

Muhammad Naeem, Ph.D.

Office:

Virtual University Campus, Peshawar
Opposite BISE Peshawar & Adjacent to ICMS
College, Board Bazar, Peshawar, Khyber
Pakhtunkhwa
m.naeem@vu.edu.pk
Phone: 091-5701071, 091-9330303
Skype: m.naeem00

Home:

Khattak House Muradabad, Palosi Road Near
Agriculture University Peshawar, Peshawar-
Pakistan
m.naeem6979@gmail.com
Contact: 03338343752

CAREER OBJECTIVE

I want to become a part of an organization where I can contribute through my knowledge and research skills which I have acquired in my academic career to achieve my personal as well as organizational goal.

CURRENT POSITION

Tutor/Instructor, Department of Management Sciences, Virtual University of Pakistan, Peshawar Campus.

COURSES TAUGHT/MANAGED

1. Organizational Diagnosis and Transformation
2. Human Resource Management
3. Organizational Behavior
4. International Human Resource Management

ACADEMIC RECORD

Ph.D. Management Sciences (2019-2023)

Specialization: Human Resource Management

Title: The Effect of Developmental and Evaluative Purpose of Performance Appraisal on Individual

Outcomes: Moderating Effect of Multidimensional Locus of Control. (Ph.D. Country Directory ID: 82088)

Department of Management Sciences

Islamia College Peshawar, Peshawar, Pakistan

MS-Management (2014-2016)

Specialization: Human Resource Management

Institute of Management Science, Peshawar, Pakistan

BS-Commerce (2009-2013)

Specialization: Human Resource Management

Quaid-e-Azam College of Commerce, University of Peshawar, Pakistan

EXPERIENCE

March 25, 2021- Continue	Tutor/Instructor (Management Sciences) Virtual University of Pakistan, Peshawar Campus <i>Key Responsibilities:</i> - Preparing questions for exam Quiz Bank (QB). - Conducting online interactive sessions with students, - Preparing, developing & reviewing Quiz Bank. - Online facilitating students in the subject matter, taking quizzes, and mid-term and final term exams. - Formulate questions along with grading schemes for the university question bank & Quiz Bank. - Marking of electronic papers (Mid-Term / Final Term) for grade examinations. - Provide mentoring to the Final Project / Internship students through Skype/Teams sessions. - Conduct Presentations and Viva voce sessions for the students. - Evaluation of Final Projects and Internship Reports.
September 2, 2015- May 1, 2020	Teaching and Research Assistant (TRA) Institute of Management Sciences, Peshawar <i>Key Responsibilities:</i> - Maintaining attendance records. - Facilitating in designing of courses folder for several subjects. - Conducting quizzes and mid-term exams. - Evaluation of the objective class tests and presentations in the class. - Invigilation in the mid-term and final-term examinations in the institute. - Counseling students in absence of the concerned teacher. - Communication with students to understand their problems and difficulties in their research theses/projects and support them in dealing with their issues. - Managing all day-to-day office work and maintaining records of each student.
September 6, 2017 – January 15, 2018	Visiting Faculty Member Institute of Management Sciences, Peshawar <i>Key Description:</i> I have taught Organization Diagnosis and Transformation Subject at the postgraduate level.
April 1, 2017- June 1, 2017	HR-Officer Out of School Children Survey, 2017 Center for Public Policy Research (CPPR) Institute of Management Sciences, Peshawar
January 18, 2017- January 19, 2017	External Examiner Research and Development Department (R&DD) Institute of Management Sciences, Peshawar <i>Key Description:</i> - I have served as an External examiner at Institute of Management Sciences (IMSciences), Peshawar for BBA (Hons) theses oral examination.
September 1, 2016- February 27, 2017	Research Assistant Institute of Management Sciences, Peshawar <i>Key Responsibilities:</i>

