

Curriculum Vitae of Prof Dr. Nadeem Malik

**Full Professor of Commerce, Ex Dean Faculty of Management, and Chairman
Department of Commerce & Business,**

University of Balochistan Quetta

PhD in Commerce and Business, Human Resource Management

**HEC Registered Quality Assurance Consultant for PhD, MPhil and Institutional
Evaluation**

**HEC Registered Quality Assurance Consultant for PhD, MPhil and Institutional
Evaluation**

Educational Advisor at Inspire Company UAE

Internationally Certified Expert in Higher Education and Administration

Editor and Reviewer of ISI Impact Factor Journals Worldwide

Worked As World Bank Consultant for Project Execution

Country Director International Business Research Academy France

**Member of AEIC Annual Academic Committee China for promoting Research and
Academic program between Pakistan and China**

Corporate Consultant, Case Studies Specialist

Member Asian Council of Research for promoting research in Asia

Can Join Immediately

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MISSION

To serve humanity for peace and prosperity in the course of education and research

Career Objective

To be known as a guiding force, a successful and a motivational Leader

Profile Summary and Key Skills

Prof Dr. Nadeem Malik, PhD in commerce & Business has a proven track record vis-a-vis academic leadership, teaching & research, industry outreach & commercialization, and internationalization. Currently serving as full Professor in Commerce Department, faculty of Management Business & Information Sciences, University of Balochistan Quetta for the last **thirty years**

Exceptional individual with over 30 years of expertise; knowledge and vast experience in establishing high academic standards and contributing to the creation and upgrading of learning environments. Certified leader in the implementation of educational policies, with a focus on the big picture.

I have published 37 research articles internationally recognized impact factor journals like ISI/ Scopus Indexed journals. I am also a member of the advisory and review boards of 17 national and international scholarly journals. He has presented various research ideas at international conferences abroad and has published over 34 research papers in national and international journals with 1120+ Google citations. He has also authored a monograph on Leadership and Strategy published in Germany.

I have achieved diverse experience of administration, research and teaching at University level. I have presented my work at international and regional conferences. Being member of world high ranked societies like Academy of Management, Society of Human Resource Management I am actively functioning different roles as editor, reviewer, session chair and doctoral examiner.

An energetic, self-motivated and hardworking individual with knowledge and experience in all aspects of HRM. Able to use own initiative and work as part of a team. Proven leadership skills, including managing and motivating other staff to achieve organization objectives. An effective communicator at all levels. Good problem solving and analytical skills. Having comprehensive knowledge in strategic planning and reporting upon strategic as well as operational plans

Area of Expertise but not limited to:

A highly skilled professional with rich experience of Commerce, Human Resource Management, Governance models, Entrepreneurship development, Accounting, Strategic planning, Curriculum designing and development, supervising and implementing programs

and projects in a variety of environments, Research Methodology, Creative, results-oriented HR generalist, Strategy and Planning Training and Development.

Academic Qualifications:

1. Completed **PhD in Commerce & Business, in OCT 2011** from University of Balochistan.
2. Done Masters in Commerce from University of Balochistan Quetta in Dec 1992 with first division
3. Done Masters in Economics from University of Balochistan Quetta in August 1996
4. Done B.com from University of Balochistan Quetta with second division in 1989
5. Passed Law Graduation from University of Balochistan Quetta with second division in 1998
6. Intermediate from Federal College Quetta Cantt in 1987 with second division
7. Matriculation from Islamia High School Quetta in 1984 with first division

Professional Experience

1. Currently working as **Full Professor, Head of Department of Commerce, Director PhD Program,** and University of Balochistan Quetta Pakistan with total length of experience of **thirty years.**
2. Worked as **Dean Faculty of Management Business and Information Sciences** from Feb 2015 to Feb 2019. It includes academic and administrative responsibilities managed efficiently. I promoted academic leadership to the Faculty, promoted research and created an environment conducive to research activities in the Faculty
3. Worked as **Treasurer at SBK Women University for Two years 11.02.2013 to 10.2 2015.** Over all managed and monitored the public financial matters of the SBK Women University. Arranging funds for the university and implementing the financial policies. Made Liaison with HEC Islamabad and government of Balochistan for funds management
4. Worked as **Chief Accounts and Finance Executive** at Pakistan Telecommunication Company
5. Chairman Board of Faculty Management for Research and Development and Information Sciences University of Balochistan Quetta from **March 2016 to Feb 2020 for Academic matters**

