



Dr. KAMRAN KHAN

**VILLAGE MOHRA GUJRAN, KANYAT PIR BUKHSH,
TEHSIL GUJARKHAN
DISTRICT RAWALPINDI**

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0345-5184350 , 03164195627

Date of Birth 02-07-1987

Objective

Seeking for employment in teaching at University level in field of Management Sciences, where I can use my talents and skills to grow and expand the knowledge in area of Organizational Behaviors, Human Resources Management, Accounting, Auditing, Economics, Marketing, Organizational Development, Research and Data Analysis. I want to be part of the success in an environment of growth and excellence. I am seeking a competitive and challenging environment where I can serve your organization in an effective way.

Education

1-COMSATS UNIVERISTY ISLAMABAD CAMPUS

Ph.D. MANAGEMENT SCIENCES (HUMAN RESOURCE MANAGEMENT -

✓ CGPA: 3.68/4

2024

2-GOVT COLLEGE UNIVERSITY (GCU) , LAHORE

MS IN INDUSTRIAL PSYCHOLOGY/ORGANIZATIONAL BEHAVIOR -

✓ CGPA: 3.27/4

2016

3-VIRTUAL UNIVERSITY

Masters of Business Administration –(Accounting & Finance)

✓ CGPA: 2.84/4

2012

4-PAKISTAN INSTITUTE OF PUBLIC FINANCE ACCOUNTANTS, ISLAMABAD

✓ PIPFA (Qualified-Public sector) Spring, 2025

2025

5-INSTITUTE OF COST AND MANAGEMENT ACCOUNTANT OF PAKISTAN (ICMAP)

✓ ACMA (3 Stages)

6-UNIVERSITY OF EDUCATION, LAHORE

BACHELOR OF EDUCATION -

✓ CGPA: 2.90

2011

7-PUNJAB UNIVERSITY

✓ BACHELOR OF ARTS Economics – 2nd Division

2008

8-ALLAMA IQBAL OPEN UNIVERISTY, ISLAMABAD

✓ BACHELOR OF COMMERCE -2nd Division

2009

9-BOARD OF INTERMEDIATE AND SECONDARY EDUCATION RAWALPINDI

✓ FCULTY OF ARTS – 1st Division

2005

10-BOARD OF INTERMEDIATE AND SECONDARY EDUCATION RAWALPINDI

✓ MATRICULATION – 614 1st Division

2003

Teaching Experience

1- University of The Punjab, Pothohar Campus

- ✓ **Assistant Professor (Visiting)**, Spring 2026

2- Al-HAMD Islamic University, Islamabad & Quetta

Department of Management Sciences, Assistant Professor

- MS/M.Phil. Classes, Fall 2024, Spring 2025, Fall 2025 and Spring 2026
- Ph.D. Courses Fall 2024, Spring 2025, Fall 2025 and Spring 2026

3- Fatima Jinnah Women University Rawalpindi City Campus Assistant Professor (Visiting)

- ✓ Department of Business Administration & Behavioral Sciences
 - **Sessions**-Fall 2024, spring 2025 and Fall 2025, and Spring 2026

4- ABASYN University Islamabad Campus

- ✓ -Department of Management Sciences, Assistant Professor (Visiting)
 - Bachelor of Business Administration Fall 2024, spring 2025.

5- Educator: Punjab school education department, Period: 2016 to 2018.

- ✓ Worked as teacher at government high school

6-Lecturer:

- ✓ 02 years teaching experience of various private academies/Collages of Graduate classes in the area of principles of accounting, Introduction to Business, Economics, Marketing, Audit and Human resource management.

Professional Experience

1-Department of Controller General of Accounts Islamabad, Office of the Accountant General Pakistan Revenue (AGPR), Islamabad& Internal Audit Office, Pakistan Railways Rawalpindi.

26- 12 - 2018 to
20-04-2022

- ✓ **Senior Auditor:**
 - Pre/Post Audit of Federal Government Transactions

2-Punjab civil secretariat

2009 - 2016

- ✓ **Translator:**
Translations of various rules & regulations of Punjab government

3-The Peace Team. Urban Pest Management

2014 - 2016

- ✓ **Account Officer**
Handling of accounts, Budget, Payroll and Bank statements

4-Qureshi Tax Law Associates (QTLA)

2011 - 2013

- ✓ **Account/Audit Officer**
Handling of Tax Return, Tax payable. Tax concessions, Losses, Refundable, Tax credit

Skills

1- Personal Interests:

- Organizational Development, work in human resource matters, Accounting, Marketing Management, Audit of financial statements and basic accounts and Quantitative and Qualitative research Research & data analysis on SPSS, SMART-PLS, AMOS in area of Management Sciences and organizational psychology.

