

PROFILE

I am an academician and active researcher with over 17 years of teaching, research, and administrative experience in the field of management sciences with a strong emphasis on domain-specific and interdisciplinary research. As a HEC-Pakistan approved supervisor, I have supervised MS/PhD graduate theses and published scholarly work in high-impact journals. As a dynamic educator, I tend to integrate innovative pedagogical approaches, including case-based learning, simulations and technology-driven interactive teaching to foster critical thinking and student engagement. The leadership roles include developing accredited academic programs, spearheading curriculum revisions, and building industry-academic linkages, position me as a key contributor to academic excellence and institutional growth. I am actively engaged to develop new and improved skill-set adapting to the emerging competitive professional needs.

Website: <http://www.uow.edu.pk/Views/faculties/View2?ID=380&FID=10143&InstID=7&dept=2>
LinkedIn: <https://www.linkedin.com/in/nasir-mehmood-200349153/>
Google Scholar: <https://scholar.google.com/citations?user=l2OBpPkAAAAJ&hl=en>

PROFESSIONAL EDUCATION/CERTIFICATIONS

▪	Certification	Foundations of Project Management	Coursera	2026
	Applied business intelligence frameworks to optimize data workflows and deliver high-impact visualizations for stakeholders using data modeling, ETL pipelines, and interactive dashboarding			
▪	Certification	Google AI Essentials	Coursera	2026
	Utilizing generative AI tools to automate routine tasks, draft professional communications, and accelerate project research and applying prompt engineering techniques to maximize the efficiency and accuracy of large language models (LLMs) in daily workflows.			
▪	Certification	Google People Management Essentials	Coursera	2026
	Developing core leadership competencies in team goal setting, employee coaching, AI-enabled people management, actionable skills in team building, performance appraisal, and effective manager-employee communication.			
▪	Certification	Certified Lean Six Sigma (Yellow Belt)	Consak, Canada	2022
	Developing skills for process mapping, root-cause analysis, continuous improvement methodologies and using Lean Six Sigma tools to optimize daily workflows and support organizational quality standards.			
▪	Diploma	Technology and Ecommerce	BITE, London, UK	2007
▪	Diploma	Business Admission	Middlesex College, UK	2006

SKILLS

- Teaching (physical + online)
 - Research & Data Analysis (SPSS & SmartPLS)
 - Data Visualization for Business Intelligence
 - Project Management
- Academic Management
 - AI & Gen AI tools
 - Training & Development
 - Team Leadership

RESEARCH GRANTS (PROJECT FUNDING)

1. **RASTA 8.0 CGP Research Grant (2026) - In-progress**

Status:Principal Investigator (Co-PI)

Project Title:Mapping Pakistan’s Climate Finance Regulations Against Global Benchmarks

Awarding Body:PIDE Pakistan

Duration: 8 Months

Funding: PKR 3.0 million
2. **FGRS Malaysia Research Grant (2025) – In-progress**

Status:Co-Principal Investigator (Co-PI)

Project Title:Harnessing the Blue Economy for Poverty Reduction in Northern Peninsular Malaysia’s Coastal Communities through Financial Inclusion

Awarding Body:MoE, Malaysia

Duration: 3 Years

Funding: PKR 6.36m (RM 93,000)
3. **RASTA 7.0 CGP Research Grant (2025) - Completed**

Status:Principal Investigator (PI)

Project Title:From Disable to Gigable: Leveraging Gig Platforms for the Inclusivity and Well-being of People with Disability. (2025)

Awarding Body:PIDE Pakistan

Duration: 10 Months

Funding: PKR 3.47 million

EDUCATION

- **PHD (MANAGEMENT/HRM)** MAR-2018
UNIVERSITY TEKNOLOGI MALAYSIA (UTM), MALAYSIA (QS GLOBAL RANKING = 153, 2026)
- **MS (MANAGEMENT SCIENCES)** – CGPA 3.85/4.0 AUG-2013
COMSATS UNIVERSITY ISLAMABAD, PAKISTAN. (QS ASIA RANKING = 150, 2026)
- **MBA (BUSINESS ADMINISTRATION)** – CGPA 3.67/4.0 JUN-2001
HAMDARD UNIVERSITY ISLAMABAD, PAKISTAN.