6. Worked with **HEC Public Expenditure Project funded by World Bank from Feb 2015 to Dec 2015, carried out by HEC and GT consulting jointly**. As active member in this project, Public Expenditure Tracking Survey (PETS) has been undertaken in order to document the efficiency in the allocation and use of the funds received by HEIs with a special focus on funds channeled through HEC
7. Certification from **Overseas Training Program** in the Top ranked Australian and Thailand Public Sector Universities in August 2014
8. Quality Assurance Consultant for HEC and providing Services to HEC for Universities institutional performance evaluation
9. Attended Overseas Training Program in Australian and Thailand Public Sector Universities from August 2014
10. Teaching at the M.S. and PhD levels. Currently Supervising MS Scholar and PhD Scholars.
11. Appointed as Lecturer at University of Balochistan Quetta in March 1994
12. Head of Research Committee during 2016 to 2018 and taking PhD, MS, post graduate classes
13. Member Board of Advance Research, Academic Council, Finance and Planning Committee and Senate
14. Chief Editor Balochistan Journal of Management and Social Sciences University of Balochistan
15. Chairperson Promotion Committee for officers and lower grade employees for two years
16. Chaired different Sessions related to HRM and CPEC at different universities
17. Member National Business Education Accreditation Council, Higher Education Commission, H-8 Islamabad, Pakistan
18. Guest Speaker at National Institute of Management Quetta since July 2011
19. Prepared the Self-Assessment Report of Commerce department, also active member of departmental Quality assurance team
20. From 2012 till date PhD and MS External Examiner for public and private sector Universities
21. Taught as Visiting Faculty at Iqra Univerity Quetta campus, SBK University

Books Publication:

One Basic Book of “Principles of Auditing” for commerce graduate students published by Nasir Baqir Printers (Emporium) Lahore, Dated Aug 2008. The objective of the book is to equip the learner with basic knowledge and understanding of the procedures involved in planning and execution of an audit. This Book is adopted by the government colleges in the Quetta city. The book contains basic features about government audit standards. Contains basic concepts of audit and its application in real life situations. It covers prescribed syllabus of BBA, B.Com, M.Com, MBA & ICMA.

Supervision of thesis:

- Has supervised approx. 575 master dissertations
- Produced 05 PhD and 18 MPhil graduates
- Currently supervising 02 PhD and 07MPhil Scholars

Supervising Research Activities and Projects

- Manage and enhance the research activities of the university, develop research policies and priorities related to public finance and expenditure, and serve as an effective advocate for research with the university and to its broader community of stakeholders and supporters. Provide leadership for the work of faculty research leads and give appropriate feedback as part of their performance reviews
Engage effectively with other members of the University to develop the synergies between teaching and learning, research, business development and other activities
Ensure the University is kept abreast of national and international developments appropriate to the brief of the role
Develop an active research culture that fosters the highest achievements, encourages originality and innovation and enriches the student learning experience.
- Promote research links and engagement within the Faculty, across the University and with external organizations.
- Encourage academics to engage in multi-disciplinary research within the Faculty and, more broadly, across the University and externally with other organizations.

My Job Duties during as Chairman and Dean Faculty of Management, Business and Information Sciences were:

The Faculty of Department of five departments includes Commerce, Institute of Management Sciences, Department of Economics, Department of Computer Science, Department of Library and Information Technology. The total numbers of students are 2,325 and about 100 faculty members. The Faculty has 27 PhD faculty member qualified from foreign and local universities.

I am responsible for ensuring the alignment of the vision and mission of the Faculty with that of the University, in the context of the broader process of the transformation of the institution and the strategic and academic plans.

I promoted academic leadership to the Faculty, promote research and create an environment conducive to research activities in the Faculty. As a Dean I am also involving to undertake and to promote regional, national as well as international liaison with other academic institutions, research organizations, financial, commercial and business enterprises, government and the community.

