Exploring the Relationship Between Value Modularity, Knowledge Transfer, and Firm Innovation Performance: Evidence From China.](#), Journal: Frontiers in Psychology [WoS; IF: 2.067; SJR: Q2].
8. 2022 [The Linkage between Ethical Leadership, Well-Being, Work Engagement, and Innovative Work Behavior: The Empirical Evidence from the Higher Education Sector of China](#), Journal: International Journal of Environmental Research and Public Health[Scopus; WoS; IF: 3.390; SJR: Q2].
9. 2022 [Impact of critical success factors and supportive leadership on sustainable success of renewable energy projects: Empirical evidence from Pakistan](#), Journal: Energy Policy [ABS2, Scopus; ABDC-A; WoS; IF 6.142; ABS-2, JCR: Q1]
10. 2022 [Adoption of social media-based knowledge-sharing behaviour and authentic leadership development: evidence from the educational sector of Pakistan during COVID-19](#), Journal of Knowledge Management [ABS2, ABDC-A, Scopus; WoS; IF 8.689; JCR: Q1].
11. 2022 [Exploring the role of organizational support, and critical success factors on renewable energy projects of Pakistan](#), Journal: Energy [Scopus; WoS; IF 7.147; JCR: Q1].
12. 2022 [Investigating the role of the tech industry, renewable energy, and urbanization in the sustainable environment: Policy directions in the context of developing economies](#), Journal: Technological Forecasting and Social Change [ABS3 Star, ABDC-A, Scopus; WoS; IF 10.88; JCR: Q1].
13. 2021). [Impact of remittances on carbon emission: fresh evidence from a panel of five remittance-receiving countries](#), Journal: Environmental Science and Pollution Research [Scopus; WoS; IF: 4.223; SJR: Q2].
14. 2021 [The Effect of Emotional Intelligence and Academic Social Networking Sites on Academic Performance During the COVID-19 Pandemic](#), Journal: Psychology Research and Behavior Management [Scopus; WoS; IF: 2.945; SJR: Q2].t
15. 2021 [Investigation of the STIRPAT model of environmental quality: a case of nonlinear quantile panel data analysis.](#), Journal: Environment, Development and Sustainability [Scopus; WoS; IF: 3.219; SJR: Q2].
16. 2021) [Exploring the Relationship Between Corporate Social Responsibility, Trust, Corporate Reputation, and Brand Equity](#), Journal: Frontiers in Psychology [Scopus; WoS; IF: 2.067; SJR: Q2].

17. 2021 [Exploring the Relationship between Despotic Leadership and Job Satisfaction: The Role of Self Efficacy and Leader-Member Exchange](#), Journal: International Journal of Environmental Research and Public Health [Scopus; WoS; IF: 3.390; SJR: Q2].
18. 2021 [Investigating the nexus between critical success factors, despotic leadership, and success of renewable energy projects](#), Journal: Environmental Science and Pollution Research [Scopus; WoS; IF 4.223; SJR: Q2].
19. 2021 [Sustainable Work Performance: The Roles of Workplace Violence and Occupational Stress.](#), Journal: International Journal of Environmental Research and Public Health [Scopus; WoS; IF: 3.390; SJR: Q2].
20. 2021 [How Toxic Workplace Environment Effects the Employee Engagement: The Mediating Role of Organizational Support and Employee Wellbeing.](#), Journal: International Journal of Environmental Research and Public Health [Scopus; WoS; IF: 3.390; SJR: Q2].
21. 2021 [Investigating the nexus between education expenditure, female employers, renewable energy consumption and CO2 emission](#), Journal of Cleaner Production [ABS2; Scopus; WoS; IF: 9.297; JCR Q1].
22. 2020 [How does energy poverty affect economic development? A panel data analysis of South Asian countries](#), Journal: Environmental Science and Pollution Research [Scopus; WoS; IF: 4.223; SJR: Q2].
23. 2020 [Exploring the Relationship between Innovative Work Behavior, Job Anxiety, Workplace Ostracism, and Workplace Incivility: Empirical Evidence from Small and Medium Sized Enterprises \(SMEs\)](#), Journal: [Scopus; WoS; IF: 2.645; SJR: Q3].
24. 2020 [The Role of Agriculture and Foreign Remittances in Mitigating Rural Poverty: Empirical Evidences from Pakistan](#), Journal: Risk Management and Healthcare Policy [Scopus; WoS; IF: 3.200; SJR: Q1].
25. 2020 [Exploring the Relationships Between a Toxic Workplace Environment, Workplace Stress, and Project Success with the Moderating Effect of Organizational Support: Empirical Evidence from Pakistan](#), Journal: Risk Management and Healthcare Policy [Scopus; WoS; IF: 3.200; SJR: Q2].
26. 2020 [The Relationship between Workplace Violence and Innovative Work Behavior: The Mediating Roles of Employee Wellbeing](#), Journal: Healthcare [Scopus; WoS; IF: 2.645; SJR: Q3].
27. 2019 [Relationship between modern human resource management practices and organizational innovation: Empirical Investigation from banking sector of China](#), Journal: International Transaction Journal of Engineering Management, & Applied Sciences & Technologies (WoS; Scopus, ESCI-Thomson Reuters Listed Journal).

