



Prof. Shoeb Ahmad - Curriculum Vitae

(25 years of Experience - Teaching, Research & Corporate)

Contact Address

PROFESSOR

College of Business & Management

Fahad Bin Sultan University

Tabuk, PO Box 15700, KSA.

Saudi Arabia

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Mobile No: +966-506879152

Date of Birth: 05/11/1969

Marital Status: Married

Nationality: Indian

Passport: Valid Up till Sep'2029

Scopus ID: 56908123000

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Google Scholar Link:

scholar.google.com/citations?hl=en&user=sqHTA5QAAAAJ

ACADEMIC ACCOLADES

- **Ph.D.** - Dept. of Management, Magadh University, India, 1998

(Specialisation – Management)

Dissertation: “Industrial Process Attributing Employment Opportunities in India”

- **MBA** - Dept. of Management, Patna University, India, 1994

(Specialisation – Human Resource Management)

- **BBA** – Glocal School of Business & Commerce, Glocal University, India, 2019

- **B.Sc** – Dept of Mathematics, Patna University, India, 1991

(Mathematics Hons)

PROFESSIONAL BODY MEMBERSHIP

- Professional Life Membership of International Institute of Organized Research Academy (I2OR), India.
- Associate Member of Indian Society for Applied Behavioural Science (ISABS), India.
- Member International Management Development Association (IMDA), USA.
- Senior Member, International Economic Development Research Centre (IEDRC), Honk Kong.
- Member International Society for Development and Sustainability (ISDS), Japan.
- Life time Member of Global Association of Humanities and Social Science Research (GAHSSR), India.
- Erstwhile Member of Ethiopian Economic Association (EEA), Ethiopia.

EDITORIAL BOARD MEMBERSHIP

- Chief Patron, Editorial Board: Journal of Research and Innovation in Technology and Management, Patna, India.
- Member, Editorial Board: Journal of Humanities and Social Sciences (HSS), New York, USA.
- Member, Editorial Board: International Journal of Current Science Research and Review.
- Member, Editorial Board: International Journal of Advanced Research in Science and Engineering (IJARSE), India

- Member, Editorial Board: International Journal of Management and Humanities (IJMH).
- Member, Editorial Board: Taxila International Journal of Management

AWARD/RECOGNITION

- Awarded “Certificate of Excellence in Education” by the Association of Muslim Professionals (AMP’s) 9th National Awards for Excellence in Education 2025.
- Awarded “Best Paper Presentation Award” by AGBA Society in 19th Annual Conference held in Dubai 20-23 May, 2023.
- Awarded “Certificate of Excellence in Reviewing” by the Asian Journal of Economics, Finance and Management (2022).
- Awarded “Certificate of Excellence in Reviewing” by the Asian Journal of Management and Language (2022).
- Received National Eminent Academic Influencer Award (2020), International Institute of Organized Research (I2OR) Academy.
- Received Preeminent Researcher Award (2020), International Institute of Organized Research (I2OR) Academy.

COURSES TAUGHT

- Compensation Management
- Strategic Human Resources Management (SHRM)
- Employee Training and Development
- Organizational Change & Development
- Organizational Behavior
- Quantitative Method for Decision Making
- Statistics
- Total Quality Management
- Manpower Planning
- International HRM
- International Business
- Strategic Management
- Business Strategy
- Research Methodology
- Supply Chain management
- Managerial Communication
- Leadership
- Operation Management
- Marketing management
- Chain management
- Risk management

RESEARCH SUPERVISION

- Supervised Master level Dissertations
- Supervised Graduation Projects

AREA OF INTEREST

Human Resource Management, Organizational and Behavioural Studies & Green Human Resource Management

IT SKILLS

- i) Diploma in Computer Application (DCA)
- ii) Business Computing

POSITIONS/COMMITTEE CHAIRMANSHIP

- Chairman, Graduate Studies Committee – Post Graduate Department
- Chairman, Scientific Research Committee - Managerial and Financial Sciences Department
- Member, Study Plans & Course Curricula Committee - Managerial and Financial Sciences Department
- Member, Central Graduate Studies Committee
- Member, Academic Promotion Committee
- Member, Department Council

ACADEMIC EXPERIENCE:

More than **27 years** of academic experience

11. Designation: Professor

Institution: Fahad Bin Sultan University, KSA

Duration: 10 October 2021 till date.