Managing the faculty academic and daily administrative issues related to the faculty, preparing academic plans for post graduate programs, conducting international research for publication and guiding student research at MS and PhD levels directing academic programs, policy making, rules framing and consulting with industry Progress report making and communicating to the all stake holders, overall planning, development, renewal and changing of academic programs to ensure meaningful academic outcomes, quality, effectiveness and financial viability, and obtaining the necessary approval of the Board of faculty, the Academic Planning Committee and Senate

1. Supervises and monitor the semester proceedings in the faculty including deciding and making offerings of the curricula in the light of the roadmap approved by the HEC and assigning suitable faculty.
2. Teaching at the M.S. and PhD levels. Currently supervising 08 MS Scholar and one PhD Scholar
3. Approves add/drop of the subjects and assigning Independent Studies (IS) and thesis supervisors to the MS and PhD students.

4. Supervises and monitor the class management process throughout the Faculty of Management Sciences and takes corrective measures where needed.
5. Supervises and monitor and newly adopted semester system in University of Balochistan.
6. Gets the course reports prepared and conducts faculty peer review at the end of each semester.
7. Strengthen the Faculty's interdisciplinary links across the University by liaising, on behalf of the Faculty, with other Deans, where appropriate, and Professional Service Heads to initiate and develop taught programs, research programs and develop international, national and regional links which span other Institutions and/or Services
8. Represented the faculty and participate in the visits of international delegates from France, US, China and European Union during 2016 & 2017
9. Member Senate University of Balochistan Quetta Since March 2016
10. Member Internal Promotion Committee University of Balochistan Quetta Since April 2016
11. Suggest on the appointment of Heads of Department and ensure the effective induction of Heads of Department.
12. Identify staffing needs in the Faculty and ensure that resources are realigned to meet the needs of Faculty Plans prior to seeking approval to fill posts.
13. Member Finance and Planning Committee UOB Quetta since March 2016

Chairman Board of Faculty for Research and Development

As a Chairman of the Faculty Board Conduct meetings and Curriculum Review Committee meetings twice a year with the objective to discuss and approve the syllabuses forwarded by the departmental Board of studies meeting. Monitoring follow-up through Faculty meetings and creating liaison between the academic board and faculty.

Achievements during Deanship from 2016-18:

1. Adopted and implemented successfully the semester system in three departments which were running on annual system since long. All these three departments started Master two years' program and BS four years' program. Provided training to the faculty members and administrative staff on the semester system requirements and imparted skills for managing the issues of this system.
2. Successful launched the New Research Journal at faculty of Management Sciences

Name of the **Journal Balochistan Journal of Management and Social Sciences (BJMSS)**

3. The total strength of the students in the faculty has increased from 1652 to 2354
4. Won Microsoft Imagine Cup award 2017 won by Azam jan s/o Abdul Samad, Farooq s/o Abbas, Aurangzaib s/o Muneer Ahmad at National level by the Computer Science Department from Balochistan
5. Managed the Crisis of Institute of Management Sciences for MBA 3.5 year's program because the students were struggling for their examination and degrees since long. As a Dean I have defined a mechanism for the conduct of research paper through Board of Advance research and studies.
6. Successfully held Innovation Summit 2017 and 2016 which highlight the importance of local technologies for knowledge economy of Pakistan and provides an opportunity for linkages between academia, industry and government. My faculty played pioneered role in the completion of the summit. More specifically the summit provided platform for networking of innovators, scientists, students, and industrial executives.
7. Two Business plans were awarded to UOB during summit 2017
8. Two Days Workshop on Semester System from 19th-20th October 2016, Organized Jointly by Faculty of Management Sciences and FTDC.
9. Organized Book Day Celebrations and one-day Conference on Nation Building & Future Entrepreneurs, Pre Budget Seminar 2017

Financial Skills:

- Worked as **Treasurer at SBK Women University Quetta for Two Years** from March 2013 to Jan 2015,
- As Head of Finance Department of SBK Women University Quetta ensure the availability of the funds and monitored the payment of developmental projects of university
- Over all managing and monitoring the public financial matters of the university. Arranging funds for the university and implementing the financial policies. Made Liaison with HEC Islamabad for funds management and member finance committee at SBK and HEC

- Transferred the main account of the university from Mezan Bank to National Bank of Pakistan on the advice of the Higher Education Commission received. It was a big challenge and implemented with all hardships.
- Managed the assets, liabilities, receipts, expenditures, grants, funds and investment of the university including opening, maintaining and closing of bank accounts for various purposes,
- Prepared the annual and revised budget estimates of the University and present them to the Finance and Planning Committee and the Syndicate
- Involved in the fund raising activities by building close liaison with Higher Education Commission and provincial government.
- Member Purchase Committee at SBK University

Achievements as Treasurer

- Newly Introduced and adopted Pension plan scheme for university employees. Previously the SBK University was running on Contributory pension fund basis.
- Implemented the new financial rules of SBK carrying 15 sections in consultation with federal and provincial rules.

