

Dr. Nadeem Akhtar, PhD, FHEA

Associate Professor | Business Management

HR | Entrepreneurship | Business Education

📍 Yanbu, Saudi Arabia

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Executive Profile

A business management scholar with 15+ years of experience in graduate and executive education, research, and program leadership. Expertise in Strategic Management, Organizational Behavior, Leadership, Entrepreneurship, and Human Resource Management, with a proven track record in curriculum design, accreditation, and business education strategy. Founder of Seisense, an international research platform dedicated to open-access, high-impact business research. Passionate about integrating applied research with industry-relevant teaching, case-based learning, preparing students for leadership roles in the evolving business landscape.

Career Highlights

- **Academic Program Leadership & Accreditation** | Led BSBM Program Coordination (2016-2022), securing ACBSP accreditation and achieving SHRM alignment certification, ensuring global recognition for Yanbu Industrial College's business programs. Designed and delivered courses using blended, hybrid, and asynchronous learning formats to meet diverse learner needs and promote active engagement.
- **Teaching & Mentoring** | Taught at MS/MPhil levels (COMSATS) and designed undergraduate business programs at YIC, Skilled in delivering General Management courses, emphasizing leadership, innovation, and strategic thinking.
- **High-Impact Research & Thought Leadership** | Published 20+ papers in top-tier journals, shaping discourse in entrepreneurial ecosystems, HRM, and organizational innovation.
- **Global Research Dissemination & Editorial Leadership** | Founder & Editor of Seisense, leading two internationally indexed journals, driving global open-access research dissemination.

Career Summary

🏢 **Associate Professor** | Yanbu Industrial College, Saudi Arabia

Dec 2024 - Present

As an Associate Professor of Business Management, I lead research, curriculum development, and program strategy alongside teaching. I coordinate the Bachelor of Science in Business Management (HR), hold FHEA certification from Advance HE (UK), and serve as Founder and Co-Editor-in-Chief of the SEISENSE Journal of Management, a Scopus-indexed open-access journal. My research spans HRM, organizational behavior, entrepreneurship, and skill mismatch, with 20+ publications, an H-index of 11, and 900+ citations.

- Led BSBM Program Coordination (2016-2022), securing ACBSP accreditation and SHRM alignment certification.
- Designed and delivered blended, hybrid, and asynchronous learning formats across undergraduate business programs.
- Built HRThink (hrthink.org), an independent digital platform bridging HR classroom learning with real-world HR practice.

🏢 **Assistant Professor** | Yanbu Industrial College, Saudi Arabia

Dec 2010 - Dec 2024

As an Assistant Professor of Business Management, I specialize in Strategic HRM, Organizational Behavior, and Entrepreneurship. Beyond teaching, I contribute to academic research, curriculum innovation, and institutional strategic initiatives. I have led accreditation efforts (ACBSP, SHRM), designed industry-aligned courses, and contributed to aligning business education with global and Saudi Vision 2030 standards.

- **Teaching & Mentoring**
 - Delivered undergraduate business courses in Strategic HRM, Organizational Behavior, and Entrepreneurship.
 - Designed engaging course materials, integrating real-world business case studies.
 - Mentored students in capstone projects and research assignments
- **Leadership & Program Development**
 - Served as Program Coordinator for BSBM-HR, overseeing program structure, faculty coordination, and curriculum enhancement.
 - Led course redesign initiatives to align business education with industry trends and Vision 2030.
 - Served as a member of the department council and program evaluation committee, contributing to strategic decision-making.

Taught MS/MPhil students, focusing on Employee Relations, Leadership, and Organizational Behavior. Led graduate student research supervision, ensuring academic rigor and industry relevance in research projects. Contributed to research advancements in HRM and organizational performance, publishing in recognized management journals.

- Taught MS/MPhil students in Employee Relations & Fundamentals of Management.
- Supervised graduate student research projects and advised students on academic and professional growth.
- Contributed to research in HRM and organizational performance through publications in peer-reviewed journals.

University Studies

	PhD in Business Administration	2009
	Karl Franzens University of Graz, Austria	
	MBA in Management Information System	2001
	BZU, Multan, Pakistan	

Academic & Professional Credentials

Certifications

- MBTI (I & II) | CPPI Inc | UAE

Review Board Member

- International Journal of Organizational Analysis (3)
- European Journal of International Management (2)
- International Journal of Entrepreneurship and Small Business (1)
- Psychological Reports (1)

Research Impact & Scholarly Contribution

- **Total Publications:** 20+ peer-reviewed journal articles
- **Google Scholar Citations:** 900 | H-index: 11
- **Research Areas:** Entrepreneurship, Strategic HRM, Organizational Behavior, Innovation & Leadership
- **Editorial Leadership:** Founder & Editor of Seisense, overseeing two indexed peer-reviewed journals (DOAJ & Scopus)