2- Computer Skills:

- Microsoft Word, Power Point Excel SAP Software and several popular research software packages

3-Writing Skills

I have written a book on topic of life name, **JATI YE ZINDAGI (its all about going life)**

Internships/Trainings

1- National Bank of Pakistan (6 Months)

-Internship in area of government accounts, cash handling, Accounts opening, handling of financial Statements and day-to-day financial transactions.

2- Labor & HRM Department Government of Punjab (4 Months)

- Completed 4 months internships in policies and procedures related to Human Resource Management Government of Punjab.

3-Computer Competency Practical Training (CCPT)

Office of the Auditor General of Pakistan

-Training on SAP, Q-Link, MS office Software

• Ph.D. Thesis under Supervision

- I. "Pathways to Green Teaching: A Mediated-Moderated Model of Leadership, GHRM, and Digital Learning Effects on Educator Sustainability Outcomes"
- II. Understanding Employee Work Outcomes Through Job Crafting, Organizational Culture and Political Leadership: A Mediated Moderated Model Involving Regulatory Focus, Digitalization Transformation Strategy and Information Technology Adoption

Research Publications

Book Chapter (Book overall IF 12.5)

- 1- Javaid, Z. K., Ateeq, A., **Kamran Khan.**, Milhem, M., Al Astal, A. Y., Ali, S. A., & Shahzad, M. H. **April (2025)** Inclusive Leadership and Employee Work Engagement in the IT Sector: The Mediating Roles of Perceived Organizational Support, Psychological Safety, and Organizational Self-esteem. In: Hamdan, R.K. (eds) *Tech Fusion in Business and Society* . Studies in Systems, Decision and Control, vol 234. *Springer, Cham.* https://doi.org/10.1007/978-3-031-84636-6_88 ISSN 2198-4182, 2198-4190

Published Research Articles (IF-19.57)