Member HEC Public Expenditure Project funded by World Bank from Feb 2015 to Dec 2015

In response to the efforts regarding implementation of Government' Higher Education Reforms program, as a part of the second Medium Term Development Framework for Higher education (2011-2015), Higher Education Commission and the World Bank jointly initiated Tertiary Education Support Program (TESP). The purpose of the program was to enhance the capacity of Pakistani institution of higher learning to produce high quality graduates, support innovation and improve the overall governance and management of higher education sector.

As active member in this project, Public Expenditure Tracking Survey (PETS) has been undertaken in order to document the efficiency in the allocation and use of the funds received by HEIs with a special focus on funds channeled through HEC. Overall objective of this

exercise was to identify sources of inefficiencies, and bottlenecks in the flow of funds and provide recommendation on measures to maximize the value of HEIs' outcomes.

Overseas Training Program in Australian and Thailand Public Sector Universities from August 2014

Under the project support of HEC and Tertiary Education Support Program (TESP), Training cum Advance Management Visit Program of Thailand and Australian public sector universities was conducted from 4th to 16th August, 2014. The main theme of the program was “Organizational Financial Planning and Challenges of Revenue Diversification”. This training was for capacity building and improvement in the higher educational institutes (HEIs).

The purpose of the visit program was to prepare Pakistan’s University Officials, policy makers, treasurers and top management from HEC to administer the university managerial issues and diversified institutional funds through exposure to best practices in fiduciary oversight and resource management at reputable international universities. The training program coordinated by Asian Institute of Technology, (AIT) Thailand. The major objective was for sharing knowledge and best practices in universities financial management and fund diversification with the Pakistan delegation.

International Top Universities Visited

1. Chulalongkorn top University in Thailand
2. University of Queensland (UQ),
3. Griffith, Bond University
4. New South Wales (UNSW),
5. Macquarie University
6. University of Technology Sydney (UTS)
7. Office of the Higher Education Commission (OHEC), Thailand
8. Department of Education and Communities (DEC) Australia.

All universities were well prepared for the occasion and the Deputy Vice Presidents and the Heads of their Finance Departments received the delegations and gave presentations. The delegation was given a guided tour of vast campuses of the universities they visited. At many universities a tea gathering was arranged by a number of Pakistani professionals and students. The occasions served as a platform for dialogue and socialization.

Academic Research Publications of Prof Dr Nadeem Malik:

Articles Published in Peer Reviewed International and National Impact Factor Journals:

- 1) Inclusion practices for the disabled in Saudi Arabia, Science International Lahore, **ISI Indexed Journal, Clarivate Analytics**, Web of Science, Sci.Int,35(6),781-790,2023.
- 2) Key Educational Barriers for Disabled Employment In KSA, Kurdish Studies Journal, **Scopus Indexed, Q 2 Ranked, ISI indexed, SCI**, April 2023 Volume: 11, No: 2, pp. 5506-5517
- 3) Introducing Operational Research Models to Manage the Complex Protection of Information Objects, July 2023, The Journal of Seybold Report 18(476):107, **Scopus Indexed Q 2 ranked Journal, USA, Impact Factor: 1.15**
- 4) A Comparative Study of the Relationship between Marital Adjustment and Life Satisfaction among Childless Couples with or without an Adopted Child, Volume 3 Issue 2 (2022), Journal of Applied Research and Multidisciplinary Studies (JARMS), University of Management & Technology Lahore, HEC Y Category Journal
- 5) Gauging the Effect of Job Burnout and Stress on Job Satisfaction, ISSN: 2084-1558 Przestrzeń Społeczna Social Space Journal, **Scopus Indexed Q 2 ranked**, X Category International Journal, Vol. 22 No. 1 (2022). **Impact factor 2.10**
- 6) Determinants of Profitability: Investigation from Cement Sector, SALU-Commerce & Economics Review Volume 7 | No. 1| 2021, HEC Recognized Y category Journal
- 7) Impact of Factor Causing Job Stress on the performance of public sector Employees in Balochistan, published in Journal of Balochistan Review, Bi-Annual Research HEC Recognized Journal Y Category, ISSN No 1810-2174, Vol XLVIII, No 2, 2021
- 8) Impact of Motivation on the Job Satisfaction of Private Bank Employees in Quetta City: Published in Bilingual/Bi-annual Pakistan Studies English / Urdu Research Journal VOL.No.11, Issue No. 01 January--June, 2020 HEC Recognized, Y Category
- 9) Impact of Emotional Intelligence on Job Performance of Public Sector University Teachers in Balochistan with Reference to Age, Gender & Academic Rank: By Kanan Asif, Nadeem Malik,

