

Dr. Zunnoorain Khan



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Objective

To promote quality education and contribute in society through education. My objective is to play a constructive role in developing sustainable society through education and advancement. To be part of a dynamic and growing organization in a leading position where I can learn as well as utilize my knowledge, skills and abilities in better manner.

Qualification

- **2021 Ph.D. (Management)**
Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology, Islamabad
- **2013 MS (HRM)**
Cecos University of IT & Emerging Sciences, Peshawar
- **2007 MBA (MKT)**
Institute of Management Sciences, Peshawar

HEC Approved Supervisor (2023-2026)

Work Experience

- **7th June2022 – Till Date Associate Professor/ Director Quality Assurance**
City University of Science and Information Technology
- **1st January 2017- 31st August,2023 Assistant Professor/ Academic Coordinator/ Director Center for Resilience and Organizational Development**
- **2016- 2024 NBEAC Focal Person**
- **Prepared Strategic Plan 2023**
- **Submitted SARS to council, 2021,2024**
- **Prepared and submitted SARS for Council Visit in 2021 ,2024**
- **Liaison with NBEAC members**
- **2016- 6th JUNE 2022 Academic Coordinator**
City University of Science and Information Technology
 - Delivering Lectures
 - Supervising research students
 - Guiding students in research analysis
 - Preparation of exam papers
 - Grading students
 - Arranging workshops for research students internally
- **Resource person in SPSS Workshop**
- **2013- Till December 2016 Lecturer**
City University of Science and Information Technology
 - Delivering Lectures
 - Supervising research students
 - Guiding students in research analysis
 - Preparation of exam papers
 - Grading students
 - Arranging workshops for research students internally
 - Resource person in SPSS Workshops
- **2010- 2013 Lecturer**
Preston University Kohat, Peshawar Campus
 - Delivered Lecture on organizational Environment
 - Delivered Lecture on Developing a proper questionnaire for research
 - Prepared Performa for teacher evaluation (QEC)
 - Delivered Lecture on Analysis using SPSS

- Research Assistance
- Thesis Guidance to students along with the analysis
- Maintaining and updating class files
- Preparing class projects
- Guidelines to students related to projects
- Preparation of quizzes and presentation briefing

- 2007-2010 Branch Administrator – (EFU)

Establish and maintain appropriate systems for measuring fundamental Aspects of organizational branch performance.

- Liaise with other functional/departmental managers so as to communicate all necessary aspects of organizational development, and to ensure they are fully informed of organizational development objectives, purposes and achievements
- Analyze and interpret financial statistics and technical data to enable strategic decision-making by top Management.
- Develop and implement quality management strategy and plans, including resource, systems, timescales, financials, to support, contribute to, and integrate within, the organization's annual business plan and long term Strategy.

Professional Skills

- | | |
|--------------------------|---|
| - Teamwork | Working in groups and have experience of leading different team projects. |
| - Communication skills | I have strong presentation skills and convincing power. |
| - Interpersonal skills | I am confident to perform in a challenging environment and meeting deadlines and believe in self-motivation and hard working. |
| - Computer and IT skills | I am using MS-Office and internet since 1999 and can use statistical software SPSS, SMART-PLS for analysis. |

Courses taught

MS-PhD Level

- Organizational Development
- Work-force Diversity Management
- Strategic Human Resource Development
- Leadership and Motivation
- Strategic Management
- Organizational Dynamics
- Human Resource Analytics
- Business Analytics
- **Courses Designed**
- Workforce diversity
- HR Analytics
- Business Analytics
- Organizational Development & Change Management
- Compensation Management
- Business Intelligence & Decision Making

- Undergraduate Level

- Business Ethics
- Change Management
- Entrepreneurship
- Integrated Marketing Communication
- Business Analytics
- Sales Management
- Compensation Management
- Human Resource Management
- Training and Development
- Marketing Management
- Consumer Behavior
- Introduction to Business Intelligence

