

DR. FATIMA SHAMIM

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Personal Profile

As an aspiring researcher with a passion for teaching and a knack for administrative tasks, I bring a well-rounded skill set to any academic or research environment. I have published papers, demonstrating my commitment to advancing knowledge in my field. My teaching experience has enhanced my ability to communicate complex concepts effectively, while my administrative skills ensure smooth and efficient operations. I am eager to contribute to a dynamic team where I can further develop my research capabilities and support educational excellence.

Experience

Assistant Professor ▪ March 2026 – Till Date

The Millenium Universal College (Department of National Qualifications, affiliated with University of the Punjab & Millenium Institute of Technology & Entrepreneurship (MITE) & Department of International Qualifications, affiliated with University of the Creative Arts, London) ▪ Human Resource Management ▪ Organizational Behavior ▪ Fashion & Luxury Industries and Business Final Major Project

Program Coordinator ▪ July 2025 – March 2026

National University of Modern Languages (Department of Accounting & Finance)

Contract Faculty (Lecturer) ▪ 2022 – March 2026

National University of Modern Languages (Department of Accounting & Finance) ▪ Human Resource Management ▪ Strategic Human Resource Management ▪ Principles of Management ▪ Business Research Methods ▪ Corporate Governance & Business Ethics ▪ Operations Management ▪ Organizational Behavior ▪ Introduction to Sociology ▪ Entrepreneurship

Contract Faculty (Lecturer) ▪ 2020 – 2022

National University of Modern Languages (Department of Management Sciences) ▪ Human Resource Management ▪ Strategic Human Resource Management ▪ Principles of Management ▪ Theory and Practice of Management ▪ Business Ethics ▪ Entrepreneurship ▪ Business Research Methods ▪ Organizational Behavior

Visiting Faculty (Lecturer) ▪ 2019-2020

National University of Modern Languages ▪ Human Resource Management ▪ Strategic Human Resource Management ▪ Principles of Management ▪ Theory and Practice of Management ▪ Business Ethics ▪ Entrepreneurship

Visiting Faculty (Lecturer) ▪ 2018-2020

International Islamic University, Islamabad ▪ Principles of Marketing ▪ Oral Communication & Presentation ▪ Organizational Behavior ▪ Strategic Marketing ▪ Business Society & Ethics ▪ Human Psychology ▪ Qualitative Methods

Visiting Faculty (Lecturer) ▪ 2020 - 2021

RIPHAH International University ▪ Human Psychology

Senior Assistant ▪ More than 1 year ▪ 2016-2017

State Life Insurance Corporation of Pakistan ▪ Prime Minister National Health Program

Intern ▪ 1 Month ▪ 2014

Oil and Gas Regulatory Authority ▪ Finance & Accounts Department

Intern ▪ 1 Month ▪ 2013

Pakistan Agriculture Research Council ▪ HR & Procurement Department

Assistant Teacher ▪ 4 Months ▪ 2011

Islamabad Model College for Girls, I-10/4, Islamabad

Young Leader ▪ more than 15 years ▪ 2011 – Till Date

Pakistan Girls Guide Association ▪ Chairperson Young Leaders – Volunteer

Education

PhD Management ▪ International Islamic University ▪ 2018–2024

Management

CGPA: 4.00, Percentage: 85.67%

Thesis/ Dissertation Title ▪ **The Serial Mediation and Boundary Conditions of Officiating Ranks and Employee Outcomes**

MS Management ▪ International Islamic University ▪ 2016 - 2018

Management

CGPA: 3.90, Percentage: 83.78%

Thesis/ Dissertation Title ▪ **Effects of Co-Worker's Idiosyncratic Deals on Outcomes: The Moderating Role of Psychological Entitlement & Mediating Effect of Resentment**

Bachelors in Business Administration ▪ International Islamic University ▪ 2011 – 2015

Finance

CGPA: 3.89, Percentage: 83.71%

Diploma in Applied Psychology ▪ Virtual University, Pakistan ▪ 2026–Continued

Applied Psychology

In-progress, 1st Semester

HSSC ▪ Islamabad Model College for Girls, F-6/2, Islamabad ▪ 2009 – 2011

Pre-Engineering, Percentage: 62%

SSC ▪ Islamabad Model College for Girls, F-6/2, Islamabad ▪ 2007 – 2009

Science, Percentage: 73%

Research Work & Publications

Research Papers

Akhtar, N., Riaz, A., & Shamim, F. (2026). The Bright and Dark Sides of Paradoxical Leadership: Curvilinear Effects on Job Crafting and Personal Initiative via Grit, and the Moderating Role of Occupational Self-Efficacy. **Advance Social Science Archive Journal (ASSAJ)**, 5(01), 1953-1966.

