

## *RESUME*

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### **Dr. Mushtaq Ahmad Lone**



#### **Official Address**

Department of Management Studies

Central University of Kashmir

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**OBJECTIVE** : **To pursue career in teaching & research**

**SPECIALISATION (Teaching)** : **Major**  
Entrepreneurship  
Human Resource Management,  
Organizational Behavior,  
General Management,  
**Minor**  
Organizational Culture  
  
Cross Cultural Management

#### **ACADAMIC QUALIFICATIONS**

**Ph. D** (2007) Thesis entitled “*Organizational Culture and Organizational Effectiveness in Select Organizations - An Empirical Study*”  
**University of Kashmir.**

*Major: Human Resource Management*

*Minor: Organizational Behavior  
Organizational Culture*

**M.Com** (2002) First Division (65.5% marks) University of Kashmir

*Major: Human Resource Management*

*Minor: Organizational Behavior*

**B. Com** (2000) with Second Division (51.5%), University of Kashmir

**General Management, Business Environment, Auditing,  
Accounting, Income Tax, Business Law**

**Languages:** **Proficiency in English**

#### **Professional Qualification**

**Professional Training Course in MS Excel**

## **TEACHING EXPERIENCE (More than 16 years)**

**Subjects Taught:**    **Entrepreneurship, General Management, Organizational Behavior, Human Resource Management, Cross Cultural Management, International Human Resource Management**

- ♦ **(13<sup>th</sup> April, 2021 to till date)** Associate Professor, Department of Management Studies, Central University of Kashmir.
- ♦ **(14<sup>th</sup> Feb, 2012 to 12<sup>th</sup> April, 2021)** Assistant Professor, Department of Management Studies, Central University of Kashmir.
- ♦ **(20<sup>th</sup> May, 2010 to 13<sup>th</sup> Feb, 2012)** Assistant Professor, Directorate of Distance Education, University of Kashmir.
- ♦ **(9<sup>th</sup> April, 2009 to 20<sup>th</sup> May, 2010)** Assistant Professor, Islamia College of Science and Commerce, Srinagar, J and K.
- ♦ **(5<sup>th</sup> March, 2009 to 8<sup>th</sup> April, 2009)** Assistant Professor, Department of Business and Financial Studies, University of Kashmir.

**Guest Faculty:**

**Directorate of Distance Education, University of Kashmir, India**  
**National Institute of Fashion Technology, Srinagar, India**

## **RESEARCH EXPERIENCE**

- **More than 10 years**

**Research Guidance (Ph. D)**

- Impact of Organizational Culture and Workplace Bullying on Turnover Intentions (**Degree Awarded**)
- Impact of Personality on Emotional Labour: Exploring the Mediating role of Emotional Intelligence. (**Degree Awarded**)
- Individual, Organizational and Institutional Factors as Antecedents to Entrepreneurial Intentions (**Degree Awarded**)
- Leader Narcissism and Employee Psychological Well-being: Examining Meditating Role of Emotional Intelligence (**Degree Awarded**)

- Impact of Spiritual and Emotional Intelligence on Leadership Effectiveness of Educational Institutions in India (**Degree Awarded**)
- Leadership Styles and Employee Resilience: Exploring the Mediating Role of Psychological Safety (Degree Awarded)
- **Research Guidance (M. Phil)**
  1. Job Autonomy and Turnover Intentions: A Study of Select Banks in Kashmir. (**M. Phil Awarded**)
  2. Entrepreneurial Intentions among University Students in Jammu and Kashmir: An Assessment of Personal and Social Factors. (**M. Phil Awarded**)
  3. Emotional Labour, Burnout and Turnover Intentions: A Study of Select Banks. (**M. Phil Awarded**)
  4. Gender and Negotiation Styles: A Study of Middle Level Executives (**M. Phil Awarded**)
  5. Psychological Contract as a Predictor of Organizational Commitment in Higher Education Institutions in Kashmir (**M. Phil Awarded**)
- **Research Projects Awarded**
  - One Minor Research Project entitled, “**Entrepreneurial Intentions among youth in Jammu and Kashmir: An Assessment of Personal and Social Influences**” by Indian Council of Social Sciences Research (ICSSR), India (2017). (**Project Completed**)
  - Principal Investigator for a Research Project by Consortium of Himalayan Central Universities for the Theme “**Enumeration and Valuation of the Economic Impact of Female Labour in the Hills**” A Project sponsored by NITI-AYOG under STRIDE, UGC, India (2020), (**Project Completed**)
  - Co-investigator on a collaborative major project (16 lacs) funded by ICSSR titled “**Socio Economic Impact of Beti Bachao Beti Padoos Scheme. A Study of Select Locations**” (2023) (**Project Completed**)

