Dr. Umer Iftikhar Malik
Professor in Finance & Strategic Management
Leadership and Management Studies Department,
National Defence University
iftikhar@ndu.edu.pk

About me

With over 15 years of teaching experience and a strong academic foundation, I serve as Professor at the National Defence University, Pakistan. I am an HEC-approved supervisor specializing in leadership, strategy, and human resource management. My professional background includes more than six years of industry experience in the United Kingdom, where I worked with leading organizations such as Shell UK and ASDA. Additionally, I have led executive and professional training programs for public and private sector organizations in Pakistan. This integrated academic and industry experience informs my teaching, research, and scholarly contributions in management sciences.

Research Profiles

ORCID | LinkedIn | Scopus | Google Scholar | Publons | ResearchGate

TEACHING EXPERIENCE

Full Time Employment

- *Professor, Finance & Strategic Management* — *Aug 2026 To Date*
  Leadership and Management Studies Department,
  National Defence University, Islamabad, Pakistan
- *Associate Professor, Finance & Strategic Management* — *Aug 2023 - Aug 2026*
  Leadership and Management Studies Department,
  National Defence University, Islamabad, Pakistan
- *Assistant Professor* — *Aug 2018 - Aug 2023*
  Leadership and Management Studies Department,
  National Defence University, Islamabad, Pakistan
- *Lecturer* — *Aug 2011 - Aug 2018*
  Leadership and Management Studies Department,
  National Defence University, Islamabad, Pakistan

PROFESSIONAL APPOINTMENT

Operations Assistant — *2005 - 2006*
Shell UK Limited hick stead, London (UK)

Assistant Manager — *2006 - 2007*
Blue Mental (UK)

EDUCATION

PhD – Finance & Strategic Management — *2017*
Leadership and Management Studies Department,
National Defence University, Islamabad, Pakistan.

MBA - Finance — *2009*
Staffordshire University (UK)

BBA (Hons) — *2007*
University of Greenwich, London (UK)

TEACHING PROFILE

Over the last 13 years, I have been consistently teaching at the undergraduate, graduate, and doctoral levels. Core subjects I have taught include *Strategic Management, Financial Accounting, Financial*

Management, Human Resource Management, Entrepreneurship, and Services Marketing.

ADMINISTRATIVE POSITIONS

During my employment in academia, I have worked under different academic and administrative titles which includes

- *Member of Board of Studies at a department of Leadership and Management Studies (LMS), National Defence University, Islamabad.*
- *Member of Board of Faculty of Faculty of Contemporary Studies (FCS), National Defence University, Islamabad.*
- *Member of Unfair Means Committee, National Defence University, Islamabad.*
- *Member of Finance and Planning Committee, National Defence University, Islamabad.*
- *External examiner for M.Phil and Ph.D aspirants at;*
  - *Shaheed Zulfikar Ali Bhutto Institute of Science and Technology (SZABIST), Islamabad*
  - *International Islamic University, Islamabad*
  - *Iqra University, Islamabad*
- *Assistant Focal Person for the 1st Annual National Harmony Workshop held from 22nd to 26th May 2017, with a budget of 3 million PKR.*
- *Assistant Focal Person for the 2nd Annual National Harmony Workshop held from 18th to 22nd March 2019, with a budget of 3 million PKR.*
- *Conference Chair at 22nd International Research conference 2023 conducted at SZABIST, Islamabad. The theme of the conference was "People, Planet, Prosperity: SDGs from Lens of Business & Innovation."*

