

**Shuaib A. Soomro, Ph.D.**  
**Professor-LRU (HRM and OB)**

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## **BIOGRAPHY**

Shuaib A. Soomro did his Ph.D. in management sciences from IAE Aix-Marseille, Aix-en-Provence. Currently, he holds Professor-LRU at IAE Aix, where he imparts knowledge in various courses including Management, Organizational Behavior and theory, Human Resource Management, Business Research Methods, Personal Development among others. Dr. Soomro has research record, with publications in peer-reviewed journals such as European Management Journal, Journal of Intellectual Capital, Review of Managerial Science, Career Development International, Management Decision, International Journal of Innovation and International Journal of Stress Management, among others. He has presented his research findings at numerous international conferences, including AOM, EGOS, AGRH, EURAM, AHRD and BAM. Additionally, he serves as Reviewer Board at Career Development International and Leadership and Organizational Development demonstrating his commitment to scholarly community through rigorous peer review processes.

## **EDUCATION**

- Ph.D. IAE Aix-Marseille, Aix-en-Provence, France, 2019  
HRM/OB
- M.Phil. IQRA University, Karachi, 2013  
HRM
- MBA International Islamic University, Islamabad, 2006  
HRM

## **WORK EXPERIENCE**

- IAE Aix-Marseille, Aix-en-Provence, France  
Professor-LRU (Sep 2024 – Present)
- Sukkur IBA University, Pakistan (AACSB Accredited)  
Assistant Professor (2020 – August 2024)
- South Champagne Business School (SCBS), Campus De Troyes, France  
Faculty (2019-2020)
- IAE Aix Graduate School of Management, France  
Researcher (2015-2019)

## **PEER-REVIEWED JOURNAL PUBLICATIONS**

1. Qamar F., **Soomro S.A.**, Nawaz A., Roques O., (2024) Fuelling Perceived Employability through Leader's Expert Power: Role of Empowerment Climate and Thriving, *European Management Journal*.
2. **Soomro S. A.**, Ahmed S., (2024) Green intellectual capital and employee environmental citizenship behavior: the mediating role of organizational agility and green creativity, *Journal of Intellectual Capital*, 25(4), 822-840.
3. **Soomro, S. A.**, Qamar, F., Hadoussa, S., & Kundi, Y. M. (2024). Digital transformation and electronic performance: exploring the relationship between fairness perception, organizational identification, and individual performance. *Review of Managerial Science*, 1-20.
4. **Soomro S. A.** (2024), Fostering Community Resilience through the Lived Experience of Terrorist Incidents, *Management Decision*. **(Solo paper)**
5. **Soomro, S. A.** (2024) Linguistic Profiling and Career Development Through the Lived Experience of Service Sector Employees in Pakistan, *Career Development International*. **(Solo paper)**
6. Nawaz, A, **Soomro, S. A.** & Kundi YM (2023) Linking Engagement for Innovation with Innovative Performance: The Role of Discretionary Efforts and Knowledge-sharing Behaviour. *International Journal of Innovation Management*, 27(06), 2350027.
7. Nawaz, A, **Soomro, S. A.** & Batool, S, (2023) Investigating the Impact of Family Motivation on Promotive Voice Behavior through the Mediating Effect of Moral Engagement. *Global Knowledge, Memory and Communication*.
8. Qamar, F., **Soomro, S. A.** & Kundi Yasir (2023). Linking High-Performance Work Systems and Happiness at Work: Role of Career Aspiration and Thriving, *Career Development International*, 28(5), 536-553.
9. **Soomro, S. A.**, Ali Akhtiar, Agha Amad & Suhaib Ahmed (In press) Job Insecurity in COVID-19: A Longitudinal Study. *Human Systems Management*, 43(2), 235-247.
10. Dar, N., Kundi, Y. M., & **Soomro, S. A.** (2023). Leader-member exchange and innovative work behavior: a 2-1-1 model. *Management Decision*, 61(9), 2629-2644.
11. **Soomro, S. A.**, Roques, O., Garavan, T., & Ali, A. (2023). Investigating the impact of sensitivity to terrorism on employee psychological well-being: the mediating role of psychological resilience. *Gender in Management: An International Journal*, 38(3), 412-429.
12. Qamar, F., & **Soomro, S. A.** (2023). Linking LMX and happiness at work through symbolic interaction theory-The role of self-esteem and organizational embeddedness. *Journal of Economic and Administrative Sciences*.
13. Nawaz, A., **Soomro, S. A.**, Batool, S., Rani, H., & Aslam, A. (2023). A moderated mediation effect of symbolic and substantive preventive actions on employees' preventive behavior in the context of Covid-19. *Analyses of Social Issues and Public Policy*, 23(1), 106-128.
14. **Soomro, S. A.** (2023). Building sustainable community resilience and business preparedness through stakeholder perspective. *International Journal of Emergency Services*, 12(2), 171-185. **(Solo paper)**
15. **Soomro, S. A.**, Roques, O., & Kundi, Y. M. (2022). Effort-reward imbalance and job burnout: Examining cross-lagged relationships and the moderating role of sensitivity to terrorism. *International Journal of Stress Management*, 29(3), 271.
16. **Soomro, S. A.**, Gadehi, A. A., Xu, X. H., & Shaikh, S. A. (2021). Job stress and burnout among employees working in terrorist-ridden areas. *Frontiers in psychology*, 12, 1620.
17. Kundi, Y. M., **Soomro, S. A.**, & Kamran, M. (2022). Does social support at work enhance subjective career success? The mediating role of relational attachment. *International Journal of Organizational Analysis*, 30(6), 1491-1507.