Responsibilities: Teaching UG and PG students, research works.

10. Designation: Professor

Institution: Al Zahra College for Women (Muscat), Oman

Duration: 27 October 2019 till 31/08/2021.

Responsibilities: Teaching UG and PG students, administrative responsibilities, Research and member & chair of various academic activities.

9. Designation: Professor

Institution: Institute of Management Studies, P.G Centre, Hyderabad, India

Duration: 10 July 2018 till 05 October 2019.

Responsibilities: Teaching, Administrative responsibilities, conducting research and motivating faculty for research, Upgrading management syllabus/ curriculum from time to time

8. Designation: Professor & HoD

Institution: VIF College of Engineering and Technology, Hyderabad, India

Duration: 02 March 2018 to 05 July 2018.

Responsibilities: Teaching, Administrative responsibilities, Research, and other academic activities.

7. Designation: Professor

Institution: Arcade Business College, Patna, India

Duration: 01 September 2015 to 30 Sep' 2017.

Responsibilities: Teaching, Administrative responsibilities, Research and other academic activities.

6. Designation: Associate Professor

Institution: University of Hail, KSA

Duration: 24 December 2011 to 31 August 2015

Responsibilities: Teaching, Research and academic other academic activities

5. **Designation: Associate Professor**
Institution: Bahir Dar University, Ethiopia
Duration: 28 December 2009 to 31 July 2011
Responsibilities: Teaching and research activities
4. **Designation: Associate Professor**
Institution: Maulana Azad College of Business Management, India
Duration: 01 April 2008 to 25 November 2009.
Responsibilities: Teaching and student advising
3. **Designation: Assistant Professor**
Institution: Arcade Business College, India
Duration: 01 July 2003 to 28 March 2008.
Responsibilities: Teaching and research.
2. **Designation: Lecturer**
Institution: NetContact Institute of Computer Technology (NICT), India
Duration: 01 May 1999 to 02 June 2003
Responsibilities: Teaching and counselling

INDUSTRIAL EXPERIENCES:

More than **4.6 years** of Industry experience

1. **Designation: Assistant Manager -HR/Admin**
Organization: Galen Technology Pvt Ltd., Delhi
 With headquarters HQ at California (USA), Galen Technology Solutions, Inc.(GTS) offers diverse services including strategic technology staffing, full-time placement, consulting, outsourcing and garments exports services, etc.
Duration: 19 November 1994 to 12 April 1999
Responsibilities: Managing Recruitment, Selection, Assisting in Manpower Planning, Performance Appraisal, Preparation of Payroll, Looking after the Training & Development and General Administration.

PUBLICATIONS

Authored Books

1. **Ahmad, S.** (2020). *Organizational Behavior: An Effective Management*, New Delhi: Mittal Publications. ISBN – 81-8324-949-3
2. **Ahmad, S.** (2020). *Operations Research*, New Delhi: Renu Publishers/New Delhi Publisher. ISBN – 978-93-85502-80-4 **[Cited 2]**
3. **Ahmad, S.** (2019). *Business Communication*, New Delhi: Shipra Publication. ISBN – 978-93-88691-29-1
4. **Ahmad, S.** (2015). *Human Resource Management: In Practice*. New Delhi: Discovery Publishing House. ISBN – 93-5056-714-8 **[Cited 7]**
5. **Ahmad, S.** (2011). *New dimensions in Human Resource Management*. New Delhi: Discovery Publishing House. ISBN – 978-81-8356-803-6
6. **Ahmad, S.** (2011). *Technical Change with Human Resource*. New Delhi: Discovery Publishing House. ISBN – 978-81-8356- 829-6
7. **Ahmad, S.** (2004). *Human Resources Management & Technical changes*. New Delhi: Kalpaz Publishing House. ISBN – 81-7835-259-1 **[Cited 5]**
8. **Ahmad, S.** (2003). *Industrial Growth and Employment in India*. New Delhi: Kalpaz Publishing House. ISBN – 81-7835-218-4