Shamim, F., Jabeen, I., Ahmad, A., Sherazi, S. K. H., Ghafoor, W. (2025) Harnessing Artificial Intelligence in Strategic HRM for driving organizational success. **Center for Management Science Research** 03, (06), 115 - 133.

Swati, S., Sheikh, A. I., Shamim, F., Sherazi, S. K. H., Ghafoor, W. (2025) Fostering Team Resilience and Performance through Emotionally Intelligent HR Leadership. **International Journal of Social Sciences Bulletin** 03 (10), 208-224.

Shamim, F., Swati, S., Afzal, M. I., Sherazi, S. K. H., Kazmi, S. M. A. (2025) Exploring the Role of Artificial Intelligence in Employees Training and Development: Innovations and Best Practices. **Research Journal of Social Affairs** 03 (05), 951-965.

Shamim, F., & Syed, F. (2023). How Pride Influences Perfectionism: The moderating Role of Self-Enhancement Motives. **Journal of Business & Economics** 15 (2), 42-64.

Shamim, F., Qazi, S., Khalid, Y. & Chughtai, M. S. (2023). Training of Political Skills as Moderator between Cultural Intelligence and Expatriate Adjustment: A Social Learning Theory Perspective. **Journal of Innovative Research in Management Sciences** 4 (1), 1-17.

Syed, F., Naseer, S., & Shamim, F. (2022). Dealing with the devil: Combined effects of destructive leadership and Dark Triad personality on revenge, happiness and psychological detachment. **Canadian Journal of Administrative Sciences/ Revue Canadienne des Sciences de l'Administration**, 39(2), 213-230.

Shamim, F., Zahur, H., & Alvi, B. (2022). Effect of Perfectionism on Work Overload: The Moderating Role of Mental Toughness. **Annals of Human and Social Sciences**, 3(2), 465-473.

Naseer, S., Khawaja, K. F., Qazi, S., Syed, F., & Shamim, F. (2021). How and when information proactiveness leads to operational firm performance in the banking sector of Pakistan? The role of open innovation, creative cognitive style, and climate for innovation. **International Journal of Information Management**, 56, 102260.

Conference Papers

Presented paper in 11th International Istanbul Scientific Research Congress titled as "Adaptive Leadership and Emotional Exhaustion: Occupational Self-Efficacy as Mediator and Psychosocial Safety Climate as Moderator" held at Istanbul, Turkey, on 15th and 17th October, 2022.

Presented paper in 7th International Applied Business Research Conference titled as "Finding the Influence of Organization Social Innovation on Resilience, Robustness, and Dynamic Capabilities of Digital Supply Chain" held at the Quaid-e-Azam Auditorium Complex, Faisal Masjid Campus, IIUI, on 12th and 13th October, 2022.

Presented paper in 7th International Applied Business Research Conference titled as "Effect of Psychological Contract Breach on the Task Performance of the Employees in the Organization" held at the Quaid-e-Azam Auditorium Complex, Faisal Masjid Campus, IIUI, on 26th and 27th October, 2022.

Paper accepted in 79th Annual Meeting of the Academy of Management to be held on August 09-13, 2019 in Boston, Massachusetts, USA, titled as, "Precarious Employment, Concentration Problems and procrastination: Role of Trait Mindfulness as a positive resource."

Paper accepted in 78th Annual Meeting of the Academy of Management held at August 10-14, 2018 in Chicago, Illinois, USA, titled as, "Effects of Co-worker's Idiosyncratic Deals on Outcomes."

Paper accepted in 77th Annual Meeting of the Academy of Management held at Atlanta, Georgia from August 04-08, 2017 in Chicago, Illinois, USA, titled as, "Destructive Leadership & Outcomes: A Moderated-Mediation Model of Dark Triad Personality & Revenge."

Presented paper in 6th International Applied Business Research Conference titled as "Conscientiousness Personality and Abusive Supervision: The moderating Role of Job Characteristics Model and Leader Member Exchange" held at the Auditorium Complex, Faisal Masjid Campus, IIUI, on 26th and 27th October, 2017.

Presented paper in 6th International Applied Business Research Conference titled as "The Impact of Cultural Intelligence on Expatriate Adjustment with the Moderating Effect of Training of Political Skills" held at the Auditorium Complex, Faisal Masjid Campus, IIUI, on 26th and 27th October, 2017.

