

Saeed Aibaghi Esfahani, PhD

Assistant Professor, Department of Industrial Engineering and Management
Shahrood University of Technology

Contact Information

Email: s.aibaghi@shahroodut.ac.ir | saeed.aibaghi@gmail.com

Phone: +98 912 239 8553

ORCID: <https://orcid.org/0000-0001-6254-0043>

Google Scholar: <https://scholar.google.com/citations?hl=en&user=X4aKcAwAAAAJ>

ResearchGate: <https://www.researchgate.net/profile/Saeed-Aibaghi-Esfahani>

Research Interests

- Human Resource Management
- Organizational Behavior Management
- Leadership Studies
- Sustainability
- Green Management
- Talent Management
- Social Capital
- Algorithmic Management

Education

PhD in Organizational Behavior Management

University of Tehran, Iran | October 22, 2013

Thesis: *Designing and Explaining a Model for Addressing the Erosion of Social Capital in Organizations*

Supervisors: Dr. Seyed Mahdi Alvani & Dr. Hossein Khanifar

MSc in Human Resource Management

University of Tehran, Iran | May 13, 2008

Dissertation: *Examining the Impact of Social Capital Dimensions on Reducing Dysfunctional Conflict*

BSc in Public Management

University of Tehran, Iran | April 20, 2005

Ranked 7th in National Entrance Exam for MSc Programs (2004)

Academic Appointments

Assistant Professor

Department of Industrial Engineering and Management, Shahrood University of Technology

2013 - Present

Previous Professional Experience

- Human Resources Manager, Industrial Paint Manufacturing Company (5 years)
- Administrative and Financial Sector, Supreme Audit Court of Iran (2 years)

Publications

International Peer-Reviewed Journal Articles (ISI / Scopus / JCR)

- Aibaghi Esfahani, S. (2026). Analysis and evaluation of key factors for the successful implementation of algorithmic management using a hybrid ISM and MICMAC approach: A case study of the electronic taxi service industry. *Research in Transportation Business & Management*, Volume 67. <https://doi.org/10.1016/j.rtbm.2026.101664>

- Aibaghi Esfahani, S. (2020). Performance assessment of talent management system via using system dynamic approach and scenario planning (case study: Iran Falat-Qhare Oil Company). *International Journal of Productivity and Quality Management*. <https://doi.org/10.1504/IJPQM.2020.104539>

- Aibaghi Esfahani, S. (2020). The relationship between electronic human resource management, human resource flexibility, and creating a competitive advantage in hospital services. *Journal of Health Administration*, 23(3), 75-84. <https://doi.org/10.29252/jha.23.3.75>

- Aibaghi Esfahani, S. (2017). Sustainable and flexible human resource management for innovative organizations. *AD-Minister*, 30. <https://doi.org/10.17230/ad-minister.30.10>

- Aibaghi Esfahani, S. (2015). The effect of intellectual capital on organizational commitment: A case study of the Ministry of Economic Affairs and Finance of Kermanshah province. *International Journal of Organizational Leadership*, 4, 324-341. <https://doi.org/10.33844/IJOL.2015.60200>

- Aibaghi Esfahani, S. (2015). Investigating the Relationship between Job Stress and its Coping Strategies with Marital and Job Satisfaction among Female Employees of Islamic Azad University, Kazeroon Branch. *Cumhuriyet Üniversitesi Fen Edebiyat Fakültesi Fen Bilimleri Dergisi*, 36(3), 3011-3020. <https://izlik.org/JA46GN34MM>

- Aibaghi Esfahani, S. (2011). Shifting Conceptualization of Accountability in Light of Shifting Governance Patterns. *African Journal of Business Management*, 5(9), 3577-3588. <https://doi.org/10.5897/AJBM10.1612>

- Aibaghi Esfahani, S. (2010). Bureaucracy Reconstruction: A Critical Linguistic Analysis. *European Journal of Social Sciences*, 14(4).

- Aibaghi Esfahani, S. (2010). A Quasi Paradigmatic View to the Public Administration Evolution. *European Journal of Social Sciences*, 15(2).

Articles Published in Scientific-Research Journals (Recognized by Iran Ministry of Science, Research, and Technology)

- Assessing and Ranking Managerial Performance based on Green Sustainable Leadership Criteria: An Intuitionistic Fuzzy AHP Approach (Case Study: Food Industry Managers in Alborz Province). *Journal of Visual Journal of Technical and Vocational Education* (2026).