Book Chapter

1. **Ahmad, S.** (2025). Promoting environmental sustainability in the workplace: Strategies for business organizations and employee wellbeing. In M. Y. Yusliza, D. W. S. Renwick, J. Y. Yong, & N. L. Mohd Kamil (Eds.), *Transforming HR for a sustainable tomorrow: Employee green behavior* (pp. xx–xx). Springer Nature Singapore. <https://doi.org/10.1007/978-981-99-XXXX-X>. ISBN: 978-981-95-1421-2, eBook ISBN: 978-981-95-1422-9
2. **Ahmad, S.** (2024). GHRM process: Step towards sustainability. In M. Y. Yusliza & D. W. S. Renwick (Eds.), *Green human resource management: A view from Global South countries* (pp. 43–56). Springer Nature Singapore. https://doi.org/10.1007/978-981-99-7104-6_3. ISBN: 978-981-9971039 eBook ISBN: 978-981-9971046, [Cited 3]
3. **Ahmad, S.** (2022). “COVID 19: Impact on Recruitment Process” In P. G. Aquino Jr. & R. C. Jalagat Jr. (Eds.), *Navigating the New Normal of Business with Enhanced Human Resource Management Strategies* (pp.191- 211), IGI Global.ISBN13: 9781799884514. <http://doi.org/10.4018/978-1-7998-8451-4> [Cited 1]

PUBLISHED ARTICLES/PAPERS

1. **Ahmad, S., Javed, U, Sharma, C, & Siddiqui, M.S.** (2025). Green human resource management: Analyzing sustainable practices and organizational impact through a Word2Vec approach, *Green Technologies and Sustainability*, 3(4), 100224, <https://doi.org/10.1016/j.grets.2025.100224> Scopus Q1 Indexed
2. **Ahmad, S., Jalagat, R. Jr., Alfalih, A. A, & Mirza, A.** (2025). A Bibliometric Study of Technological Proficiency in Higher Education, *Humanities, Arts and Social Sciences Studies (HASSS)*. 25(2), 311–326. <https://doi.org/10.69598/hasss.25.2.272262> Scopus Q3
3. **Sharma, C., Ahmad, S., Kumar, S. & Ahmad, R.** (2025). Antecedents of Environmental Sustainability based on E-HRM approach: An Empirical Investigation, *Green Technologies and Sustainability*, 3(3), 100175. <https://doi.org/10.1016/j.grets.2025.100175> Scopus Q1 Indexed
4. **Joshi, A., Buetell, N. J., Rastogi, M., Ahmad, S. & Yusoff, Y. M.** (2023). Green Human Resource Management in Context of Organizational Stability: A Systematic Review & Research Agenda. *Journal for Cleaner Production*, 430(3), 139713. <https://doi.org/10.1016/j.jclepro.2023.139713> Q1 Scopus Indexed [Cited 47]
5. **Ahmad, S., & Alqarni, S.** (2023). Job Analysis in Organizations: Transition from Traditional to Strategic, *Journal of Professional Business Review*, 8(6), 1-18. <https://doi.org/10.26668/businessreview/2023.v8i5.1424> Scopus Indexed [Cited 11]
6. **Ahmad, S., & Jalagat, R. C.** (2022). Human Resource Management Practices and Employee Performance: A Case of a Software Company in India. *Pacific Business Review International*, 15(3), 54-60. Web of Science [Cited 3]
7. **Sabir, A., & Ahmad, S.** (2022). Effect of Employees' Motivation on Performance in Organizations. *European Journal of Human Resource*, 6(2), 18-29. <https://doi.org/10.47672/ejh.1190> [Cited 4]
8. **Ahmad, S.** (2021). Motivation & Performance: A Psychological Process. *International Journal of Business & Management Research*, 9(2), 104-112. <https://doi.org/10.37391/IJBMR.090201> [Cited 30]

