

muhammadwaseembari786@hotmail.com
0092-302-7060347
190-B, Batala Colony, Faisalabad, Pakistan



DR. MUHAMMAD WASEEM BARI

BRIEF PROFILE

Educator, trainer, consultant, and researcher who prioritizes public education, scientific advancement, and students' engagement. Excels in increasing awareness and education by making complex topics accessible and interesting to a broad audience. Over 15 years' experience as a business consultant and educationist. Key working areas are knowledge management, international strategic human resource management, organizational changes, and employees' performance. Impactful communicator and excel at seeing the big picture, identifying the gaps, managing organizational changes, employees' relations, and conflict resolutions. Highly driven to achieve organization goals.

<https://scholar.google.com.pk/citations?user=t3x-cNEAAAJ&hl=en&oi=ao>

<https://orcid.org/my-orcid?orcid=0000-0003-2329-3857>

<https://profiles.gcuf.edu.pk/profile/drmuhammadwaseembari>

ACADEMIC EXPERIENCE

Assistant Professor, Government College University Faisalabad, Pakistan (2017 To Date)

Key Responsibilities:

- Teaching to Ph.D., MS, MBA and BBA students
- Supervise to Ph.D., MS and MBA students in their research projects
- Supervise students in their business development Projects
- Management training for students' career development

Deputy Director QEC, Government College University Faisalabad, Pakistan (2021 To Date)

Key Responsibilities:

- To review of quality standards and the quality of teaching and learning in each subject area
- To review of academic affiliations with other institutions in terms of effective management of standards and quality of programs
- Defining clear and explicit standards as points of reference to the reviews to be carried out. It should also help the employees to know as to what they could expect from candidates.
- To develop qualifications framework by setting out the attributes and abilities that can be expected from the holder of a qualification, i.e., Bachelors, Bachelor with Honors, Master's, M. Phil., Doctoral.
- To develop program specifications. These are standard set of information clarifying what knowledge, understanding, skills and other attributes a student will have developed on successfully completing a specific program
- To develop quality assurance processes and methods of evaluation to affirm that the quality of provision and the standard of awards are being maintained and to foster curriculum, subject and staff development, together with research and other scholarly activities.
- To ensure that the university's quality assurance procedures are designed to fit in with the arrangements in place nationally for maintaining and improving the quality of Higher Education.

Focal Person, National Business Education Accreditation Council (NBEAC) (2020-To Date)

Key Responsibilities:

- To manage all affairs related to Self-Assessment Report (SAR)
- Correspondence to the NBEAC on behalf of Lyallpur Business School, GCUF)

Lecturer, The University of Faisalabad, Pakistan (2011-2017)

Key Responsibilities:

- Teaching MS, MBA and BBA students
- Supervise to MS and MBA students in their research projects
- Supervise students in their business development Projects

INDUSTRIAL EXPERIENCE

- Management training for students' career development

Human Resource Manager, Gourmet Foods, Pakistan (2009-2011)

Key Responsibilities:

- Administer compensation, benefits, and performance management systems, safety, and recreation programs.
- Identify staff vacancies, recruit interview, and select applicants.
- Allocate human resources, ensuring appropriate matches between personnel.
- Provide current and prospective employees with information about policies, job duties, working conditions, wages, and opportunities for promotion and employee benefits.
- Analyze and modify compensation and benefits policies to establish competitive programs and ensure compliance with legal requirements.
- Plan and conduct new employee orientation to foster positive attitude toward organizational objectives.
- Serve as a link between management and employees by handling questions, interpreting and administering contracts and helping to resolve work-related problems

Branch Manager Operations, Meezan Bank Ltd. (2008 -2009)

Key Responsibilities:

- Supervise day to day branch operations.
- To deal with all branch staff HR issues with head office.
- Annual Staff appraisals.
- Supervise all financial transactions daily.
- Providing all possible services to customers as per company policies.
- To maintain administrative control in the branch.
- Providing complete guidelines to new staff according to their job descriptions.
- To ensure the implementation of all rules and regulations of HO and State Bank of Pakistan.
- To ensure the risk-free branch operations.
- To assist with branch audit conducted by HO and State Bank of Pakistan.
- Understanding branch operations problems and define creative solutions.

Branch Operations Officer, Silk Bank Ltd. (2007-2008)

Key Responsibilities:

- Branch back-office work under the supervision of branch manager operations.

Branch Operations Officer, Silk Bank Ltd. (2005-2007)

Key Responsibilities:

- Branch operations and SME financing.

EDUCATION

Ph. D.