28. 2019 [Positioning Depression as a Critical Factor in Creating a Toxic Workplace Environment for Diminishing Worker Productivity](#), Journal: Sustainability [Scopus; WoS; IF: 3.251; SJR: Q2].
29. 2019 [How Human Resource Management Practices Translate Into Sustainable Organizational Performance: The Mediating Role Of Product, Process And Knowledge Innovation](#), Journal: Psychology Research and Behavior Management [Scopus; WoS; IF: 2.945; SJR: Q2].
30. 2018 [High Performance Work System is the Accelerator of the Best Fit and Integrated HR-Practices to Achieve the Goal of Productivity: A Case of Textile Sector in Pakistan](#)
31. 2018 [An Empirical Investigation of Reward, Recognition and Its Impact on Job Satisfaction and Motivation: Evidences from Banking Sector of China](#)
32. 2018 [An Empirical Study Analyzing Job Productivity in Toxic Workplace Environments](#), Journal: International Journal of Environmental Research and Public Health

Faculty Administrative Experience

- 2023 - 2024: Member, Research Committee - College of Business, Al Yamamah University, Kingdom of Saudi Arabia
- 2022 - 2024: Member, AACSB Committee - College of Business, Al Yamamah University, Kingdom of Saudi Arabia
- 2021 - 2022: Member, Social Sciences Research Project Committee - Zhejiang University of Technology, China
- 2013 - 2015: Program Coordinator MBA - University of Management and Technology, Lahore Paksitan

Community Services

- 23/02/2023: Special Issue Guest Editor — Emerging Trends in Innovative Learning Environments and Entrepreneurial Learning
- 12/01/2022: Special Issue Guest Editor —Leadership, Well-being, Toxic Workplace Environment and Organizational Sustainability in the Post-pandemic Era
- 08/09/2021: Editorial Member —SAGE Open, ISSN: 2158-2440

Consultancy Activities

Consultant , Entrepreneur Center, University of Nizwa, Oman , 2024

Consultant , Small Business and Enterprises, Kingdom of Saudi Arabia , 2023- 2024

Consultant , Center for Innovation and Entrepreneurship, Guangzhou University, China , 2019- 2020

Membership in Professional Bodies

2022-Present: Canadian Council for Small Business and Entrepreneurship (CCSBE), Canada

2022-Present: Academy of Management, USA

2021-Present: European Council for Small Business and Entrepreneurship (ECSB), Finland

2018-Present: Shanaghi Council for Small Business and Entrepreneurship (CCSBE), China

Award and Recognitions

2019 Outstanding International Student Award-Excellent Doctoral Student (2019), Shanghai University, China.

2015 Received Full Scholarship in Ph.D.-from the Government of Shanghai, China

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