



Dr. Sajjad Hussain

Assistant Professor, HEC Approved Supervisor



Professional Summary

An accomplished Higher Education Commission Approved Supervisor and Assistant Professor at Foundation University, Rawalpindi Campus, with a strong academic background and over 15 years of combined industrial and university experience in advancing Management Sciences. With a PhD in HRM achieved as an HEC Indigenous Scholar, a consistent first division academic performance, and a contribution of over 20 research papers to HEC Recognized Journals, the focus lies on serving as an experienced reviewer for academic journals. Dedication to advancing the field of Management Sciences through research and education is evident



Work History

2019-08 -
Current

Assistant Professor

Foundation University Islamabad, Pakistan, Rawalpindi

- Teaching at bachelors, Masters, and Doctorate Level Students
- Supervising theses at MBA, MS/M.Phil and PhD Level Students
- Got the re-accreditation as Performing as Focal Person for NBEAC for Foundation University, Islamabad, Pakistan
- Meeting annual academic publication targets as assigned by university.
- Working on internal funding project as Principal Investigator.
- As Cluster Head, Reviewed program materials and coordinated updates to keep department



Contact

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<https://scholar.google.com/citations?user=ZKisAzkA>

LinkedIn

<https://www.linkedin.com/in/dr-sajjad-hussain-phd->



Skills

Class instruction



Excellent

Classroom presentations



Excellent

Thesis advisement



Excellent

Student research
guidance



Excellent

Student records
management



Very Good

Student counseling



Very Good

Performance improvement



Very Good

Lesson Planning

materials relevant and accurate.

- Created syllabus and instructional plans for each class session in accord with stated course objectives.
- Evaluated and supervised student activities and performance levels to provide reports on academic progress.
- Incorporated instructional technologies in course delivery for both in-class and online instruction.

●●●●●●
Very Good

Curriculum Development
●●●●●●
Very Good

Classroom management
●●●●●●
Very Good

Student advocacy
●●●●●●
Very Good

Lecturing
●●●●●●
Excellent

Grading
●●●●●●
Excellent

Academic research
●●●●●●
Excellent

Documentation and reporting
●●●●●●
Excellent

Office administration
●●●●●●
Excellent

Office management
●●●●●●
Excellent

Mail processing
●●●●●●
Excellent

File and database management
●●●●●●
Excellent

Administrative support
●●●●●●
Excellent

[40] WPM typing speed
●●●●●●
Excellent

SPSS/STATA/SAS software
●●●●●●
Very Good

Data collection and

2018-10 -
2019-07

Assistant Professor

Riphah International University, Faisalabad,
Pakistan, Faisalabad

- Assisted professor and school administrator with continuous development, review, planning and outcomes evaluation to measure MS Management Sciences program performance.
- Performed research to serve as basis for academic writing for publication.
- Built strong rapport with students through class discussions and academic advisement.
- Revised course objectives, course materials, instructional and assessment strategies for MS Management Sciences courses.

2003-05 -
2015-01

Junior Chageman Administration

PMO, NESCOM, Rawalpindi

On floor administration and execution of surface treatment tasks

Administration, file keeping, data entry, letters and minute sheets drafting

Teaching the new apprentices regarding execution and administration tasks.



Education

2014-09 -
2018-08

Doctorate of Philosophy in Management Sciences: Human Resources Management

Riphah International University Islamabad Pakistan
- Islamabad, Pakistan

- CGPA 3.9/4

- Awarded Higher Education Commission's Indigenous Scholarship for PhD
- Thesis Work " **Moderating Role of Supervisor's Organizational Embodiment on Leader-Member Exchange and Employee's Attitudinal & Behavioral Outcomes Relationships through Organizational Identification: A Test of Moderated Mediation Model Using Social Identity Theory** "

2009-08 -
2012-03

Masters in Management Sciences (18 Years): Human Resources Management

Riphah International University, Islamabad -
Islamabad, Pakistan

3.69/4 CGPA

Done Research/Thesis Work " **Interactive Effects Of Organizational Justice, And Psychological Capital On Organizational Cynicism And Employee Turnover Intentions**"