RESEARCH PROFILE
SELECTED JOURNAL PUBLICATIONS

1. Abbas, F., Rehman, M. U., & Iftikhar, U. (2026). Bank diversification and performance nexus: Theoretical and empirical insights from South Asia. *Journal of Central Banking Theory and Practice*, *15*(1), 177–199. https://doi.org/10.2478/jcbtp-2026-0008
2. Abbas, F., **Malik, U**. & Abdul Rahman, A. Nexus between institutional quality, economic openness, and environmental quality: New evidence from the MENA region. **Futur Bus J** 11, 128 (2025). https://doi.org/10.1186/s43093-025-00552-4
3. **Iftikhar, U.**, Zaman, K., Rehmani, M., Ghias, W., & Islam, T. (2021) Impact of Green Human Resource Management on Service Recovery: Mediating Role of Environmental Commitment and Moderation of Transformational Leadership. ***Frontiers in Psychology,* 12(1)**. doi: https://doi.org/10.3389/fpsyg.2021.710050
4. Rehmani, M., Islam, T., Khokar, M., **Iftikhar, U.**, & Shahzad, M. (2020). Tariff determination for municipal waste management power projects in Pakistan. ***Waste Management and Research,* 38(8)**, 851-856. doi: https://doi.org/10.1177/0734242X20916510
5. Saleem, S., Humayun, S., Latif, B., **Iftikhar, U**., & Sharif, I. (2020). Identities Hidden in Challenges: The Sequential Mediation of Thriving at Work and Employee Investment. ***Frontiers in Psychology***, 11(1), 1-14. doi: https://doi.org/10.3389/fpsyg.2020.555420
6. Rehmani, M., **Iftikhar, U**., Khokhar, M., Rehman, H., Irshad, H., & Anwer, N., (2022)," Does the traditional recruitment procedure of higher education institutions cause paper waste?", ***Cogent Business & Management***, 9:1, DOI: 10.1080/23311975.2022.2151679
7. Raza, A., Saeed, T., **Iftikhar, U**. (2022), "Impact Of Psychological Capital On Employee Creativity: Mediating Role Of Employee Engagement"., ***Journal of Positive School Psychology,***

6 (11), 1132- 1147. doi: https://www.journalppw.com/index.php/jpsp/article/view/14095/9130

