



Dr. GOHAR SULAIMAN

BUSINESS EDUCATOR & HR MANAGEMENT PROFESSIONAL

INFORMATION

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EDUCATION

PHD in Management Sciences (HR)

IQRA NATIONAL UNIVERSITY

Pakistan | 2019 - 2024

GPA: 3.75/4

MS in Management Sciences (HR)

CECOS UNIVERSITY

Pakistan | 2014 - 2016

GPA: 3.87/4

BS in Business Administration

VIRTUAL UNIVERSITY

Pakistan | 2008 - 2014

GPA: B

TRAINING

Faculty Development Program (FDP)

National Academy of Higher

Education (NAHE), **Higher Education**

Commission (HEC), Islamabad (2025)

Faculty Development Program (FDP)

National University of Modern

Languages (**NUML**), Islamabad

Pakistan. **(2026)**.

With a PhD in Management Sciences (HR) and 10+ years of experience, I specialize in teaching business, HR & management subjects. My industry experience spans HR & business policy development, recruitment, and employee relations, driving organizational efficiency and retention.

I bridge theory and practice by incorporating real-world industry scenarios into my teaching, preparing students for successful careers. I seek to leverage my combined industry and academic expertise in a dynamic Teaching, HR or administrative leadership role.

PROFESSIONAL EXPERIENCE

20/10/2025 TO PRESENT

Assistant Professor (IPFP Fellow), Department of Business Administration

FATIMA JINNAH WOMEN UNIVERSITY, Rawalpindi, Pakistan

- conducting **interactive and well-structured lectures** in the areas of **Business, Management & HR** for BS and MS students.
- **Facilitating student learning** through academic guidance, mentoring, and active classroom discussions.

2/02/2026 TO PRESENT

Visiting Assistant Professor, Department of Management Sciences.

National University of Modern Languages (NUML), Islamabad Pakistan.

- Conduct engaging and well-structured lectures in business and entrepreneurship.
- Actively contributes to student learning through academic counseling and interactive classroom discussions

10/02/2025 TO 30/06/2025

Visiting Faculty, Department of Commerce.

FATIMA JINNAH WOMEN UNIVERSITY, Rawalpindi, Pakistan

- Conducted engaging and well-structured lectures in business and commerce subjects.

21/05/2024 TO 31/12/2024

Administrative Coordinator (HR) | AL-NABOODAH, Al-Ain, UAE.

- Led recruitment for 50+ hires, cutting hiring time by 15%.
- Managed HR processes for 200+ staff, ensuring 100% legal compliance.

10/01/2018 – 10/05/2024

HR Coordinator | APRUS TECH, Peshawar, Pakistan.

CERTIFICATIONS

- **Talent Acquisition,**
HRCI, USA. (COURSERA, ONLINE)
- **Human Resources Analytics,**
University of California, Irvine.
(COURSERA, ONLINE)
- **SAP Professional Fundamentals,**
SAP, (COURSERA, ONLINE)
- **Getting Started with Leadership,**
Queen Mary University of
London, (COURSERA ONLINE)
- **Certified Professional in Project
Management,** AIMMS
- **Epicor Knowledge Mentor,**
Al-Naboodah - 98%
- **Foundations of Digital Marketing
and E-commerce,** Google,

KEY SKILLS

- Curriculum Development & Instruction
- Student Mentoring & Career Guidance
- Academic Research Supervision & Methodology
- Employee Onboarding & Retention Strategies
- Change Management & Organizational Development
- Payroll & Benefits Administration
- Training & Development Programs
- HRIS Management & Data Analytics
- HR Audits & Compliance
- EPICOR, MS Office, ATS

LANGUAGES

- English (Fluent)
- Urdu (Fluent)
- Pashto (Conversational)
- Punjabi (Conversational)
- Hindko (Conversational)

REFERENCES

Available upon request.

- Recruited 20+ staff, improving time-to-hire by 20%.
- Cut turnover by 12% through engagement surveys and feedback.

14/10/2014 – 01/02/2024

**Senior Faculty & Master Trainer | PESHAWAR MODEL
EDUCATIONAL INSTITUTES, Peshawar, Pakistan.**

- Boosted student participation by 20% through workshops and seminars.
- Applied real-world case studies to improve student application of concepts.

PUBLICATIONS

- *THE ROLE OF ARTIFICIAL INTELLIGENCE IN HR: A STUDY OF THE IMPACT OF AI-POWERED RECRUITMENT TOOLS ON HIRING DECISIONS*
Center for Management Science Research, 2025
- *Faculty Perspectives on Teaching Challenges and Professional Development Needs in Higher Education Institutions in Pakistan.*
Kurdish Studies, 2024.
- *The Impact of Paradoxical Leadership on Employee Outcomes: Moderating Role of Regulatory Focus and Mediating Role of Psychological Empowerment.*
Journal of Business and Management Research, 2023.
- *Exploring Capital Structure Effect on Leverage in Non-Financial Companies Listed in PSX.*
Pakistan Journal of Social Sciences, 2022.
- *Impact of Audit and Remuneration Committee Attributes on Firm Performance: Evidence from Non-Financial Firms of PSX.*
Pakistan Business Review, 2021.
- *Role of HR in the Development of Long- and Short-Term Training and Its Impact on Organizational Performance in Retail Sector.*
International Journal of Management, 2021.
- *Nexus Between Total Quality Management Practices and Construction Firms' Performance in Pakistan.*
Review of Economics and Development Studies, 2020.
- *Empirical Evidence on Knowledge Perspective in Construction Firms in Pakistan.*
Review of Applied Management and Social Sciences, 2020.
- *Nexus of Students' Behavior and Teacher Attitudes with Corporal Punishment in Peshawar Schools.*
Review of Education and Law, 2020
- *Exploring Financial Constraints as Moderator on Nexus Between Excess Cash Holding and Firm's Performance.*
Journal of Management Research and Emerging Sciences, 2020.
- *Evidence on Pattern of Possessions and Firm's Performance of PSX.*
Paradigms, University of central Punjab, 2020.

1