## PUBLICATION PROFILE

### Selected Publications

- **Lone Mushtaq Ahmad, Lone Ashiq Hussain and Muneer Falak (2024)** Examining psychological contract breach and commitment relationship: Evidences from Higher Education. **The Business Review, University of Kashmir**, Vol.28, No.01, Jan- June. Page 65-78
- **Lone Mushtaq Ahmad, Mariya Malik and Nisar a Kakroo (2024)**, Gender and Negotiation Styles: A Study of Kashmir Handicrafts. *Shodh-Kosh: Journal of Visual and Performing Arts*. Jan-June-2024
- **Lone Mushtaq Ahmad <sup>c</sup>, Aijaz Ahmad Bhat <sup>a</sup>, Ajaz Akber Mir <sup>a</sup>, Adeel Hussain Allie <sup>b</sup>, Ahmad Samed Al-Adwan <sup>d</sup>, Dima Jamali <sup>e</sup>, Iqra Riyaz** “**Unlocking Corporate Social Responsibility and Environmental Performance: Mediating Role of Green Strategy, Innovation, and Leadership**” *Innovation and Green Development*, Volume 3, Issue 2, June 2024, (Article Available online from 21-11-2023)
- **Lone Mushtaq Ahmad, Nisar A Kakroo and Falak Muneer.** Does Uniqueness of Human Capital Predict Innovative Performance? Testing Moderating Role of Intrinsic Motivation in the Handicrafts Sector of Kashmir. *Shodh-Kosh: Journal of Visual and Performing Arts*, Vol.4 (2) July -Dec, 2023)
- **Lone Mushtaq Ahmad and Saima Nazir (2023)** Organizational and Institutional Factors as Antecedents to Entrepreneurial Intention. *Journal of Management and Entrepreneurship*. Vol 17, Issue 1, 2023.
- **Lone Mushtaq Ahmad, Zubair Ahmad Dada, Rabia Quisar, Nisar Ahmad Kakroo, Reyaz A Qureshi (2023)**, Perceived Impact of Quality of Kashmiri Art and Crafts: An Empirical Study. *Shodh-Kosh: Journal of Visual and Performing Arts. Vol. 4 No. 1 (2023): Volume 4 Issue 1 January- June- 2023*
- **Lone Mushtaq Ahmad and Malik Mariya Mushtaq (2022)** Negotiation Styles Adopted for Managing Conflicts by Bank Managers in Kashmir: A Study of Public and Private Sector Banks. *The Journal of Institute of Public Enterprise*, July-December, 2022, Vol. 45, No. 2 © Institute of Public Enterprise, Hyderabad, India (upcoming), [www.ipeindia.org/the-journal-of-institute-of-public-enterprise](http://www.ipeindia.org/the-journal-of-institute-of-public-enterprise)
- **Lone Mushtaq Ahmad and Nazir Saima (2022)** Impact of Individual Factors on Entrepreneurial Intention: An Empirical Investigation. *Journal of Positive School Psychology*. 2022, Vol.6, No.8,3492-3514. <https://journalppw.com>
- **Lone Mushtaq Ahmad and Muneer Falak (2022)** Covid-19 Trauma and Psychological Well-being. Does Emotional Intelligence heal the Wound? A Study of Public Healthcare

Professionals. (**IJARESM**), ISSN: 2455-6211. Volume 10, Issue 4, April-2022, Available online at: [www.ijaresm.com](http://www.ijaresm.com)