	- Designed and initiated a data collection strategy for collection, recording and preliminary analysis of data from selected public-sector universities of KP.
June 2013 - August 2013	HR Internee Community Development Unit, Commissionerat Afghan Refugees (CDU/CAR), Hayatabad
June 2012 - August 2012	HR Internee Cherat Cement Company Limited, Nowshera
November, 2009- February 2018	Test Staff Member (Invigilation) National Testing Services (NTS), Peshawar

JOURNAL PUBLICATIONS

1. Ahmed, M., Saleem, N. & **Naeem, M.** (2024). Evaluating Public Health Campaigns on Social Media using the Health Belief Model: Evidence from Khyber Pakhtunkhwa, Pakistan, *Academic Journal of Social Sciences*, 8(2), 1-32.
2. **Naeem, M.**, Shah, F.A., Kakakhel, S.J. & Gul, S. (2022). What Matters When Examining the Performance of Salespersons? Analyzing the Boundary Conditions of Personal Dispositional Factor. *Frontiers in Psychology*, 1-14.
3. Gul, S., Jamal, W., & Naeem, M. (2022). The performance status of higher educational institutions: A transfer of knowledge perspective. *Education and Information Technologies*, 1-15.
4. Iqbal, M., **Naeem, M.**, Shah, F.A., & Shahzad, S. K. (2022). Nursing in a Developing Country's Context: Examining Perception of Politics as an Underlying Mechanism Mediating between Emotional Intelligence and Work Outcomes. *Journal of Quantitative Methods*, 6(2), 71-107.
5. **Naeem, M.**, Shah, F. A., & Kakakhel, S. J. (2021). Performance appraisal purpose and job embeddedness: examining the interaction effect of multidimensional locus of control. *Journal of Contemporary Issues in Business and Government*, 27(06), 1681-1698.
6. Zeb, A., Hayat, K., Wahid Raza, **Naeem, M.**, & Gul, S. (2021). Impact of covid-19 on the performance of business operations of Pakistan. *Multicultural Education*, 7(9), 432-439.
7. Sher, A., Gul, S., Riaz, M.K., & **Naeem, M.** (2019). Psychological safety: A cross-level study of a higher educational institute (HEI). *Journal of Management Sciences*, 6(1), 30-49.
8. Afridi, O., Gul, S., & **Naeem, M.** (2019). The role of management practices of higher education institutions in knowledge storage and knowledge accessibility. *Journal of Management Research*, 6(1), 54-83.
9. Waheed, A., Gul, S., Riaz, M.K. & **Naeem, M.** (2019). Prevalence of post-traumatic stress disorder and its impact on job satisfaction and perceived job performance: Evidence from Afghanistan. *Jinnah Business Review*, 7(1), 37-45.
10. Zafar, J., **Naeem, M.**, & Jamal, W. (2018). Organizational diagnosis using Weisbord model: A comparative study of health sector in Peshawar. *Global Management Journal for Academic & Corporate Studies*, 8(1), 43-52.
11. Jan, A., Gul, S., & **Naeem, M.** (2018). Social impact of FATA development authority's skill development program in Khyber agency. *Jinnah Business Review*, 6(2), 42-51.
12. Ullah, S, P., Jamal, W. & **Naeem, M.** (2018). The relationship of employee engagement, organizational commitment and organizational citizenship behavior. *Jinnah Business Review*, 6(1), 35-41.

13. **Naeem, M.,** Jamal, W., & Riaz, M.K. (2017). The relationship of employees' performance appraisal satisfaction with employees' outcomes: Evidence from Higher Educational Institutes. *FWU Journal of Social Sciences*, 11(2), 71-81.

CONFERENCE SESSION CHAIR

- Participated as a Session Chair in 9th EMS International Conference on Freedom and Prosperity: Opportunities to Innovate and Sustain, July 17-18, 2023 organized by Experts in Management and Social Sciences (EMS).