- 10) Cash Waqf Model for Skill Development and Empowering Small Business, Published in Journal of Education and Humanities Research, Vo8 No Vol II (2019), HEC Recognized
- 11) Government: South Asia: Moving toward Good Governance in South Asia by Professor Dr. Nadeem Malik, Pakistan published JOURNAL OF GLOBAL ISSUES & SOLUTIONS Institute for Positive Global Solutions - Bibliotheque: World Wide Society VOL. XIX, NO. 2 ISSN#: 1544-5399 November-December 2018
- 12) Analysis of Factors Affecting the Financial Performance of Companies: A Case of Energy Sector of Pakistan, Bi-Annual Research Journal "BALOCHISTAN REVIEW" ISSN 1810-2174 Balochistan Study Centre, University of Balochistan, Quetta (Pakistan) VOL. XXXVII NO. 2, 2017 HEC Recognized Journal. Journal Y Category
- 13) Manipulating College Students' Leadership in Academic Developmental Capability Building in Awaran District and Makran Division of Baluchistan Pakistan, published in International Journal of Academic Research, ISSN: 2348-7666; Vol.3, Issue-4(2), April, 2016 **Impact Factor: 3.075**
- 14) Relationship between Faculty Incivility and Students Personality Traits and Predictors to Overcome Faculty Incivility: Study in Quetta's Higher Education Institutions, International Journal of Academic Research, Jan 2015, Vol. 7 Issue 1, p286-295. 10p. ISSN: 2075-4124, **ISI Thomson Reuters Indexed Impact Factor 0.987**
- 15) English as a Second Language in Relation with Verbal Fluency in SBK Women University Quetta, International Journal of Academic Research in Progressive Education and Development IJ-ARPED, January 2012, Vol. 1, No. 1, PP 99-112, ISSN: 2226-6348, **Impact Factor: 0.497**
- 16) Evaluation of Community Leadership Programs in Balochistan, International Journal of Humanities and Social Science IJHSS, Vol. 1 No. 1; January 2011, PP 51-55 USA. ISSN 2321 – 9203, **Impact Factor – 0.587**
Journal Index: Cabell Publishing, *Cabell's Directories of Publishing Opportunities* EBSCO host databases, Directory of Open Access Journals (DOAJ) Review Process – Double Blinded
- 17) Overview and Prospects for Energy Resources In Afghanistan: Measures For Improvement And Sustainable Development By Dr Nadeem Malik, Published in Journal of Energy and

Development, ICEED Research Center USA, Volume 35, Number 1 and 2 Spring 2011, pp 141-164 ISSN:0361-4476

- 18) A study on occupational stress experienced by private and public banks employees in Quetta City, African Journal of Business Management Vol.5 (8), pp. 3063-3070, 18 April 2011, **An ISI Recognized Journal Impact Factor 1.105** (Available online at <http://www.academicjournals.org/AJBM>)

- 19) A Study on Job Satisfaction factors of Faculty Members in University of Balochistan, Volume 20, No 2, 2010, International Journal of Academic Research IJAR, Azerbaijan. (**An ISI Recognized Journal Impact Factor 0.987**) ISSN: 2075-4124 (print), 2075-7107 (online) DOI: 10.7813/2075-4124.2014, PP 267-272

- 20) The Role of Human Resource in New Globalized World, International Journal of Social Sciences and Humanities Review, Vol.2 No.1 March 2011, PP 171, Published by Ebonyi University Press Abakaliki, ISSN 2321 – 9203, **Impact Factor – 0.587** Journal Index: **Journal X Category** Cabell Publishing, *Cabell's Directories of Publishing Opportunities* EBSCO host databases, Directory of Open Access Journals (DOAJ) Review Process – Double Blinded