Research & Publications

1. Alvi, A. K., Ahmad, N. H., & **Akhtar, N.**, *Does Relationship of Knowledge Management Practices With Eco-innovation Matter? A Mediating, Moderating Analysis Evidence From ICT Sector*. SAGE Open, 2025. **15**(2).
2. **Akhtar, N.**, *Elevating Industry IQ: The Dance of Empowerment, Resourcefulness, and Innovation in Petrochemical Realms*. International Review of Management and Marketing and Management of Innovations, 2024. **14**(3): p. 56-64.
3. **Akhtar, N.**, *Unlocking the Potential: The Impact of Innovative Capability on Process, Product, and Market Innovation and Firm Performance*. Marketing and Management of Innovations, 2023. **14**(2): p. 19-33.
4. **Nadeem Akhtar**, S.M.A., Abdullah Faisal Basiouni, Ghulam Mustafa Mir, *Exploring The Influence Of Social And Structural Support On Entrepreneurial Intentions Among South Asian Canadian Immigrants*. Asian Academy of Management Journal, 2023. **28**(2).
5. Haq, M.I.U., et al., *Relationship of brand credibility and brand loyalty: the mediating effects of attitude toward brand*. Journal of Economic and Administrative Sciences, 2022. **ahead-of-print**(ahead-of-print).
6. **Nadeem Akhtar**, S.F.A., Suhaib Varikkodan, Ashfaq Ahmad Pinitod, *Service Innovation Readiness of Academic Institutions: Mediation of Ethical Leadership and Employee Satisfaction*. Asia-Pacific Social Science Review, 2022. **22**(4).
7. **Nadeem Akhtar**, S.M.A., Abdullah F. Basiouni, Ashfaq Ahmed, Kok Ban Teoh, Adbulkhaliq Alvi, *What motivates the most? Money or Empowerment: Mediating Role of Employee Commitment to Organizational Performance*. Journal of Organisational Studies and Innovation, 2022. **9**(2).
8. **Akhtar, N.**, et al., *Determinants of Entrepreneurial Intentions among the Immigrants: Canadian Perspective*. Int. J. of Trade and Global Markets, 2023. **17**(1).
9. Jia, X., et al., *Impact of perceived Influence, Virtual Interactivity on Consumer Purchase Intentions through the path of Brand Image and Brand Expected Value with the Help of M Commerce*. Frontiers in Psychology, 2022. **13**(947916): p. 1-13.

10. Kok Ban Teoh, D.M.H.K., **Nadeem Akhtar**, *How Does Psychosocial Safety Climate Affect Burnout Among Malaysian Educators During the COVID-19 Pandemic?* Asia-Pacific Social Science Review, 2021. **21**(4).
11. **Nadeem Akhtar**, H.A., Ashfaque Ahmed, Fakhar Mustafa, Muhammad Asad Meraj, *Service Innovation Readiness of Health Institutions during COVID-19: A Perspective from the Kingdom of Saudi Arabia*. The Journal of Asian Finance, Economics and Business, 2021. **8**(8).
12. **Akhtar Nadeem**, S.U.K., T Muhammad, *Mediating Role Of Employees Job Engagement For Relation Of Emotional Labor With Life Satisfaction*. GOMAL UNIVERSITY JOURNAL OF RESEARCH, 2020. **36**(2).
13. **Nadeem Akhtar**, A.Z., H Aroona, *Mediating Role of Employee Psychological Empowerment for the relation of Structural Empowerment with Life Satisfaction*. Academic Journal of Social Sciences 2020. **4**(3).
14. Ahmad Alojairi, S.F.A., **Nadeem Akhtar**, Abdullah Basiouni, *Driving Forces for Business Growth in Saudi Arabia: Industrial Cross-Sectional Analysis*. Journal of Organisational Studies and Innovation, 2020. **7**(1).
15. Ahmad Alojairi, **N.Akhtar**, Hafeez Muhammad Ali, Abdullah F Basiouni, *Assessing Canadian business IT capabilities for online selling adoption: a net-enabled business innovation cycle (NEBIC) perspective*. Sustainability 2019. **11**(3).

Manuscripts Under Review

1. **Nadeem Akhtar** *From Sustainability Orientation to SDG Awareness: The Role of Action-Based Engagement among Early-Stage Entrepreneurs*. SAGE Open. (Under Review)
2. **Nadeem Akhtar** *Emotion, Control, and Algorithms: A Bibliometric Study of AI-Enabled Transformation in Family Businesses*. Journal of Entrepreneurship and Innovation in Emerging Economies. (Under Review)
3. **Nadeem Akhtar** *Institutional Context and the Performance Effects of AI and Big Data Analytics: A Meta-Analysis*. Global Business Review. (Under Review)
4. **Nadeem Akhtar** *The Hidden Costs of Skill Mismatch: How HR Practices Compensate, Conceal, and Complicate Skill Utilization at Work*. The International Journal of Human Resource Management. (Under Review)
5. **Nadeem Akhtar** *Too Much or Too Little? Dual Skill-Mismatch Pathways Linking Technological Disruption to Worker Wellbeing*. International Journal of Manpower. (Under Review)
6. **Nadeem Akhtar** *Artifact or Association? A Meta-Analysis of Digital and Analytics-Driven Capabilities and Organizational Performance*. SN Business and Economics. (Under Review)
7. Abdul Khaliq Alvi, **Nadeem Akhtar** *Linking Green Intellectual Capital with Business Sustainability: Mediating Moderating Role of Green HRM Practices and Environmental Leadership*. SAGE Open. (Under Review)

Referees



Dr. Saadat Saeed



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Dr. Abdullah Basiouni



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