CONFERENCE PROCEEDINGS

1. Ullah, I., **Naeem, M.,** & Ibrar, M.I. (2024). *Assessment of Assessments: A Step towards Fairness and Quality Assurance*. Paper presented at National Conference on STEM: Practices and Prospects in Assessment & Evaluation, by Virtual University of Pakistan, Islamabad.
2. Sher, A., Riaz, M.K., **Naeem, M.,** & Gul, S. (2018). *Psychological safety: A cross-level study of a higher educational institute-HEI*. Paper presented at 10th South Asian International Conference (SAICON).
3. Gul, S., Jamal, W., & **Naeem, M.** (2018). *From Critical Success Factors to Critical Success Levels for Transfer of Knowledge; A Review of Literature*. Paper presented at 3rd International Conference on Emerging Trends in Engineering, Management & Sciences (ICETEMS-2018).
4. Jamal, W., **Naeem, M.,** & Riaz, M.K. (2018). *Leadership styles in Government High schools: Evidence from Khyber Pakhtunkhwa*. Paper presented at 2nd International Conference on Emerging Challenges for Organization in Developing Countries (ECODE) at Baharia University, Islamabad.
5. Gul, S., Jamal, W., & **Naeem, M.** (2018). *Necessary and supportive conditions for Tacit Knowledge transfer: A conceptual framework*. Paper presented at 1st National Research Conference on Contemporary Issues and Practices in Business and Management (NRCBM-2018).
6. Khan, H., Jamal, W. & **Naeem, M.** (2018). *Employees' perception about corporate social responsibility; A study of higher educational institutes in Peshawar*. Paper presented at 3rd Abasyn International Conference on Technology and Business Management (AICTBM-18).
7. Ullah, S, P., Jamal, W. & **Naeem, M.** (2017). *The relationship of employee engagement, organizational commitment and organizational citizenship behavior*. Paper presented at 6th CUST International Business Research Conference on Emerging Business Opportunities in the Region with focus on CPEC. (ISSN: 2307-7921)
8. Zafar, J., **Naeem, M.,** & Jamal, W. (2017). *Organizational diagnosis using Weisbord model: A comparative study of health sector in Peshawar*. Paper presented at the 20th National Conference on Aligning Business with Sustainable Development Challenges and Responsibilities for the Industry, SZABIST, Islamabad. ISBN NO: 978-969-23044-1-2. ISBN NO: 978-969-7754--00-7.
9. Khan, K., **Naeem, M.,** & Jamal, W. (2017). *Employees' Perception about Gender Stereotyping: a study of the University of Peshawar*. Paper presented at the Multidisciplinary Ph.D. Research Conference at Baharia University, Islamabad.
10. **Naeem, M.,** Jamal, W., & Riaz, M.K. (2016). *The relationship of employees' performance appraisal satisfaction with employees' outcomes: Evidence from higher educational institutes*. Paper presented at 2nd International Conference on Emerging Trends in Engineering, Management & Sciences (ICETEMS-2016). ISBN NO: 978-969-23044-1-2.

REVIEWER

I have served as a reviewer for following journals:

- Journal of Management Sciences (JMS), Iqra University Karachi, Pakistan.
- Educational & Information Technology (Springer).
- Journal of Managerial Sciences, Qurtuba University of Science and IT, Peshawar.
- Journal of Management and Research, University of Management and Technology (UMT).

Ph.D. COLLOQUIUM

- Presented Ph.D. Proposal in Doctoral Colloquium on March 29, 2018, organized by Suleman Dawood School of Business, Lahore University of Management Sciences, Pakistan.
- Participated in Ph.D. Colloquium "Governance, Management, and HR: Strategic Directions" on March 19, 2018, organized by the Institute of Administrative Sciences (IAS), University of the Punjab, Lahore.

