

Dr. Muhammad Tasnim Khan

Senior Research Associate
Editorial Board Member of two Journals



BRIEF PROFILE

Dr. Muhammad Tasnim Khan is a dedicated academic and researcher with over a decade of experience in higher education and scholarly inquiry. Holding a PhD (PCD# 37273) in Business Administration with a specialization in Leadership, particularly Paradoxical Leadership. Dr. Khan has cultivated a robust portfolio in teaching, research, and academic service. He is a Gold Medalist in MS Management Sciences. He currently serves as a Visiting Lecturer and Research Associate at the UMT, Lahore, contributing actively to projects that bridge theory and practice in the field of management sciences. A seasoned quantitative researcher, Dr. Khan is proficient in advanced statistical analysis, particularly using R Studio. His scholarly contributions include the publication of 17 research articles in high-impact, peer-reviewed journals, with 8 additional manuscripts currently under review. His research interests span leadership, organizational behavior, and human resource management. In recognition of his academic commitment, Dr. Khan serves on the editorial board of two international journals and is an active reviewer for two esteemed, impact-factor journals. Further, Dr. Khan is now pursuing an opportunity as a Professional Researcher and Educator, with a vision to contribute to quality education, impactful research, and the grooming of future leaders in business and academia.

TEACHING EXPERIENCE

Visiting Lecturer

University of Management and Technology (UMT) | Fall 2023 - Till

Taught Introduction to Business and Professional Practice to undergraduate students.

National College of Business Administration & Economics (NCBA&E) | Spring 2024

Taught HRM and Employee Incentives, Benefits, and Compensation Strategies to MBA 2.5 and undergraduate students.

WORK EXPERIENCE

Senior Research Associate

ODR, University of Management and Technology (UMT) | July-2025 - Till

Supporting professors in publishing high-impact factor journals, including literature review, data analysis, and manuscript submission

Research Associate

ODR, University of Management and Technology (UMT) | June-2021 - June-2025

Supporting professors in publishing high-impact factor journals, including literature review, data analysis, and manuscript submission

Office Assistant

OIA, University of Management and Technology (UMT) | November-2015 to May-2021

Forms receiving, verification, data entry and record maintenance of admissions, report generation by ERP. As Counsellor, give all information about admission, courses registration and submission of forms.

CONTACT DETAILS

- Cell & WhatsApp: +923125683772
- Email: tasnim.khan@umt.edu.pk
- Office of Dean Research, UMT, CII Block, JOHAR Town, Lahore, Pakistan
- Links: [LinkedIn](#), [Google Scholar](#), [Web of Science](#), [Scopus](#), [ORCID](#)

ACADEMIC HISTORY

Degree Name	Institution	Duration	Grades
PhD in Business Administration	University of Central Punjab	2021-2025	3.28 CGPA
MS in Management Sciences	RIPHAH International University	2018-2020	3.90 CGPA (Gold Medalist)
MBA Executive	RIPHAH International University	2016-2018	3.75 CGPA
Bachelor of Commerce	Bahauddin Zakariya University	2009-2011	2nd
Diploma of Commerce	PBTE	2007-2009	2nd
Matriculation	BISE Multan	2005-2007	2nd