- 1- Zada, S., Zada, M., **Kamran Khan.**, Contreras-Barraza, N., & Vega-Muñoz, A. **June (2026)**. Do intergenerational interactions affect organizational trust, commitment, and satisfaction in the workplace in nursing: perceptions of generation Z towards others. *BMC psychology.* <https://doi.org/10.1186/s40359-026-04928-1>. IF 4.6 Web of Science, SSCI (Q1-W Category). (HEC W Category National Recognized journal list Oct 2024 to Dec 25- extension until June 2026).
- 2- Israr Hussain Raisani¹ , Sajjad Ahmad² , Khalid Umer³ , Dr. Abdul Rahim⁴ , Wajahat John⁵ , Saira Tafakhar⁶ , **Dr. Kamran Khan⁷** , Bbalaj Khan Afridi June **(2026)**. The role of Emotional Intelligence during Stressed and Demoralized Environments Inside Organizations. *Inverge Journal of Social Sciences*, 5(3), 327–340. <https://doi.org/10.63544/ijss.v5i3.304> ISSN- 3007-2018, 2959-4359 , Inverge Consultancy (pvt) Ltd_(HEC Y Category National Recognized journal list Oct 2024 to Dec 25- extension until June 2026).
- 3- **Dr. Kamran Khan**, Muhammad Naeem, Muhammad Asim Jamali, & Muhammad Tahir Malik **(April 2026)**. The Impact of Transformational Leadership on Academic Performance: The Mediating Roles of Work Agility and Academic Involvement. *Journal of Management Science Research Review*, 5(2), 2447–2463. Retrieved from <https://jmsrr.com/index.php/Journal/article/view/622> ISSN- 3006-2039, 3006-2047, Scholarly Research & Education Ventures, (HEC Y Category National Recognized journal list Oct 2024 to Dec 25- extension until June 2026).
- 4- Ullah, T, Z.,Ahmad, S. ., Umer, K. ., Raisani , I. H. ., Rahim, D. A. ., Qazi, D. Y. I. ., Tafakhar, S. ., **Dr. Kamran Khan**, **March (2026)**. The Impact of AI-Driven HR Practices on Employees' Trust and Engagement. *ACADEMIA International Journal for Social Sciences*, 5(3(s7)), 133-151. [https://doi.org/10.63056/academia.5.3\(s7\).2026.2063](https://doi.org/10.63056/academia.5.3(s7).2026.2063) ISSN- 3006-6638 , 3006-663, **ACADEMIA (PRIVATE) LIMITED** (HEC Y Category National Recognized journal list Oct 2024 to Dec 25- extension January to march 2026).
- 5- Ahmad, S. ., Umer, K. ., Raisani , I. H. ., Rahim, D. A. ., Qazi, D. Y. I. ., Tafakhar, S. ., **Dr. Kamran Khan.** ., & Iqbal, D. A. . **March (2026)**. Nexus of Smart Circular Economy, Sustainability, and Digital Servitization: Evidence from the Pharmaceutical Industry of Pakistan. (2026). *The Critical Review of Social Sciences Studies*, 4(1), 2271-2287. <https://doi.org/10.59075/cb6r1580> ISSN- 3006-7162, 3006-7170, **Bright Education Research Solutions** (HEC Y Category National Recognized journal list Oct 2024 to Dec 25- extension January to march 2026).
- 6- Umer, K. ., Ahmad, S. ., Raisani, I. H. ., Rahim, A. ., Iqbal, A. ., **Dr. Kamran Khan.** ., Qazi, Y. I., & Tafakhar, S. . **February (2026)**. Exploring the Impact of Transparency on the Relationship Between AI-Driven Finance and Sustainable Performance. *ACADEMIA International Journal for Social Sciences*, 5(2(s1)), 367-381. [https://doi.org/10.63056/academia.5.2\(a\).2026.2071](https://doi.org/10.63056/academia.5.2(a).2026.2071) ISSN-3006-2039, 3006-2047, **Scholarly Research & Education Ventures**, (HEC Y Category National Recognized journal list Oct 2024 to Dec 25- extension January to march 2026).
- 7- Javaid, Z. K., **Kamran Khan.**, & Anjum, A. R. **(January 2026)**. Workplace bullying and job wellbeing in banking sector: emotional exhaustion as a mediator and perceived organizational support as a moderator. *Theoretical Issues in Ergonomics Science*, 1–14. <https://doi.org/10.1080/1463922X.2026.261460>, Taylor & Francis (WOS-IF-2.4-Q2) (HEC X Category National Recognized journal list Oct 2024 to Dec 25- extension January to march 2026).