2007-03 -
2009-03

Masters in Business Administration: Human Resource Management

Federal Urdu University of Arts, Science & Tech -
Islamabad, Pakistan

CGPA 3.71/4

2003-09 -
2006-06

Bachelors of Arts: Accounts

Allama Iqbal Open University - Islamabad,
Pakistan

69.3%, 693/1000, First Division

Business Mathematics, Principles of Accounting,
Cost Accounting

2001-08 -
2003-08

F. Sc: Science

HIT Degree College For Boys - Taxila, Rawalpindi,
Punjab, Pakistan

62%, 680/1100, First Division

Mathematics, Physics, Computer

1999-03 -
2001-07

Matriculation: Science

HIT Boys High School, Taxila - Rawalpindi, Punjab,

79.4%, 675/850, First Division

organization



Data analysis



Software

SPSS



AMOS



SMART PLS



MS Office



Languages

Urdu



English



Punjabi





Publications

1. Khan, M. H. ., Fatima, S. ., Fayyaz, H. ., & **Hussain, S.** (2024). From Ostracism to Expediency: The Mediating Role of Emotional Exhaustion. *Journal of Social & Organizational Matters*, 3(2), 385–398. <https://doi.org/10.56976/jsom.v3i2.92>
2. **Hussain, S.**, Mukkarram, A., Malik, S.J., (2024). Enhancing University Student Employability: The Impact of Teacher Development in Practical Skills Integration. *International Journal of Social Science Archives* [2707-8892]. 7(2), 616-623. <https://ijssa.com/index.php/ijssa/article/view/335>
3. Younis, Z., & **Hussain, S.** (2023). Green transformational Leadership: Bridging the gap between Green HRM Practices and Environmental Performance through Green Psychological Climate. *Sustainable Futures* [ISSN 2666-1888], 6, 100140. <https://doi.org/10.1016/j.sftr.2023.100140>
4. Mukarram, A., **Hussain, S.**, & Mukarram, S., (2023). Despotic Leadership And Employee Cynicism: The Role Of Psychological Need Thwarting And Observer's Schadenfreude. *International Journal of Business and Management Sciences* [ISSN 2708-4329], 4(1), 25-45. <https://www.ijbms.org/index.php/ijbms/article/view/364>
5. **Hussain, S.**, Malik, S. J., Dar, I. B., (2023). Organizational Justice Research Variables and Outcomes: A Comprehensive Review of Literature. *International Review of Basic and Applied Sciences* [ISSN 2710-0065], 11(1), 31-45. https://irbas.academyirmbr.com/paper_details.php?id=1148
6. Sultan, M., **Hussain, S.** (2022). A Brief Introduction of Employee Green Creativity. *Asian Social Studies and Applied Research* [ISSN 2709-9229], 3(2). 107-116. <https://asarcouncil.com/archives2.php?vol=3&jou=1&ver=5&yea=2022>
7. Li, J., Ul Haq, J. & **Hussain, S.** (2022).

"Millennials' online perceptions: the role of cultural characteristics in creating e-loyalty", *Aslib Journal of Information Management*, 74(6), 1031-1047.

<https://doi.org/10.1108/AJIM-09-2021-0262>

8. **Hussain, S.**, Rabbani, S., & Kamal, N. (2021). *The Organizational Justice-Organizational Cynicism Relationship: Moderating Role of Islamic Work Ethics: Moderating Role of Islamic Work Ethics*. *Journal of Workplace Behavior* [ISSN 2710-2807], 2(1), 66–77.
<https://charisma-jwb.com/index.php/jwb/article/view/74>
9. Wangzhou, Khan, M., **Hussain, S.**, Ishfaq, & Farooqi, (2021). *Effect of Regret Aversion and Information Cascade on Investment Decisions in the Real Estate Sector: The Mediating Role of Risk Perception and the Moderating Effect of Financial Literacy*. *Frontiers in Psychology*, 12, DOI=10.3389/fpsyg.2021.736753; URL=<https://www.frontiersin.org/article/10.3389/fpsyg.2021.736753>
10. Azam, **Hussain**, & Azam, (2021). *A Brief Review of Opportunity Recognition in Entrepreneurship*. *Asian Social Studies and Applied Research (ASSAR)*. 2(3), 2709-9229
11. Tariq, M., **Hussain, S.**, Khan, M. A., Haq, J., & Hafeez, S. (2021). *Impact of Leader-Member Exchange on Customer-oriented Citizenship Behavior through Job Embeddedness. Moderating role of Islamic Work Ethics*. *International Journal of Innovation, Creativity, and Change* [ISSN 2201-1323], 15(6), 696–712.
https://www.ijicc.net/images/Vol_15/Iss_6/15654_Hussain_2021_E_R.pdf
12. Ali, Haq, **Hussain**, Qadir & Bukhari (2021): *OCEAN Traits: Who Shares More Word of Mouth?*, *Journal of Promotion Management* [ISSN 1540-7594]. 28(6), 749-773. DOI: 10.1080/10496491.2021.2015510
13. **Hussain. S** and K. Shahzad (2022), *Unpacking perceived organizational justice-organizational cynicism relationship: Moderating role of psychological capital*, *Asia Pacific Management Review* [1029-3132], 27(1), 10-17.