- **Lone Mushtaq Ahmad and Andrabi Nayair (2022)** Emotional Labor and Gender: A Study of Bank Tellers in Kashmir. **Asian Journal of Management**. Vol.13 Issue. 2 April-June.
- **Lone Mushtaq Ahmad and Andrabi Nayair (2022)** Big Five Traits of Personality as predictor of Emotional Intelligence among the Frontline Hotel workers. **International Journal of Human Resource Management and Research**. Vol.12, Issue. 1 June.
- **Lone Mushtaq Ahmad, Zia Ul Haq, Dawood Mohsina (2021)** Battle of Wits: Will Telegram's Aggressive Campaign against WhatsApp Payoff: A Case Study. **Modern Thamizh Research. A Quarterly International Multilateral Thamizh Journal** Vol.9 Issue. 3, 2847-2852.
- **Lone Mushtaq Ahmad and Malik Mariya Mushtaq (2021)** From Mind, Heart to Soul: Is the Paradigm Shift in Leadership Plausible? **International Journal of Research and Analytical Reviews (IJRAR)**. Vol. 8. Issue.2.
- **Lone Mushtaq Ahmad and Nazir Ulfat (2020)** Organizational Culture and Turnover Intentions: A Study of Health Sector. **International Journal for Research in Engineering Application & Management (IJREAM)** ISSN: 2454-9150 Vol-06, Issue-09, DEC 2020. (UGC Approved)
- **Lone Mushtaq Ahmad and Muneer Falak (2020)** Psychological Contract Breach and Employee Commitment in Service Sector. **Published in Management Research in India. AF Press**. ISBN: 9789332705470
- **Lone Mushtaq Ahmad and Saima Nazir (2019)** Do Demographic Factors Trigger Entrepreneurial Intention? **International Journal of Research and Analytical Reviews (IJRAR)**. Vol. 6. Issue.2.
- **Lone Mushtaq Ahmad, Qureshi Reyaz A and Hussain Mohammad (2019)** Does Tourist Motivation Trigger Revisit Intentions: An Exploration. **Review of Research**. Vol.8, Issue 7, April. **UGC Approved Journal No: 48514 ISSN: 2249-894X**.
- **Lone Mushtaq Ahmad and Lone Ashiq Hussain (2018)** Does Emotional Intelligence Predict Leadership Effectiveness? An Exploration in Non-Western Context. **SAJHRM**, Volume, 5, Issue, (1-12).

- **Lone Mushtaq Ahmad, Qureshi Reyaz A and Dada A Zubair (2018)** Spatial Dimensions of International Tourist Visitation in Kashmir. *International Journal of Tourism and Travel*, Vol 11, Issue, 2, 2018.
- **Lone Mushtaq Ahmad and Andrabi Nayair (2018)** Emotional Labour Predicts Burnout: Evidence from A Micro Level Analysis of Banking Sector in Kashmir”. *International Journal of Management Studies*, Volume-5, Issue-3(8), July, 2018. ISSN(Print) 2249-0302 ISSN (Online)2231-2528. (Peer Reviewed)
- **Lone Mushtaq Ahmad and Nazir Saima (2018)** Do Personal Factors Predict Entrepreneurial Intention: An Exploration. *International Journal of Management Studies*, Volume-5, Issue-3(2), July, 2018. ISSN (Print) 2249-0302 ISSN (Online)2231-2528. (Peer Reviewed)
- **Lone Mushtaq Ahmad, Qureshi Reyaz A and Hussain Mohammad (2018)** Mapping Tourist Satisfaction and Revisit Intentions: A Study of Domestic Tourists. *Journal of Management Research and Analysis*. Vol. 5, Issue 3(1).
- **Lone Mushtaq Ahmad, Qureshi Reyaz A and Crofts John C (2014)** “Resident Attitudes Towards Rural Tourism Development: A Microscopic Analysis of Gender Differences” Co-authored with John C. Crofts (College of Charleston, USA) *Intercontinental Journal of Human Resource Management*, Volume 1, Issue 4, (November 2014) ISSN: 2350-0859 (Online) ISSN: 2350-0840 (Print)
- **Lone Mushtaq Ahmad, Ahmad Fayyaz and Darzi Tanveer (2013)** Organizational Culture in Hotel Industry: Perceptions and Preferences among Staff. *Advances in Management* Vol. 6 (5) May (2013). Print: ISSN 0974-2611, e-ISSN: 2278 - 4551
- **Lone Mushtaq Ahmad, Nazir Ahmad Nazir, Syed Azim Mohammad and Shah Parvaiz (2012)** Leadership Styles, Organizational Culture & Perceived Performance in Service Sector: An Empirical Assessment”. ICBER, 2012, Indonesia. (Conference Proceedings, Page 633 - 647 -ISBN: 978-967-5705-05-2)
- **Lone Mushtaq Ahmad and Nazir Ahmad Nazir (2010)** Organizational Culture: An Empirical Comparison of State Public and Private Sector Organizations: *The Business Review* (July-Dec, 2010), Faculty of Commerce and Management Studies, University of Kashmir. ISSN 0972-8384.
- **Lone Mushtaq Ahmad and Lone Ahmad Fayyaz (2010)** “Business Ethics: An Islamic Perspective” *The Business Review* (Jan-June, 2010). Faculty of Commerce and Management Studies, University of Kashmir. ISSN 0972-8384.