- 8- **Kamran Khan.**, Javaid, Z., Butt, R. S., & Anjum, A. R. **December (2025)**. Digital Human Resource at Work: how e-HRM Shapes Modern Organizational Performance in IT sector Organizations. *Revista Gestión de las Personas y Tecnología*, 18(54), 45-69. <https://doi.org/10.35588/y77vyc30> (WOS-IF-0.5-Q4), (HEC X Category National Recognized journal list Oct 2024 to Dec 25).
- 9- **Kamran Khan.**, Hamna Afzal , Amna Malik, **December (2025)**. Leadership Styles as Predictors of Employee Performance in Public Sector Organizations. (2025). *Journal of Management & Social Science*, 2(6), 387-401. <https://doi.org/10.63075/vjppb287> ISSN-3006-4830, 3006-4848, *Bright Education Research Solutions*, HEC Y Category National Recognized journal list Oct 2024 to Dec 25).
- 10- RAHIM, T. S., JAMALI, M. A., NAEEM, M., & **Kamran Khan.** **December (2025)**. The Effects Of Islamic Leadership Style And Workplace Spirituality On Job Satisfaction: The Mediating Role Of Employee Engagement. *Center for Management Science Research*, 3(8), 2738. <https://cmsrjournal.com/index.php/Journal/article/view/585> ISSN- 3006-5283, 3006-5291, *Visionary Education Research Institute*, HEC Y Category National Recognized journal list Oct 2024 to Dec 25).
- 11- Zartashia Kynat Javaid, **Kamran Khan** Muhammad Kamran **September (2025)** " Personality Traits and Facebook Usage as Predictor of Aggression among Undergraduate Students, *Journal of Education & Social Sciences* Vol. 12(2): 10-22, 2024 DOI:10.20547/jess1222412202, ISSN- 2414-8091, 2410-5767, Iqra University, Karachi, HEC Y Category National Recognized journal list Oct 2024 to Dec 25).
- 12- Kynat Javaid, Z., **Kamran Khan.**, Rehman Anjum, A. & Batool, S. **August (2025)**. Nexus of government support, IT capabilities, organizational ambidexterity and performance in public sector organizations. *ESIC Market. Economics and Business Journal*, 56(2), e419. <https://doi.org/10.7200/esicm.56.419> Emerging Sources Citation Index (ESCI (WOS-IF-4.4-Q2), HEC X Category National Recognized journal list Oct 2024 to Dec 25).
- 13- **Kamran Khan** & Tahira Nazir **June (2025)** Unraveling workplace dynamics: exploring the nexus of perceived narcissistic supervision, workplace bullying and employee responses: through the lens of conservation of resources theory, *Revista Internacional de Organizaciones*, nº 34, junio 2025, 169–200; EISSN: 1886-4171 <https://doi.org/10.17345/rio34.463>, . https://www.revista-rio.org/index.php/revista_rio (WOS-IF-0.2-Q4- X Category), HEC X Category National Recognized journal list Oct 2024 to Dec 25).
- 14- **Kamran Khan**, M. . Gul, and H. A. . Chaudhry, **December (2024)** "Effect of Electronic Surveillance on Task Performance: Mediating Role of Digital Transformation Moderating Role of Perceived Organizational Support ,*The Journal of Information and Organizational Sciences*. (Online), vol. 48, no. 2, <https://doi.org/10.31341/jios.48.2.11>. (Scopus, WOS-IF-0.6-Q3- X Category), HEC X Category National Recognized journal list Oct 2024 to Dec 25).
- 15- Gull M, Javaid ZK, **Kamran Khan**, Chaudhry HA **November (2024)**, "Improving healthcare for substance users: the moderating role of psychological flexibility on stigma, mental health, and quality of life". *International Journal of Human Rights in Healthcare*, Vol. 17 No. 5 pp. 662–677, doi: <https://doi.org/10.1108/IJHRH-08-2023-0072> Emerald Group Publishing Ltd. (ESCI (WOS-IF-1.0) Q2-, (Scopus 2.9) ISSN-2056-4902 2056-4910, HEC X Category National Recognized journal list Oct 2024 to Dec 25).
- 16- **Kamran Khan**, Javaid, Z. K., & Ajid Ali, A. **October (2024)**. Effects of Authentic Leadership on Innovative Work Behavior: Psychological Capital as Mediator and Organizational Unfairness as Moderator in Pakistani Public Sector Organizations. *International Journal of Management Research and Emerging Sciences*, 14(3). <https://doi.org/10.56536/ijmres.v14i3.666> (HEC Y Category National Recognized journal list Oct 2024 to Dec 25).
- 17- Javaid Z K, **Kamran Khan**, Kamran M, **October (2024)**. Influence of mindfulness on environmental satisfaction among young adults: mediating role of environmental identity. *Environment and Social Psychology* 2024; 9(9): 2937. <https://doi.org/10.59429/esp.v9i10.2937> (Q3-Scopus 1.07), ISSN- 2424-8975, 2424-7979
- 18- **Kamran Khan**, Mujitaba, A., Aslam. T. & Raja. S. **August (2024)**. The Nexus of Organizational Virtuousness, Work Disengagement, and Helping Behaviors in the Face of Perceived Organizational Politics. *Journal of Excellence in Management Sciences*, 3(4), 51–68. <https://doi.org/10.69565/jems.v3i3.333> , Smarcons Publications PVT.LTD, ISSN no2755-3787, 2755-3787,(Serial no 29162 of HEC Y Category Recognized journal list 2023-24).