- <https://doi.org/10.1016/j.apmr.v.2021.03.005>.
14. Mukarram, A., **Hussain, S.**, & Khan, M. A. (2021). A Brief Overview of Despotism Leadership Research. *International Review of Management and Business Research* [ISSN 2307-5953], 10(1), 38–55.
[https://doi.org/10.30543/10-1\(2021\)-5](https://doi.org/10.30543/10-1(2021)-5)
 15. Iqbal, U. B., Sarmad, M., **Hussain, S.**, & Jalil, A. (2021). Analyzing Project Organizational Culture through Workplace Incivility and Ostracism under Mediating and Moderating Mechanisms. *Elementary Education Online* [ISSN 1305-3515], 20(4), 870–881.
<https://doi.org/10.17051/ilkonline.2021.04.94>
 16. Sarmad, M., Qayyum, A., Shafi, M. Q., **Hussain, S.**, & Rehman, S. U. (2021). Investigating moderating role of emotional intelligence among counterproductive work behavior, work interference, and negative emotions in development sector of Pakistan. *Management Science Letters* [ISSN 1923-9335, 1923-9343], 11(4). 1093–1100.
<https://doi.org/10.5267/j.msl.2020.11.030>
 17. **Hussain, S.**, & Dar, I. B. (2020). Comments on “The nature of theory in information systems.” *Future Business Journal* [ISSN 2314-7202], 6(1). <https://doi.org/10.1186/s43093-020-00044-7>
 18. Ahmed Tahir, N., Khan, K., & **Hussain, S.** (2020). Supervisors' Dark Triad and Abusive Supervision: Does Islamic Work Ethics Help? *Journal of Islamic Business and Management* [ISSN 2075-6291, 2521-2249], 10(02), 402–417.
<https://doi.org/10.26501/jibm/2020.1002-007>
 19. Tufail, M., **Hussain, S.**, Hayat, M., & Qadir, A. (2020). Workplace Incivility and Organizational Citizenship Behavior: The Role of Burnout and Islamic Work Ethics. *International Review of Social Sciences* [ISSN 2309-0081, 2309-0081], 8(8), 21–31.
<https://www.irss.academyirmbr.com>
 20. Ahmad, M., **Hussain, S.**, Sulehri, N. A., &

Hussain, I. (2020). *Does Psychological Distance obliterate LMX fruits? Mediating Role of Perceptions of Task Identity*. *International Review of Social Sciences* [ISSN 2309-0081, 2309-0081], 8(7), 108–119.