Completed Projects as Mentor Entrepreneurship Society

- I. Arranged first Global Entrepreneurship week on 17th to 19th November, 2015
- II. Attended workshop on “ how to improve Entrepreneurship Development & Industry- Academia Linkage” on February 18th, 2016
- III. Participated in Mega Challenge on 5th-6th March, 2016, Students from all departments attended mega challenge and got second and third positions in different competition
- IV. Entrepreneurship society students participated in LUMS international Film Festival and brought First Prize on 12-14 February, 2016
- V. Startup Expo 15th-16th April, 2016. A team of about 50 students from CUSIT joined the Expo. The Expo was attended by 4000 Startups. The TEAM CUSIT got BEST TEAM Award in the event
- VI. Entrepreneurship society arranged GALA Day on 24th February, 2016. The students' entrepreneurship society arranged a gala day at the University and celebrated BASANT (KITING DAY) at the Campus. Many Stalls of different commodities and entertainments were arranged by students
- VII. Career Building and Entrepreneurship on 18th February, 2016, A group of female students attended a seminar on Career Building and Entrepreneurship held by NESTLE at PC, Peshawar on February 18, 2016
- VIII. Capacity Building Workshop on September, 28-30, 2016
- IX. CUSIT Job Fair April 10, 2016
- X. LCL Conference ;a team of about 40 students and faculty actively participated in the 5th Learn Create Lead (LCL) Conference 2016 held at Jinnah Convention on 2-3 Dec, 2016. They were awarded "Best Team Award". Faculty Coordinator Entrepreneurship Society Mr. Zunnoorain led the team. The 2 day conference highlighted the role of learning about and creating of young entrepreneurs
- XI. Entrepreneurship society team visited to Aghosh Alkhidmat on November, 14th, 2016
- XII. Department Students visited to Mobilink Regional Office Peshawar on November, 16 2016
- XIII. Business Plan Competition on October 29-30 2016
- XIV. Organizer ICETEMS 29-30 December, 2016
- XV. Organizer LIGHT IT Event on 29th-30th October, 2016
- XVI. Competition for Innovative Business Ideas on 23rd February, 2017 our students got first prize and won Rs: 10,000/- compete with Institute of Management Sciences
- XVII. Entrepreneurship Society arranged four days event from 13th-16th March, 2017
- XVIII. Entrepreneurship Society Students participated in 4th women Trade Fair on 14th February, 2017
- XIX. Social Entrepreneurship Activity on 23rd March, 2017 spend time with the staff of Lady reading hospitals and distribute gifts.
- XX. Entrepreneurship Society participated in Jump Startup Expo on 27th March, 2017

- XXI. Operationalizing the Entrepreneurial Society & Incubation Center with LCL
- XXII. International Convention conference on December, 2019. Students visited to National Assembly
- XIII. Women International EXPO at Islamabad Serena October, 2019
- XIV. Entrepreneurship Conference at Institute of Management Sciences on September, 2018

Research Publications and Conferences Attended

Thesis Title- MS

- Moderating role of Procedural Justice, Empowerment in Transformational leadership with its impact on Organizational Commitment

- John, E., **Khan, Z.** and Wazir, I. 2024. Role of Psychological Capital as a Mediator between Human Resource Flexibility and Innovative Work Behavior: A Case Study of IT Sector of Peshawar, Pakistan. *International Review of Management and Business Research*, 13(3), 16-47.
- Khan, Z.**, Tahir, Z and Gul. A. 2024. The Effects of Perceived Organizational Support on Employees' Commitment: Mediating role of Proactive Personality. *The Asian Bulletin of Green Management and Circular Economy*, 4(1). 203-218.
- Khan, Z.**, Perveen, S. and Ali, M. 2023. Impact of Leadership and Uniqueness on Knowledge Management: A Case of Software Organizations in Peshawar. *Journal of Policy Research*, 9, 2 (Jun. 2023), 243–256.
- Khan, Z.**, Ahmer, M. 2023. Empirical Study on Effectiveness of Social Media as Marketing Tool. *International Review of Basic and Applied Sciences*, 11(2), 520-535.
- Khan, Z.**, Zafar, S. and Aamir, S. 2023. Unpacking the role of relational coordination: Perspective from Healthcare organizations. *Bulletin of Business and Economics*, 12(3), 132-137.
- Bhatti, S., Tahir, Z., **Khan, Z.** and Bahar, G. 2023. Role of Sense-Making between Organizational Change and Change -Supportive Intentions in Contemporary Work Environments. *Journal of Policy Research*, 9(3), 271-284.
- Khan, Z.**, and Gul, K. 2022. Impact of Organization Ambidexterity on Organization Performance and the Mediating Effect of Organizational Learning Capacity: A Study of Software Industry in Peshawar. *Asian Social Studies and Applied Research*, 3(2), 434-458
- Khan, Z.**, Bashir, F., and Perveen, S. 2022. Bridging the Conceptual Linkage with Perceived Organizational Support and Work Engagement: Procedural Justice to Spur on Job Performance. *International Review of Basic and Applied Sciences*, 10(4), 12-27.
- Ali, S., Tufail, M., Bashir, F., **Khan, Z.**, and Shah, S. T. H. (2022). The Mediating and Moderating Role of Learning and Self-Efficacy in the Relationship between Reaction and Behavior: Evidence from Social Enterprises of Pakistan. *International Journal of Special Education*, 37(3).
- Khan, Z.**, Bashir, F. and Khan, S. 2021. Antecedents of Organizational Culture in its Relevance with Change Management, Moderating Role of Transformational Leadership and Employee Empowerment An Analysis of HEI of Peshawar Region. *International Review of Management and Business Research*, 10(3), 13-23.