- 19- Gull M, Aqeel M, Kanwal A, **Kamran Khan**, Akhtar T **June (2024)**, "Cultural adaptation and validation of the Others as Shamer scale: a barrier to effective health-care assessment". *International Journal of Human Rights in Healthcare*, Vol. 17 No. 3 pp. 247–261, **Emerald Group Publishing Ltd**. doi: <https://doi.org/10.1108/IJHRH-05-2022-0039> ESCI (WOS-IF-1.0) Q2- X Category, 14489 , (Serial no 14489 of HEC X Category Recognized journal list 2023-24)
- 20- Zartashia Kynat Javaid ., **Kamran Khan** & Anjum, A. R. (**December 2023**). Antecedents of Employee Wellbeing: Review of Organizations in Pakistan. *ESIC Market Economics and Business Journal*, 54(3), **Escuela Superior Gestion Comercial & Marketing** , Emerging Sources Citation Index (ESCI) Emerging Sources Citation Index (ESCI (WOS-IF-1.9 of year 2023 Q3). <https://doi.org/10.7200/esicm.54.313>, ISSN-0212-1867 1989-3574, (Serial no 27342 of HEC Y Recognized journal list 2023-24).
- 21- **Kamran Khan** , Zartashia Kynat Javaid **August (2023)**. Analyzing Employee Performance through Workforce Diversity Management: Role of Workforce Diversity Characteristics, *The Foundation University Journal of Business & Economics*, October 2023, Vol 8 No 2 (2023), ISSN 2414-4770, 2519-0172, <https://fui.edu.pk/fjs/index.php/fujbe>, DOI: <https://doi.org/10.33897/fujbe.v8i2.811> (Serial no 29352 of HEC Y Recognized journal list 2023-24).
- 22- **Kamran Khan** & Ather Mujitaba, **January (2023)**. Development and validation of Brand Strategies Evaluation Scale for Mobile Network Users. *ESIC Market. Economics and Business Journal*, 54(1), e291. **Escuela Superior Gestion Comercial & Marketing** <https://doi.org/10.7200/esicm.53.291> , Emerging Sources Citation Index (ESCI) Emerging Sources Citation Index (ESCI (WOS-IF-1.9 of year 2023 Q3). ISSN-0212-1867 1989-3574, (Serial no 27011 of HEC Y Recognized journal list 2022-23).
- 23- Mahvia Gul, **Kamran Khan**, Aniq Kanwal, **January (2023)**. Project Success and Transformational Leadership: Evaluating the Mediating Impact of Subordinates' Innovative Work Behaviour and Knowledge Sharing Behaviour. *Malaysian Journal of Business, Economics and Management*, 8-17. <https://doi.org/10.56532/mjbem.v2i1.12>
- 24- **Kamran Khan** , Mahvia Gul, **December (2022)**. The Role of Soft Skills and Organizational Unfairness between Leadership Style and Employee Performance: A Quantitative Study in Educational Institutes of Pakistan. *IRASD Journal of Management*, 4(4), 537–549. <https://doi.org/10.52131/jom.2022.0404.0097>, ISSN 2709-8451, 2709-8443
- 25- **Kamran Khan** , Mahvia Gul **August (2022)**. The Impact of Interactional Justice on Customer -Oriented Behaviors of Employees: The Mediating Role of Leader Member Exchange and Job Satisfaction, *The Foundation University Journal of Business & Economics*, August 2022, VOL-7, NO 2, ISSN 2414-4770, 2519-0172 <https://fui.edu.pk/fjs/index.php/fujbe/issue/view/31/Volume%207.2> (Serial no 28992 of HEC Y Recognized journal list 2022-23).
- 26- **Kamran Khan**, Sobia Raja, & Muhammad Tahir. **June (2022)**. Positive Stereotyping Could Be Reasoned to Workplace Intergenerational Retention: A Study of Three Generations in the Health Sector of Pakistan. *Reviews of Management Sciences*, 4(1), 240–251. <https://doi.org/10.53909/rms.04.01.0141> , ISSN-2709-9601, 2709-9610, (Serial no 28232 of HEC Y Recognized journal list 2021-22).
- 27- **Kamran Khan**, Tahira Nazir & Khuram Shafi **March (2022)**. Measurement of Job Wellbeing Behaviors by Perceived Narcissistic Supervision and Workplace Bullying: The Mediating Role of Emotional Exhaustions. , *International Journal of Management Research and Emerging Sciences*, Vol 12, No 1, March 2022, PP. 17-31 E-ISSN: 2313-7738, ISSN: 2223-5604. <https://doi.org/10.56536/ijmres.v12i1.188> , 2223-5604, 2313-7738 (Serial no 27681 of HEC Y Recognized journal list 2021-22)
- 28- **Kamran Khan**, Tahira Nazir & Khuram Shafi **December (2021)** Could Workplace Bullying and Emotional Exhaustion be Reasons of Employee Silence? *Journal of Workplace Behavior (JOWB)* Volume 2(1): 2021. 2(2), 35–51 <https://charisma-jwb.com/index.php/jwb/article/view/72> ISSN-2710-2807 2710-2378, (Serial no 27692 of HEC Y Recognized journal list 2021-22)
- 29- **Kamran Khan**, Ather Mujitaba **September (2021)**. Comparison of Consumer Evaluation of the Branding Strategies used by Mobile Network Operators, *International Journal of Management Research and Emerging Sciences*, Vol 11, No 3, September 2021, PP. 39-49 E-ISSN: 2313-7738, ISSN: 2223-5604. <https://doi.org/10.56536/ijmres.v11i3.147> ISSN 2223-5604, 2313-7738 (Serial no 27681 of HEC Y Recognized journal list 2021-22)

