

RAHMAN KHAN

Lecturer

Edinburgh Napier University

Phone: +44 7881391187

Email: rahmankhan_86@yahoo.com / r.khan2@napier.ac.uk

RESEARCH INTERESTS

Goal striving, workplace mistreatment, microaggressions towards women, unethical behavior, inclusive leadership, employee silence

FULL-TIME ACADEMIC EMPLOYMENT

2024 – Present	Edinburgh Napier University (AACSB), UK Lecturer (Human Resource Management)
2023 – 2024	Westminster International University in Tashkent, Uzbekistan Senior Lecturer (Management) Course leader of MA HRM & Talent Development Head of HRM research cluster
2021 – 2022	Westminster International University in Tashkent, Uzbekistan Lecturer (Management) Head of HRM research cluster
2020 – 2021	GIK Institute of Engineering Sciences and Technology, Pakistan Assistant Professor (Human Resource Management/Organizational Behavior)

VISITING TEACHING POSITIONS

2022 – 2023	South Champagne Business School, France
2022	Webster University, Uzbekistan
2024	TMC University, Uzbekistan

COURSES TAUGHT

Introduction to Organizational Behavior (Bachelor)

Human Resource Management (Bachelor & Master)
Human Resource Management for Hospitality & Leisure (Bachelor)
HR Analytics (Master)
Leadership of People and Organizational Change (Bachelor)
Leadership, Learning and Development (Bachelor)
Organizational Behavior and Leadership (Master)
Strategic Talent Management (Bachelor)
HR Strategies for the International Manager (Master)
Compensation and Benefits (Bachelor)
Managing Talent and HRM Practice (Master)
Talent Resourcing and Development (Master)
Management Theory and Practice (Bachelor)
Cross-cultural Management (Bachelor)

EDUCATION

2022 – 2023	NEOMA Business School (AACSB, EQUIS, AMBA), France Post-Doctorate in “Future of Work”
2016 – 2020	Université de Pau et des Pays de l'Adour, France Ph.D. in Management (HRM/OB) Dissertation Title: <i>Goal Striving and Resource Dynamics: A Motivational Perspective</i>
2015 – 2016	IAE Pau-Bayonne, Université de Pau et des Pays de l'Adour, France Master in General Management
2007 – 2008	Institute of Management Studies, University of Peshawar, Pakistan Master in Business Administration Major: Human Resource Management
2003 – 2007	Institute of Management Studies, University of Peshawar, Pakistan Bachelor in Business Administration (Hons.) Major: Human Resource Management

JOURNAL PUBLICATIONS

Talpur, Q., **Khan, R.**, Malik, A. R., & Murtaza, G. (2025). Impact of organizational dehumanization on creative performance through self-esteem threat: The moderating role of locus of control. *Personnel Review*, 54(1), 130-149. <https://doi.org/10.1108/PR-02-2023-0071>. (ABDC: A, ABS: 2, FNEGE: 3; Scopus: Q1).

Haq, I., Azeem, U., Murtaza, G., & **Khan, R.** (2024). When and how abusive supervision is enacted toward competent subordinates? the role of supervisors' power loss concern and downward envy. *Applied Psychology: An International Review*, 74(1), e12559. <https://doi.org/10.1111/apps.12559>. (ABDC: A, ABS: 3, FNEGE: 2; Scopus: Q1).

Neveu, J. P., **Khan, R.**, & Murtaza, G. (2024). Investing in resources: An interaction model of personal resources, commitment, and work achievement. *Journal of Personality*, 92(2), 361-377. (ABDC: A, ABS: 3, Scopus: Q1).

Murtaza, G., Roques, O., Talpur, Q., **Khan, R.**, & Haq, I. (2024). Effects of perceived organizational politics and effort-rewards imbalance on work outcomes: The moderating role of mindfulness. *Personnel Review*, 53(1), 76-98. (ABDC: A, ABS: 2, FNEGE: 3, Scopus: Q1).

