

**AMINA R. MALIK Ph.D.**  
Department of Management, College of Business,  
Alfaisal University  
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## **EDUCATION**

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- **Ph.D. Human Resource Management (HRM) (2016)**  
**Degree Awarded: October 2016**  
School of HRM, Faculty of Liberal Arts & Professional Studies  
York University, Canada  
Dissertation: 'High potential' programs and employee outcomes  
PhD Dissertation supervisor: Dr Parbudyal Singh  
Committee members: Dr You-Ta Chuang and Dr Christopher Chan
  
- **MBA (2009) HRM**  
**Degree Awarded: October 2009**  
Ted Rogers School of Management, Toronto Metropolitan University, Canada

## **ACADEMIC POSITIONS**

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- **Associate Professor – College of Business (Aug 2024 – present)**  
Alfaisal University  
Riyadh, Kingdom of Saudi Arabia
  
- **Associate Professor – School of Business (July 2021 – July 2024)**  
**Program Coordinator – HRM specialization (Jan 2018- July 2024)**  
Trent University, Canada, Oshawa (Durham Campus)
  
- **Assistant Professor – School of Business (Tenure track; July 2016 – June 2021)**
  
- **Graduate Program Director - Master of Management Program (Jan – June 2018)**  
Trent University, Oshawa (Durham Campus)
  
- **Professor (Part-time), Centre for Business (Sep 2014 – June 2016)**  
George Brown College, Canada
  
- **Instructor & Seminar leader, Ted Rogers School of Management (Sep 2014 – May 2015)**  
Ryerson University, Canada
  
- **Teaching Assistant, Department of Social Sciences (Sep 2011 – 2016)**  
York University, Canada

- **Guest Lecturer, HRM 2600, School of HRM (Nov 2012)**  
York University, Canada
- **Doctoral Research Assistant, School of HRM (Sep 2009 – Aug 2010)**  
York University, Canada
- **Graduate Assistant, Ted Rogers School of Management (Sep 2009 – April 2010)**  
Ryerson University, Canada
- **Teaching Assistant & Research Associate, Ted Rogers School of Management (Jan 2009 – April 2009)**  
Ryerson University, Canada

## **Awards and Grants**

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- **Trent's Symon Award for Excellence in Teaching 2023-24**
  - Nominated (April, 2024)
- **Trent Durham Dean's Research Award Jan 29<sup>th</sup> 2024 - July 31<sup>st</sup>, 2025 – Amount \$2,500**  
Research Topic: Generative AI tools and employee outcomes.
- **Award for Excellence in Online Teaching 2022-23**
  - Nominated (April, 2023)
- **Trent Durham Dean's Grant 2021-2022 - Amount \$2107.63**  
Research Topic: The impact of COVID-19 on Human Resources Practices
- **Merit Award 2019-2020 for Excellence in Research** awarded by Trent University
- **2018 Human Resources Division Best Paper Award** - Administrative Sciences Association of Canada.
- **2017 Best PhD Dissertation Award** - Human Resource Research Institute – Prize amount \$4,000 (awarded in June 2017)
- **Start-up Fund** Trent University 2016 – Amount \$ 10,000
- **2015 ASAC-CJAS (Administrative Sciences Association of Canada – Canadian Journal of Administrative Sciences) PhD Research Grant Award** – Amount \$ 2500
- Finalist of the **Gustavson School Award** for the Best Qualitative Paper in International Management Division at the annual meeting of the **Academy of Management**. 2014. Philadelphia, PA.

- Winner of the **Honourable Mention Award** for the Gender and Diversity in Organizations Division at the annual meeting of the **Administrative Sciences Association of Canada**. 2014. Muskoka, ON.

## **COURSES TAUGHT**

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### **Al Faisal University**