PUBLICATIONS

- 1.Cultivating a Paradoxical Mindset: Enhancing Transformative Learning Through Paradoxical Leadership Muhammad Tasnim Khan; Sami Ullah, Abdul Sami; Muhammad Shaikh, (2025), Leadership and Organization Development Journal (HEC-W, Scopus Q1; ABDC, B; CABS, 1; IF 4.20, SSCI, ESCI)
- 2.Balancing innovation: the role of paradoxical leadership and ambidexterity in fostering team creativity Muhammad Tasnim Khan; Ullah Sami. (2025), International Journal of Innovation Science. (SSCI, ESCI, HEC, X, Scopus, IF, 3.00)
- 3.Abusive supervisor triggers counterproductive work behaviors in nursing staff: role of psychological contract breach and Islamic work ethics Maqbool, M., Lyu, B., Ullah, S., Khan, Muhammad Tasnim., Abeden, A. Z. U., & Kukreti, M. (2024), Leadership & Organization Development Journal (HEC-W, Scopus Q1; ABDC, B; CABS, 1; IF 4.20, SSCI, ESCI)
- 4.Impact of Organizational Justice on Employee Satisfaction among Punjab Police: An Empirical Investigation in the Post Model Town Incident Time Siddiqi, A. F. I., & Khan, Muhammad. Tasnim. (2024). Journal of Police and Criminal Psychology, (H-Index 34, IF, 1.7, SSCI, ESCI)
5. Digital Leadership and Digital Transformation: The Role of Change Readiness, Person-Organization Fit, and Person-Job Fit, Muhammad Tasnim; Nabila; Hafeez ur Rehman; & Iqra. Pakistan Journal of Humanities and Social Sciences (HEC Y).
- 6.How Intrinsic Motivation augments Innovation and Commitment? A Moderated Mediation Model of Employee's Trust and Engagement. Khan, Muhammad. Tasnim ., Ali, S. A., & ur Rehman, H. (2024). Pakistan Journal of Humanities and Social Sciences (HEC Y).
- 7.Charismatic Leadership and Job Performance: Mediation of Interpersonal Communication and Moderation of Leader Vision Rafiq, S., & Khan, Muhammad. Tasnim. (2023). Pakistan Journal of Humanities and Social Sciences. (HEC Y)
8. Analysis of the effect of Financial Distress on Tax avoidance during the COVID-19 Financial Crisis: Evidence from Pakistan Khan, Muhammad. Tasnim., & Nawaz, F. (2023). (HEC Y) Review of Applied Management and Social Sciences.
9. The Nexus between Corporate Governance Mechanism and Capital Structure Empirical Evidence from an Economy of Pakistan. Muhammad Tasnim Khan; Tasneem Akhtar. (2023) (HEC Y) Journal of Economics and Management Sciences
- 10.The Effect of Women's Social, Instrumental and Emotional Support on Entrepreneurial Success: Empirical Evidence from Pakistan Noor, Khan, Muhammad Tasnim, Ali, & Mehmood, (2022), (HEC, Y) Pakistan Economic and Social Review.
- 11.Does Institutional Quality Improve Environmental Quality? New Evidence from NARDL Approach Abid, Khan, Muhammad. Tasnim, & ur Rehman, H. (2022). (HEC Y). Review of Economics and Development Studies.
12. Gender Diversity and Firms' Sustainable Performance: Moderating Role of CEO Duality in Emerging Equity Market Zhu, C., Husnain, M., Ullah, S., Khan, Muhammad. Tasnim., & Ali, W. (2022). Sustainability (HEC, W, IF 3.8)
13. The Association between Corporate Governance and Tax Aggressiveness: Empirical Evidence from Pakistan Khan, Muhammad. Tasnim., Nawaz, F., & Mahmood, Z. (2022). (HEC, Y) Journal of ISOSS.
14. Female Director on Board and Firm Performance: Moderating role of CEO duality in Emerging Equity Market Husnain, M., Sarfraz, S., & Khan, Muhammad. Tasnim. (2021). (HEC, Y). Journal of ISOSS.
15. The Impact of Female Directors on Board, and Female CEO on Firm Performance: Empirical Evidence from Emerging Economy Khan,M.Tasnim.,Sarfraz,S.,&Husnain,M.(2021). (HEC Y) Journal of Business and Social Review in Emerging Economies.
16. The Influence of Corporate Diversification on Tax Policy: Moderating the Role of Firm Size in the Emerging Economy
- 17.Corporate Governance Characteristics and Firm Profitability: Empirical Evidence from Emerging Equity Market Husnain, M., Anwar, M. M., Hameed, F., & Khan, M. T. (2021). (HEC, Y) International Journal of Management
18. The Relationship Between Corporate Diversification and Tax Avoidance: Empirical Evidence from the Emerging Economy of Pakistan Khan, M. Tasnim.,Anwar,M.M.,&Husnain,M. (2021). Journal of Accounting and Finance in Emerging Economies (HEC, Y),

RESEARCH CONFERENCES

- 1.3rd Paradox Research, Education, and Practice (PREP) conference, 2025 Organized by Newcastle University Business School
- 2.2nd Paradox Research, Education, and Practice (PREP) conference, 2024 Organized by Newcastle University Business School
- 3.10th International Conference on Contemporary Issues in Business Management (10th ICIBM) 2025, Organized by University of Central Punjab
- 4.9th International Conference on Contemporary Issues in Business Management (9th ICIBM) 2024, Organized by University of Central Punjab
- 5.8th International Conference on Contemporary Issues in Business Management (8th ICIBM) 2023 Organized by University of Central Punjab
- 6.7th International Conference on Contemporary Issues in Business Management (7th ICIBM) 2022 Organized by University of Central Punjab
- 7.2nd International Conference on Action Research in the Multidisciplinary Perspective of Technology, Social and Business Sciences (ICARMP) 2023, Organized by University of Management and Technology
- 8.HSM Doctoral Conference 2023 The Sustainable Development Goals and Doctoral Research, 2023, Organized by University of Management and Technology
- 9.The 1st International Management, Entrepreneurship and Leadership Conference, Organized by Kogi State University, Anyigba. Dated: 8th-10th Nov, 2021
- 10.5th International Conference on Islamic Banking & Finance, Organized by Institute of Business Management, Karachi. Dated 3&4 November, 2021.
- 11.International Conference on Business and Commerce (ICBC),Hailey College of Commerce University of the Punjab Dated: 24, 25, November, 2020
- 12.2021 Research Symposium, Office of Research Innovation & Commercialization ORIC, The University of Sahiwal, Organized by UOS and (PHEC) Punjab Higher Education commission. Dated: 13, March, 2021
- 13.National Conference on Business Research (NCBR-2019) Organized by Islamia University Bahawalpur
- 14.International Conference on Management Research (ICMR-2019) Organized by The Superior University
- 15.2021 Research Symposium Organized by, ORIC, Sahiwal University