- 21) A Study on Motivational Factors of the Faculty members at University of Balochistan Quetta published Serbian Journal of Management 12th Feb 2010, Publisher University of Belgrade Technical faculty, Management Department Online ISSN: 2217-7159, Print Online : 1452-4864, COBISS.SR-ID 130171660, Journal Index EBSCO host databases, DOAJ

- 22) Leadership Based on Love, Academic Leadership: Online Journal , Volume – Issue 3, 2007 PP 22-29, Publisher Fort Hayes State University USA ISSN 2325-3223

- 23) Mathematical Confirmation of Leadership Based on Erosmatic Academic Leadership: Academic Leadership Journal (ALJ) Fort Hays State University USA, Volume 6 Issue 3, pp 37-45 August 2008. ISSN 2325-3223

- 24) Emergence of Strategic Human Resource Management Historical Perspective, Academic Leadership: Online Journal, Volume 7 Issue 1, pp 45-56 Publisher Fort Hayes State University USA, Feb 2009. ISSN 2325-3223

- 25) Pakistan Agricultural Export Performance in the Light of Trade Liberalization and Economic Reforms World Journal of Agricultural Sciences 6 (1): 29-38, 2010, IDOSI Publications, 2010. ISSN 1817-3047, 2022-2023 Journal's Impact IF of Journal of Agricultural Science is 2.603

- 26) Growth of Telecommunication Industry and Its Impact on the Economy and Society of Pakistan, New Horizons, Research Journal Faculty of Social Sciences, Greenwich University Karachi, Volume.5, Number 1, PP 70-81, Jan 2010, ISSN 1992-4399, HEC Y recognized Journal

- 27) Rice Farming System in Northern Swat-Implications for research and extension, New Horizons, Research Journal Faculty of Social Sciences, Greenwich University Karachi, Volume.4, Number 2, July 2010, PP 64-83, ISSN 1992-4399, HEC Y recognized Journal

- 28) A study on Causes of Low Ufone Share in Telecommunication Market, Journal of Business Strategies, Volume.4, Number 1, PP 38-55, June 2010, Research Journal Faculty of Management Sciences, Greenwich University Karachi, ISSN 1992-4399, HEC recognized **Journal Y Category**

- 29) Causes of Deteriorating Standard of Education in Balochistan, Pakistan Journal of Applied Sciences Faisalabad, Volume.3.Feb 2003, DOI:10.3923/jas.2003.89-91, Available at: <http://docsdrive.com/pdfs/ansinet/jas/2003/89-91.pdf>

- 30) Journal of Gender and Social Issues “Socio Economic Status of Women trainees at Faalabad”, Issue Autumn 2007 Volume 6 No 2, PP 47-54, ISSN: 1813-9892, HEC recognized Journal, Fatima Jinnah Women University Rawalpindi.

- 31) Economic Significance of Gawader Port, Balochistan Review, Balochistan Study Centre, University of Balochistan Quetta, Volume XX-III 2010, PP 11-21, ISSN: 1810-2174, HEC recognized Journal

- 32) A study of Karez as a source of Irrigation in Balochistan and its social understanding, Balochistan Review, Balochistan Study Centre, University of Balochistan Quetta, Volume XXII 2009, PP 13-19, ISSN: 1810-2174, HEC recognized Journal

- 33) “Financial Composition and Economic Benefits of the Mega Projects in Balochistan” Balochistan Review, Balochistan Study Centre, University of Balochistan, Volume XX-XXI 2008, PP 36-41, HEC recognized Journal

34) The Role of Management and the Response of non-urban community to the global change”
New Horizons, Research Journal Faculty of Social Sciences, Greenwich University Karachi,
Volume.3, Number 1, Jan 2009, PP 129-141, ISSN 1992-4399 HEC recognized Journal

35) Skilled Human Resource as Competitive Advantage, Research Journal University of
Balochistan Volume.3 NO 2, July 2005,PP 15-25, ISSN: 1683-6693, HEC recognized Journal

Membership in Statutory Bodies

1. Member Board of Advance Studies and Research at University of Balochistan, University of Central Punjab Lahore, SBK Women University Quetta
2. Member Senate and Selection Board at UOB Quetta
3. Member promotion committee for employees
4. Board Member on Higher Education Commission Islamabad
5. Chairman Board of Faculty of Management Sciences
6. Member Finance and Planning Committee
7. Team member in Quality Enhancement Agency