**MGT 370** HR planning, Recruitment and Selection Fall 2024

**MGT 390** Total Reward Approach Fall 2024

**MBA518** Human Resource Management Fall 2024

### *Other Institutions*

#### **Undergraduate Teaching**

- **ADMN2230H: Human resource Management Web** Winter 2022; Fall 2022; Fall 2023; Winter 2024
- **ADMN 2230H: Human Resource Management** (Undergraduate) Trent University. Fall 2016, 2017, 2018, 2019, 2020, 2021; Winter 2021
- **ADMN 2220H: Organizational Behaviour** (Undergraduate) Trent University. Fall 2016, 2017, 2018, 2019
- **ADMN 3220H: Organizational Selection** (Undergraduate) Trent University. Winter 2017, 2018, 2019, 2022
- **ADMN 3280H: Motivation and Compensation** (Undergraduate) Trent University. Winter, 2017, 2018.
- **ADMN 1000H: Contemporary issues in Management and Organizations** (Undergraduate) Trent University. Spring 2018.
- **HRM 1008: Fundamentals of Human Resource Management** (Undergraduate) George Brown College. Fall, 2014; Winter, 2014; Fall, 2015; Winter 2016
- **MHR 405: Organizational Behaviour** (Undergraduate) Ryerson University. Winter, 2015.
- **BUS 4000: CO-OP preparation course** (Undergraduate) George Brown College. Winter, 2015; Summer, 2015; Fall, 2015; Winter 2016; Spring 2016
- **CO-OP 4003: CO-OP work term** (Undergraduate) George Brown College. Fall, 2015.
- **MHR 523: Human Resource Management** (Undergraduate) Ryerson University. Fall, 2014; Winter 2015.
- **SOSC 1340: Introduction to Business and Society** (Undergraduate) York University. Fall, 2011; Winter, 2013; Fall/Winter, 2013- 2014; Fall/Winter 2014-15; Fall/Winter, 2015-16.

### **Graduate Teaching:**

- **MSMG 5210H: Strategic Human Resource Management** (Graduate) Trent University. Fall 2018, 2019, 2020, 2021, 2022, 2023; Winter 2024
- **MSMF 5120H: Organizational Effectiveness and Change** (Graduate) Trent University, Winter 2019

### **CHRP CANADA KNOWLEDGE EXAM QUESTIONS CREATIONS (June – Sep 2023)**

Contributed to the development of questions for the CHRP knowledge exam for the Human Resource Professional Association (HRPA)

Areas of concentration: (i) Organizational effectiveness, (ii) workforce planning and execution, and (iii) HR metrics, reporting and financial management.

### **COURSE DEVELOPMENT**

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#### **Undergraduate HR courses: School of Business Trent University**

ADMN2230H Human Resource Management – Online version (Dec 2021)

ADMN 3800H: Leadership (Dec 2017)

#### **Graduate Courses: Master of Management -School of Business Trent University**

MSMG 5210H: Strategic Human Resource Management (Sep 2018)

MSMG 5120H: Organizational Effectiveness (Sep 2018)

MSMG 5800H: Leadership in Organization (Sep 2018)

MSMG 5900H: Change Management Strategies (Dec 2021)

**Revision of HRM 2600 York University: Human Resource Management (Online version) 2012** Under the supervision of Dr Monica Belcourt

### **REFEREED JOURNAL PUBLICATIONS**

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- **Malik, A.R.**, Manroop, L. & Harrison, J. (2024). Bouncing back: HR professionals' experiences during times of disruption. *Personnel Review*. <https://doi.org/10.1108/PR-07-2023-0555>
- Manroop, L., Zheng, H<sup>1</sup>, **Malik, A.R.**<sup>1</sup>, Milner, M., Schulz, E., & Banerji, K. (2024). Human resource management in times of crisis: Strategies for a post COVID-19 workplace. *Organizational dynamics*. <https://doi.org/10.1016/j.orgdyn.2024.101060>  
(<sup>1</sup> shared second authorship)