9. **Ahmad, S. Jalagat, R. C., Alulis, I., & Aquino, P. G.** (2021). Benchmarking For Competitive Advantage and Organizational Performance: Proposed Framework. *Vidyabharati International Interdisciplinary Research Journal* 12(1), 67-77. **Web of Science [Cited 1]**
10. **Ahmad, S.** (2020). The Corporate Culture and Employees' Performance: An Overview. *Journal of Management and Science*, 10(3), 1-6. <https://doi.org/10.26524/jms.10.1> [Cited 17]
11. **Ahmad, S.** (2020). Learning and Development: A Conceptual Study. *Vimarsh*, 11(1), 39-47. https://www.iftmuniversity.ac.in/vimarsh/download/11_1_5.pdf
12. **Ahmad, S., Jalagat, R. C. Aquino, P. G., & Mirza, A.** (2020). The Interconnectedness of Human Resource Management Practices and Financial Performance of Banks. *Journal of Advance Research Dynamic and Control System*, 12(S8), 697-707. <https://doi.org/10.5373/JARDCS/V12SP8/20202572> **Scopus Q1 Index**
13. **Ahmad, S.** (2020). Leadership Vs Managership: In View of Organizational Success. *Vivekananda Journal of Research*, 9(1), 102-114. [Cited 2]
14. **Ahmad, S.** (2019). Human Resource Planning: Effective Performance. *Research Journal of Humanities and Social Sciences*, 10(4), 1120-1124. <https://doi.org/10.5958/2321-5828.2019.00184.0> [Cited 15]
15. **Ahmad, S.** (2017). Work Stress and Employees' Performance. *Zenith International Journal of Multidisciplinary Research*, 7(11), 48-57. http://zenithresearch.org.in/images/stories/pdf/2017/NOV/ZIJMR/6_ZIJMR_VOL7_ISSUE11_NOVEMBER_2017.pdf [Cited 3]
16. **Ahmad, S.** (2017). 21st Century Strategies for Manpower Management. *Zenith International Journal of Business Economics and Management Research*, 7(11), 42-52. http://www.zenithresearch.org.in/images/stories/pdf/2017/NOV/ZIJBEMR/4_ZIJBEMR_VOL7_ISSUE%2011_NOV_2017.pdf [Cited 1]
17. **Ahmad, S.** (2017). The Co-Relation between QWL and Demographic Factors of Private University Employees in India. *PEOPLE: International Journal of Social Sciences*, 3(2), 286-305. <https://doi.org/10.20319/pijss.2017.32.286305> [Cited 13]
18. **Ahmad, S.** (2016). Human Resource Management: An Islamic Perspective. *International Journal of Multidisciplinary Research*, 6(1), 54-57.
19. **Ahmad, S.** (2015). Electronic Human Resource Management: An Overview. *International Journal of Science, Technology & Management*, 4(S1), 79-85. <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.1073.9599&rep=rep1&type=pdf> [Cited 16]
20. **Ahmad, S.** (2015). Green Human Resource Management: Policies & Practices. *Cogent Business and Management*, 2(1), 2-13. <https://doi.org/10.1080/23311975.2015.1030817> **Web of Science, ScopusQ1 [Cited 1366]**
21. **Ahmad, S.** (2015). Changing technological scenario in organizations. *Middle East Journal of Management*, 2(2), 1-14. <https://doi.org/10.1504/MEJM.2015.070754> **Web of Science [Cited 3]**
22. **Ahmad, S.** (2014). Technology in Organizations. *International Journal of Research in Business Management*, 2(7), 73-80. <file:///C:/Users/user/Desktop/2-78-1406536633-7.%20Manage-Technology%20in%20Organizations-Shoeb%20Ahmad.pdf> [Cited 62]