Murtaza, G., Neveu, J. P., **Khan, R.**, & Talpur, Q. (2023). Gossip 2.0: The role of social media and moral attentiveness on counterproductive work behavior. *Applied Psychology: An International Review*, 72(4), 1478-1505. (ABDC: A, ABS: 3, FNEGE: 2, Scopus: Q1).

Khan, R., Murtaza, G., Neveu, J. P. & Newman, A. (2022). Reciprocal relationship between workplace incivility and deviant silence - The moderating role of moral attentiveness. *Applied Psychology: An International Review*, 71(1), 174-196. (ABDC: A, ABS: 3, FNEGE: 2, Scopus: Q1).

Khan, R., Neveu, J. P., Murtaza, G., & Ullah, K. (2022). Impact of psychological resources on employee engagement: The mediating role of positive affect and ego-resilience. *SAGE Open*. (Scopus: Q1).

Khan, R., Neveu, J. P., & Murtaza, G. (2021). Is grit hurting you? The dark side of psychological resources during goal pursuit. *Applied Psychology: An International Review*, 70(3), 1323-1344. (ABDC: A, ABS: 3, FNEGE: 2, Scopus: Q1).

Murtaza, G., Roques, O., Talpur, Q. & **Khan, R.** (2021). Religious beliefs as a moderator of the relationships between workplace incivility and counterproductive work behaviors. *Human Systems Management*, 40(6), 813-823. (ABDC: C, ABS: 1, FNEGE: 4, Scopus: Q2).

JOURNAL SUBMISSIONS

Khan, R., Murtaza, G., Talpur, Q., & Neveu, J. P. Linking illegitimate tasks to employee deviant silence through revenge motives: The moderating role of moral identity. **Revise and Resubmit** in the *Human Relations* (ABDC: A*, ABS: 4, FNEGE: 1, FT-50).

Murtaza, G., **Khan, R.,** Neveu, J. P., & Newman, A. Fear of goal failure and unethical behavior - The mediating role of ego depletion and moderating role of moral attentiveness. **Revise and Resubmit** in the *Journal of Organizational Effectiveness: People and Performance* (ABDC: B, ABS: 2).

Talpur, Q., Murtaza, G., & **Khan, R.,** Hobfoll, S. Differential effects of workplace interruptions on task performance: The moderating role of mindfulness. **Under Review** in the *Journal of Group and Organization Management* (ABDC: A, ABS: 3, FNEGE: 2).

Khan, R., Murtaza, G., & Talpur, Q. Reciprocal relationship between organizational dehumanization and taking charge at work - The moderating role of thriving. **Under review** in the *Journal of Organizational Behavior* (ABDC: A*, ABS: 4, FNEGE: 1).

Murtaza, G., **Khan, R.,** & Talpur, Q. Organizational dehumanization and employee's deviant silence – The role of anger and moral identity. **Under review** in the *Personality and Individual Differences* (ABDC: A, ABS: 3).

Ahmed, K., Murtaza, G., Ohana, M., & **Khan, R.** Does treating customers badly increase employee social loafing? The role of disidentification, collective guilt, and moral attentiveness. **Under review** in the *International Journal of Manpower* (ABDC: A, ABS: 2, FNEGE: 3).

WORK IN PROGRESS

You're treating her badly! Identity and justice-based model of microaggressions towards women and silence at work. **Target Journal:** *Journal of Business Ethics*.

The role of linguistic ostracism in predicting social loafing through workplace embitterment. **Target Journal:** *Journal of Organizational Behavior*.

Microaggressions towards women and antagonistic work behavior - The moderating role of co-rumination. **Target Journal:** *The International Journal of Human Resource Management*.

Linking employee-related CSR practices with deviant silence. The role of employee moral disengagement. **Target Journal:** *Journal of Business Ethics*.

You're there to save me! Inclusive leadership moderating the reciprocal relationship between co-worker ostracism and employee taking charge at work. **Target Journal:** *Leadership Quarterly*.

Relationship between algorithmic HRM and employee outcomes. **Target Journal:** *Human Resource Management Journal*.