International and national Paper Presentation

1. Chaired a Session on Social Entrepreneurship hosted by SMEDA, UNDP and University of Balochistan held in national innovation summit UOB Quetta April 2017
2. Oral presentation on Empirical Study of Relationship between Job Satisfaction and Job Stress in Select Organizations HRM &Pd Conference Secretariat Global Science & Technology Forum (GSTF) Singapore Dec 2016
3. HRM Motivation, and Knowledge Creation: A Multilevel Model (with Zhao, J. & Liao, H.). Online presented to the National Academy of Management Conference, Chicago, IL, and September, 2015
4. Research paper was presented on “Impact of Telecom Revolution upon the economy and society” In the 8th National conference held on Jan 2015 at ZABIST Islamabad.
5. Issues of Labor and Union in managing conflicts a work Paper to the National University Singapore, Dec 2014
6. The influence of firm characteristics, industry environment, firm strategy, and top management hrn philosophy on innovativeness and firm performance (with

Selevarjan, T.T., Ramamoorthy, N., Flood, P., MacCurtain, S. & Liu, W.).
Presented to the HRM Network Conference, AIT Institute Thailand November, 2013.

7. Keynote address at the Meeting of the Industrial/Organizational Psychology and Organizational Behavior Conference March 2013 at University of Central Punjab.
Topic: Set of Lessons on How to be a good SHRM manager

National and International Collaboration Collaborations:

As a Representative from UOB a Memorandum of Understanding was signed with Institute of Developmental Studies (IDSP) Pakistan, Planning Commission of Pakistan, Nigerian International University of Management, and University of Balochistan. UOB-IDSP believes that promising, young minds are critical to bringing creative solutions and new energy to the complex challenges that face our world. These efforts achieve a significant multiplier effect to promote wide-scale economic development and citizen participation in countries where it is most needed.

Member of Editorial Board/ Reviewer of Journals

1. Reviewer for “The journal of Diversity in Higher Education published by Ohio State University” USA
2. Editorial Board member for the Journal of Business Management and Economics published by E3 journals.
3. Reviewer for “World Applied Sciences Journal”. An ISI abstracted Journal
4. Reviewer, Asia Pacific Journal of Research in Business Management, ISSN (online): 2229-4104, <http://www.skirec.com/index.html>
5. Reviewer, Eurasian Journal of Business and Economics (EJBE), published by International Ataturk Alattoo University, Bishkek, Kyrgyzstan
6. Reviewer, Journal of Business and Economics (JBE), AIR University, Pakistan. ISSN: 2075-6909, <http://www.au.edu.pk/jbe/>
7. Reviewer for Asian Journal of Business Management, MAXWELL Scientific organization
8. Reviewer, International Journal of Banking, Accounting and Finance Published by Inderscience Publishers Ltd. www.inderscience.com

Trainings Delivered

- 1) Seven days training conducted for the Government Officers at National Institute for Public Administration related to Research Methodology and Human Resource Management.
- 2) Two days' workshop conducted for Non-Government Organizations related to Team Building and communications skills.
- 3) Registered individual consultant for SMEDA Pakistan.
- 4) Training given to the new faculty members at university of Balochistan
- 5) Guest Speaker at NIM Quetta, State Bank of Pakistan Quetta for delivering lecture on different HR issues
- 6) Advisor for capacity building activities and countries' teams preparation, Trust in Government project of The British Council, (September - December 2007)

Training/Short Course attended

- 1) Attended seven days training on poverty reduction strategies in Pakistan conducted by World Bank with Pakistan institute of development economics.
- 2) Attended two days' short course on techniques of writing research proposal conducted by Higher Education Commission at Balochistan University of information technology.
- 3) Completed Master Trainer Certificate from University of Balochistan Quetta, June-Aug 2007.
- 4) Certificate in Staff Development Course held By Higher Education Commission July 2006.
- 5) Certificate in Research Methodology held by HEC Nov 5-10 2007

Invited Keynote Talks Topics and Seminars

- Do we need new accounting standards? Components of a new model
- Delivering excellent HR beyond your organization: what really makes the difference for partnership success?
- Strategic talent management today and tomorrow

PERSONAL INFORMATION

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Three Referees

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