- Manroop, L., **Malik, A.R.**, & Milner, M. (2024). The ethical implications of big data in human resource management. *Human Resource Management Review*, 34(2), 101012. <https://doi.org/10.1016/j.hrmr.2024.101012>
- Lozie, D., Omosa, R., Hesami, S., Zaman, S., Kajbaf, M., & **Malik, A.R.** (2024) Examining the impact of generative artificial intelligence on work dynamics. *Human Resource Management and Services*. 6(2), 3420. <https://doi.org/10.18282/hrms.v6i2.3420> (Masters Student Research Paper)
- Manroop, L., **Malik, A.R.**, Camp, R., Schulz, E. (2022). Applicant reactions to social media assessment: A review and conceptual framework. *Human Resource Management Review*, 32 (3), 100853 <https://doi.org/10.1016/j.hrmr.2021.100853>
- **Malik, A.R.**, & Singh, P. (2022). Outcomes of Talent Management: The role of Perceived Equity. *Employee Relations*, 44 (2), 277-293. DOI: 10.1108/ER-04-2020-0153.
- **Malik, A.R.**, & Singh, P. (2020). The role of employee attributions in the burnout of ‘talented’ employees. *Personnel Review*, 49 (1), 19-42. DOI: 10.1108/PR-02-2018-0064.
- **Malik, A.R.**, Manroop, L., & Patel, P. (2019). An empirical examination of the relationship between HPWS and firm performance: The significance of context. *Journal of Management and Organization*, 25(5), 695-710. DOI: 10.1017/jmo.2017.30
- Shantz, A., Wang, J., & **Malik, A.R.** (2018). Disability status, individual variable pay, and pay satisfaction: Does relational and institutional trust make a difference? *Human Resource Management*, 57 (1), 365-380, DOI: 10.1002/hrm.21845.
- **Malik, A.R.**, Singh, P, & Chan, C. (2017). ‘High potential’ programs and employee outcomes: The roles of organizational trust and attributions, *Career Development International*, 22(7), 742-753. DOI: 10.1108/CDI-06-2017-0095
- **Malik A.R.**, & Manroop, L. (2017). Recent immigrant newcomers’ socialization in the workplace: Roles of organizational socialization tactics and newcomer strategies. *Equality, Diversity, and Inclusion: An International Journal*, 36(5), 382-400. DOI: 10.1108/EDI-11-2016-0083.
- **Malik A.R.**, Manroop. L., & Singh, P. (2017). Self-initiated international career transition: A qualitative case study of Pakistani immigrants to Canada. *European Business Review*, 29(5), pp. 584-602. DOI: 10.1108/EBR-09-2016-0127

- **Malik, A.R., & Singh, P. (2017).** Transformational Leadership and cultural minorities: A conceptual model. *European Business Review*, 29(5), 572-583. DOI: 10.1108/EBR-12-2015-0181.
- **Malik, A.R., & Singh, P. (2014).** ‘High potential’ programs: Let’s hear it for ‘B’ players. *Human Resource Management Review*, 24(4): 330-346. DOI:10.1016/j.hrmr.2014.06.001.
- **Malik, A.R., Cooper-Thomas, H., & Zikic, J. (2014).** The neglected role of cultural intelligence in recent immigrant newcomers’ socialization. *International Journal of Cross Cultural Management*, 14(2): 195-213. DOI: 10.1177/1470595813507245.\
- Hofaidhllaoui, M., **Malik, A.R.,** Swalhi, A., & Frimousse, S. (2014). Exhaustion of employees in SMEs: The role of employability. *Revue de gestion des ressources humaines (Human Resource Management Review)*, 94(4): 71-85. DOI : 10.3917/grhu.094.0071

#### **REFREED CONFERENCE PROCEEDINGS**

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- Manroop, L., **Malik, A.R., & Milner, M. (2022).** The ethical implications of big data in human resource management. Divisional Proceedings of the annual meeting of the *Academy of Management*. Seattle, Washington <https://doi.org/10.5465/AMBPP.2022.17809abstract>
- **Malik, A.R., & Singh, P. (2018).** *Are talented employees always engaged? The roles of employee attributions.* HR Divisional Proceedings of the annual meeting of the Administrative Sciences Association of Canada. Toronto, ON. **(Best Divisional Paper Award)**  
(The award recognized the paper’s significant contribution to the field of talent management).
- Malik, A.R., Singh, P., & Chan, C. (2017). *The Roles of Organizational Trust and Attributions in the context of Talent Management.* Divisional Proceedings of the annual meeting of the *Academy of Management*. Georgia, Atlanta  
10.5465/AMBPP.2017.12404abstract **(Best PhD Dissertation Award)**  
  
(The award recognized the doctoral dissertation’s significant contributions to the growing empirical research in the field of talent management).
- Malik, A.R., Manroop, L., & Patel, P. (2016). *An empirical Examination of the relationship between HPWS and firm performance.* Divisional Proceedings of the annual

meeting of the *Academy of Management*. Anaheim, California.  
doi:10.5465/AMBPP.2016.10536abstract

- Malik, A.R., & Manroop, L. (2015). *A fresh look at organizational socialization tactics for recent immigrants*. Divisional Proceedings of the annual meeting of the *Academy of Management*. Vancouver, BC. doi:10.5465/AMBPP.2015.10282abstract
- Shantz, A., Jing, W., & Malik, A.R. (2015). *The relationships among merit pay, disability status, and trust in Management on Job satisfaction*. Divisional Proceedings of the annual meeting of the *Academy of Management*. Vancouver, BC.  
doi:10.5465/AMBPP.2015.10249abstract
- Cole, N., Malik, A.R., & DeGama, N. (2014). When spouses trail along: gender differences in needs for expatriate partner assistance. Divisional Proceedings of the annual meeting of the *Academy of Management*. Philadelphia, PA. doi:10.5465/AMBPP.2014.16989abstract (Finalist of the **Gustavson School Award** for the Best Qualitative Paper).