<https://www.irss.academyirmbr.com>

21. Hussain, I., Ahmed, Q. M., Gulzar, A., Usman, U., & **Hussain, S.** (2020). *Group cohesion: a therapy against abusive supervision*. *International Transaction Journal of Engineering, Management, & Applied Sciences & Technologies*, 11(12).
<https://doi.org/10.14456/ITJEMAST.2020.235>
22. Ali Baig, M. M., **Hussain, S.**, & Hussain, I. (2020). *Confrontational Phases and Imperfections of Organizational-Injustice in the workspace (Validation from Government-Sector Development Financial Institutions of Pakistan)*. *International Review of Management and Business Research* [2307-5953,2306-9007], 9(2), 207–221.
[https://doi.org/10.30543/9-2\(2020\)-15](https://doi.org/10.30543/9-2(2020)-15)
23. **Hussain, S.**, & Shahzad, K. (2019). *The Effects of Supervisor's Organizational Embodiment and Organizational Identification on the LMX-Creativity Relationship*. *South Asian Journal of Management Sciences* [2074-2967,2410-853], 13(2), 99–115.
<https://doi.org/10.21621/sajms.2019132.01>
24. Tufail, M., **Hussain, S.**, Shahzad, K., & Anum. (2018). *Combined Effects of job Insecurity and Islamic Work Ethics on Job Satisfaction and Job Performance*. *Journal of Business & Economics* [2075-6909], 10(2), 1–24.
<https://www.proquest.com/openview/dd6ae02c2cc2ca12feecae1fca7f3890/1?pq-origsite=gscholar&cbl=1946347>
25. **Hussain, S.**, & Shahzad, K. (2018). *Role of Supervisor's Organizational Embodiment and Organizational Identification on LMX and Job Performance Relationship: A Test of Moderated-Mediation Model*. *Journal of Management Sciences* ISSN 2413-

8657,2313-0113], 5(1), 18–37.

<https://doi.org/10.20547/jms.2014.1805102>

26. **Hussain, S., Shahzad, K., Khan, K., & Ahmed, I.** (2018). *Moderating Role of Islamic Work Ethics and Mediating Role of Organizational Identification on Leader-Member Exchange and Citizenship Behavior Relationship: A Test of Moderated Mediation Model*. *Journal of Islamic Business and Management* (2521-2249), 8(1), 139–155.
<https://doi.org/10.26501/jibm/2018.0801-009>
27. **Hussain, S., Khattak, J., Rizwan, A., & Latif, M.** (2013). *ANSOFF Matrix, Environment, and Growth- An Interactive Triangle*. *Management and Administrative Sciences Review* [2308-1368], 2, 196-206.
28. **Hussain, S., Abbas, M., Shahzad, K., & Bukhari, S. A.** (2012). *Personality and career choices*. *African Journal of Business Management* [1993-8233], 6(6), 2255–2260.
<https://doi.org/10.5897/AJBM11.2064>
29. **Shahzad, K., Hussain, S., Bashir, S., Chishti, A. F., & Nasir, Z. M.** (2011). *Organizational environment, job satisfaction and career growth opportunities: a link to employee turnover intentions in public sector of Pakistan*. *Interdisciplinary Journal of Contemporary Research in Business* [2073-7122], 2(9), 45-56.



Research Work Supervised

● Mariam Sultan (2024). *Unpacking Green Creativity with Moderating And Mediating Mechanisms using S-O-R Theory*. Doctorate of Philosophy in Management Sciences, Foundation University Islamabad, Pakistan

Aleena Mukarram (2023). *Psychological Spillover of Despotism leadership: Moderating Role of Observer's Schadenfreude and Psychological Hardiness*. Doctorate of Philosophy in Management Sciences, Foundation University Islamabad, Pakistan

Zainab Younas, (2023). "The Interacting Effect of Green HRM and Green Transformational Leadership on Environmental Performance: Mediating Role of Psychological Green Climate". Masters in Business Administration, Foundation University Islamabad, Pakistan

Shaheena Hafeez, (2021). "Impact of workplace ostracism on psychological wellbeing of Employees with mediating role of job Stress and moderating role of self-efficacy in Pakistan" Masters in Management Sciences (HRM), Foundation University Islamabad, Pakistan



Certificates

- Employee Relations an online non-credit course authorized by HRCI and offered through Coursera dated 4th December, 2023
- Learning and Development an online non-credit course authorized by HRCI and offered through Coursera dated 21st November, 2023
- Managing Employee Performance an online non-credit course authorized by University of Minnesota and offered through Coursera dated 4th November, 2023
- Work Smarter with Microsoft Excel an online non-credit course authorized by Microsoft and offered through Coursera dated 29th October, 2023
- Work Smarter with Microsoft Word an online non-credit course authorized by Microsoft and offered through Coursera dated 21 September, 2023
- Talent Acquisition an online non-credit course authorized by HRCI and offered through Coursera dated 28 August, 2023
- Recruiting, Hiring, and Onboarding Employees an online non-credit course authorized by University of Minnesota and offered through Coursera dated 30 May, 2023

