

Personal Details

Full Name: - Basit Abas
Date of Birth: - 20-05-1997
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Martial Status: - SINGLE
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Nationality - INDIAN
Category: - GENERAL
Are you differently abled? - no

Educational Qualification

Examination	University / Institution	Main Subject	Year & Month of Passing	%Marks or CGPA	Class / Division	Distinction (if any)	Certificate (Please upload a PDF file with a total size not exceeding 500 KB)
PHD	Shri Mata Vaishno Devi University	OB/HR	2024-11	8.6	A		Download
Post-Graduation (Master's Degree)*	Kashmir University	HR/Finance	2020-02	72	A		Download
Graduation (Bachelor's Degree)*	Kashmir University	BBA	2017-09	66	A		Download
Higher Secondary (Class XII)*	Govt HR SECONDRY	COMMERCE	2013-12	88.4	A		Download
Matriculation / Secondary School / Class X*	SIM High School	General	2011-12	72	A		Download
Professional Qualification (if any)							

Choose your area of specialization

Choose your area of specialization - Organizational Behavior & Human Resources Management

Work Experience

S. No.	Employer	Date of Joining	Date of Leaving	Designation	Remarks (if any)
1					

AWARDS/ REWARDS / RECOGNITIONS / PROFESSIONAL AFFILIATIONS:

S. No.	Appointing / Nominating / Recognizing Body	Month & Year	Brief details of Award / Reward / Recognition etc.
1	Institute of Public Enterprise, Hyderabad	2022-10	National Research Fellowship

List of Research Publications:

S. No.	Title	List of authors (as appeared in the publication)	Journal & Volume issue no	Upload
1	Helping hand from spouse and leaders to enhance employee performance: mediating role of constructive deviance and organizational support as moderator	B Abas, M Farrukh, M Khan, S Bukhari	Journal of Hospitality and Tourism Insights, Vol. ahead-of-print No. ahead-of-print.	
2	From bad bosses to weakened marriages: the role of abusive supervision in emotional exhaustion, work-family conflict and marital strain	M Farrukh, B Abas, I Ghazzawi, M Rafiq	Management Decision, Vol. ahead-of-print No. ahead-of-print	
3	Exploring the human consequences of crisis in the hospitality sector: a study from India	B Abas, V Srikanth, S Bukhari, I Fayaz	IIMT Journal of Management 1 (2), 286-300	
4	Innovative horizons: the role of cultural intelligence in encouraging constructive deviance and the mediating role of employee engagement in hotels	S Bukhari, B Abas, M Farrukh, SM Zargar	Journal of Hospitality and Tourism Insights, Vol. ahead-of-print No. ahead-of-print.	
5	Examining the socio-psychological dynamics of interpersonal and organizational deviances: the moderating influence of interpersonal justice and perceived organizational support	B Abas, S Bukhari, M Farrukh, S Iqbal	Leadership & Organization , ol. 45 No. 6, pp. 935-953Development Journal	
6	Mapping of organizational deviance research during the last two decades: a bibliometric approach	B Abas	IIM Ranchi journal of management studies, ahead-of-print	
7	A retrospective of workplace deviance in hospitality: A two-tier literature review	B Abas, S Iqbal, S Bukhari, S Villivalam, M Khan	Vision, 0(0)	
8	Interpersonal deviance, organizational deviance and socio-emotional factors at work: the role of socio-demographic traits	B Abas, T Vo-Thanh, S Bukhari, S Villivalam, DL Senbeto	International Journal of Social Economics ,Vol. 51 No. 8, pp. 1041-1056.	