*(The award recognized the paper's significant contribution to empirical research on expatriate partners).*

- **Malik, A.R., & Singh, P.** (2014). 'High potential' programs: Let's hear it for 'B' players. Divisional Proceedings of the annual meeting of the *Academy of Management*. Philadelphia, PA. doi:10.5465/AMBPP.2014.12181abstract
- Malik, A.R., & Cole, N. (2014). Gender differences in the vicarious impact of employee discipline on co-worker performance. Divisional Proceedings of the annual meeting of the *Administrative Sciences Association of Canada*. Muskoka, ON. (**Honourable Mention Award**)

*(This award recognized the high quality of the paper in terms of theory development and quantitative techniques used).*

- Cole, N., & Malik, A.R. (2013). Investigating the relationship between personality and expatriate coping strategies. Divisional Proceedings of the annual meeting of the *Administrative Sciences Association of Canada*. Calgary, AB.
- Malik, A.R., Cooper-Thomas, H., & Zikic, J. (2013). Recent Immigrant newcomers' socialization in the workplace: The neglected role of cultural intelligence. Divisional Proceedings at the annual meeting of the *Southern Management Association*. New Orleans, LA.

- Malik, A.R. (2012). Examining Immigrants' career transition in new organizational settings. Divisional Proceedings of the annual meeting of the *Administrative Sciences Association of Canada*. St. John's, NL.

## **BOOK CONTRIBUTIONS**

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### **Book Chapter**

- **Malik, A.R.**, and Singh, P. (2021). Talent Management: A Focus on the Supporting Cast of 'B' players. In Ibraiz Tarique (Ed.), *Companion to Talent Management* (1st edition). Routledge: NY, New York

### **Book Review**

- Introductory HRM textbook Proposal – Edmond publishing (June, 2023)
- Tenth Canadian edition of *Managing Human Resources* by Belcourt, M., Singh, P., Snell, S. and Morris, S. (Feb, 2021)

### **Case Study**

- Malik, A.R. (2013). Strategic Workforce planning at Rogers Communication Inc. Toronto, Nelson Publishers.

## **PEER-REVIEWED CONFERENCE PRESENTATIONS**

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- Manroop, L., **Malik, A.R.**, Milner, M (2022). The Ethical Implications of Big Data in Human Resource Management. Paper presented at the Annual meeting of the Academy of Management, Seattle, Washington, USA (August 5-9, 2022; Hybrid conference).
- Manroop, L., & **Malik, A.R** (2020). Understanding Applicant Reactions to Social Media as a Selection Tool: An Integrative Model. Paper presented at the Annual meeting of the Academy of Management, Vancouver, Canada (Aug 7-11, 2020; virtual conference due to Covid-19).
- Manroop, L., & **Malik, A.R.**, Masood, H. (2020). Ethical implications for Big Data in HRM. Paper to be presented at the International Human Resource Management Conference in Paris, France (2nd-5<sup>th</sup> June: cancelled due to Covid-19).
- **Malik, A.R.** (2019). Outcomes of exclusive Vs Inclusive approaches to Talent Management: The role of perceived equity. Paper presented at the European Academy of Management (EURAM), Lisbon, Portugal (June 26-28, 2019).