- **Lone Mushtaq Ahmad and Nazir Ahmad Nazir** (2008) “Validation of Denison’s Model of Organizational Culture and Effectiveness in the Indian Context. *Vision, the Journal of Business Perspective*. Vol. 12, No 1. MDI Gurgaon. ISSN 0972-2629 peer-reviewed.
- (2011) “**Organizational Behavior**” Self Learning Material written for M. Com Programme, Directorate of Distance Education, University of Kashmir. **ISBN: 978-93-82097-13-6**
- (2012) “**Human Resource Management**” Self Learning Material written for M. Com Programme, Directorate of Distance Education, University of Kashmir. **ISBN: 978-93-82097-75-4, 93-82097-75-9**
- Written Self Learning Material Two Chapters for Business Studies Class 12<sup>th</sup> National Institute of Open School (NIOS, New Delhi.

### **Other Assignments**

- Appointed Regional Director IGNOU Srinagar, India in March-April 2022
- Appointed Observer by NTA/J&K BOPE/MANUU, India for NEET/CUET-UG/PG Examination.

### **Administrative Position Held**

- Chief Placement Office, Central University of Kashmir (August, 2022 till date)
- Director(I/C) Green Campus Central University of Kashmir, Ganderbal, Kashmir (26<sup>th</sup> April, 2019 to till Date)
- Warden M. A. Boys Hostel (10<sup>th</sup> May, 2011-14<sup>th</sup> Feb, 2012) University of Kashmir, Srinagar
- Deputy Chief Warden, Central University of Kashmir, Srinagar (2017 to Nov, 2018)
- Warden, Boys Hostel, Central University of Kashmir, Srinagar (April, 2013 to Nov, 2018)
- Training and Placement Officer, Department of Management Studies, CUK (June, 2015 to June, 2017.

### **Memberships of Professional Bodies**

- Advisor/Subject Expert Union Public Service Commission UPSC, India
- Member NCPUL, State Representative for Jammu and Kashmir (2024 to 2026).
- Member National Monitoring Committee for Minorities Education in India

- Life Time Member Indian Tourism and Hospitality Congress, India
- Member University Court, Maulana Azad Urdu University, Hyderabad, India
- Member Academic Council, Central University of Kashmir, Ganderbal Kashmir. J&K, India
- Member, School Board, School of Business Studies, Central University of Kashmir, Jammu and Kashmir, India

## ***References:***

### **1. Prof. Abdul Gani**

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Central University of Kashmir

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### **2. Prof. Himanshu Rai**

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Director IIM, Indore, India

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### **3) Prof. John C Crotts**

**Professor**

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### **Other Details**

**Passport No: S0207868**

**Passport Issue Date: 03/04/2018**

**Passport Expiry Date: 02/04/2028**

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