Reviewed Papers

Reviewed paper titled as "Tomorrow's Employment Relationship: A Blue-Sky Framework for Psychological Contract Fulfillment in Emerging Work Paradigms" for OB Division of Administrative Sciences Association of Canada (ASAC) annual conference, 2026

Reviewed paper titled as "Aligning AI, Ethics, and Leadership: Unpacking Team Process Quality in the Digital Era" for OB Division of Administrative Sciences Association of Canada (ASAC) annual conference, 2026

Reviewed paper titled as "No Rest for the Mindful: When the Left Out Lash Out" for OB Division of Administrative Sciences Association of Canada (ASAC) annual conference, 2026

Reviewed paper titled as "Exploring Job Satisfaction in Fitness Franchises: A Study from a Human Talent Perspective" for 78th BMC Psychology Journal, 2024

Reviewed paper titled as "Does surface Smile Reflect Unhappiness? The Role of Mentoring and Transformational Leadership" for 78th Annual Meeting of the Academy of Management, 2018, under OB division

Reviewed symposium titled as "Improving Lives through Responsible Innovation - Practices and Challenges" for 78th Annual Meeting of the Academy of Management, 2018, under SIM division

Reviewed symposium titled as "Moralization in the Workplace" for 78th Annual Meeting of the Academy of Management, 2018, under SIM division

Reviewed symposium titled as "Women on Boards, Selection Processes & Dynamics: Pushing Boundaries with New Research Approaches" for 78th Annual Meeting of the Academy of Management, 2018, under SIM division

Supervision

Supervised MBA Thesis titled as "The Impact of T&D Climate on Productivity of Administrative Employees, Mediated by Knowledge Sharing Work Environment" of Mr. Waqas Afridi

▪ October 2024

Supervised Executive MBA Thesis titled as "The Role of Servant Leadership in Determining Helping Behavior of Employees through Organizational Commitment" of Mr. Sohaib Hassan (Roll # 13836)

▪ February 2023

Supervised Final Year Research Projects of various undergraduate (BBA) students at Department of Management Sciences:

- Effect of Authentic Leadership on Employee Engagement: The Mediation effect of Motivation

- Amina Yaqoob & Abdul Rafay ▪ Spring 2021

- Effect of Perfectionism on Work Overload: The Moderating Role of Mental Toughness

- Abdul Hafeez & Muhammad Abdullah Butt ▪ Fall 2021

▪ Finding the Influence of Organization Social Innovation on Resilience, Robustness, and Dynamic Capabilities of Digital Supply Chain - Alishba Amanat & Faiza Kausar ▪ Fall 2021

▪ Effect of Psychological Contract Breach on Task Performance of the Employees in the Organizations - Zamzam Ali & Hifza Rani ▪ Fall 2021

Supervised and conducted Viva of Internships of several students at Department of Accounting & Finance - every semester ▪ 2022 – March 2026

Supervised Business Plans and Conducted Viva of several Students at Department of Management Sciences - every semester ▪ 2020 – 2022

Administrative Duties (NUML)

▪ **Program Coordinator** – Department of Accounting & Finance ▪ July 2025 – March 2026

▪ **Co-conference Secretary** – International Conference: Re-imagining the Real Estate: Sustainable Market Growth and Urban Planning ▪ Department of Accounting & Finance ▪ December 2024

▪ **Research & Development Center for Business & Economics at FMS** – Focal Person, Department of Accounting & Finance ▪ October 2023 – March 2025

▪ **Society of Intellectual Development (SID)**, HR Society of FMS – In charge ▪ September 2023 – March 2025

▪ **Society of Intellectual Development (SID)**, HR Society of FMS – Member ▪ September 2020 – August 2023

▪ Review Papers for **NUML International Journal of Business & Management (NIJBM)** ▪ November 2021 – March 2026

▪ **Strategic Review & Audit Committee** for Department of Management Sciences, FMS – Member ▪ August 2022 – May 2024

▪ External Linkages & Students Placements SAR Performa 8 for NBAEC – Member ▪ October 2022 – May 2024

Trainings

Organized/ Conducted

Conducted a hands-on workshop as trainer on SPSS – Data Analysis Tool ▪ 16 December, 2023

Organized a workshop on Introduction to Smart-PLS: An Instructional Approach ▪ October, 2022

Organized a training on Mediation and Moderation Analysis for Beginners using SPSS ▪ May, 2021

Active participant of Girl Guides and Conducted several training programs related to "Free Being Me" ▪ 2015 "Creative Careers" ▪ 2015 "Development of young girls and Women Empowerment", "Ending Violence against children" ▪ 2013 and "Imagine More: Exploring Our World and Telling our stories" ▪ 2014

Attended

Organized and attended a capacity building workshop on responsible supervision
▪ 27th to 28th June, 2024