- **Malik, A.R., & Singh, P.** (2018). Are talented employees always engaged: The roles of employee attributions. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Toronto, ON. (**Best paper Award**)
- **Malik, A.R., Singh, P., & Chan, C.** (2017). *The Roles of Organizational Trust and Attributions in the context of Talent Management*. Paper presented at the Annual meeting of the Academy of Management, Atlanta, Georgia.
- **Malik, A.R.** (2016). Big data in Human Resource Management – Does it create a new set of ethical dilemmas for employers? Caucus session presented at the Academy of Management Conference, Anaheim: CA, August 2016. (This session was organized by Haug, R. and Manroop, L., and co-sponsored with deGama, N. Collins, J., Boey, A., & Magner, R.)
- **Malik, A.R., Manroop, L., & Patel, P.** (2016). *An Empirical examination of the relationship between HPWS and firm performance*. Paper presented at the Annual meeting of the Academy of Management, Anaheim, California.
- **Malik, A.R., & Singh, P.** (2015). *Talent Management: Insights from COR theory and Equity theory*. Symposium Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Shantz, A., Jing, W., & **Malik, A.R.** (2015). *The relationships among merit pay, disability status, and trust in Management on Job satisfaction*. Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Malik, A.R., & Manroop, L. (2015). *A fresh look at organizational socialization tactics for recent immigrants*. Paper presented at the annual meeting of the Academy of Management. Vancouver, BC.
- Mahrane, H., **Malik, A.R.**, & Frawley, S. (2014). *Exhaustion, deviance and employees in SMEs: the role of employability*. Paper presented at the annual meeting of the *Southern Management Association*. Savannah, GA.
- **Malik, A.R., & Singh, P.** (2014). *Talent management: Let's hear it for 'B' players*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Cole, N., **Malik, A.R.**, & DeGama, N. (2014). *When spouses trail along: gender differences in needs for expatriate partner assistance*. Paper presented at the annual

meeting of the Academy of Management. Philadelphia, PA. (**Finalist of the Gustavson School Award**)

- **Malik, A.R.** (2014). *How cultural minority newcomers become adjusted in the workplace: the role of diversity mindsets and transformational leadership*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Muskoka, ON.
- **Malik, A.R., & Cole, N.** (2014). *Gender differences in the vicarious impact of employee discipline on co-worker performance*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Muskoka, ON. (**Honourable Mention Award**)
- Cole, N., & **Malik, A.R.** (2013). *Investigating the relationship between personality and expatriate coping strategies*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Calgary, AB.
- Manroop, L., & **Malik, A.R.** (2013). *Creating value through ethical climates: The role of Human Resource Systems*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. Calgary, AB.
- **Malik, A.R.,** Cooper-Thomas, H., & Zikic, J. (2013). *Recent immigrant newcomers' socialization in the workplace: The neglected role of cultural intelligence*. Paper presented at the annual meeting of the Southern Management Association. New Orleans, LA.
- **Malik, A.R.** (2012). *Examining immigrants' career transition in new organizational settings*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada. St. John's, NL.
- **Malik, A.R.** (2011). *Strategic Workforce Planning at Rogers Communication Inc.* A case study presented at the Annual meeting of the Administrative Sciences Association of Canada. Montreal, QC.

### **ACADEMIC SERVICE AND LEADERSHIP**

- Session Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2017, 2018.
- Divisional Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2017.
- Divisional Editor for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2016.

- Program Coordinator for the HR division at the Annual meeting at the Administrative Sciences Association of Canada 2015.
- Session Chair for the HR division at the Annual meeting of the Administrative Sciences Association of Canada 2015.

### **Ad-Hoc reviewer**

- Human Resource Management 2016 – date
- Employee Relations 2020 - date
- International Journal of Human Resource Management 2013 – date
- Administrative Sciences Association of Canada conference 2011 – date
- Career Development International 2014 – date
- Personnel Review 2013 – date
- Human Resource Management Journal 2019
- Journal of Managerial Psychology 2013, 2017, 2019
- Eastern Academy of Management Conference, 2019
- European Business Review 2017
- Equality, Diversity and Inclusion: An International Journal 2016-2017
- European Management Review 2015
- Southern Management Association Conference 2014

### **Knowledge Dissemination**

Sep 2021 - Providing ongoing support to employee post pandemic:

[https://www.durhamregion.com/opinion/covid-19-helping-end-mental-health-stigma-in-the-workplace-oshawa-academic/article\\_3d913e34-ddab-5ddc-adb6-7e5ab2516752.html](https://www.durhamregion.com/opinion/covid-19-helping-end-mental-health-stigma-in-the-workplace-oshawa-academic/article_3d913e34-ddab-5ddc-adb6-7e5ab2516752.html)

### **Media Appearance**

#### **Z9 TV Toronto June 2023**

I also appeared on Zee 9 TV Toronto's digital channel on June 14<sup>th</sup>, 2023, where we discussed 'Ingredients for Success in Canada.' The show was aimed at foreign graduates and international students. The main goal was to guide them on how to be successful in the Canadian job market and present some strategies for their successful integration. Please check out the segment at this link: [https://fb.watch/IBSKtpup\\_u/](https://fb.watch/IBSKtpup_u/).