- 30-Kamran Khan** , Mahvia Gul **July (2021)**. The Relationship between Psychological Ownership and Subjective Happiness of the Employees: Mediating Role of Work Engagement. *Journal of Professional & Applied Psychology*, 2(1), 10–20. <https://doi.org/10.52053/jpap.v2i1.30>
- 31- Kamran Khan**, Tahira Nazir & Khuram Shafi **June (2021)**. The Effects of Perceived Narcissistic Supervision and Workplace Bullying on Employee Silence: The Mediating Role of Psychological Contracts Violation, *Business & Economic Review*: Vol. 13, No.2 2021 pp. 87-110 DOI: [dx.doi.org/10.22547/BER/13.2.4](https://doi.org/10.22547/BER/13.2.4) .https://imsciences.edu.pk/files/journals/vol_13_2021/4New1114MA.pdf ISSN 2074-1693, 2519-1233 (Serial no 28259 of HEC Y Recognized journal list 2020-21)
- 32- Kamran Khan** , Mahvia Gul **December (2020)**, Lack of Generational Stereotypes at Work: A Study from Baby Boomers to Millennial Generation in Educational Institutes. *Journal Of Social Sciences*, 11(1), 34-56. Retrieved from [//jss.gcuf.edu.pk/index.php/jss/article/view/36](http://jss.gcuf.edu.pk/index.php/jss/article/view/36)
<https://jss.gcuf.edu.pk/index.php/jss/article/view/36>

Conference attended:

- 1- SAICON November 2018, Paper presented:**
- (a) Intergenerational work values: past present
 - (b) Impact of employee ownerships at work performance.

Personal Statement

➤ Introduction:

My name is Dr. Kamran Khan. I live in a small village name **(Mohra Gujran, Kanyat Pir Buksh)** located in Tehsil **Gujar khan District Rawalpindi**. I have done my Ph.D. with the specialization of Human resource Management (HRM) FROM COMSATS University Islamabad in year of 2024. Before this, I did MS in organizational behavior/Psychology from GC University Lahore, MBA from Virtual University, B.A in Economics from Sarwar Shaheed (N.H) Collage Gujjar khan and B.Com from Allama Iqbal Open University, Islamabad.

I have completed also some professional courses like did ACMA (3 stages) from ICMAP, Lahore, PIPFA course from Department of Auditor General of Pakistan, Islamabad and B.ED in teaching education from University of Education Lahore.

I would like to tell you about my teaching and non-teaching experience. I have worked as Assistant Professor (Visiting) in Abasyn University Islamabad for one year, worked as educator in Punjab school education department for 2 years, as translator in Punjab civil secretariat Lahore for 5 years and senior auditor in department of Controller general of Accounts for 7 years.

Currently, I am working as Assistant Professor (Management Sciences) in AL-Hamd Islamic University Islamabad. Besides this, I have been working as Assistant Professor (Visiting) in Fatima Jinnah Women University Rawalpindi for last 2 years, and in University of the Punjab (Pothohar Campus) for last 6 months.

➤ Research Background **(IF-19.77)**

Research work is very important with respect to faculty position in the university. I have published 32 research works in different categories. Firstly, I have published research article in, W, 9 in X and 22 in Y category journals, 1 book chapter in Springer network, , 2 papers in Research Conferences).

My research impact is 19.57. Moreover, I am supervising various research works in Al-HAMD Islamic University for MS and Ph.D. classes.

Objective and Goals

With a strong academic background in area of Management Sciences, I am eager to contribute to cutting-edge research in Business and Public Administration. I am seeking for employment as teaching in field of Management Sciences, where I can use my talents and skills to grow and expand the knowledge in area of Organizational Behaviors, Human Resources Management, Economics, Marketing, Organizational Development, Research and Data Analysis. I want to be part of the success in an environment of growth and excellence. I am seeking a competitive and challenging environment where I can serve your organization in an effective way. My short-term goal is to gain in-depth knowledge and research experience in management science through this job. In the long term, I aspire to work, helping students and communities implement sustainable practices. I am particularly interested in developing innovative solutions to business and public administration.