- Behavioral Biases in Investor Decision-Making: A Comparative Meta-Analysis of Behavioral Finance Research. *Journal of Asset Management and Financing*,

University of Isfahan, 13(4), 57-76 (2025).
<https://doi.org/10.22108/amf.2025.144225.1956>

- Key Factors in Student Satisfaction with E-Learning: A Meta-Synthesis Approach. *Journal of Qualitative Research in Behavioral Sciences*, University of Birjand, 3(2), 185-218 (2025). <https://doi.org/10.22077/qrbs.2025.8434.1070>

- The Impact of Institutional Pressures and Sustainability Capacity on Sustainable Performance: Analyzing the Role of Sustainable Supply Chain Practices in the Automotive Industry. *Journal of Strategic Value Chain Management*, Semnan University, 2(7), 1-24 (2025).
<https://doi.org/10.22075/svcm.2025.39340.1061>

- A conceptual model of the impact of environmental activities on loyalty to national brands, with an emphasis on the investment in production. *Socio-Cultural Strategy*, 14(3), Issue 57 (2025).
<https://doi.org/10.22034/scs.2025.489490.1631>

- Proposing a Crisis Management Model Based on the Example of Prophet Abraham (PBUH) Utilizing the Dimensions of the Comprehensive Crisis Management System Cycle. *Islamic Management Journal*, 1(1), 89-120 (2021). DOI: 20.1001.1.22516980.1400.29.1.4.6

- Evaluating the Role of Organizational DNA in Enhancing the Performance of National Bank Branches... *Journal of Ethics in Science and Technology*, 3(3), 32-40 (2021). DOI: 20.1001.1.22517634.1400.16.3.5.2

- Analyzing the Multiple Structural Relationships of the Role of Future Time Perspective in Shaping Employees' Psychological Contracts. *Journal of Transformational Management Research*, 2(2), 161-188 (2021).
<https://doi.org/10.22067/pmt.v12i2.76546>

- A Model for Managing Individual, Team, and Organizational Motivational Factors in the Development of Key Innovations (Case Study: Four Companies in the Tos Industrial Park in Mashhad). *Journal of Innovation Management and Operational Strategies*, 4(4), 421-435 (2021). DOI: 10.22105/IMOS.2021.289339.1105

- Innovative Culture as a Facilitator of Improving Organizational Learning Through Internal Branding: A Study in the Oil Industry of Iran. *Scientific-Research Quarterly of Innovation and Value Creation*, 1(1), 69-84 (2020). <http://jiu.ir/Article/9833/FullText>

- The Impact of Competitive Strategies on the Performance of Marketers Active in Social Media: The Moderating Role of Organizational Characteristics. *Smart Business Management Studies*, 31, 119-152 (2020). DOI: 10.22054/IMS.2020.10994

- Analysis of Quality-Oriented Promotion in Light of Considerations of Business Ethics. *Quarterly Journal of Ethics in Science and Technology*, 3(3), 151-154 (2020). DOI: 20.1001.1.22517634.1399.15.0.21.5

- Optimal and Efficient Location for Establishing a Livestock and Poultry Concentrate Factory in the City of Miameh... **New Perspectives in Human Geography**, 41, 19-38 (2019). <https://www.ensani.ir/file/download/article/1587884331-10264-98-376.pdf>

- Enhancing Occupational Health and Quality of Work Life for Employees on Oil Platforms through the Analysis of Work Addiction Effects. *Journal of Human Resource Management in the Oil Industry*, 38, 99-121 (2019). <http://iieshrm.ir/article-1-625-fa.html>

- Improving Innovative Work Behaviors of Employees through the Utilization of Human Resource Flexibility and Organizational Psychological Capital. *Journal of Innovation Management in Defense Organizations*, 2(2), 51-78 (2019). https://www.qjimdo.ir/article_85090.html?lang=en

- Structural Modeling of the Mediating Role of Patient Safety Culture in the Relationships Between Total Quality Management, Organizational Learning, and Organizational Image in the Health Services Sector. *Human Resources Studies Quarterly*, 31, 49-70 (2019). DOI: 10.22034/jhrs.2019.100283

- Examining the Impact of Performance-Based Compensation Systems and Internal Marketing on Human Resource Flexibility in Hotels. *Scientific-Research Quarterly of Tourism and Development*, 2(2), 169-186 (2019). DOI: 10.22034/JTD.2019.164013.1600

- The Process of Proactive Change Management in a Complex Governmental Environment. *Studies in Management Improvement and Transformation*, 91, 65-85 (2019). DOI: 10.22054/JMSD.2019.9661

- Synergistic Leadership: A Postmodern Approach toward Improving People Capabilities Maturity Level and Human Resource Sustainability. *Organizational Culture Management*, 4(4), 899-925 (2019). <https://doi.org/10.22059/jomc.2019.231638.1007201>

- Synergistic leadership, post-modern approach to human resource flexibility and voice behavior. *Modiriat-e- farda Quarterly*, 55, 17-30 (2018). <https://talentdevelopment.istd.ir/ar/Article/25344/FullText>