Professional References:

Sl. No.	Name	Designation	Organization	E-mail ID	Mobile No
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1	Prof. V Srikanth	Professor/Dean	Institute of Public Enterprise Hyderabad	villsrikanth@ipeindia.org	9441651250
2	Dr. Guangpuanang Kahmei	Assistant Professor	IIM Jammu	guangpuanang@iimj.ac.in	9717136251

Why do you want to join Post-doctoral fellowship Program? (maximum of 500 words)

Why do you want to join Post-doctoral fellowship Program? (maximum of 500 words) - My motivation for pursuing a post-doctoral fellowship stems from my commitment to advancing research in OB/ HR. Having completed my PhD from Shri Mata Vaishno Devi University, Katra, and actively contributing to research through publications in ABDC/Scopus-indexed journals, I seek to deepen my expertise and contribute meaningful insights to the academic community. A postdoctoral fellowship will allow me to engage in high-impact research, collaborate with esteemed scholars, and refine my methodological skills. It will also allow me to expand my network, secure funding for future projects, and enhance my teaching and mentorship capabilities. Given my research on deviant workplace behaviors, I am eager to explore interdisciplinary perspectives and apply advanced analytical techniques to address pressing challenges in this domain. This fellowship aligns with my long-term goal of establishing myself as a leading researcher and contributing to both academic literature and practical applications in the field of management.

Write an essay on areas of your research interest? (maximum of 500 words)

Write an essay on areas of your research interest? (maximum of 500 words) - My research focuses on deviant workplace behaviors, their antecedents, mechanisms, and consequences. Deviant behaviors violate organizational norms and are categorized into interpersonal deviance, such as workplace bullying, harassment, and incivility, and organizational deviance, including theft, sabotage, and rule breaking. I examine how abusive supervision and workplace ostracism contribute to these behaviors, as employees facing hostility or exclusion may retaliate through counterproductive actions. Additionally, I explore the mediating role of work-family conflict and emotional exhaustion, which amplify stress and increase the likelihood of deviant behaviors. Employees experiencing prolonged stress or work-life imbalance often resort to such behaviors as coping mechanisms. My research also investigates the moderating role of organizational support, highlighting how ethical leadership and supportive workplace policies can mitigate workplace deviance. By providing empirical insights, my work aims to help organizations develop strategies to reduce deviance, foster ethical leadership, and enhance employee well-being. Moving forward, I seek to integrate interdisciplinary perspectives from behavioral psychology and organizational ethics to create holistic intervention frameworks for minimizing workplace deviance.

Any other information that you feel will help your application to the Post-doctoral fellowship Program. (maximum of 500 words)

Any other information that you feel will help your application to the Post-doctoral fellowship Program. (maximum of 500 words) - I have a strong research background with publications in ABDC/Scopus-indexed journals and experience as a reviewer for top-tier journals. My PhD research focused on workplace deviance, employing quantitative methods such as survey-based data collection, structural equation modeling (SEM), and regression analysis to analyze behavioral patterns and organizational outcomes. Additionally, I contributed to an EU Erasmus+ project and received a national research fellowship from the Institute of Public Enterprise, Hyderabad. My research experience and commitment to scholarly contributions make me a strong candidate for this post-doctoral fellowship.



Questionaries

Have you ever been arrested or convicted by any court in India or abroad for any civil or criminal offense? - No
Are you currently involved in any lawsuit, civil or criminal, as a party or were you ever involved in any lawsuit, civil or criminal, as a party? - No
Either in your current/past employment or during your education, has any complaint been filed against you to the internal complaints committee (ICC) or any organizational committee involving issues of sexual harassment, bullying, ragging etc.? - No
Have you ever been terminated/suspended by any employer/college or university administration for misconduct, fraud, embezzlement, or violation of any policies of the organization, etc., or asked to resign/leave because of such conduct? - No

How did you get to know about the PDF Program?

How did you get to know about the PDF Program? - Website visit

Candidate's Photograph * & Candidate's Signature:

Some description about the upload	
Some description about the upload	

Declaration

Place: - JAMMU
Date: - 09-02-2025
Declaration - Under penalty of perjury, I declare and certify that all the information provided in this application are true and correct, to the best of my knowledge. I have not misrepresented or falsified any facts or hidden any facts in this application in order to secure employment with the institute. I understand that the institute will not consider my application for employment, if it is found that any information furnished herein is considered to be false or incorrect. I further understand that my services will be terminated at any time, if it is found that the information furnished by me in this application is incorrect or false or misrepresented, either intentionally or unintentionally.