➤ *How can I am suitable candidate*

I am confident that my academic background, professional experience, and passion for a strong candidate by followings reasons:

- ✓ With the specialization of HRM I can teach in this field effectively.
- ✓ With the specialization of Industrial and organizational Psychology, I can teach subjects related to it.
- ✓ Having professional accountancy degrees like ICMA (3 Stages) and PIPFA and Bachelor of Commerce, I can teach subjects related to professional accounting, public sector accounting and public sector auditing etc. in addition to management sciences.
- ✓ Having professional degree in teaching education, I can better understand the psychology of students.
- ✓ Having professional Experience in Government and private organizations, I can teach subjects of public sector accounting, auditing, and policy matters.

➤ Subjects of Teaching

1- For Under Graduate Classes

- ✓ Introduction to Human Resource Management
- ✓ Exploring quantitative skills
- ✓ Tools for quantitative reasoning
- ✓ Organizational behavior
- ✓ Microeconomics
- ✓ Macroeconomics
- ✓ Strategic management
- ✓ Basic accounting
- ✓ Advanced accounting
- ✓ Introduction to management
- ✓ Introduction to data analytics
- ✓ Introduction to Marketing
- ✓ leadership
- ✓ Entrepreneurship

2- For Graduate(MS/M.PHIL Level) Classes

- ✓ Human resource analytics
- ✓ Quantitative techniques
- ✓ Quantitative research
- ✓ Qualitative research
- ✓ Research methods
- ✓ Leadership
- ✓ Strategic management
- ✓ Works & Organizational Psychology
- ✓ Advance topics in organizational development

3- For Post Graduate(Ph.D., Level) Classes

- ✓ Management philosophy
- ✓ Advanced research methods
- ✓ Research method and data analysis
- ✓ Green project management
- ✓ Green supply chain management

Published Research Articles in W Category

- 1- Zada, S., Zada, M., **Kamran Khan.**, Contreras-Barraza, N., & Vega-Muñoz, A. **June (2026)**. Do intergenerational interactions affect organizational trust, commitment, and satisfaction in the workplace in nursing: perceptions of generation Z towards others. *BMC psychology*.. <https://doi.org/10.1186/s40359-026-04928-1>. IF 4.6 Web of Science, SSCI (Q1-W Category). (HEC W Category National Recognized journal list Oct 2024 to Dec 25- extension until June 2026).
- 2- (Book Chapter)
Javaid, Z. K., Ateeq, A., **Kamran Khan.**, Milhem, M., Al Astal, A. Y., Ali, S. A., & Shahzad, M. H. **April (2025)** Inclusive Leadership and Employee Work Engagement in the IT Sector: The Mediating Roles of Perceived Organizational Support, Psychological Safety, and Organizational Self-esteem. In: Hamdan, R.K. (eds) *Tech Fusion in Business and Society* . Studies in Systems, Decision and Control, vol 234. *Springer, Cham*. https://doi.org/10.1007/978-3-031-84636-6_88 ISSN 2198-4182, 2198-4190

Published Research Articles in X Category

- 1- Javaid, Z. K., **Kamran Khan.**, & Anjum, A. R. **(January 2026)**. Workplace bullying and job wellbeing in banking sector: emotional exhaustion as a mediator and perceived organizational support as a moderator. *Theoretical Issues in Ergonomics Science*, 1–14. <https://doi.org/10.1080/1463922X.2026.261460>, Taylor & Francis (WOS-IF-2.4-Q2) (HEC X Category National Recognized journal list Oct 2024 to Dec 25- extension January to march 2026).
- 2- **Kamran Khan.**, Javaid, Z., Butt, R. S., & Anjum, A. R. **December (2025)**. Digital Human Resource at Work: how e-HRM Shapes Modern Organizational Performance in IT sector Organizations. *Revista Gestión de las Personas y Tecnología*, 18(54), 45-69. <https://doi.org/10.35588/y77vyc30> (WOS-IF-0.5-Q4), (HEC X Category National Recognized journal list Oct 2024 to Dec 25).
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Conference attended:

- 1- **SAICON November 2018, Paper presented:**
 - (a) Intergenerational work values: past present
 - (b) Impact of employee ownerships at work performance.