

Dr Mariam Bhatti

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Professional Summary

Experienced academic with a PhD in Business Management and a strong focus on quantitative research, diversity in teams, and organizational effectiveness. Over a decade of international teaching experience at undergraduate, postgraduate, and PhD levels. Published in high-impact journals and currently engaged in interdisciplinary, funded research. Passionate about academic writing, mentoring, and integrating digital and industry trends into research and teaching.

Career Objective:

Seeking a postdoctoral or academic role to contribute to high-impact research, interdisciplinary collaboration, and student development through research-led teaching and academic service.

Core Competencies:

- Quantitative & Qualitative Research
 - SPSS, AMOS, PLS-SEM
 - Academic Writing & Publication
 - Research Supervision & Mentorship
 - Online & Hybrid Teaching
 - Curriculum Development & Instructional Design
 - Industry Collaboration & Community Engagement
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Teaching & Academic Experience:

Research Tutor & Co-Researcher, Taylors University, Malaysia (March 2023 – Present)

Courses Taught: Research Methods, Quantitative Analysis, SPSS (PhD, Master's, and undergraduate level)

- Designed and delivered research-intensive curricula aligned with digital and industry trends.
- Provided academic advising and research supervision across levels.
- Integrated digital tools and emerging business topics into lectures.
- Assignment checking, exam marking, and preparation of final results.

Research Assistant, Taylors University, Malaysia (Aug 2016 – Mar 2020)

- Contributed to data collection, literature reviews, journal preparation, and collaborative research.

Lecturer / Program Coordinator, Imperial College of Business Studies, Pakistan (Sep 2013 – Jan 2015)

Courses Taught: Research Methods, Business Communication (undergraduate level)

- Updated course content and mentored students in academic writing.
 - Maintain Student's, teacher's & Staff's files.
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- Maintain Accounts & Coordinate with the university's account department.
 - Maintain fee schedules, invoices of students and salaries & salary records of teachers.
 - Facilitate / conduction of classes & studios, coordinating with teachers & students.
 - Maintain students' attendance & assignments records, coordinate with parents & guardians of students.
 - Monitoring upkeep of classes, studios & workshops, Invigilation of exams.
 - Lectured to bachelor's students (Comm. Skills)
 - Verify discrepancies and resolve student fee and teacher's salaries issues.

Visiting Faculty, Pakistan Finance College & Punjab College of Commerce, Pakistan (2002–2004)

Courses Taught: Business Law, Cost Accounting, Commerce, Report Writing (MBA Executive & UG level)

Online / Hybrid Teaching:

- Familiar with online teaching tools and methods (e.g., Zoom, Moodle, MS Teams)
- Incorporate digital tools, analytics, and emerging business trends in curriculum

Selected Research Projects & Funding:

Digital Mindset Impact on SME Performance (Co-Researcher, 2023–2024)

- Funded by Taylors University, Malaysia | Grant Value: RM 75,000
- Focus: Digital readiness, performance outcomes, and SME innovation

Publications:

- **Bhatti, M.**, Krishnaswami, J., & Leow, N. X. (2023). How leader-member exchange and team-member exchange mediate the relationship between diversified work climate and team performance. *International Journal of Business and Data Analytics*, 2(3), 302-334. <https://doi.org/10.1504/IJBDA.2023.133308>
- **Bhatti, M.** (2024). A conceptualisation of a framework for the determinants of team diversity on team performance. *International Journal of Work Organisation and Emotion*, 15(1), 76-100. <https://doi.org/10.1504/IJWOE.2024.136605>
- Jiang, F., Isa, F. M., Ng, S. P., & **Bhatti, M.** (2023). The Impact of Supply Chain Integration to Supply Chain Responsiveness in Chinese Electronics Manufacturing Companies. *SAGE Open*, 13(4), 21582440231219070. <https://doi.org/10.1177/21582440231219070>

Under Review (Corresponding Author):

- **Bhatti, Mariam** and Md Isa, Dr Filzah Binti and Nik Muhammad, Dr Nik Maheran, The Moderating Effects of Perceived Organisational Support on the Relationships between Leader-Member Exchange, Member-Member Exchange and Team Performance. Available at SSRN: <https://ssrn.com/abstract=4503480> or
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<http://dx.doi.org/10.2139/ssrn.4503480>. **(Corresponding Author)**.