23. **Ahmad, S.** (2014). Team in its contexts: Nature, Structure and Effectiveness. *Middle East Journal of Management*, 1(3), 213-223. <https://doi.org/10.1504/MEJM.2014.060529> **Web of Science [Cited 7]**
24. **Ahmad, S., & Ahmad, M.** (2013). Economic Growth of Ethiopia. *Radix International Journal of Research in Economics & Business Management*, 2(12), 1-14.
25. **Ahmad, S.** (2013). Teacher Education in Ethiopia: Growth and Development. *African Journal of Teacher Education (AJOTE)*, 3(3), 1-20. <https://doi.org/10.21083/ajote.v3i3.2850> **[Cited 53]**
26. **Ahmad, S.** (2013). Paradigms of Quality of Work Life. *Journal of Human Values*, 19(1), 73-82. <https://doi.org/10.1177/0971685812470345> **Web of Science, Scopus Q1, [Cited 251]**
27. **Ahmad, S.** (2003). Transformation of Human Resources Management in Building up Employment Competence. *Management & Labor Studies*, 28(4), 350-356. <https://doi.org/10.1177/0258042X0302800405> **Scopus Q3 ADBC, [Cited 3]**
28. **Ahmad, S.** (2003). Human Resource Management contributes substantial significant values relating to automatic repetitive manpower operations in the society. *ACCST Research Journal*, 1(2), 65-68.
29. **Ahmad, S.** (2001). Re-designed and Re-oriented Strategies for Development of Third World Societies. *Applied Science Periodical*, 3(4), 220-222.
30. **Ahmad, S., & Sharma, A.** (2000). Regional disparities for employed person in registered factories since 1990-98 A statistical analysis. *Ideal Research Review*, 1(2), 33-35.
31. **Ahmad, S., & Zahir, S.** (2000). Recruitment and Selection Procedure in Public Sector concerned with B.S.E.B. *Ideal Research Review*, 1(2), 26-29.

RESEARCH PAPERS IN PROGRESS

1. Exploring the Consequences of Corporate Governance on Firm's Financial Performance: A Study on Selected IT Firms in India (Submitted Int. J. of Management Concept and Philosophy).
2. The Era of Globalization in HRM- A Bibliometric Analysis of the Effects of Cultural Diversity and Cultural Competency in Organizations (Submitted Int. J. of Indian Culture and Business Management).
3. Harnessing Artificial Intelligence for Organizational Performance: A Bibliometric and Morphology-Based Cluster Analysis Using VOS Viewer. (submitted to Green Technologies and Sustainability).
4. Business Management and the role of Automation in accelerating Technical adoption for sustainability growth (submitted to Management of Environmental Quality).

PROCEEDINGS

1. **Ahmad, S., Arefai, R., Ahmad, R., & Rastogi, M.** (2024). "Skills Transfer and Knowledge Management in Engineering Projects: Implications for Human Resource and Economic Sustainability". **Accepted to be published Scopus Indexed**
2. **Sharma, C, Ahmad, S., & Singh, S.** (2022). Impact on Human Resource Management Practices on Individual and Organizational Growth. *IEEE Xplore*, 2022:937–941. <https://doi.org/10.1109/DASA54658.2022.9765203> **Scopus Indexed**

SEMINARS

1. **Ahmad, S.** (20 May 2021). 'Participated in Virtual seminar titled: Cultural Determinants of Students' Academic Performance: Evidence from Al-Zahra College for Women.
2. **Ahmad, S.** (26 Sep' 2017). Paper presented 'Towards Sustainable Organisations in 21st century' in National Seminar organized by Vanijya Mahavidyalaya, on Importance of Commerce Education in the 21st century, Patna University: India.
3. **Ahmad, S.** (07 Sep' 2017). Paper presented on 'Issues in GST' UGC Sponsored National Seminar on GST- A New Era of Tax Regime', organized by Oriental College Patna: India.
4. **Ahmad, S.** (2016). Delivered lecture on 'Stress and Work Performance' in Seminar in the Dept. of Civil Engineering organized by Maulana Azad College of Engineering, Patna: India.
5. **Ahmad, S.** (2015). Delivered lecture in a seminar on 'Stress at Workplace: Issues and Challenges' Organized by S D M School of Management & Information Technology, Patna: India.
6. **Ahmad, S.** (5-6 Mar' 2014). Paper presented on 'Business Activities and Global Development National Seminar on Relevance of Trading Networks in a Traditional Diaspora: Special Reference to Armenians organized by Dept. of Economics and presented paper, J. N. L. College, Patna: India.
7. **Ahmad, S.** (16-17 Mar' 2012). Paper presented on 'Education and Culture in India' in National Seminar Relevance of Educational Thoughts on Maulana Abul Kalam Azad in view of present challenges, organized by Oriental College Patna: India.

