

SUNDUS KHALID

PhD Business Administration

Dedicated and research-driven academician with over 12 years of progressive experience in higher education, curriculum development, and scholarly research in Human Resource Management and broader Management Sciences. Demonstrated expertise in teaching undergraduate and graduate courses, leading departmental research initiatives, and publishing in peer-reviewed journals. Committed to leveraging evidence-based pedagogy and cross-disciplinary collaboration to inspire academic excellence and advance knowledge in business and management studies.

CONTACT

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Location: Rawalpindi, Pakistan

CORE SKILLS

- Quantitative Research
- Qualitative Research
- Curriculum Development
- Academic Writing
- Structural Equation Modeling (SEM)
- SPSS
- AMOS
- SmartPLS
- NVivo
- Student Supervision
- Conference Presentations
- Higher Education Teaching

ACHIEVEMENTS

- Awarded the Campus Gold Medal and Chancellor Gold Medal for securing top position in the BS Business Administration program.
- Honored with the Best Thesis Award in my Master's program for outstanding research quality and significant academic contribution.

EDUCATION

PhD in Business Administration
Iqra University, Islamabad
2024

MS in Management
COMSATS University Islamabad
2014

BBA (Gold Medalist)
COMSATS University Islamabad
2012

PROFESSIONAL EXPERIENCE

Lecturer, Department of Management Sciences | COMSATS University Islamabad | June 2015 – Present

- Design and deliver graduate and undergraduate courses in HRM, Organizational Behavior, Business Management, and Entrepreneurship with consistently high student evaluations.
- Supervise over 40 undergraduate theses and final year projects, fostering applied research and critical thinking in emerging management areas.
- Collaborate on departmental curriculum reviews, integrating NBEAC and HEC frameworks to ensure outcome-based education (OBE) and academic quality.
- Lead research seminars and workshops to support faculty development in qualitative and quantitative methodologies, especially SmartPLS, SPSS, and NVivo.
- Spearhead cross-functional academic events, including guest lectures and student industry interaction forums to enhance applied learning.
- Publish high-impact research in peer-reviewed journals on work-family conflict, employee well-being, and organizational behavior in South Asian contexts.

Research Associate, Department of Management Sciences | COMSATS University Islamabad | June 2013 – June 2015

- Supported faculty on grant-funded research initiatives by conducting literature reviews, structuring survey instruments, and analyzing data using SPSS and AMOS.
- Contributed to co-authoring academic manuscripts, one of which led to a conference presentation at ICKEM 2018 in Turkey.
- Assisted in planning academic conferences, symposia, and research dissemination events, enhancing departmental scholarly visibility.
- Maintained ethical and rigorous research documentation practices in alignment with HEC standards.
- Facilitated student research training sessions, particularly in qualitative analysis using NVivo and academic writing techniques.
- Built a structured knowledge repository of case studies and best practices to support faculty teaching and research efforts.

RESEARCH PUBLICATIONS

- Khalid, S., Sabir, S., & Shahzad, A. (2025). Breaking the Cycle: How Family-Friendly Policies Alleviate Work-Family Conflict and Curb Turnover Intention Among Working Women. *Journal of Business and Management Research*, 4(1), 1030–147.
- Khalid, S., & Malik, R. K. (2024). Devising Coping Mechanisms for Working Mothers of School-Going Children: A Qualitative Study of Pakistan. *Pakistan Social Sciences Review*, 8(2), 648–663.
- Accepted: The Allowable Threshold and Preventive Strategies for Mobile Phone Use at Workplace: An Experimental Study. *International Journal of Work Organisation and Emotion*.

CERTIFICATIONS

- Python Basics and Business Applications — COMSATS University Islamabad, 2024
- SMART-PLS Workshop — COMSATS University Islamabad, 2024
- Executive Training: Managed Pakistan — CIIT Islamabad, Serena Hotels, 2015
- Faculty Development Program — Faculty Development Academy, 2013
- NBEAC Deans and Directors Conference — Serena Hotels, Islamabad, 2013

PROFESSIONAL DEVELOPMENT

- Availability and Use of Family-Friendly Policies in Pakistan — ICKEM Conference, Turkey, 2018
- Work Hours and Well-being in the Pakistani Work Environment — SAICON Conference, PC Bhurban, 2017