RESEARCH WORKSHOPS

- 1.Panel Data Analysis Using Secondary Data, "STATA" 2024, Organized by UCP
- 2.Hands-on Workshop for Reference Management using EndNote" arranged by UMT(Nov-2021)
- 3.2nd One Day Training workshop on " Business Research Software" arranged by RIPHAH International University. (Nov-2020)
- 4.1st One Day Training workshop on " Business Research Software" arranged by RIPHAH international University and HEC .(Jan-2019)

JOURNAL REVIEWER

- Leadership and Organization Development Journal
- Journal of Managerial Psychology

JOURNAL EDITORIAL BOARD MEMBER

- Global Education Ecology
- Law, Business and Sustainability Herald

DIGITAL SKILLS

- R Studio, STATA, E view, SPSS, AMOS, Endnote, ERP /CRM system, MS office, Bibliometric Analysis,

CERTIFICATIONS

1. Science of Happiness: Transformative techniques to well-being, IKL, UMT, 16, April, 2025
2. Professional Communication in Business: Skills for the Modern Workplace, IKL, UMT, March 18, 2025
3. Faculty Development Program by Center for Teaching and Learning, IKL, UMT, 2025
4. Stress Management, By Institute of Knowledge and Leadership, IKL, UMT, 2025
5. Conflict Resolution Using Emotional Intelligence, IKL, UMT, 11, Feb, 2025
6. Stress Management, Institution of Knowledge and Leadership (IKL), UMT, 08, Jan, 2025
7. Emotional Intelligence, By Office of Planning and Development, IKL, UMT 2024
8. Goal Setting, By Office of Planning and Development, IKL, UMT 2024
9. Reducing Wastes in an Academic Environment, By Office of Planning and Development, UMT 2024
10. Service Excellence Mindset, By Office of Planning and Development, UMT 2024
11. 5 Ways to Build a Better LinkedIn Profile, 2024
12. Presentation Skills Using MS PowerPoint By Office of Planning and Development, UMT 2023
13. Qualitative Research by University of California, Davis, 2023
14. Write Professional Emails in English, by Georgia Institute of Technology, 2023

ACHIEVEMENTS

- Completed both MS Management Sciences and PhD in Business Administration with a thesis, majoring in Leadership (Paradoxical Leadership), based on research, demonstrating strong academic rigor and scholarly contribution.
- Awarded Gold Medal in MS Management Sciences for outstanding academic performance in Fall 2018 – Spring 2020.
- Merit certificate of appreciation for outstanding academic performance in MBA Executive.

HOBBIES AND INTERESTS

I am committed to delivering high-quality education in Introduction to Business, Research Methodology, Organizational Behavior, Fundamentals of Management, Leadership, and Professional Practices. My goal is to equip students with knowledge that is practically valuable for their future careers while also guiding them toward ethical and moral excellence. I aim to integrate Islamic principles into my teaching philosophy that helping students to develop both professionally and personally, ensuring how they contribute positively to society.

PUBLICATIONS UNDER REVIEWED

1. The Interplay of Exploitative Leadership and Team Dynamics: How Counterproductive Work Behavior and Locus of Control Shape Unethical Climates (Current Psychology)
2. Steering the Digital Transformation: How Paradoxical Leadership Juggles Innovation Culture and Organizational Agility (Benchmarking: An International Journal)
3. Navigating Contradictions: Exploring the Impact of Paradoxical Leadership on Employee Innovative Performance through Job Crafting and Job Autonomy (Organization)
4. Exploring the Impact of Corporate Social Responsibility on Diversity, Equity, and Inclusion: Implementing D-E-I Model with Moderation of Sustainable Innovation (Equality, diversity and inclusion: An international journal)
5. Navigating Contradictions: The Role of Paradoxical Leadership in Enhancing Digital Dexterity through Psychological Empowerment and Digital Learning Orientation (Leadership and Organization Development Journal)
6. Harnessing Leadership Dynamics: Unveiling the Impact of Leadership Styles on Project Performance with Moderation of Risk Assessment Practices (Strategies and Leadership)
7. The Role of Fashion Consciousness and Digital Influencers in Online Buying: Impact of Social Media Marketing (International Journal of Business Information Systems)
8. Digital Leadership and Digital Transformation: The Role of Change Readiness, Person-Organization Fit, and Person-Job Fit (International Business and Entrepreneurship Development)

RECOMMENDATIONS

1. Lt General (Retd) Javed Hassan

Chief Advisor (HIM), (SI), Institutionalization and Governance.

University of Management and Technology, Lahore, Pakistan

Email: psir.pop@umt.edu.pk

2. Dr. Syed Ahmad Ali

Associate Professor

Kulliyah of Economics and Management Sciences, IIUM Gombak Campus

Email: sahmadali@iium.edu.my

3. Prof. Dr. Inam Ul Haq

De Vinci Research Center

Email: inam.ul_haq@devinci.fr

4. Prof. Dr. Hafeez ur Rehman

Department of Economics and Quantitative Methods, University of Management and Technology

Email: hafeez.rehman@umt.edu.pk

5. Dr. Abdul Waheed

Associate Professor

Department of Marketing, Dr. Hasan Murad School of Management (HSM).

Email: abdul_waheed@umt.edu.pk