

## Dr. HAMEED AKHTAR



Assistant Professor (HRM & OB / Management Sciences) / Former Head of Department,  
Department of Business Administration

Google Scholar: <https://scholar.google.com/citations?user=-Uk60kUAAAAJ&hl=en>

ResearchGate: [https://www.researchgate.net/profile/Hameed-Akhtar-4?ev=prf\\_overview](https://www.researchgate.net/profile/Hameed-Akhtar-4?ev=prf_overview)

Orcid: <https://orcid.org/0009-0002-4277-6635>

LinkedIn: [www.linkedin.com/in/dr-hameed-akhtar-401539325](http://www.linkedin.com/in/dr-hameed-akhtar-401539325)

### Professional Profile

A seasoned academic and management professional with over 20 years of experience in higher education, research, and institutional leadership. Holding a PhD in Management Sciences & Engineering, Dr. Hameed Akhtar has served in key academic positions, including Assistant Professor and Head of Department at leading universities in Pakistan. His core expertise lies in **Human Resource Management, Organizational Behavior, Leadership Development, and Strategic HR Practices**, complemented by extensive experience in research supervision, faculty mentoring, and curriculum reform aligned with HEC and OBE frameworks.

Dr. Akhtar has supervised more than 30 postgraduate theses and contributed to numerous national and international publications focusing on HRM, leadership, and higher education reform. Beyond academia, he has coordinated consultancy projects in partnership with **USAID** and the **Government of Sindh**, and led Chinese Language and Cross-Cultural Exchange programs at KASBIT.

As an educator and reform advocate, he emphasizes **evidence-based teaching, inclusive leadership, and institutional transformation**. He is now seeking opportunities to contribute to progressive academic institutions in teaching, research, or academic administration—focusing on developing people, advancing learning excellence, and fostering ethical organizational growth.

### Career Summary

1. Assistant Professor | Head of Department, Department of Business Administration| Federal Urdu University of Arts, Science & Technology (FUUAST), Karachi *July 2022 – September 30, 2025*
2. Assistant Professor, HR Cluster Head | Faculty of Management Sciences SZABIST, Karachi | *February 2018 – June 2022*
3. Assistant Professor | Faculty of Management Sciences KASBIT, Karachi | *March 2017 – 2018*
4. Visiting Faculty | PhD, MBA, EMBA Courses Premier Universities (Iqra University, Greenwich University, LUMHS Jamshoro)
5. Lecturer (BPS-17)| College Education Department, Govt. of Sindh | *14th June 2005-10.03.2017*
6. Lecturer | Business Administration | CMS- University of Sindh|*13-11-2002-30-12-2004*

### Education and Qualifications

- |      |                                                                                                                      |
|------|----------------------------------------------------------------------------------------------------------------------|
| 2016 | PhD, Management Sciences & Engineering, School of Management, Wuhan University of Technology, Wuhan, China,          |
| 2002 | MBA, Human Resources Management, Institute of Business Administration, University of Sindh Jamshoro, Sindh, Pakistan |
| 2010 | M.A-Economics, as an external candidate University of Sindh University Jamshoro, Sindh, Pakistan                     |