CONFERENCE PRESENTATIONS

Khan, R., Murtaza, G., & Talpur, Q. (2024). Reciprocity between organizational dehumanization and taking charge at work: The role of thriving. Best paper proceedings of 84th *Annual Meeting of the Academy of Management*.

Murtaza, G., Talpur, Q., & **Khan, R.** (2023). The curvilinear linkage between workplace interruptions and task performance: The role of mindfulness. Paper presented at 83rd *Annual Meeting of the Academy of Management (AOM)*, Boston, USA.

Khan, R., Murtaza, G., & Talpur, Q. (2023). Reciprocal relationship between organizational dehumanization and taking charge at work: The moderating role of thriving. Paper presented at 37th *Annual British Academy of Management (BAM) conference*, Sussex, U.K.

Murtaza, G., Talpur, Q., & **Khan, R.** (2023). Less or more? The curvilinear linkage between workplace interruptions and task performance – The moderating role of mindfulness. Paper presented at 21st *European Association of Work and Organizational Psychology (EAWOP) congress*, Katowice, Poland.

Murtaza, G., Malik, A. R., **Khan, R.,** & Talpur, Q. (2022). The effect of organizational dehumanization on creative performance. In C. Lagios (Chair), *Organizational Dehumanization: Its Nomological Network and Measurement*. Symposium presented at 82nd *Annual Meeting of the Academy of Management (AOM)*, Seattle, USA.

Khan, R., Murtaza, G., & Talpur, Q. (2022). Less or more? curvilinear relationship between workplace interruptions and task performance. Presented at *American Psychological Association (APA) Annual Convention*. Minneapolis, USA.

Murtaza, G., Malik, A. R., **Khan, R.,** & Talpur, Q. (2022). Effects of organizational dehumanization on creative performance: The role of self-esteem threat and locus of control. Presented at *European Academy of Management (EURAM) conference*, Zurich, Switzerland.

Khan, R., Murtaza, G., Neveu, J. P., & Newman, A. (2021). Fear of goal failure making employees to behave unethically: A cross-national study. Presented at 81st *Annual Meeting of the Academy of Management (AOM)*.

Murtaza, G., Neveu, J. P., & **Khan, R.** (2021). Mindfulness and burnout: An effort-reward imbalance approach across cultures. Presented at 81st *Annual Meeting of the Academy of*

Management (AOM).

Murtaza, G., Neveu, J. P., **Khan, R.**, & Talpur, Q. (2021). Gossip 2.0: The role of social media and moral attentiveness on counterproductive work behavior. Presented at *81st Annual Meeting of the Academy of Management (AOM)*.

Khan, R., Murtaza, G., Neveu, J. P., & Newman, A. (2021). Employees' fear of goal failure and unethical behavior: The mediating role of ego-depletion and moderating role of moral attentiveness. Presented at *European Academy of Management (EURAM) conference*.

Murtaza, G., **Khan, R.**, & Neveu, J. P. (2020). Workplace incivility and deviant silence: The role of moral attentiveness. Presented at *80th Annual Meeting of the Academy of Management (AOM)*, Vancouver, Canada.

Khan, R., Murtaza, G., Neveu, J. P., & Newman, A. (2020). Don't be scared! Understanding role of psychological resources in goal pursuit. Presented at *34th Annual British Academy of Management conference (AOM)*, Manchester, U.K.

Khan, R., Neveu, J. P., & Murtaza, G., (2020). Is grit hurting you? The dark side of psychological resource in goal pursuit. Presented at *34th Annual British Academy of Management (BAM) conference*, Manchester, U.K.

Khan, R., Murtaza, G., Neveu, J. P. & Newman, A. (2020). Investigating the role of psychological resources and ethics in goal pursuit. Presented at *35th Annual Society for Industrial and Organizational Psychology (SIOP) conference*, Austin, USA.

Khan, R., Murtaza, G., Neveu, J. P. & Newman, A. (2020). Reciprocal relationship between workplace incivility and deviant silence. Presented at *35th Annual Society for Industrial and Organizational Psychology (SIOP) conference*, Austin, USA.