TRAINING AND WORKSHOPS

- Attended Strengthening Research Planning using Elsevier Tools-Scopus, Science Direct & Mendeley on October 22, 2020, by Researcher Academy ELSEVIER.
- Participated in two days' workshop (Online) Training on "Theory Based Research Model Building" for social science researchers on May 8-9, 2020 conducted by TSOL.
- Attended Emerald workshop on Scientific Evaluation of Research for Scholarly Journals, held on April 21, 2020, by Emerald Publishing.
- Attended getting published online workshop, which was held on April 13, 2020, conducted by Emerald Publishing.
- Participated in a workshop on Partial Least Squares- Structural Equation Modeling (PLS-SEM) on January 25, 2020, organized by CECOS University Peshawar.
- Participated in two days' workshop on Partial Least Squares- Structural Equation Modeling (PLS-SEM) on October 13-14, 2018 organized by SZABIST, Islamabad.
- Participated in 5 days' workshop on Academic Research Writing Skills on July 16-20, 2018 organized by Research & Development Department at the Institute of Management Sciences, Peshawar.
- Participated in a one-day workshop on Partial Least Squares- Structural Equation Modeling (PLS-SEM) on May 3, 2018, organized by the School of Entrepreneurship & Management Sciences- City University Peshawar.
- Participated in a workshop on Analysis of Moment Structures (AMOS) on February 3, 2018, organized by Creative Business and Social Research (CBSR), Islamabad.
- Participated in 4 days' workshop on Research Philosophies and Research Methods on Finance on August 5-8, 2015 at Baragali Campus, University of Peshawar.

- Attended two days Research Methods workshop held on November 22-23, 2014, organized jointly by the Institute of Management Studies, University of Peshawar, and Institute of Management Sciences Peshawar at Baragali Campus.
- Participated in a training Program on Business Development through Strategic Management held on October 20, 2012, by National Productivity Organization (NPO), Ministry of Industries. Government of Pakistan.
- Participated in a workshop on Negotiation and Conflict Resolution on May 5-6, 2012 by South Asian Center for International and Regional Studies (SACIRS) in Peshawar, Pakistan.
- Participated in a workshop on Effective Communication Skills on March 31 and April 01, 2012, by South Asian Center for International and Regional Studies (SACIRS) Peshawar, Pakistan.

ONLINE CERTIFICATIONS

Courses	Institute	Date of Completion
Human Resources	Open2Study, Australia	September 6 th , 2016
Negotiation and Conflict Resolution	Macquarie Graduate School of Management, Australia	September 6 th , 2016
Sociology	Western Sydney University, Australia	September 6 th , 2016

VOLUNTARILY WORK

1. WeCare Society, IMSciences Peshawar (January 2016 till May 2019)

WeCare – IMSciences, aims to educate students and the community regarding; environmental degradation (pollution), deforestation, water conservation, waste recycling, and local environmental issues and their effects on human health and the economy. It also promotes a clean and green environment through innovative methods. The mandate of the society includes social networking and the promotion of its activities at the district level. I have worked as a volunteer on behalf of the institute.

PERSONAL INFORMATION

Marital Status: Married (2 Kids)
 Nationality: Pakistani
 CNIC No: 17301-3204572-7
 Date of Birth: 02/01/1991
 Passport No: CW9955723
 Languages: English, Urdu, Pashto (Native speaker)
 Permanent Address: P.O. Box No. 24250, Mohallah Naji Khel, Village Speen Khak, Nowshera

REFERENCES

- **Dr. Fayaz Ali Shah**
Associate Professor/ Ph.D. Research Supervisor
Department of Management Sciences
Islamia College Peshawar, Peshawar, Pakistan

Contact No.: +92-341-9375701
Email address: fayaz@icp.edu.pk

- **Dr. Arooj Zeb**
Assistant Professor
Department of Management Sciences
Virtual University of Pakistan, Peshawar Campus
Contact No.: +92-332-9394172
Email address: arooj.zeb@vu.edu.pk

** CV updated on March 12, 2025.*