### Research Publications

1. Kazmi, S.H.A.; Ahmed, R.R.; Soomro, K.A.; Hashem E, A.R.; **Akhtar, H.**; Parmar, V. Role of Augmented Reality in Changing Consumer Behavior and Decision Making: Case of Pakistan. *Sustainability* 2021, 13, 14064. <https://doi.org/10.3390/su132414064>
2. Malookhani, S. A. ., Anwar, D. R. ., Raza, N. ., & **Sanjrani, H. A. . (2025)**. The Role of Emotional Intelligence in Conflict Resolution: A Study of HR Professionals' Strategies and Effectiveness. *ACADEMIA International Journal for Social Sciences*, 4(4), 315-328. <https://doi.org/10.63056/ACAD.004.04.0886>
3. Dr. Shakeel Ahmed, **Hameed Akhtar Sanjrani**, Ar. Muhammad Zeeshan Zaheer, & Kamran Mujahid. (2025). Future Of Higher Education: How AI Is Revolutionizing Teaching, Learning, And Research. *Social Science Review Archives*, 3(3), 2123–2137. <https://doi.org/10.70670/sra.v3i3.1054>
4. **Hameed Akhtar Sanjrani**, Cheema, A. A., Salik, M. H., & Tarar, M. A. (2025). Exploring the impact of workplace flexibility on employee work-life balance and job satisfaction. *Social Sciences Spectrum*, 4(3), 328–. <https://doi.org/10.71085/sss.04.03.328>
5. Fareed, S., & **Hameed Akhtar Sanjrani**, (2025). Impact of supervisor–subordinate Guanxi on the subordinate's performance: Empirical evidence from higher educational sector. *Center for Management Science Research*, 3(4), 225–241. <https://cmsr.info/index.php/journal/article/view/233>
6. Saleh, F., & **Hameed Akhtar Sanjrani**, (2025). Creating HR effectiveness and high performance work systems through E-HRM competencies. *Periodicals of Management Studies*, Vol. 5 No. 2 (2025) <https://www.pmanagementstudies.com/>
7. **Hameed Akhtar Sanjrani**, Irfan Ali Abro, & Muhammad Rafique Khaskeli. (2025). Effects of Work Motivation on the Job Performance of Higher Education Library Staff: Moderating role of Leadership Style. *Social Science Review Archives*, 3(3), 82–91. <https://doi.org/10.70670/sra.v3i3.842>
8. **Hameed Akhtar Sanjrani**, Liaquat Ali Rahoo, & Paras Channar. (2025). Effect of the Job Satisfaction on Employee Turnover Intention among the Employees of the Banking Sector. *Review Journal of Social Psychology & Social Works*, 3(2), 1050–1060. <https://doi.org/10.71145/rjsp.v3i2.263>
9. Munawar Hussain & **Hameed Akhtar Sanjrani**. (2025). Exploring Employer Branding for Talent Acquisition: Comparative Analysis of Employer Branding Attractiveness dimensions among inside Employees and Business Graduates. *International Journal of Social Science & Entrepreneurship*, 5(1), 76–103. <https://doi.org/10.58661/ijss.v5i1.342>
10. Danya Farooq, , **Hameed Akhtar Sanjrani**, Syed Bilal Vasty, Kumari Neelam, The Relationship between Organizational Identification and Whistle blowing: Moderating Roles of Perceived Ethical Climate & Proactive Personality, Vol. 17 No. 2 (2022); *Market Forces Research Journal* Volume 17 Issue 2, Published December 2022
11. Nikeeta Kartar Thakur, **Hameed Akhtar Sanjrani**, Talent Management Strategies For Enhancing Employee Performance: Evidence From Banking Sector Of Pakistan, *Pakistan Journal of International Affairs* Vol. 7 No. 2 (2024): published 20-06-2024, DOI: <https://doi.org/10.52337/pjia.v7i2.1068>
12. Asif Hussain Samo , **Hameed Akhtar Sanjrani** , Najia Shaikh , Faris Mahar, Weaving Words To Create Vows: Exploring Mediating Role Of Trust And Self-Efficacy In Relation Of Motivational Language Of The Leader With Organizational Outcomes, *Webology* (ISSN: 1735-188X), Volume 19, No. 3, 2022,
13. **Sanjrani Hameed Akhtar**, Hou RenYoung (2015), “Innovation through channels of human resources management: Designing of Creative Organizational Culture” 12<sup>th</sup> Proceedings of ICIM2015, Wuhan University of Technology Wuhan.
14. **Sanjrani Hameed Akhtar**, Hou RenYoung ET AL (2015), Understanding the Dynamics of Human Capital Development in Pakistan: A Socio Economic Obstacle Frame work, *Journal of Poverty, Investment and Development*, [www.iiste.org](http://www.iiste.org) ISSN 2422-846X , An International Peer-reviewed Journal Vol.13, 2015.
15. **Sanjrani Hameed Akhtar**, Hou RenYoung Antonio Goncalves De Andrade (2015),“Human capital Investments nexus with economic growth in Pakistan: a theoretical and empirical analysis” AMSE2015 conference proceedings Thailand, 2015.