CONFERENCES

1. **Ahmad, S., & Ahmad, R.** (2025). Paper entitled The Transforming impact of Artificial Intelligence and Adoption of Technology on HR Practices in the context of Organizational Performance: A Bibliometric Analysis with Cluster study was presented in the 1st IATM and 25th GLOGIFT International conference 2025 held in May 29-30 at Pittsburgh, PA.
2. **Ahmad, S., Jalagat, R., Refai, A., & Mirza, A.** (2024). Paper entitled Technological Skills in Higher Education: A Bibliometric Analysis was presented in the 2nd International conference on Innovation in Information Technology & Business (ICIITB 2024) held in April 29-30 at Muscat, Oman.
3. **Ahmad, S., Refai, A., & Ahmad, R.** (2023). Received best paper presentation award certificate at 19th AGBA's International Conference held at UAE for the title "Enterprise Risk Management: A New Perspectives in Organizations" organized by Academy for Global Business Advancement on 20 – 22 May, 2023.
4. **Sharma, C, Ahmad, S., & Kumar, S.** (2022). Impact on Human Resource Management Practices on Individual and Organizational Growth. Virtual Conference: International Conference on Decision Aid Sciences and Applications (DASA), Thailand, 23 – 25 March 2022.
5. **Ahmad, S.** (2021). The Role of Oil Prices in the Future Economy of the GCC Region. Virtual Conference: International Conference, Mazoon College, Muscat, Oman, 25 – 26 May, 2021.

6. **Ahmad, S.** (2016). Co-Relation between QWL and Demographic Factors of Private University Employees in India. 4th International Conference on Social Science and Humanities (ICSSH), GAHSSR, PAUM Clubhouse (Kuala Lumpur, Malaysia, 18-20 July, 2016).
7. **Ahmad, S.** (2016). Human Resource Management: An Islamic Perspective. Paper presented at the International Conference on Economics Commerce and Management, 24-25 May, organized by INAAR in Bangkok, Thailand, 2016.
8. **Ahmad, S.** (2015). Electronic Human Resource Management: An Overview. Paper presented in International Conference on Emerging Trends in Technology, Science and Upcoming Research in Computer Science, DAVIM, Faridabad, India, 15 April, 2015.
9. **Ahmad, S.** (2011). Teacher Education in Ethiopia: Growth and Development. Paper presented 9th International Conference on the Ethiopian Economy, Ethiopian Economic Association, Addis Ababa: Ethiopia, 21-23 July, 20
7. **Ahmad, S.** (1997). Masterplan Paradigm for Environmental Education for Peace on Earth in the Third Millennium. 6th World Environment Congress Committee, Indian Institute of Ecology and Environment and International Association of Educators for World Peace, New Delhi: India, 21-23 December, 1997.

WEBINAR

1. **Ahmad, S.** (30th April, 2023). AGBA Webinar on “Seek Opportunities and Develop your Global Network with Renowned Global Scholars” conducted by Academy for Global Business Advancement (AGBA).
2. **Ahmad, S.** (27th Nov, 2020). Webinar on “How to Maintain Academic Integrity in Distance Learning: Exploring Best Assessment Methods” conducted by Mata Sundri College for Women (University of Delhi): India.
3. **Ahmad, S.** (26th Nov, 2020). Webinar on “Mechanisms for Implementing Students’ Practical Session” conducted by Mata Sundri College for Women (University of Delhi): India.
4. **Ahmad, S.** (23rd Nov, 2020). Webinar on “How to Handle the Pressure of Online Examination” conducted by Mata Sundri College for Women (University of Delhi): India.
5. **Ahmad, S.** (22nd Nov, 2020). Webinar on “Online Teaching-Learning Technologies” conducted by Mata Sundri College for Women (University of Delhi): India.

WORKSHOPS

1. **Ahmad, S.** (2023). Contributed as coordinator in the Workshop conducted on 9/1/24 -13/1/24 organized by organized by Birla Institute of Technology, Mesra in collaboration with CMAOI Association, Patna: India
2. **Ahmad, S.** (2015). Delivered lecture on Android Technology in National Android Workshop conducted on 13/3/15 organized by Arcade Business College, Patna: India.