



Rahman ULLAH

Ph.D. in Human Resource Management & Organizational Behaviour

Assistant Professor, International Negotiation and Sales Management

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EDUCATION

- 2022** Ph.D. in Human Resource Management & Organizational Behaviour, IAE Paris - Sorbonne Business School, France
- 2015** Master of Business Administration, (HRM), Quaid-i-Azam University, Pakistan
- 2013** Bachelor of Business Administration, (HRM), University of Peshawar, Pakistan

RESEARCH INTERESTS

Conflict Management, Downsizing and Restructuring, Emotions and Emotional Intelligence, Innovative Performance,

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2023 - Present** Assistant Professor of International Negotiation, IÉSEG School of Management, France
- 2020 - 2022** Visiting professor, ESCP Business School, Paris, France

PROFESSIONAL:

- 2015 - 2018** Assistant Manager Marketing, Atlas Honda Limited, Karachi, Pakistan

COURSES TAUGHT

- Practical negotiation skills, Grande ecole (master cycle)
- Decision game and negotiation, Grande ecole (master cycle)
- Strategy
- Organization and management

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Kundi Y. M., Baruch Y., Ullah R., (2023), The impact of discretionary HR practices on knowledge sharing and intention to quit—a three-wave study on the role of career satisfaction, organizational identification, and work engagement, *The International Journal of Human Resource Management*, 34(12), pp. 4205–4231

Ullah R., Kundi Y. M., (2023), Interpersonal conflict and innovative job performance: examining cross-lagged relationships and the moderating roles of goal orientations, *European Journal of Work and Organizational Psychology*, 32(6), pp. 827–838

Ullah R., Noel F., (2023), Downsizing, workload and interpersonal conflict: the moderating role of organizational restructuring, *Revue de Gestion des Ressources Humaines*, 127(1), pp. 51-71

ULLAH R., (2022), The buffering role of emotional intelligence in conflict transformation, *International Journal of Conflict Management*, 33(2), pp. 223-244

Forthcoming

Ullah R., Kundi Y. M., Shahid S., (2023), A multilevel investigation of team relationship conflict and employee-level subjective career success, *International Journal of Conflict Management*, xx(xx), pp. xx-xx

Communications in refereed conferences

International

Ullah R., Shahid S., Kundi Y. M., (2024), *How and when does entrepreneurial team conflict lead to entrepreneurs' intention to exit?* 2024 Rural Entrepreneurship Conference, Leeds, United Kingdom

ULLAH R., NOEL F., (2022), *How and when does downsizing lead to interpersonal conflict among survivors?*. The 82nd Annual Meeting of the Academy of Management (AOM-2022), Seattle, Washington, USA

ULLAH R., NOEL F., (2022), *The moderating effect of employees' goal orientations on the relationship between interpersonal conflict and innovative job performance*. British Academy of Management (BAM - 2022), Manchester, United Kingdom

ULLAH R., NOEL F., (2022), *The Moderating Effect of Goal Orientations on the Conflict and Innovative Performance Relationship*. The 82nd Annual Meeting of the Academy of Management (AOM-2022), Seattle, Washington, USA

ULLAH R., NOEL F., (2021), *Does downsizing promote interpersonal conflict among survivors? The mediating role of workload and the moderating effect of restructuring*. 32ème Congrès de l'AGRH à Paris - 2021, Paris, France

ULLAH R., NOEL F., (2021), *Does downsizing promote interpersonal conflict among survivors? The mediating role of workload and the moderating effect of restructuring*. British Academy of Management (BAM-2021), Online, United Kingdom

ULLAH R., NOEL F., (2021), *The buffering role of Emotional Intelligence in Conflict Transformation*. European Academy of Management (EURAM-2021), Online, Canada

Grants

2018 HEC fully funded overseas grant for pursuing PhD, Higher Education Commission of Pakistan - HEC (Pakistan)

2010 HEC fully funded grant for pursuing BBA (Hons), Higher Education Commission of Pakistan - HEC (Pakistan)

GRANTS AND HONORS

Award

2021 Best Research Paper Award, British Academy of Management Conference, United Kingdom

Reviewer in an academic journal

International Journal of Conflict Management, United Kingdom