WORK EXPERIENCE

- 1- Dates From February 2024 – To – Present
ASSOCIATE PROFESSOR/CHAIRPERSON (MANAGEMENT SCIENCES)
UNIVERSITY OF WAH, WAH CANTT. RAWALPINDI, PAKISTAN
Courses Taught:
 - Project Management
 - Entrepreneurship and Innovation
 - Performance Management
 - Strategic Management / HRM
 - Leadership and Teamwork
 - HRM & Organizational Behavior
- 2- Dates From Feb 2025 – to – present
VISITING PROFESSOR
ROOTS-IVY INTERNATIONAL UNIVERSITY COLLEGE, ISLAMABAD, PAKISTAN
Courses Taught:
 - “MBA003-6 _ Innovation & Entrepreneurship” MBA Class (2025)-University of Bedfordshire, UK
 - “BUS7016 _ Leading People” to MBA Class (2025)–Arden University, UK
 - “MBA004-6 _ Strategy: Analysis and Practice” MBA Class (2025)-University of Bedfordshire, UK
 - “MBA004-6 _ MBA: Applied Project” supervision - University of Bedfordshire, UK
- 3- Dates From January 2018 – To – Feb 2024 (6 years)
ASSISTANT PROFESSOR/CHAIRPERSON (MANAGEMENT SCIENCES)
UNIVERSITY OF WAH, WAH CANTT. RAWALPINDI, PAKISTAN
- 4- Dates From October, 2009 – To - January, 2018 (9 years)
LECTURER (MANAGEMENT SCIENCES)
UNIVERSITY OF WAH, WAH CANTT. RAWALPINDI, PAKISTAN
- 5- Dates From Mar 2008 to Jun 2009
SYSTEM SUPPORT ANALYST
PARTNERSHIP OF EAST LONDON CORPORATION (PELC), ILFORD, ESSEX, UK
- 6- Dates From Jul 2002 to Aug 2004
ASSISTANT MANAGER
AMSONS VACCINES AND PHARMACEUTICALS, ISLAMABAD, PAKISTAN.

HONORS AND ACADEMIC AWARDS

- HEC MOOCS Trainer Certification for MS/PhD Supervision – Course Title: “Beginner’s guidelines for writing your own patent”, July 2024.
- “Associate Editor” for UW Journal of Management Sciences (HEC Category “Y”) – 2017-2023
- “Lean Six Sigma (Yellow Belt) Certification” in January 2022 by Consak Inc. Canada
- Pakistan “HEC Approved PhD Supervisor 2022” for research thesis supervision.
- “Certificate of Excellence” by Universiti Teknologi Malaysia (UTM) in 2018 for completing PhD studies with distinction
- Microsoft Certified System Administrator (MCSA) – Microsoft London, UK. - 2008
- Cisco Certified Network Administrator (CCNA) – Cisco London, UK - 2008

SCHOLARSHIPS/GRANTS

- “International Travel Grant by Pakistan HEC - 2018” for presenting research paper in Asia International Conference (AIC) at Langkawi, Malaysia.
- “AIC Malaysia Travel Grant Int’l for Research Conference - 2018” Malaysia.
- “HEC Grant for Int’l Research Conference - 2018” for attending International Conference (AIC) in Langkawi, Malaysia.
- “UTM International Doctoral Fellowship (IDF) – 2016/17” by Universiti Teknologi Malaysia (UTM).