## **ACADEMIC MEETINGS/CONFERENCE PROCEEDINGS**

1. Afshan G, **Soomro, S. A.** (2023) Teachers' Adaptation to Pandemic-Induced Technological Change: Role of Perceived Uncertainty during COVID-19; *EURAM, Trinity Business School, Dublin, Ireland*
2. **Soomro, S. A.** & Kundi, Y. M. (2022) Effects of Electronic Performance Monitoring on Employee Work Engagement: A Multilevel Investigation; *Academy of Management, USA*
3. **Soomro, S. A.** & Kundi YM (2022) The effects of diversity focused HRM practices and respectful leadership on team knowledge sharing behavior: A multilevel investigation; *5th Global Conference on International Human Resource Management, NY, USA*
4. Qamar, F., **Soomro, S. A.** & Kundi, Y. M. (2022). Linking Leader Member Exchange (LMX) and happiness at work through symbolic interaction theory. *Academy of Human Resource Development, USA*
5. Ahmed, F., **Soomro, S. A.** & Qureshi, N. A. (2022). Sales representatives' ambidextrous behavior; a win-win situation in electronic performance monitoring system. *IBA Karachi*
6. **Soomro, S. A.** & Roques O (2019) Relationship between Job Stress and Burnout: Organizational Justice as a Mediator and Sensitivity to Terrorism as a Moderator: *EGOS, Edinburgh, UK*
7. **Soomro, S. A.** & Roques O and Ali A (2018) Exposure to Terror and Employees' Behavior; Rumination as a Mediator and POS as a Moderator: *Academy of Management Chicago, USA*
8. **Soomro, S. A.** & Roques O (2018) The Nexus between ERI Framework and Employee Burnout in Terrorism-Ridden Areas: *BAM, 2018, Bristol Business School, UK*
9. **Soomro, S. A.** & Roques O, (2017) Fear of Terror and Employees Behavior at work; *AGRH, Aix-en-Provence, France*

## **MANUSCRIPTS UNDER REVIEW**

1. **Soomro SA**, Qamar Faisal: A multi-level investigation of servant leadership and knowledge hiding: Testing a moderated–mediated model, **Knowledge Management Research & Practice (ABS-2, FNEGE-3) (Round 3)**
2. **Soomro SA**, Qamar Faisal Diversity-focused HRM practices and team knowledge sharing behavior: The mediating roles of involvement climate and shared leadership, **International Journal of Human Resource Management (ABS-3, FNEGE-2) (Round 2)**
3. Thomas Noel Garavan, **Soomro SA**, Qamar Faisal: Manager Green leadership behavior and frontline employees' green innovation in tourism organizations: Green organizational embeddedness and employees' green behaviors, **Tourism Management (ABS-4, FNEGE-1) (Round 1)**
4. **Soomro SA**, Kundi Yasir, Shahid Subhan: Islamic Work Ethics and Happiness at Work; A Multilevel Investigation, **Journal of Business Research (ABS-3, FNEGE-2) (Round 1)**
5. Qamar Faisal, **Soomro SA**, The Nexus between Culture of Joy and Intention to Stay: Unveiling the Resilience and Well-being as Mediating Factors. **The Journal of Positive Psychology (ABS-2, FNEGE-4)**
6. **Soomro SA**, Exploring EPM's Multilevel Influence on Individual Performance: The Role of Employees' Perceptions of Fairness and Organizational Identification, **European Management Journal (ABS-3, FNEGE-2) (Round 1)**
7. Asif Nawaz, **Soomro SA**, Green Cerebral Wealth: A Multi-level Perspective on Sustainable Performance, **Management Decision (ABS-2, FNEGE-2) (Round 1)**
8. Afshan G, Salman R, **Soomro SA**, Leadership Styles and Frugal Innovation: A Systematic Review and Future Research Agenda, **European Management Review (ABS-3, FNEGE-2) (Round 1)**

9. Suhaib Soomro; Ghadah al Murshidi; M Monjurul Islam; **SA Soomro**, Artificial Intelligence in Management Education: A Systematic Review of Its Transformative Impact: **International Journal of Educational Technology in Higher Education (Round 1)**
10. Suhaib Soomro and Shuaib Ahmed Soomro: From green capital to green citizenship in hotels: The role of employee creativity, organizational agility and absorptive capacity: **Journal of Intellectual Capital (Round 1)**

### **TEACHING EXPERIENCE**

- Human Resource Management (80 hours) (BBA and MBA program)
- Principles of Management (80 hours) (BBA program)
- Organizational Behavior (60 hours) (BBA program)
- Research Methods in Business (120 hours) (BBA program)
- Personal Development and Leadership (24 hours) (M2 International Business)

### **PROFESSIONAL MEMBERSHIPS & AFFILIATIONS**

- Member of the conseil d'institut IAE Aix-Marseille (2018-2019)
- Member of the American Psychological Association (APA) (2022-2023)
- Member of Academy of Management (AOM) (2021-2023)
- Member of British Academy of Management (BAM) (2018-2019)
- Member of European Group of Organizational Studies (2018-2019)

### **AD HOC REVIEWER**

- Career Development International
- Leadership and Organization Development
- International Journal of Stress Management
- Ergonomics
- Gender in Management; an International Journal
- Journal of Organizational Effectiveness: People and Performance
- Human Systems Management
- Journal of Economic & Administrative Sciences
- Academy of Management (AOM)
- Academy of Human Resource Development (AHRD)
- European Group of Organizational Studies (EGOS)
- British Academy of Management (BAM)

### **AWARDS**

- Recipient of HEC- Campus France PhD Fellowship, 2015 – 2019
- HEC Approved PhD Supervisor