Beijing Institute of Technology, Beijing, China (*AACSB, EQUIS & AMBA*), (Sep. 2014- July 2017)
Major: Business Administration
Minor: Organizational Change, Employees' performance, Psychological Contract, Knowledge Management, Mergers, and Acquisitions.

Master (MS)

The University of Faisalabad, Pakistan (Sep.2009- April 2011)
Major: Management
Minor: Human Resource Management, Knowledge Management, Strategic Innovation Management

M.Com.

Baha-Uddin Zakariya University, Multan, Pakistan (Sep.2001- Oct. 2003)
Major: Finance
Minor: Financial Institutions, Corporate Governance

B.Com.

The University of Punjab, Pakistan (Sep.1998- July 2000)

Major: Accounts and auditing

F.A.

BISE, Gujranwala, Pakistan (Sep.1996- July 1998)

Major: Economics, Education

Matric

BISE, Lahore, Pakistan (Sep.1994- July 1996)

Major: Science

RESEARCH WORK**Research Publications:**

- Umar, M., Sial, M. H., Ali, S. A., **Bari, M. W.**, & Ahmad, M. (2021). Trust and social network to boost tacit knowledge sharing with mediation of commitment: does culture moderate? *VINE Journal of Information and Knowledge Management Systems*. (Scopus, ESCI)
- Bashir, H., Ahmad, B., **Bari, M. W.**, & Khan, Q. U. A. (2021). The impact of organizational practices on formation and development of psychological contract: expatriates' perception-based view. *International Journal of Emerging Markets*. (Scopus, SSCI, IF= 2.488)
- Bashir, M., Bhutta, M. K. S., **Bari, M. W.**, Saleem, A., & Tanveer, Y. (2021). Organization cross domain interventions managing strategies and employee outcomes: a role of work–family balance. *International Journal of Organizational Analysis*. (Scopus, ESCI)
- Bari, M. W.**, Mahmood, F., Qurrah-tul-ain, Bashir, M., & Usman, M. (2021). The role of instrumental guanxi in the relation between entrepreneurs' social competence and firms' financial performance: A comparative study. *Economic Research-Ekonomiska Istraživanja*, 34 (1) 249-265. (Scopus, SSCI, IF= 3.034)
- Bashir, M., Hameed, A., **Bari, M. W.**, & Ullah, R. (2021). The Impact of Age-Diverse Workforce on Organization Performance: Mediating Role of Job Crafting. *SAGE Open*, 11(1), 1-13. (Scopus, SSCI= 1.354)
- Bari, M. W.**, Ghaffar, M., & Ahmad, B. (2020). Knowledge-hiding behaviors and employees' silence: mediating role of psychological contract breach. *Journal of Knowledge Management*. (Scopus, SSCI, IF= 8.182)
- Bari, M. W.**, Qurrah-tul-ain, Abrar, M., & Fanchen, M. (2020). Employees' responses to psychological contract breach: The mediating role of organizational cynicism. *Economic and Industrial Democracy*, DOI: 0143831X20958478. (Scopus, SSCI, IF= 2.947)
- Younas, M., & **Bari, M. W.** (2020). The relationship between talent management practices and retention of generation 'Y' employees: mediating role of competency development. *Economic Research-Ekonomiska Istraživanja*, 33(1), 1330-1353. (Scopus, SSCI, IF= 3.034)
- Bari, M. W.**, Abrar, M., Bashir, M., Baig, S. A., & Fanchen, M. (2019). Soft issues during cross-border mergers and acquisitions and industry performance, China–Pakistan economic corridor-based view. *SAGE Open*, 9(2), 2158244019845180. (Scopus, SSCI= 1.354)