- Preparing to Manage Human Resources an online non-credit course authorized by University of Minnesota and offered through Coursera dated 13th March, 2023
- Sustainable Business: Big Issues, Big Changes an online non-credit course authorized by University of Colorado System and offered through Coursera dated 29 Aug 2022
- Assessment in Higher Education: Professional Development for Teachers an online non-credit course authorized by Erasmus University Rotterdam and offered through Coursera dated 25 Aug, 2022
- Global Impact: Cultural Psychology an online non-credit course authorized by University of Illinois at Urbana-Champaign and offered through Coursera dated 31 July 2022
- e-Learning Ecologies: Innovative Approaches to Teaching and Learning for the Digital Age an online non-credit course authorized by University of Illinois at Urbana-Champaign and offered through Coursera dated 29 July 2022
- New Learning: Principles and Patterns of Pedagogy an online non-credit course authorized by University of Illinois at Urbana-Champaign and offered through Coursera dated 6 April, 2022
- Marketing analytics: Know your customers an online non-credit course authorized by Macquarie University and offered through Coursera dated 18 Feb, 2022
- Global Impact: Business Ethics an online non-credit course authorized by University of Illinois at Urbana-Champaign and offered through Coursera dated 21 Jan, 2022
- Introduction to People Analytics by Moscow Institute of Physics and Technology dated 31st July, 2020
- Grammar and Punctuation from University of California, Irvine dated 28th June, 2020
- Introduction to Research for Essay Writing by University of California, Irvine dated 7th June, 2020

- Advanced Writing from University of California, Irvine dated 6th June, 2020
- Advanced Instructional Strategies in the Virtual Classroom from University of California, Irvine dated 23rd May, 2020
- Digital Citizenship by Microsoft dated 15th May, 2020
- 21st Century Learning Design (21CLD) by Microsoft dated 15th May, 2020
- Getting Started with Essay Writing from University of California, Irvine, dated 7th May, 2020
- Microsoft Teams Courses 1 to 5 by Microsoft dated 17th April, 2020
- Certified Microsoft Innovative Educator program by Microsoft dated 17th April, 2020



Visits, Seminars, Webinars, Workshops

- Completed "Prerequisite course for the 9th Global Capacity-Building Workshop on GCED' organized by the Asia-Pacific Centre of Education for International Understanding dated 13th June, 2024
- Co-Chaired the Session at 11th Applied Business Research Conference on "Shaping the Future: Management Trends and Insights for Tomorrow" at CUST dated 30th May, 2024
- Attended Webinar on "Improving Discoverability of your research" at Wiley dated 12th March, 2024
- Attended Webinar on "Qualitative Methodology" at Sage dated 06 March, 2024
- Attended 11th Deans & Directors Conference on "Navigating Disruption and Innovation in Business Education" Organized by NBEAC at PC Karachi dated 12-13 February 2024.
- Organized and participated in Industrial visit to extreme Commerce Islamabad dated 27th December, 2023
- Organized and participated in Industrial visit to Medevox Pvt Ltd Rawat dated 14th December, 2023

- Attended Webinar on “How to Do Research and Get Published” at Sage dated 06 Dec, 2023
- Attended Webinar on “Generative AI: New policies, opportunities, and risks” at Elsevier Academy dated 18th November, 2023
- Attended Webinar on “How to Write a Literature Review” at Sage dated 15th November, 2023
- Attended Webinar on “Accessing Wiley Journals and Publication Tips for Authors and Researchers (HEC)” at Wiley dated 15th November, 2023
- Organized and participated in Industrial visit to Fauji Cement Wah dated 8th November, 2023
- Attended (Online) 8th International Conference on Global Citizenship Education : Platform on Pedagogy and Practice held in Seoul, Korea dated 18th and 19th October, 2023
- Webinar on “Life after publication: How to promote your work for maximum impact” Attended at Elsevier Academy dated 3rd November, 2023
- Webinar on “Copyright, Permissions & Author Reuse” Attended at Sage dated 11th October, 2023
- Webinar on “Ethics and Integrity in Research” Attended at Sage dated 20th September, 2023
- Seminar on Emotional Intelligence Organized at Business Administration, FUSST dated 4th May, 2023/Video Conference Room
 - Seminar on HR Analytics and Industry 5.0 Organized at Business Administration FUSST dated 5th June, 2023/Video Conference Room
 - 7th Global Capacity-Building Workshop on GCED Attended at APCEIU, UNESCO 30 Aug - 07 Sep, 2022, GCED Korea, Online
 - Webinar on “Conferences and Networking” Attended at Sage dated 23rd August, 2022
 - Webinar on “Wiley Journals: How they can help researchers and how to submit the manuscript” Attended at Wiley dated 27 September, 2022