## Research Supervision Summary

- Successfully supervised over **30 research thesis** at postgraduate level (MS, MBA, and MSPM) across various domains within management sciences. Major themes include:
- **Organizational Behavior & Psychology**: Topics on burnout, engagement, job satisfaction, resilience, and psychological capital
- **Human Resource Management**: Research on talent management, SHRM, performance appraisal, employer branding, and employee retention
- **Leadership & Communication**: Studies exploring leadership style, emotional intelligence, motivational language, and project success
- **Technology & Systems**: Projects involving HRIS, experiential learning, and high-performance work systems (HPWS)
- **Sectoral Applications**: Applied research in education, banking, construction, retail, pharmaceutical, textile, and IT sectors
- This extensive supervision experience reflects a strong commitment to research mentorship and applied knowledge development in real-world business contexts.

## Research Journal Reviewer

1. External Reviewer@ South Asian Journal of Human Resources Management (SAJHRM) Scopus, SAGE
2. External Reviewer @ Inderscience Publishers, Geneva, Switzerland with editorial offices in Olney, UK.
3. External Reviewer @ Sukker IBA Journal of management and Business SIJMB, IBA University Sukker

4. Internal Reviewer @ Journal Approved examiner of BUKC@ Management Studies Department Bahria Business School Karachi Campus
5. External Examiner@ EMBA Program , Liaquat University of Medical & Health Sciences Jamshoro
6. of Independent Studies and Research (JISR) SZABIST Karachi.
7. Internal Reviewer @ KBJ “KASBIT Business Journal ((KBJ) , KASBIT Karachi
8. External Reviewer @ Jinnah Business & Economics Research Journal (JBERJ) MAJU, Karachi
9. External Reviewer@ Journal of Business Administration and Management Sciences (JOBAMS)(SMIU) Karachi
10. External Reviewer @International Journal of Emerging Business and Economic Trends (IJBET) Shaheed Benazir Bhutto University, Shaheed Benazirabad.
11. External Examiner @MBA/EMBA research projects of Institute of Business and Health Management, Dow University of Health Sciences
12. External Examiner@ Department of Public Administration ,SALU Khairpur
13. Reviewer board of the Journal of Business Administration and Management Sciences (JOBAMS) with ISSN(P): 2518-8275 and ISSN(E): 2663-7073.

### Seminars and Research Activities and Affiliations

- **Chaired Session** at *KASBIT Research Conference 2017* (Collaboration: Sheikh Zayed Islamic Centre) on “*Influence of Contemporary Business Trends in Islamic Regions.*”
- **Judge** at *SZABIST ‘Research Prestige’ Business Proposal Competition* (Evaluated 15+ student research projects).
- **Guest Speaker** at *DHA Suffa University* on “*Chinese Business Environment*”
- **Chief Speaker** at *CPEC Awareness Seminar* (Govt. Sachal Sarmast College, Sindh), addressing 200+ stakeholders on economic corridors.
- Academic Judging & Review
- **External Reviewer** for *Independent Research Studies (IRS)* at SZABIST, ensuring academic rigor in graduate theses.
- Presented paper at \*International Conference on Innovation Management (ICIM-2015)\*, Wuhan University of Technology, China.
- Attended *International CPEC Conference 2017* (University of Sindh), gaining insights on China-Pakistan economic collaboration.
- Participated in *AERC Conference 2017* (Karachi University),

### Professional Development & Training

- **HEC Certified Training** – *PhD Student Supervision* | Institute of Management Sciences (IMSciences) & HEC, 2017
- **Outcome-Based Education (OBE) Workshop** | SZABIST, 2018 (*Applied OBE framework to curriculum redesign*)
- Entrepreneurship & Curriculum Development
- **Entrepreneurship Curriculum Development Workshop** | Facilitated by Sydney Gray (U.S. Consulate), 2017
- Contributed to designing industry-aligned entrepreneurship modules for business programs.
- Research & Policy Engagement
- **NRPU (National Research Program for Universities) Workshop** | Organized by ORIC-SZABIST, 2018
- Gained expertise in HEC research grant applications and project management.
- **Represented SZABIST** at *Sindh Development Forum (SDF)* Conference, Movenpick Hotel Karachi, 2018  
Engaged with policymakers on regional economic development strategies

### Contact Details

**Dr. Hameed Akhtar**

□ **Current Address:** House # 184, Street #17, CBR Town, Phase-1, Islamabad

✉ **Email:** | [drhameedakhtar77@gmail.com](mailto:drhameedakhtar77@gmail.com)

□ **Phone:** +92 333 7008357