- Chen, S., Saleem, N., & **Bari, M. W.** (2019). Financial development and its moderating role in environmental Kuznets curve: evidence from Pakistan. *Environmental Science and Pollution Research*, 26(19), 19305-19319. (Scopus, SCIE, IF= 4.223)
- Shaheen, S., & **Bari, M. W.** (2019). Organizational cronyism as an antecedent of ingratiation: mediating role of relational psychological contract. *Frontiers in psychology*, 10, 1609. (Scopus, SSCI, IF= 2.999)
- Bari, M. W.**, Abrar, M., Shaheen, S., Bashir, M., & Fanchen, M. (2019). Knowledge Hiding Behaviors and Team Creativity: The Contingent Role of Perceived Mastery Motivational Climate. *SAGE Open*, 9(3), 2158244019876297. (Scopus, SSCI= 1.354)
- Chen, S., Saud, S., Saleem, N., & **Bari, M. W.** (2019). Nexus between financial development, energy consumption, income level, and ecological footprint in CEE countries: do human capital and biocapacity matter? *Environmental Science and Pollution Research*, 26(31), 31856-31872. (Scopus, SCIE, IF= 4.223)
- Meng, Y., & **Bari, M. W.** (2019). Design Perceptions for 3D Printed Accessories of Digital Devices and Consumer-Based Brand Equity. *Frontiers in Psychology*, 10, 2800. (Scopus, SSCI, IF= 2.999)
- Bari, M. W.**, Fanchen, M., & Baloch, M. A. (2018). An investigation of the relationship between workplace practices and firm performance: evidence from hotel industry, China. *International Journal of Services Technology and Management*, 24(1-3), 101-118. (Scopus, ESCI, EI)
- Baloch, M. A., Meng, F., & **Bari, M. W.** (2018). Moderated mediation between IT capability and organizational agility. *Human Systems Management*, 37(2), 195-206. (Scopus, ESCI)
- Bashir, M., **Bari, M. W.**, & Raza, S. H. (2018). Dimensions of Social Capital and Innovation Capabilities of Firms: The Performance of Information Technology as a Mediator. *Global Social Sciences Review*, 3(3), 175-192. (HEC, X Category)
- Baloch, M. A., Meng, F., Xu, Z., Cepeda-Carrion, I., & **Bari, M. W.** (2017). Dark triad, perceptions of organizational politics and counterproductive work behaviors: The moderating effect of political skills. *Frontiers in psychology*, 8, 1972. (Scopus, SSCI, IF= 2.999)
- Bari, M. W.**, Fanchen, M., & Baloch, M. A. (2016). Management practices and performance of mergers and acquisitions in Pakistan: mediating role of psychological contract. *Springer Plus*, 5(1), 1527. (Scopus, SSCI, IF= 1.39)
- Bari, M. W.**, Fanchen, M., & Baloch, M. A. (2016). TQM Soft practices and job satisfaction; mediating role of relational psychological contract. *Procedia-Social and Behavioral Sciences*, 235, 453-462. (CPCI Indexed, Elsevier)

Conferences: (Participated as an Author)

Title: "Cyber-loafing And Employees' Performance, A Meta-Analysis"

Conference: International Conference on Banking, Insurance & Business Management (CBIBM), Hailey College of Banking and Finance, University of the Punjab, Pakistan

Date of Conference: December 12-13, 2019

Title: “Bullying Behaviors of Supervisors and Knowledge Hiding: Mediating Role of Relational Psychological Contract Breach”
Conference: 1ST International Conference on Sustainable Business Development, University of Sargodha, Pakistan
Date of Conference: November 20-21, 2019

Title: “The Role of Instrumental Guanxi between Social Competence and Entrepreneurs’ Financial Performance: A Comparative Study”
Conference: First International Conference of the China-Pakistan Economic Corridor, South China University of Technology (SCUT), Guangzhou, China
Date of Conference: September 27-28, 2019

Title: A Sequential Model on the Relationship between Psychological Contract Violation and Organization Competitiveness: A Project- Development Perspective
Conference: 2nd International Conference on Management, Business & Technology, UET, Lahore, Pakistan
Date of Conference: December 2018

Title: How Knowledge Sharing Culture Mediates the Effect of Work Engagement on Organization Innovation: Contingent Role of Psychological Empowerment
Conference: 2nd International Conference on Management, Business & Technology, UET, Lahore, Pakistan
Date of Conference: December 2018

Title: Linkage between remittances and FDI: Evidence from low-income countries
Conference: 4th International Conference on Industrial Economics System and Industrial Security Engineering (IEIS'2017) (IEEE Indexed)
Date of Conference: July 2017

Title: Management Practices and Firm Performance Mediating Role of Information Technology, Evidence from Hotel Industry, China
Conference: 6th International Conference on Logistics, Informatics and Service Sciences (LISS'2016) (IEEE Indexed)
Date of Conference: July 2016

Conferences: (*Participated as an Expert*)

Conference: 1st Alhamd Conference on Advances in Management Sciences (ACAMS) 2020 at Alhamd University, Islamabad Campus
Participated as: Panelist/Speaker
Date of Conference: November 28th, 2020

Conference: 1st International Conference on Management and Commerce (ICMC-2018), University of Gujrat, Pakistan
Participated as: Discussant
Date of Conference: April 4-5, 2018

