



Muhammad Israr Anjum

Date of birth: 06/12/1992 | **Place of birth:** Dunya Pur, Pakistan | **Nationality:** Pakistani |

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ABOUT ME

I am Muhammad Israr Anjum, I hold an MS in Project Management from COMSATS University, Wah Campus, and an MSc in Economics from Virtual University, supported by a BA in Economics and International Relations from the University of Sargodha. My academic and technical foundation is further strengthened by an apprenticeship in Industrial Electronics from TEVTA and hands-on experience as an electronics technician and supervisor. Currently serving as an administrative officer, I bring a blend of leadership, research, and operational skills to dynamic organizational settings. My research focuses on leadership styles, organizational performance, digital transformation, and remote work culture—demonstrated through published studies and thesis work. I am a self-motivated, confident professional with expertise in Smart PLS, MS Office, and core competencies in quantitative research, qualitative research, time management, conflict resolution, and strategic thinking.

WORK EXPERIENCE

 **XPERT ENGINEERING** – ISLAMABAD, PAKISTAN

INDUSTRIAL TECHNICIAN – 14/01/2012 – 01/01/2024

PCB Stuffing
Laser Marking
Connector Soldering (Body mount & Cable side)
Cable Harness Binding
Cable Harness Manufacturing
Cable & Connector Assembly
General Support of Electronics
Overall Process Management

 **SIGMA SCIENTIFIC PRIVATE LIMITED** – ISLAMABAD

OFFICE ADMINISTRATOR – 03/01/2024 – 31/10/2025

Supervise routine activities
Task Scheduling
Assist in planning
Policy implementation
Coordination & communication
Supporting in managing budget, resources allocation, supervise staff, training, policy enforcement, problem solving, customer satisfaction.

SKILLS

Microsoft Office (Microsoft) | Microsoft Word | Microsoft Powerpoint | Microsoft Excel | Good listener and communicator | IBM Statistical package for Sciences (SPSS) | PLS analysis | Project writing, project development & project management | Leadership and self-management skills. | Office administration & Communication | Team management & Team work | create a work environment where performers can develop their potential | Ability to work individually and within a team with limited supervision | project process management | soldering techniques | Electrical wire harnessing | manufacture of electrical wire products | set up documentation control system

EDUCATION AND TRAINING

15/01/2023 – CURRENT Islamabad, Pakistan

MS PROJECT MANAGEMENT Comsats University Islamabad Wah Campus

Website <https://www.comsats.edu.pk/> | **Field of study** Management and administration

Website <https://www.vu.edu.pk/>

07/09/2017 – 07/08/2019 Sargodha, Pakistan
BACHELOR OF ARTS University of Sargodha

Website <https://www.su.edu.pk/>

01/05/2013 – 18/12/2015 Islamabad, Pakistan
HIGHER SECONDARY SCHOOL CERTIFICATE Federal Board Islamabad

Website fbise.edu.pk

12/01/2009 – 13/01/2012 Lahore, Pakistan
APPRENTICESHIP SCHEME (INDUSTRIAL ELECTRONICS) TEVTA

Website <https://www.tevta.gop.pk/>

05/04/2006 – 01/08/2008 Multan, Pakistan
SECONDARY SCHOOL CERTIFICATE BISE Multan

Website <https://web.bisemultan.edu.pk/>

● LANGUAGE SKILLS

Mother tongue(s): **PANJABI; PUNJABI**
Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
URDU	C2	C2	C2	C2	C2
ENGLISH	B2	C1	C1	C1	C1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● WORKSHOP

27/08/2019 – 29/08/2019
EMC/I & RF Cable Characterization Workshop

RF Cable Characterization
RF Cable Selection
RF Cable Utilization
RF Cable Management

● PUBLICATIONS

2024
[Integrating Digital Leadership, Human Resource Practices, and Sustainability Orientation: A Multidisciplinary Framework for Organizational Agility and Innovation](#)

This study investigates how digital leadership, HR practices, and sustainability orientation shape organizational agility and innovation. Drawing on Dynamic Capabilities, Resource-Based View, and Stakeholder Theory, it introduces a multidisciplinary framework tested through a survey of 210 employees in Pakistan’s IT, services, and manufacturing sectors. Structural equation modeling reveals that these factors enhance agility, which in turn drives innovation. Agility serves as a key mediator in this relationship. The findings offer practical insights for aligning leadership, HRM, and sustainability to boost adaptability in rapidly evolving business environments.

Syeda Muniba Zahrah, Muhammad Danial Ihsan, Kamal Zaid, Sohrab Khan Magsi, Irfan ali, Muhammad Israr Anjum. (2024). Migration Letters, 21(S11), 1732–1739.

Authors: Syeda Muniba Zahrah, Muhammad Danial Ihsan, Kamal Zaid, Sohrab Khan Magsi, Irfan ali, Muhammad Israr Anjum | **Journal Name:** Migration Letters | **Volume, Issue and Pages:** Volume:21,No:S11(2024),pp.1732-1739 | **Publisher:** Migration Letters & The London Publishers

Link <https://migrationletters.com/index.php/ml/article/view/11856>

2025

Balancing Distance and Connection: Remote Work's Dual Impact on Culture and Engagement

This study investigates how remote work intensity affects organizational culture and employee engagement, revealing both positive and negative outcomes. Using data from 350 employees across various industries, the research applies the Job Demands-Resources model and Social Exchange Theory to explore these dynamics. Findings show that remote work weakens cultural cohesion but boosts engagement, with communication quality and work-life balance acting as mediators. Transformational leadership and technological readiness help offset cultural drawbacks while enhancing engagement. The study emphasizes that remote work is not just a logistical shift but a strategic practice requiring thoughtful leadership and infrastructure to sustain culture and performance.

Muhammad Israr Anjum, Dr. Waqas Manzoor, Dr. Abdur Rehman Shahzad, Salman Shifa, Rafia Awan, & Idrees Kamal. (2025). Balancing Distance and Connection: Remote Work's Dual Impact on Culture and Engagement. Bulletin of Management Review, 2(2), 803-815.

Authors: Muhammad Israr Anjum, Dr. Waqas Manzoor, Dr. Abdur Rehman Shahzad, Salman Shifa, Rafia Awan, Idrees Kamal | **Journal Name:** Bulletin of Management Review | **Volume, Issue and Pages:** Vol. 2 No. 2 (2025): 803-815 | **Publisher:** INNOVATIVE EDUCATION RESEARCH INSTITUTE

Link <https://bulletinofmanagementreview.com/index.php/Journal/article/view/192>

● **RECOMMENDATIONS**

Dr. Ayaz Ahmed Assistant Professor of Management Sciences, CUI Wah Campus

Mr. Israr would be an excellent addition to any research team. I hope you will find Mr. Israr's attributes positive and worth able. I hope you will favorably consider his application for further studies in your university.

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Mr. Muhammad Saqib Bashir Butt Assistant Professor of Management Sciences, CUI Wah Campus

I have worked closely with him. He is wonderful in learning, discipline, time managing. He is dedicated, detail-oriented and skilled in research work, administration and coordination. His contributions make him a valuable asset to any academic or research team. I highly recommend him for further studies.

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