- Habib, M. N., Jamal, W., Khalil, U., and **Khan, Z.** (2021). Transforming universities in interactive digital platform: case of city university of science and information technology. *Education and Information Technologies*, 26(1), 517-541.
- Habib, M. N., Khalil, U., **Khan, Z.**, and Zahid, M. (2021). Sustainability in higher education: what is happening in Pakistan? *International Journal of Sustainability in Higher Education*.
- Khan, Z.** 2021. Trends in High Performance work system: Perspective from employee outcomes. *International Review of Social Sciences*, 9(5), 293-299.
- Rehman, M., Shahzad, S., **Khan, Z.** and Khwja, H. 2019. Factors of Employee's Well Being and its Impact on Employee's Turnover Intention and Organizational Commitment: A Case Study of PTCL, Peshawar. *The Discourse*, 5(1), 203-212.
- Hussain, Z., Habib, M.N., **Khan, Z.** and Shahzad, S. 2017. Validating and Testing Learning Transfer System Inventory (LTSI) in a Developing Country Context: A Case of Pakistan's Service Sector. *Journal Business and Tourism*, 3(1), 41-50.
- Rehman, M.K., Shahzad, S., Khan, S. and **Khan, Z.** 2016. The Impact of Extrinsic and Intrinsic Motivation on Employee's Engagement: An Empirical Study of Health Care Sector of Peshawar, Pakistan. *The Discourse*, 2(1), 19-30.
- Khan, Z.**, Shahzad, S. and Khan, S. 2016. Determinants of Knowledge Management and Its Impact on Organizational Performance: A Case Study of Private Colleges KPK, Pakistan. *University of Haripur Journal of Management*, 1(1), 62-66.
- Khan, Z.** 2015. Determining the Role of Teamwork, Leadership Communication, Commitment, Self-Efficacy and Its Impact on Organization. *City University Research Journal*, 5(1).
- Khan, Z.**, Khan, S., & Shahzad, S. (2013). Moderating role of procedural justice and empowerment in transformational leadership with its impact on organizational commitment. *International Review of Management and Business Research*, 2(3), 847.
- Khan, Z.**, Karim, N., & Jan, S. U. (2014). Role of performance based reward system in improving employee's productivity and job satisfaction: Analysis of government and private sector of Peshawar. *City University Research Journal*, 4(1), 80-87.
- Jan, S. U., Owais, M., and **Khan, Z.** (2014). Macroeconomic development and debt/equity choice of the firms: A sector wise analysis of KSE listed firms. *City University Research Journal*, 4(1), 1-22.
- Shahzad, S., **Khan, Z.**, & Khan, S. (2015). Contributing factors of employee's performance: A case study of local NGOs in Peshawar City. *UTMS Journal of Economics*, 6(1), 127-134.
- Shahzad, S., **Khan, Z.**, & Habib, M. N. (2016). Impact of Training and Development on Employee's Performance: A Case Study of Private Local Schools, District Nowshera, KPK. *Sarhad Journal of Management Sciences*, 2(01), 49-54.
- Khan, Z.**, & Bashir, F. (2020). Role of Supportive work environment in healthcare organization: Mediating relationship of psychological capital. *City University Research Journal*, 10(1), 140-152.