- **Bhatti, M.**, Md Isa, D. F. B., & Nik Muhammad, D. N. M. Uncovering the Influence of Diversity on Team Performance in the Textile Industry of Pakistan. International Journal of Information, Diversity, & Inclusion (IJIDI). **(Corresponding Author)**.
- Jianchao, Shibao, A, Md Isa, D. F. B., & **Bhatti, Mariam**. The Factors Influencing Purchase Intention of Highly Educated People on Skincare Product in Malaysia. Journal of Consumer Behaviour **(Corresponding Author)**.
- Chea Zia Ji, Md Isa, D. F. B., & **Bhatti, Mariam**. The Impact of Financial Literacy on Personal Investment Decisions Among Adults in Malaysia. International Journal of Consumer Studies. **(Corresponding Author)**.
- Waheed, Baanee, Md Isa, D. F. B., **Bhatti, Mariam** & Lian, Kim. The Effect of Digital Marketing on Malaysia's Universities Students Purchase Intention. Journal of Digital & Social Media Marketing **(Corresponding Author)**.
- Hassan, Maldha, Md Isa, D. F. B., **Bhatti, Mariam** & Lian, Kim. An Investigation on the Effect of Digital Marketing on Gen Z customers' Purchase Intentions in Malaysia. Journal of Interactive Marketing. **(Corresponding Author)**.
- Rashid, Raaima, Md Isa, D. F. B., **Bhatti, Mariam** & Lian, Kim. An Investigation on The Relationship Between Digital Marketing and Purchase Intentions in Malaysia. Journal of Marketing Communications. **(Corresponding Author)**.
- Jun, Nicholas, Md Isa, D. F. B., **Bhatti, Mariam** & Ling, Gan. Factors Influencing Women's Intention to Purchase Beauty Products Online: A Study of the Klang Valley Market. Journal of Consumer Behaviour. **(Corresponding Author)**.

Student Supervision & Mentorship:

- Co-supervised 4 postgraduate theses (Master's/PhD) and 5 undergraduate research projects
- Mentored students on thesis development, quantitative tools, and academic writing

Academic Engagement & Service:

- Reviewer, International Conference on Accounting Research & Education (ICARE)
- Paper presenter, BLM3-2022 Conference (Malaysia)
- Contributor, MFAIC 2023 – Financial Literacy & Investment Behavior

Education:

- Doctor of Philosophy (Business Management), June 2023, Taylors University Lakeside Campus, Subang Jaya, Malaysia.

Dissertation: Team Diversity Influencing Team Performance with Leader- Member and Team-Member as Mediators and Perceived Organizational Support as a Moderator.

- Post-Graduate (Master of Business education) in Banking and Finance, April 2003, University of the Punjab – Lahore, Pakistan.
- Bachelor of Commerce, July 1999, University of the Punjab – Lahore, Pakistan.
- Intermediate of Commerce, September 1997, Board of intermediate and secondary education. Lahore, Pakistan.

Technical Skills:

SPSS, AMOS, PLS-SEM

Microsoft Office Suite

Research Databases (Scopus, Web of Science)

Soft Skills

Team Leadership

Networking

Research Communication

Emotional Intelligence

Corporate Appointments:

Recruitment Manager, Perdana Properties - Kuala Lumpur, Malaysia, from **January 2019 – March 2020. Responsible for** Develop and execute recruitment strategies, Source candidates through various channels, Coordinate and conduct interviews, **evaluate** candidate qualifications, Support hiring managers throughout the process, Strong understanding of recruitment processes, Excellent communication and interpersonal skills.

Sales Executive / Office Assistant, Perdana Properties - Kuala Lumpur, Malaysia, from October 2017 – January 2018.

Assistant Accountant / Accounts Payable, Y.S Securities - Lahore, Pakistan, from May 2007 – November 2009.

Assistant Manager, Sapphire Fibers Ltd, Lahore, Pak - Lahore, Pakistan, from June 2004 – June 2005.

Finance Coordinator, Cherat Cement PVT Ltd. - Lahore, Pakistan, from June 2002 – September 2002.

Coordinator, United Bank Ltd - Lahore, Pakistan, June 1999 – August 1999.

References:

Associate Professor Dr Filzah Binti Md Isa, Associate Professor

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