Conference: 2nd International Conference on Management, Business & Technology, UET, Lahore, Pakistan
Participated as: Session Chair and Discussant
Date of Conference: December 10-12, 2018

Journal Editor:

- Working as an article editor in “**Sage Open (SSCI- 1.62 IF)**” (Sage Publications)
- Working as Guest editor in “**Frontiers in Psychology (SSCI- 2.999 IF)** (Frontiers Publications)

Books Editor:

Book Title: Accelerating Knowledge Sharing, Creativity, and Innovation Through Business Tourism

Authors: Muhammad Waseem Bari, Sadia Shaheen, Meng Fanchen

Publisher: IGI Global Publisher, USA

Date of Publication: May 2020

DOI: 10.4018/978-1-7998-3142-6

ISBN13: 9781799831426|ISBN10: 1799831426|EISBN13: 9781799831440|ISBN13 Softcover: 9781799831433

Book Title: Global Development of Religious Tourism

Authors: Emilia Alaverdov and Muhammad Waseem Bari

Publisher: IGI Global Publisher, USA

Date of Publication: October 2020

DOI: 10.4018/978-1-7998-5792-1

ISBN13: 9781799857921|ISBN10: 1799857921|EISBN13: 9781799857945|ISBN13 Softcover: 9781799857938

Book Title: Impact of Infodemic on Organizational Performance

Authors: Muhammad Waseem Bari and Emilia Alaverdov

Publisher: IGI Global Publisher, USA

Date of Publication: June 2021

DOI: 10.4018/978-1-7998-7164-4

ISBN13: 9781799871644|ISBN10: 1799871649|EISBN13: 9781799871668|ISBN13 Softcover: 9781799871651

Book Chapters:

Bari, M. W., & Khan, Q. (2021). Mental Health and Employee Performance: A COVID-19-Based View. In *Impact of Infodemic on Organizational Performance* (1-9). IGI Global.

Bari, M. W., & Khan, Q. (2021). Pakistan as a Destination of Religious Tourism. In *Global Development of Religious Tourism* (pp. 1-10). IGI Global.

Shaheen, S., & Bari, M. W. (2020). Work-Based Learning Strategies and Innovative Work Behavior: Business Tourism Perspective. In Accelerating Knowledge Sharing, Creativity, and Innovation Through Business Tourism (pp. 38-53). IGI Global.

Bari, M. W., & Shaheen, S. (2020). Constraints of Business Tourism and Proposed Remedies: China-Pakistan Economic Corridor-Based View. In *Accelerating Knowledge Sharing, Creativity, and Innovation Through Business Tourism* (pp. 1-17). IGI Global.

Bari, M. W., & Fanchen, M. (2017). Personal interaction drives innovation: Instrumental Guanxi-based knowledge café approach. In *Handbook of research on tacit knowledge management for organizational success* (pp. 176-200). IGI Global.

Research Projects:

Title: Soft Issues During Cross-Border Mergers and Acquisitions and Industrial Performance, China–Pakistan Economic Corridor (CPEC) Based View

Project Name & No.: SRGP (21-1807/SRGP/R&D/HEC/2017) Year: 2017

Funding Agency: Higher Educational Commission of Pakistan

Title: Management Practices and Performance of Mergers and Acquisitions in Pakistan: Mediating Role of Psychological Contract

Project Name & No.: NSFC (71272060/G0204). Year: 2016

Funding Agency: National Science Foundation, China

**TRAINER/
RESOURCE
PERSON**

Reviewer:

Journal Name: Knowledge Management Research & Practice

Index: Social Science Citation Index (SSCI)

Publisher: Springer

Journal Name: Total Quality Management & Business Excellence

Index: Social Science Citation Index (SSCI)

Publisher: Taylor & Francis Ltd.

Journal Name: Psychology Research and Behavior Management

Index: Social Science Citation Index (SSCI)

Publisher: Dovepress

Journal Name: PLOS One

Index: Social Science Citation Index (SSCI)

Publisher: Public Library of Science

Journal Name: Sage Open

Index: Social Science Citation Index (SSCI)

Publisher: Sage International

Journal Name: Economic Research-Ekonomska Istraživanja

Index: Social Science Citation Index (SSCI)

Publisher: Taylor & Francis Group

Journal Name: International Journal of Productivity and Performance Management

Index: Emerging Science Citation Index (ESCI)

Publisher: Emerald Publishing

Session Title: “Fundamentals of Educational Research”

Venue: Alhamd Islamic University, Islamabad, Pakistan

Date: August 25, 2021

Session Title: “Research Ethics and Idea Generation”