Conference Proceedings

- 13th International Conference on Statistical Sciences at Islamia College Peshawar (16 – 18th, January) 2013
- Antecedents of Organizational Culture in Change Management: Moderating Role Leadership and Empowerment: An Evidence from Peshawar Region
- 1st International Conference on Emerging Trends in Engineering, Management and Sciences at Pak China Friendship Centre, Islamabad (29-30th December) 2014
- Participated as organizer in SZABIST 20th National Conference on 19th April, 2017 and presented paper
- Participated as Conference Session Chair in International conference at Bahawalpur University, March 2020
- International Conference on Business Education and its Context: Points of Convergence & Divergence on 7-8th February, 2017 at Serena Hotel, Islamabad
- 4th International Conference on Emerging Trends in Engineering, Management and Sciences at Pak China Friendship Centre, Islamabad (October) 2021
- 5th International Conference on Emerging Trends in Engineering, Management and Sciences at Pak China Friendship Centre, Islamabad (21-22nd December) 2023
- 2nd International Conference on Sustainable Development Goals (SDGs), organized by the Quality Enhancement Cell, Khwaja Fareed University of Engineering and Information Technology, Rahim Yar Khan, Pakistan (12-13th July, 2023)

Trainings Attended

- A. One day training workshop on Faculty Development for Entrepreneurship and improvement of Industry- Academia Linkage on Feb 18th, 2016
- B. Assessment and Career Counseling Of Students on April 29, 2016
- C. Dynamics of NBEAC Accreditation and Re-accreditation on 25-26th September, 2017
- D. Two Days workshop on Strategic Planning of a Business School 24th- 25th April, 2018 at IBA, Karachi
- E. NBEAC Accreditation Framework on 8th-9th April, 2019 at PC, Lahore
- F. Two days international conference on Business Education and its Context on 7-8th February, 2017
- G. Two days' workshop on Developing and teaching courses OB and HRM on 19th- 20th November, 2019
- H. Managerial excellence for effective services delivery on 13-15 March, 2018
- I. Managing Employee compensation (Coursera Online-Certification) 2023
- J. Business Intelligence and Data Analytics (Coursera Online- Certification) 2023
- K. Introduction to Data Analytics (Coursera Online- Certification) 2023
- L. Marketing Analytics Foundation (Coursera Online- Certification) 2023
- M. National Certified Reviewers (NCR) Training (HEC-SINDH) December, 2023
- N. Integrating technology & pedagogical aspects for online teaching, from October 9-11 2023

Trainings Delivered and Volunteer Work

- One Day Training – Asian Competitiveness Institute Pakistan 13th June, 2015
“Enhancing Employees’ thoughts around achieving peak performance”
- **Resource Person**
 - 4-days workshop on Quantitative Techniques using SPSS
 - Delivered lecture on hypothesis formulation and types
 - Guidance related to interpretation of results
 - Analysis using SPSS, 3 hours session at Mohammad Ali Jinnah University, Islamabad
 - Worked as a volunteer for National Volunteer Movement, Tree Plantation Campaign Manshera, on 6-7th July, 2006.

- Two days Training on leadership skills at City University July,2017
- Online readiness skills at City University May,2020

Major Achievements

- NBEAC Accreditation X Category for City University, Peshawar 2024
- ACCA Accreditation for the program of BS Accounting and Finance (NINE-Exemptions) (CUSIT is the Only Private Sector University in KP)
- Best Teacher Award in 2018
- Best Teacher Award in 2011
- Impact Rankings for CUSIT
- National Rankings for CUSIT
- National Certified Reviewers (Only Private Sector University member selected from HED-KP) Institutional Performance Evaluation (IPE)
- NOC for the program of Master in Health Care Management (MS-HCM)

Interests & Hobbies

- Cricket.
- Cooking.
- Travelling, Hiking and Socialization.

References

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