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Profile:

Dr. Rana Salman Anwar is a recent PhD graduate in Management Sciences from Sukkur IBA University, an institution accredited by the prestigious AACSB. With a strong research foundation, particularly in the areas of Artificial Intelligence in HRM and Diversity Management & Xenophobia, Dr. Anwar is poised to make significant contributions to the field of management sciences. Throughout his doctoral studies, Dr. Anwar engaged in extensive research on various topics, including Artificial Intelligence in HRM, Diversity Management and Xenophobia, Sustainable HR Practices, Organizational Behavior, Knowledge Sharing, and Well-being. His research expertise encompasses a range of statistical software, including STATA, PLS, AMOS, ADANCO, JAMOV, SPSS, JASP, and MAXQDA. Additionally, he has honed his skills in systematic literature review techniques, including PRISMA and TCCM. This experience has equipped Dr. Anwar with strong analytical skills, academic prudence, and the ability to work collaboratively within interdisciplinary teams. Dr. Anwar is now seeking to further his research career as a Post-Doctoral Research Fellow at Dalian University of Technology, an institution renowned for its innovative research in management. With his background and skills aligning well with the research goals of the university, Dr. Anwar is confident that he would make a valuable addition to the institution's research team.

Research Interests:

1. Artificial Intelligence in HRM
2. Diversity Management & Xenophobia
3. Sustainable HR Practices
4. Organizational Behavior
5. Knowledge Sharing and Well-being
6. Frugal Innovation
7. Mentoring Culture

Refereed Journal Articles:

1. Bhutto, N. A., Shah, S. A. A., & **Anwar, R. S.** (2024). Beyond service: commercial friendship's impact on trust and student loyalty. *Journal of Marketing for Higher Education*, 1–24. DOI: [10.1080/08841241.2024.2400076](https://doi.org/10.1080/08841241.2024.2400076)
(HEC W-Category) B (ABDC)
2. **Anwar, R.S.** (2024), "Mentoring magic: career calling as a catalyst for tacit knowledge transfer in executive development centers (EDCs)", *International Journal of Mentoring and Coaching in Education*, Vol. ahead-of-print No. ahead-of-print. DOI: [10.1108/IJMCE-07-2023-0066](https://doi.org/10.1108/IJMCE-07-2023-0066)
(HEC X-Category)
3. Ur Rehman, K., **Anwar, R. S.**, Antohi, V. M., Ali, U., Fortea, C., & Laura Zlati, M . (2024). Driving Frugal Innovation in SMEs: How Sustainable Leadership, Knowledge Sources and Information Credibility Make a Difference. *Frontiers in Sociology*, 9, 1344704. DOI: [10.3389/fsoc.2024.1344704](https://doi.org/10.3389/fsoc.2024.1344704)
(HEC X-Category)
4. Jabeen, H., **Anwar, R. S.**, & Raheem, R. A. (2024). Elevating Careers through Technology and Creativity: A Middle-Level Manager's Odyssey. *Journal of Management Practices, Humanities and Social Sciences*, 8(3), 175-187. DOI: [10.3389/fsoc.2024.1344704](https://doi.org/10.3389/fsoc.2024.1344704)
(HEC Y-Category)
5. Shaikh, F., Afshan, G., **Anwar, R. S.**, Abbas, Z., & Chana, K. A. (2023). Analyzing the impact of artificial intelligence on employee productivity: the mediating effect of knowledge sharing and well-being. *Asia Pacific Journal of Human Resources*. DOI: [10.1111/1744-7941.12385](https://doi.org/10.1111/1744-7941.12385)
(HEC W-Category) B (ABDC)
6. Qamar, F., Afshan, G. & **Rana, S.A.** (2023). Sustainable HRM and well-being: systematic review and future research agenda. *Management Review Quarterly*, 1-51. DOI: [10.1007/s11301-023-00360-6](https://doi.org/10.1007/s11301-023-00360-6)
(HEC X-Category) B (ABDC)
7. Mangi, M., **Anwar, R. S.**, Khan, S., Rehman, M. Z., Bhatti, M. I., & Alonazi, W. B. (2023). Enhancing Sustainability in the Agricultural Sector Amid COVID-19: An Implication of the Transactional Theory. *Sustainability*, 15(13), 9960. DOI: [10.3390/su15139960](https://doi.org/10.3390/su15139960)
(HEC W-Category)

8. **Anwar, R. S.**, Channa, K. A., & Shah, S. M. M. (2021). Scope of Combining the Research Methods in Human Resource Management (HRM) and Organizational Behavior (OB). *Indian Journal of Economics and Business*, 20(2). DOI: [10.5281/zenodo.6901043](https://doi.org/10.5281/zenodo.6901043)
(HEC X-Category)
9. Zaman, U., Nawaz, S., Anjam, M., **Anwar, R. S.**, & Siddique, M. S. (2021). Human resource diversity management (HRDM) practices as a coping mechanism for xenophobia at transnational workplace: A case of a multi-billion-dollar economic corridor. *Cogent Business & Management*, 8(1), 1883828. DOI: [10.1080/23311975.2021.1883828](https://doi.org/10.1080/23311975.2021.1883828)
(HEC X-Category) B (ABDC)
10. **Anwar, R. S.**, Channa, K. A. C. A., & Shah, S. M. M. (2023). From Retrospective to Prospective View of Xenophobia Through the Lens of Human Resource Diversity Management: Xenophobia and Diversity Management. *South Asian Review of Business and Administrative Studies (SABAS)*, 5(1), 41-62. DOI: [10.5281/zenodo.6901043](https://doi.org/10.5281/zenodo.6901043)
(HEC Y-Category)

SSRN Articles:

1. Memon, A. A., Rajput, O., Kumar, S., Benuyenah, V., Afshan, G., & **Anwar, R. S.** (2021). Decomposing Green Communication Amidst COVID-19 (A Cross-Gender, Cross-Generations, Cross-Qualification and Cross-Continental Analysis). Vic and Afshan, Gul and Anwar, Rana Salman, Decomposing Green Communication Amidst COVID-19 (A Cross-Gender, Cross-Generations, Cross-Qualification and CrossContinental Analysis) (October 20, 2021). DOI: [10.2139/ssrn.3946343](https://doi.org/10.2139/ssrn.3946343)

Refereed Conference Articles:

1. Nawaz, A., Channa, K. A., Shah, S. M. M., Riaz, A., & **Anwar, R. S.** (2022). Green Intellectual Capital and Organization Sustainable Performanc: Mediating & Moderating Mechanism. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17731). Briarcliff Manor, NY 10510: Academy of Management. DOI: [10.5465/AMBPP.2022.17731abstract](https://doi.org/10.5465/AMBPP.2022.17731abstract)
2. Qamar, F., Afshan, G., & **Anwar, R. S.** (2022). Sustainable HRM and well-being: systematic review and future research agenda. IBA SBS International Conference. Retrieved from <https://ir.iba.edu.pk/sbsic/2022/program/12>
3. Shaikh, F., Afshan, G., **Anwar, R. S.**, Abbas, Z., & Sahibzada, U. F. (2022). Artificial intelligence and employee productivity: two-way process through knowledge sharing and well-being. IBA SBS International Conference. Retrieved from <https://ir.iba.edu.pk/sbsic/2022/program/6>