



Zafrul Allam

Assistant Professor

Main department: Management and Marketing

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BIOGRAPHY

Dr. Zafrul Allam is an Assistant Professor, College of Business Administration at the University of Bahrain, Kingdom of Bahrain. He has a Ph.D. in the area of organizational behavior and Human Resource Management from Aligarh Muslim University, Aligarh, Uttar Pradesh, India on “A study of job involvement among bank employees as related to job anxiety, personality characteristics, and job burnout”. He worked for more than nine years in the Department of HRM, Prince Sattam Bin Abdulaziz University, Kingdom of Saudi Arabia, and three years as Head and Assistant Professor in the Department of Psychology in Eritrea Institute of Technology; Asmara, Eritrea (North East Africa). He was with the Centre for Organization Development, Hyderabad, India for almost two and a half years as Research Associate. He was awarded a departmental merit scholarship in P.G. and fellowship in Ph.D. Dr.Allam has published over 50 papers in national and international professional journals and mostly funded by Prince Sattam Bin Abdulaziz University, Kingdom of Saudi Arabia, many have been indexed in SCOPUS(N=20) and Web of Science (N=2) with H index of 10 & I 10 index 10. He has authored one book and presented papers at seminars and conferences. Dr. Allam is editorial member and reviewer in various journals and member of professional bodies such Indian Society for Training and Development (ISTD), New Delhi and Masters International Research and Development Center (MIRDEC).

TEACHING DOMAINS

- Management and Marketing
- Organizational Psychology

EDUCATION

Highest degree :

2002 PhD, Other, Management, Aligarh Muslim University, India

1999 Master, Other, Management, Aligarh Muslim University, India

1997 Bachelor, Other, Organizational Psychology, Aligarh Muslim University, India

PROFESSIONAL EXPERIENCE

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Academic experience

- Since 2020 Assistant Professor, University of Bahrain, Bahrain
2010 - 2020 Assistant Professor, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2007 - 2010 Assistant Professor, Eritrea Institute of Technology, Eritrea

GRANTS AND HONORS

- 2019 Principal Investigator, Prince Sattam Bin Abdulaziz University
2019 Community Research Grant, Prince Sattam Bin Abdulaziz University
2014 Co-Investigator, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2014 Co-Investigator, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2014 Co-Investigator, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2012 Co-Investigator, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2012 Principal Investigator, Prince Sattam Bin Abdulaziz University, Saudi Arabia
2007 Co-Investigator, ONGC, India

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

- ALLAM, Z., A. R. SHAIK, "A study on quality of work life amongst employees working in the Kingdom of Saudi Arabia", *Management Science Letters*, 2020, pp. 1287-1294
- ALLAM, Z., "Demystifying the Aspect of Quality in Higher Education: Insights From Saudi Arabia", *SAGE OPEN*, 2020, vol. 10, no. 1, pp. 215824401989905
- MAHMOOD, H., T. T. Y. ALKHATEEB, M. M. Z. AL-QAHTANI, N. AHMAD, M. FURQAN, "Energy consumption, economic growth and pollution in Saudi Arabia", *Management Science Letters*, 2020, pp. 979-984
- MAHMOOD, H., T. T. Y. ALKHATEEB, M. M. Z. AL-QAHTANI, N. AHMAD, M. FURQA, "URBANIZATION, OIL PRICE AND POLLUTION IN SAUDI ARABIA", *International Journal of Energy Economics and Policy*, 2020, vol. 10, no. 2, pp. 477-482
- FU, S., Z. ALLAM, H. MAHMOOD, T. T. Y. ALKHATEEB, M. M. Z. AL-QAHTANI, N. AHMAD, M. FURQAN, "Agriculture development and CO2 emissions nexus in Saudi Arabia", *PLOS ONE*, 2019, vol. 14, no. 12, pp. e0225865
- ALLAM, Z., "An inquisitive enquiry of work-life balance of employees: Evidences from Kingdom of Saudi Arabia", *Management Science Letters*, 2019, pp. 339-346
- ALLAM, Z., "Exploring Ambient Discriminatory HRM Practices: An Insight From Kingdom Telecom Company", *Journal of Social Sciences Research*, 2019, no. 53, pp. 646-654
- ALLAM, Z., "Students' perception of quality in higher education: An empirical investigation", *Management Science Letters*, 2018, pp. 437-444
- AL-KAHTANI, N. S., Z. ALLAM, "Communication Climate as Predictor of Role Conflict among Subordinate Staff of Salman bin Abdulaziz University", *Asian Social Science*, 2015, vol. 11, no. 12

S. AL-KAHTANI, N., Z. ALLAM, "Mediating Effect of Role Ambiguity on Communication Climate: A Meta Analysis", *Research Journal of Applied Sciences, Engineering and Technology*, 2015, vol. 10, no. 3, pp. 350-356

ALLAM, Z., "Stressful life events, vulnerable to stress and depression among Eritrean High School students", *IFE Psychologia*, 2011, vol. 19, no. 2

ALLAM, Z., K. HARISH, "Influence of Sociodemographic Factors on Job Burnout and Satisfaction among Eritrean Medical Workers.", *Nigerian Journal of Psychiatry*, 2010, vol. 8, no. 1

ALLAM, Z., R. HABTEMARIAM, "Impact of job burnout, age and marital status on job involvement among banking employees in Eritrea", *Nigerian Journal of Guidance and Counselling*, 2009, vol. 14, no. 1

ALLAM, Z., R. HABTEMARIAM, "Job Involvement: A Brief of Literature", *Management and Labour Studies*, 2009, vol. 34, no. 3, pp. 397-404

ALLAM, Z., "A Study of Relationship of Job Burnout and Job Anxiety with Job Involvement among Bank Employees", *Management and Labour Studies*, 2007, vol. 32, no. 1, pp. 136-145