- Webinar on "Preprints: A New Way to Publish Your Research Results" Attended at Elsevier dated 28 September, 2022/ Taiwan
- Webinar on "The Guest Editor Experience: An Inside Look" Attended at Sage dated 30 November, 2022
- Webinar on "How to be a peer reviewer" Attended at Sage dated 9th November, 2022
- Webinar on "How to publish in Wiley Open Access Journals (HEC)" Attended at Wiley dated 8th December, 2022
- Webinar on "Wiley Journals: End to End Publication for early career researchers" Attended at Wiley dated 2nd May, 2022
- Hosted Seminar on Sustainable HRM in spring 2022
- Attended 9th Dean and Directors conference from NBEAC dated 14-16 March, 2022, Marriot Islamabad
- Completed on Experiential Learning dated 17-18 March, 2022, Iqra University Islamabad
- Attended workshop on Developing a Vibrant Research Culture dated 24-25 May, 2022, Swat University
- Attended seminar on Empowering knowledge on ethical publishing: Mastering the art of identifying predatory, fake and cloned journals dated 08 June, 2022, Researcher's Academy, Elsevier, online
- Attended seminar on Research Data Management-Why It Matters and How to Manage dated 14 July, 2022, Researcher's Academy, Elsevier, online dated 10 Aug, 2022, Researcher's Academy, Elsevier, online
- Attended seminar on Reviewer workshop: How to get the most out of being a reviewer of scientific articles dated 10 Aug, 2022, Researcher's Academy, Elsevier, online
- Completed Prerequisite Course for the 7th Global Capacity-Building Workshop on GCED for Teacher Educators dated 22nd July, 2022, GCED Korea, Online
- Completed 7th Global Capacity-Building

Workshop on GCED dated 30 August to 7 September, 2022, GCED Korea, Online

- ☐ Attended 8th Dean and Directors conference by NBEAC 6th & 7th April, 2021
- ☐ Presented Paper in Scientia Academica Malaysia 26th Dec, 2020
- ☐ Online International Symposium on Mental Health and Stress Management from VU, Pakistan dated 15th October, 2020
- ☐ Seminar on Accreditation from T&D, NBEAC dated 25th Sep, 2020
- ☐ Seminar for Students: Psychological Spillovers of Despotic Leadership FMS FURC dated Jan, 2020 / FURC
- ☐ Seminar on Research Data Management from Elsevier Academy dated 9th April, 2020
- ☐ Seminar on Turn Thesis into Article from Elsevier Academy dated 2nd May, 2020
- ☐ Seminar on Fundamentals of Manuscript Preparation from Elsevier Academy dated 18th April, 2020
- ☐ Seminar on Making Successful Collaborations from Elsevier Academy dated 25th April, 2020
- ☐ Seminar on Writing Persuasive Cover letter to manuscripts from Elsevier Academy dated 3rd May, 2020
- ☐ Seminar on Systematic Reviews from Elsevier Academy dated 4th May, 2020
- ☐ Seminar on Journal's Publishing Cycle from Elsevier Academy dated 13th May, 2020
- ☐ Seminar on Fundamentals of Publishing from Elsevier Academy dated Elsevier 13th May, 2020
- ☐ Seminar on Gender Bias in Publishing from Elsevier Academy dated 13th May, 2020
- ☐ Seminar on Finding Right Journal from Elsevier Academy dated 14th May, 2020
- ☐ Seminar on Securing Funding for Research from Elsevier Academy dated 18th May, 2020
- ☐ Seminar on Integrating Online Assessments in Teaching from T & D, NBEAC dated 29th June, 2020
- ☐ Completed 4 x day workshop on



References

Dr. Khurram Shahzad

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Personal Information

Father Name: Manzoor Hussain
Date of Birth : Monday, Feb, 04, 1985
Gender: Male
Marital Status: Married
Domicile: Mandi-Bahauddin, Punjab,
Pakistan