- Green Human Resource Management: A Model for Sustainability in Sports Organizations (Case Study: General Directorate of Sports and Youth of North Khorasan Province). *Human Resource Management in Sports*, 2(2), 309-328 (2018). <https://doi.org/10.22044/shm.2018.6422.1714>

- Financial and Institutional Development and Their Relationship with Economic Growth in Iran. *New Perspectives in Human Geography*, 4(4), 27-40 (2018). DOI: 20.1001.1.66972251.1397.10.4.3.7

- The Impact of Social Capital on Organizational Health within Government Entities. *Social Capital Management*, 2(2), 199-220 (2017). <https://doi.org/10.22059/jscm.2017.235920.1395>

- Examining the Impact of Citizenship Behavior on Internal Brand Management and Internal Marketing. *Scientific-Research Quarterly of Modern Marketing Research*, 1(1), 41-58 (2017).

- Ethical Leadership as a Foundation for Promoting Interactive Justice and an Ethical Climate in Educational Administration. *Educational Research Quarterly*, 12(25), 9-55 (2014).

- A Reflection on Happiness in the Context of Religious Centrality: A Case Study of Employees at the University of Tehran. *Journal of Public Management Outlook*,

Shahid Beheshti University (2011).
https://jppap.sbu.ac.ir/article_94322.html?lang=fa

- The Role of Spiritual Leadership in Empowering Employees at the University of Tehran. *Journal of Public Management*, University of Tehran, Volume 1, Issue 1 (2008). https://journal.ut.ac.ir/article_27940.html
- Islamic Ethical Management and Leadership. *Police Human Development Journal*, (2) (2008).

Books

- *A Look at Social Capital and Related Discussions in Management Organization* (Author, 2008, ISBN: 978-600-24-9001-2).
- *Soroush; A Platform of Peace: With a Focus on Workaholism, Safety, and the Quality of Work Life of Soroush Platform Employees* (Author, 2017, ISBN: 9786004492911).
- Translations: *Knowledge Leadership* (2010), *Contemporary Perspectives on Human Resource Management* (2 Vols., 2017), *Organizational Theory: Challenges and Perspectives* (2017), *Global Perspectives on Labor Productivity* (2017), *Complexity, Learning, and Organizations* (2017).

Conference Presentations

- Clarifying Opportunities and Challenges of Attraction through Artificial Intelligence: A Comparative Study of Successful International Cases. Third International Conference on Business Economics and Management, Tehran, Iran, 2024.
- The Role of Future Time Perspective in the Psychological Contract (A Case Study among Employees of Shahrood University of Technology). First International Conference on New Research in Management Studies, Shiraz, Iran, November 17, 2016.
- Examining the Moderating Role of the Psychological Contract on Brand Identity Management in the Behavior and Attitudes of Permanent and Contractual Employees

of South Pars Oil and Gas Company. Third International Conference on Management, Accounting, and Knowledge-Based Economy with Emphasis on Resistance Economy, Tehran, Iran, September 15, 2017.

- Clarifying and Examining the Role of Information Technology in Establishing and Developing Knowledge Management. Third International Conference on Management Techniques and Accounting, Tehran, Iran, November 20, 2017.

- Transformational Leadership as a Meta-Approach to Human Resource Flexibility and Employee Voice. First International Conference on New Research in Management Studies, Shiraz, Iran, November 17, 2016.

- The Flexibility of the Compensation System as a Foundation for Enhancing Organizational Agility. First International Conference on Modern Research in Management Studies, Shiraz, Iran, 2016.

- Measuring Organizational Flexibility Using the ARAS Technique. First International Conference on Modern Research in Management Studies, Shiraz, Iran, 2016.

- Examining the Role of the Compensation System's Flexibility in Enhancing Organizational Agility with the Moderating Role of Purposeful Organizational Forgetting. Human Resource Management Conference, Tehran, Iran, 2016.

- Investigating the Role of Social Networks in the Process of Attracting Human Resources in Iran: An Exploratory Study. Human Resource Management Conference, Tehran, Iran, 2016.

- Examining the Impact of Self-Management on Empowerment and Employee Happiness (Case Study: Shahrood University). Second International Conference on New Paradigms of Management, Innovation, and Entrepreneurship, Tehran, Iran, 2016.

- Investigating the Importance of Effective Factors in Strategic Thinking and Measuring Them: A Case Study of the Roads and Urban Development of Khorasan Razavi. Third International Conference on Management and Economics with a Focus on Resistance Economy, Mashhad, Iran, 2016.