Venue: Arid Agriculture University, Rawalpindi, Pakistan

Date: May 12, 2021

Training Title: “My First Research Flight”

Venue: The University Faisalabad, Pakistan

Date: April 4, 2021

Session Title: “Socio-Economic & Legal Structures and Theories of Workplace Harassment”

Venue: International Knowledge Café (International Webinar)

Date: August 07, 2020

Training Title: “Research Café, Idea Generation to Publication”

Venue: International Knowledge Café (International Webinar)

Date: July 12-14, 2020

Session Title: “Applied Research Ideas Related to COVID-19”

Venue: International Knowledge Café (International Webinar)

Date: June 20, 2020

Training Title: “My First Research Flight”

Venue: ARID Agriculture University, Rawalpindi, Pakistan

Date: February 20, 2020

Session Title: “She Economy, Digital Enablement, and Social Competence; A CPEC based perspective”

Venue: Foundation University, Rawalpindi, Pakistan

Date: February 21, 2020

Training Title: “Impact Factor Publication”

Venue: School of Management and Economics, Beijing Institute of Technology, China

Date: January 09, 2019

Training Title: “My First Research Flight”

Venue: National Textile University, Pakistan

Date: May 2, 2019

Session Title: “China–Pakistan Economic Corridor (CPEC): The Realities”

Venue: Government College University for Women, Faisalabad, Pakistan

Date: November 15, 2019

Session Title: “How to Write an Effective Research Proposal”

Venue: LBS, Government College University, Faisalabad, Pakistan

Date: April 20, 2019

Session Title: “Time Management”

Venue: Th University of Faisalabad, Pakistan

Date: May 2013

Academic Supervisor

*Approved supervisor for MS and Ph.D. by **Higher Education Commission (HEC)** of Pakistan.
Following project supervised;*

Thesis Title: “The Impact of Talent Management Practices on the Retention of “Generation Y”

Employees: The Mediating Role of Competency Development”

Institution: Lyallpur Business School, GC University, Faisalabad

Class: MS

Session: 2017-2019

Thesis Title: “The Impact of Organizational Practices on Formation and Development of Psychological

Contract: An Expatriate Perception Based View”

Institution: Lyallpur Business School, GC University, Faisalabad

Class: MS

Session: 2017-2019

Thesis Title: “Knowledge Hiding Behavior and Employees Silence: The Mediating Role of Psychological Contract Breach”

Institution: Lyallpur Business School, GC University, Faisalabad

Class: MS

Session: 2017-2019

Thesis Title: “Bullying Behaviors of Supervisors and Knowledge Hiding: Mediating Role of Relational Psychological Contract Breach”

Institution: Lyallpur Business School, GC University, Faisalabad

Class: MS

Session: 2017-2019

**CORE
COMPETENCIES**

Academic

- Knowledge Management; Psychological Contract; Intercultural Competence; International Business Strategies; Innovation; Social Competence; Organization Performance; Employees Motivation; Primary source research
- Time Management
- Ideas Generation, Systematic Literature Review,
- Impact factor publication strategies
- Data Sources and Data Management
- Writing (Academic, Business, Technical)
- *Software (Smart PLS-SEM, Mendeley, Qiqqa, SPSS, EndNote, Dia, Survey Monkey,)*
- Analysis (Qualitative, Quantitative, Structural, Historical, Political, Policy)

Industry

- Employees Psychological Contract
- Organizational Change Management

- Organizations' Innovative Strategies and Performance
- Sales through Internal customers
- Organizational culture Management
- Tacit Knowledge Management
- Problem-based research projects (Applied Research)

MEMBERSHIP

- Sino-German Research Network, BIT, China, Pakistan
- Research Network, School of Management and Economics, Beijing Institute of Technology.

Working as a consultant at “*Awami Development Organization*” Layyah, Punjab, Pakistan
(2011 to Date)

CONSULTANT

INSTITUTE

- CEO at **International Knowledge Café**
Registered with Faisalabad Chamber of Commerce



LANGUAGES

- Urdu, Punjabi, English,
- Chinese (Only Speaking)

PERSONALITY

- Positive and committed

REFERENCES

- Prof. Dr. Meng Fanchen
SME, Beijing Institute of Technology, Beijing, China
meng@bit.edu.cn
- Prof. Dr. Enjun Xia
SME, Beijing Institute of Technology, Beijing, China
enjunxia@bit.edu.cn
- Dr. Muhammad Abrar (Associate Professor)
Director, Lyallpur Business School, GC University, Faisalabad. Pakistan
abrarphd@gcuf.edu.pk