Organized and attended faculty development training on how to write a research proposal
▪ April, 2024

Organized and attended faculty development training on writing impactful case studies
▪ May, 2024

Organized and attended training on funded projects & research grants: How to develop a concept paper ▪ April, 2024

Attended Faculty Development Program Level 1; Academic Planning, Academic Excellence, Academic Management Research & Projects, University Ethics & Policies ▪ 2022

Got information technology diploma from the JOHER Institute of Information Technology, Islamabad
▪ May, 2009

Attended a 3 day training program on HTML (static website) ▪ 2013

Attended 3 day training on "Stop the Violence" and then conducted the same training with intermediate students of Margalla College, F-7/2 ▪ 27th to 30th September, 2013

Seminars

Organized an industrial visit to Savour Foods to understand their HR Practices and operations
▪ 06 May, 2024

Organized a seminar on Diversity Quotas in hiring ▪ 09 May, 2024

Organized a seminar on understanding the challenges of remote work ▪ 03 May, 2024

Organized a seminar on Employee Stress Management: A Manager's Responsibility in Employee Mental Health ▪ 04 December, 2023

Organized a discussion forum on Workplace Harassment: Issues & Challenges ▪ 4 October, 2023

Organized a seminar on Organizational Development in Corporate Sector ▪ 09 March, 2023

Organized a webinar on Online Boundary Management Behavior ▪ 10 November, 2021

Organized a seminar on Pakistani Employment Laws: Implications for Employers and Employees
▪ 02 November, 2021

Organized a seminar on Cyber Security and Human Resources: Issues and Challenges in 2021
▪ 02 November, 2021

Organized a webinar on Business Analytics: Enhancing Organizational Performance ▪ 24 May, 2021

Organized a webinar on Islamic Work Ethics: Boosting Personal and Professional Outcomes ▪ 28 May, 2021

Organized a webinar on Building Positive Work Culture: The Do's and Don'ts ▪ 4 June, 2021

Organized a webinar on Occupational Health & Safety Management Systems ▪ 05 December, 2020

Attended 37th World Conference, 2021 (Walking Together, Walking Far) conducted by World Association of Girls Guide and Girls Scout (WAGGGS) ▪ 27th – 31st July, 2021

Contributed as a member of organizing committee in 22nd Convocation 2022 of National University of Modern Languages ▪ December, 2022

Participated in 21st International Research Conference, Knowledge Economy: A way to Entrepreneurial, Inclusive and Sustained Growth, organized by SZABIST University ▪ April, 2019

Attended 21st International Research Conference, PHD Colloquium (PLS), organized by SZABIST University ▪ 24th April, 2019

Organized and attended seminar on financial market and institutes in Pakistan ▪ 2015

Attended seminar on Islamic banking and finance concepts and their applications ▪ 2013

Attended seminar on the role of information systems in business today ▪ 2013

Seminar on Leadership (the art of management) ▪ November, 2012

Attended seminar on creative accounting ▪ 2012

Attended seminar on impact of media on youth ▪ December, 2012

Awards & Achievements

HEC Scholar – Indigenous 5000 PhD Fellowship Program (PIN No. 315-4595-2BE3-042)

Served as Chairperson Young Leaders (Volunteer) in Pakistan Girls Guide Association, NHQ, Pakistan ▪ 2020 – 2022

Participated in the International event of "Gift for Change" held at Sangam (Pune) India, in December, 2012 (Girl Guides and Scouts of the World).

Participated in 3rd Entrepreneurship Conference LCL'14 held at Jinnah Convention Center, Islamabad on 15th November, 2014.

Participated in Business Plan competition named as, "Case Spark" held at Case University, Islamabad from 23rd to 24th May, 2015.

International Kangaroo Mathematics Contest for 3 years ▪ 2007 ▪ 2010 ▪ 2011

Class Representative of my batch throughout the degree programs ▪ 2011 – 2015 ▪ 2016 – 2018

Skills

▪ ERP (Intermediate Level)

- SPSS (Professional Level)
- AMOS (Professional Level)
- M Plus - Single level & Multilevel frameworks (Intermediate Level)
- PLS Warp (Basic), Smart PLS (Basic)
- Power BI (Basic Level)
- Computer: Microsoft Office, In page 2000, Coral Draw, Virus Trouble Shooting, Networking, Multimedia, printer/scanner, communication software, windows, Internet, Movie Maker.
- Language Skills:
 English (read, write, speak)
 Urdu (read, write, speak)
 Punjabi (Understanding)
 Arabic (read, write, basic understanding)

References: Can be furnished on demand.