Khan, R., Neveu, J. P. & Murtaza, G. (2019). Manufacturing value: A reciprocal model of work goal attainment across cultures. Presented at *79th Annual Meeting of the Academy of Management (AOM)*, Boston, USA.

Khan, R., Murtaza, G., & Neveu, J. P. (2019). Reciprocal relationship between workplace incivility and deviant silence: The moderating role of moral attentiveness. Presented at *33rd Annual British Academy of Management (BAM) conference*, Birmingham, U.K.

Murtaza, G., **Khan, R.**, Neveu, J. P. & Talpur, Q. (2019). The relationship between negative workplace gossip and counterproductive work behavior. Presented at *33rd Annual British Academy of Management (BAM) conference*, Birmingham, U.K.

Murtaza, G., Neveu, J. P., & **Khan, R.** (2019). Is mindfulness good for everyone? A cross-country impact on effort-reward imbalance and burnout. Presented at *33rd Annual British Academy of Management (BAM) conference*, Birmingham, U.K.

Khan, R. & Neveu, J. P. (2018). Exploring the role of psychological resources in workplace goal striving: A conservation of resources approach. Paper presented at *13th European Academy of Occupational Health Psychology (EAOHP) conference*, Lisbon, Portugal.

Khan, R. & Neveu, J. P. (2018). What matters while striving for night work engagement: A motivational resources-based approach. Presented at *13th European Academy of Occupational Health Psychology (EAOHP) conference*, Lisbon, Portugal.

Khan, R. & Neveu, J. P. (2018). Striving for night shift work engagement: A motivational resources-based approach. Presented at *32nd Annual British Academy of Management (BAM) conference*, Bristol, U.K.

Khan, R. & Neveu, J. P. (2018). Reciprocal relationship of psychological resources with goal attainment and well-being- A Conservation of resources perspective. Presented at *32nd Annual British Academy of Management (BAM) conference*, Bristol, U.K.

Khan, R. & Neveu, J. P. (2018). From personal resources to team innovation: Team climate as mediator. Presented at *DOP Annual Conference of British Psychological Society (BPS)*, Stratford-Upon Avon, U.K.

ADVISING DISSERTATION STUDENTS

2023 – 2024 Supervised to successful completion 09 Master’s dissertations (MA IBM, MA HRM & TD)

2022 – 2023 Supervised to successful completion 03 Master’s dissertations (MA IBM)

2021 – 2022 Supervised to successful completion 06 Master’s dissertations (MA IBM, MA HRM & TD)

RESEARCH GRANTS

Internal Research Grant, Westminster International University in Tashkent (WIUT), 2022

Area of Excellence “Future of Work” Research Grant, NEOMA Business School, 2023

Research Travel Grant, NEOMA Business School, 2022

AWARDS AND DISTINCTIONS

Best Full Paper Award in the *33rd Annual British Academy of Management conference*, Birmingham, U.K.

Distinction in “Master in General Management”

ACADEMY MEMBERSHIPS. ACTIVITIES & SERVICES

Editorial board member of Applied Psychology: An International Review

Editorial board member of Asia Pacific Journal of Management

Editorial board member of Business Ethics, the Environment & Responsibility

Ad-hoc Reviewer for Journal of Business Ethics

Ad-hoc Reviewer for International Journal of Human Resource Management

Reviewer for Annual Meeting of the Academy of Management, 2018 – Current

Reviewer for Annual British Academy of Management conference, 2018 –Current

Reviewer for European Academy of Management annual conference, 2018 – Current

OTHER SKILLS

Languages: Fluent in English, Elementary level French.

Technical: MS Office (Word, Power-Point, Excel), SPSS, AMOS, N-VIVO.

REFERENCES

Dr. Athar Hameed Butt

Westminster International University in Tashkent

Tashkent, Uzbekistan

a.h.butt@wiut.uz

Dr. Hamid Waqas

Westminster International University in Tashkent

Tashkent, Uzbekistan

hwaqas@wiut.uz

Dr. Kashif Ullah Khan

Wenzhou-Kean University

Wenzhou, China

kkhan@kean.edu