- Developing a Leadership Competency Model for Succession Planning (Tehran Urban and Suburban Railway Operating Company). Second International Conference on Management, Accounting, and Economics, Tehran, Iran, 2016.
- Examining the Relationship between Organizational Citizenship Behavior and Entrepreneurship and the Moderating Role of Employees' Personality Traits. International Conference on Management and Humanities, Dubai, UAE, 2015.
- Investigating the Impact of Self-Management on Empowerment and Employee Happiness. Third International Conference on Management in the 21st Century, Rome, Italy.
- Examining the Role of Social Networks in the Process of Attracting Human Resources in Organizations in Iran: An Exploratory Study. First Human Resources Conference, Tehran, Iran, 2016.
- A Review of Rational Exploratory Laws for Strategists. Third Annual National Conference on Economics, Management, and Accounting, Ahvaz, Iran, 2019.
- Examining the Impact of Social Marketing on Customer Behavior Intentions with the Mediating Role of Brand Personality. Fifth National Conference on Applied Research in Management and Accounting, Tehran, Iran, 2018.
- Examining the Impact of Human Resource Flexibility on Organizational Innovation Considering the Moderating Role of Cultural Adaptation (Case Study: Science and Technology Park). Fifth National Conference on Applied Research in Management and Accounting, Tehran, Iran, 2018.
- Examining the Impact of Employee Value Proposition on Ignoring Problematic Customer Behavior. Fifth National Conference on Applied Research in Management and Accounting, Tehran, Iran, 2018.
- The Impact of Transparency, Social Responsibility, and Marketing through Social Networks on Business Performance Considering the Mediating Role of

Organizational Reputation and Sustainable Brand. Sixth National Conference on Recent Findings in Management and Industrial Engineering, Tehran, Iran, 2019.

- Examining the Impact of Emotional Intelligence on Job Engagement of Employees in the Education Department of Sanqur City. First National Conference on Accounting, Management, and Economics, Malayer, Iran, 2017.

- Designing and Explaining a Model for Managing Organizational Zambelanity. Second International Conference on Innovation in Business Management and Economics, Tehran, Iran, 2020.

- Examining the Relationship Between Emotional Intelligence and Employee Engagement with Creativity at Mashhad Nakh Company. Second National Conference on Applied Research in Management Sciences and Accounting, Tehran, 2010.

- Examining the Impact of Visionary Leadership on Empowering Employees at Shahroud University of Medical Sciences. Second National Conference on Applied Research in Management Sciences and Accounting, Tehran, 2010.

- Examining the Impact of Visionary Leadership on Employee Happiness and Vocal Behaviors: A Case Study of Isfahan Mobarakeh Steel Company. Second National Conference on Applied Research in Management and Accounting Sciences, Tehran, 2010.

- Examining the Impact of Intellectual Capital on Organizational Commitment (Case Study: Economic and Financial Affairs Organization of Kermanshah Province). Second National Conference on Applied Research in Management and Accounting Sciences, Tehran, 2010.

- Examining Purposeful Organizational Forgetting on the Dimensions of Employee Performance Enhancement at Shahroud University of Medical Sciences. Second National Conference on Applied Research in Management and Accounting Sciences, Tehran, 2010.

- Identifying Factors Affecting Customer Satisfaction in Online Shopping (Case Study: Students of Shahrood University). Second National Conference on Applied Research in Management and Accounting Sciences, Tehran, 2010.
- Examining the Impact of Intellectual Capital on Organizational Commitment (Case Study: Economic and Financial Affairs Organization of Kermanshah Province). First International Conference on Management, Accounting, and Economics, Shiraz, 2010.
- Examining the relationship between job stress and coping strategies with it, and job and marital satisfaction among female employees of Islamic Azad University, Kazeroon Branch. First International Conference on Management, Culture, and Economic Development, Shiraz, 2010.
- Presenting a model for effective assessment and development centers. Second International Conference on Management Tools and Techniques, Tehran University, 2010.

Teaching Experience

Extensive teaching experience (2010-Present) at University of Tehran (Farabi & Alborz Campuses), Shahrood University of Technology, Payame Noor University, Islamic Azad University (Shahrood, Malayer), Kharazmi University and others.

Executive Training delivered to senior managers in various organizations (2009-2023).

Thesis Supervision

Supervised / Advised more than 51 Master's theses in the fields of Sustainable HRM, Talent Management, Leadership, Green Management, etc. (Full list available upon request).

Academic Service

- Journal Reviewer for *The Learning Organization* (Emerald), *Journal of Knowledge Management Research & Practice* (Taylor & Francis), and multiple Iranian scientific-research journals.

- Member of Scientific Committees for several national and international conferences.

Software Skills

Statistical: SPSS, AMOS, SmartPLS, LISREL, R

Qualitative: ATLAS.ti, MAXQDA

Languages

Persian (Native) • English (Fluent in research and teaching)

References

Available upon request.

Last Updated: June 2026