



**Rahman ULLAH**

**Ph.D. in Conflict Management, HRM & Organizational Behavior**

**Assistant Professor, International Negotiation and Sales Management**

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## **EDUCATION**

- 2022** Ph.D. in Conflict Management, HRM & Organizational Behavior, 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

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### Papers in refereed journals

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#### Published

Shahid S., Kundi Y. M., Ullah R., (2025), Religiosity and Entrepreneur's Subjective Wellbeing: Moderating role of Spiritual Intelligence, *International Journal of Entrepreneurship and Small Business*, 55(1), pp. 22–46

Ullah R., Kundi Y. M., Shahid S., (2024), A multilevel investigation of team relationship conflict and employee-level subjective career success, *International Journal of Conflict Management*, 35(4), pp. 756-774

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

### Communications in refereed conferences

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#### International

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

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**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

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### 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