8. Zaman, K., **Iftikhar, U**., Rehmani, M. and Irshad, H. (2022), "Embracing biodegradable bags: effects of ethical self-identity on consumer buying behavior", ***Social Responsibility Journal, Vol.*** ahead-of-print No. ahead-of-print. Doi: https://doi.org/10.1108/SRJ-03-2021-0099
9. Zaman, K., **Iftikhar, U.,** & Saeed, M. (2019). A Multilevel Analysis of Job Demands and Intention to Resign Through Perceived Service Recovery Performance. ***Business & Economic Review,*** [online] 11 (2), 67-82. Doi: dx.doi.org/10.22547/BER/11.2.4
10. Raja, A., **Iftikhar, U.,** & Shams, M. (2019). Aligning Quality of Business Education with the International Business Models: An Innovative Approach of NBEAC. ***Abasyn Journal of Social Sciences, 12 (1)***, 2019. Doi: 10.34091/AJSS.12.1.12
11. Rauf, S.,**Iftikhar. U**., & Shujahi, F. (2019). China Pakistan economic corridor (CPEC): Geopolitical importance for Central Asian republics (CARs). ***Margalla Papers***,[online] pp.65-77. Retrieved from https://www.researchgate.net/publication/343151392_CHINA_PAKISTAN_ECONOMIC_CORRIDOR_GEOPOLITICAL_IMPORTANCE_FOR_CENTRAL_ASIAN_REPUBLICS
12. Saleem, H., Qureshi, M., & **Iftikhar, U.** (2020). Impact of Ethical Leadership on Employee's Creativity: Mediating Role of Voice Behavior in Telecom Sector of Pakistan. ***International Journal of Business and Management*, 15 (2)**, 110-125. Retrieved from https://www.proquest.com/docview/2600987922?pqorigsite=gscholar&fromopenview=true
13. **Iftikhar, U**., Shams, M., & Raja, A. (2019). The Influence of Organizational Justice on Organizational Effectiveness: Mediating Role of Trust. ***Journal of Managerial Sciences***, [online] 13(1), 15-25. Retrieved from https://qurtuba.edu.pk/jms/default_files/JMS/13_1/02%20JMS%20XII03%202018,15-26,%20Maryam%20Shams%20NBEAC%20IHTESHAM.pdf
14. Malik, F., & **Iftikhar, U.** (2021). FACTORS EFFECTING BRAND LOVE: MEDIATING ROLE OF BRAND UNIQUENESS AND MODERATING ROLE OF PRODUCT INVOLVEMENT. ***ISSRA Papers*, *2*(11)**, 1–22. Retrieved from https://issrapapers.ndu.edu.pk/site/article/view/24
15. Shams, M., **Iftikhar, U.,** & Raja, A. (2019). Impact of Attachment Styles on Relationship Satisfaction: Mediating Role of Phubbing Behavior. ***IBT Journal of Business Studies. 15(1)***. Doi: 10.46745/ilma.jbs.2019.15.01.13
16. Abbasi, S., Iftikhar, U., & Raja, A. (2018). Organizational Culture and Knowledge Sharing Behavior: Moderating Effect of Knowledge Governance Mechanism and Motivation. *Global Management Journal for Academic & Corporate Studies*, 8 (2), 41-52. Retrieved from https://gmjacs.bahria.edu.pk/index.php/ojs/article/view/61/47
17. **Iftikhar, U**. & Rehman, Z. (2017). The dynamics of organizational justice: analyzing the role of job embeddedness in achieving organizational effectiveness. ***International Journal of Business and Management*, 12(1)**, 45-58. Retrieved from https://www.numl.edu.pk/journals/subjects/1561544960Volume%2012%20(1)%20Article- 4.pdf
18. **Iftikhar, U.,** Masood, A., Khurshid, B., & Niazi, G. (2015). Study on supportive disloyal, destructive Leadership and its impact on susceptible followers and organization. ***The Journal of Governance and Public Policy*,** 7(2), 141-162. Retrieved from https://www.prdb.pk/article/study- on-supportive-disloyal-destructive-leadership-and-its-4940
19. Khaleel, M.,Chelliah, S., Kabir, M., & **Iftikhar, U**. (2017). Impact Of Self Perceived English Language Proficiency on Job Anxiety and Job Depression of Employees Working in Multinational. ***International Journal of Applied Business and Economic Research***, [online] 15 (16), 241-254. Retrieved from https://serialsjournals.com/abstract/65564_ch_18_f_-_shankar_chelliah.pdf

20. Khurshid, B. ., **Malik, U**. I., & Masood, A. . (2017). MEASURING FOLLOWERS' IMPACT IN SHAPING A LEADER'S ATTITUDE AND BEHAVIOUR. ***Journal of Contemporary Studies***, *6*(2), 49–64. Retrieved from https://jcs.ndu.edu.pk/site/article/view/76

21. Rana, M., **Iftikhar, U.,** Gul Abbasi, S., & Abbas, M. (2018). The role of organizational justice to develop organizational citizenship behavior: moderating effect of Islamic work ethics. ***Amazonia Investiga***, *7*(16), 46-60. Retrieved from https://amazoniainvestiga.info/index.php/amazonia/article/view/372

CONFERENCE PAPERS*

1. Dr. Umer Iftikhar., (2024). New Approach to Sustainable Organizational Performance by Building Artificial Intelligence Capabilities: Moderating and Mediating Role of Industry Dynamism and Open Innovation, **Brunel University London**, July 8-9, 2024.

EDITORIAL POSITIONS

- *Reviewer of Foundation University Journal of Business and Economics.*

RESEARCH SUPERVISION

- ***PhD DISSERTATION***
  5 ongoing research supervisees

- ***MS- THESES (17)***
  Successfully supervised 20 MPhil students

TRAINING AND DEVELOPMENT

- International training provided to the Srilankan Officers on Strategic issues bureaucracy: implementation framework in 2023.
- Training organized by Faculty of Contemporary Studies on HR provided to senior civil and corporate members
- Public Finance training provided to the senior employees of Benazir Income Support Programme in 2022.
- International and national training provided to the employees of ECO Postal Staff College, Islamabad in 2017.