PROFESSIONAL MEMBERSHIPS

- Certified Lean Six Sigma (Yellow Belt) – Consak Canada – since 2022

- Pakistan Manpower Institute-PMI, Islamabad, Pakistan – as Professional Trainer (since 2018)
- Microsoft Certified Professional (MCP) - since 2007

WORKSHOPS/TRAININGS

- “Emerging Trends in Management, Leadership and Cyber Security Certification”, Online Webinar organized on in collaboration with Consak Canada (Approved PMI Premier Trainer), on Jan 01, 2025.
- “AI Tools for Research: System Literature Review”, Research training organized for graduate students/faculty at University of Wah, on Dec 27, 2024.
- “Beginner’s guidelines for writing your own patent”, HEC MOOCS training conducted for PhD faculty at University of Wah on Sep 30, 2024.
- “Employee Engagement and Satisfaction”, Foreign Faculty Lecture organized online for UW BBA & MBA students on Jan 08, 2024. Guest Speaker “Dr. Sobia Irum, Assistant Professor, University of Bahrain”.
- “Orientation Session”, organized for Applicants of “UW Centre of Excellence (UWCE)” on July 12, 2023 in the Central Library Complex, University of Wah
- “Role of Emerging Technologies in Project Management”, Foreign Faculty Lecture organized online for UW BBA students on June 09, 2023. Guest Speaker “Mr. Amir Ansari, Information Security Specialist, Wilfrid Laurier University, Canada”.
- “Motivation Through Job Design”, Foreign Faculty Lecture organized online for UW BBA final year students on May 31, 2023. Guest Speaker “Dr. Ungku Norulkamar, Associate Professor, Universiti Teknologi Malaysia”.
- “Management Career Expo” held on June 1, 2022 at University of Wah (organized as team member)
- “Understanding HEC Journal Recognition System (HJRS)” held on 29th October, 2021 at University of Wah
- “LaTeX Essentials” held on July 30, 2021 at University of Wah, Wah Cantt. Pakistan.
- “Interview Skills” held on June 07, 2021 at University of Wah, Wah Cantt. Pakistan.
- “Anger Management” held on Mar 11, 2021 at University of Wah, Wah Cantt. Pakistan.
- “SmartPLS for SEM Based Research and Systematic Literature Review” held on Feb 02, 2019 at University of Wah, Wah Cantt. Pakistan.
- “Accreditation/Re-Accreditation; A Way Forward for Continuous Improvement” held on Sep 13-14, 2018. Organized by NBEAC-Higher Education Commission Pakistan at Bahria University Islamabad, Pakistan.
- “Writing for Quality Journals” held on Feb 9-10, 2018. Organized by NBEAC-Higher Education Commission Pakistan, at Islamabad Club, Pakistan.
- “Quality and Quality Enhancement Cell” held on Feb 25-26, 2014. Organized by QAA Directorate at HEC Head Quarter, H-9 Islamabad, Pakistan.

RESEARCH PUBLICATIONS

S#	Research Publication	Category
1	Fazil, U., Mehmood N. (2026) . To Share or Not to Share: The Role of Motivation in Fostering Knowledge Sharing Behavior on Enterprise Social Networks. International Journal of Knowledge-Based Development. 15(4), 423-437. DOI: 10.1504/IJKBD.2025.151405	HEC-X (IF=0.30)
2	Mehmood N. , Shoaib R., Mughal M A., Masood A., Faizan Ul Haq (2025) . Balancing The Scales: Harnessing Remote Work to Achieve Work-Life Balance Amid the Pandemic. <i>Gradiva</i> , 64(6), 14-34. DOI: 10.5281/zenodo.15681456	HEC-W (IF=0.07)
3	Hussain K., Mehmood N. , Shahzad F., Masood A. (2024) . Mapping of the Field: Bibliometric Analysis of Research in Business and Management. International Journal of Research in Economics & Commerce. 5(1), 26-53. DOI: 10.56536/ijrec.v5i1.38	HEC-Y
4	Hussain K., Ahmad I., Mehmood N. , Mukarram S, S., Masood A. (2024) . Unlocking Innovation: The Synergy of Knowledge Management Infrastructure and Knowledge Management Capabilities in Academia. International Journal of Business and Finance Implications. 4(1), 91-108. DOI: 10.56536/ijbfi.v5i1.43	HEY-Y
5	Saeed J., Mehmood N. , Aftab S., Irum S., Ashfaq M. (2024) . Unlocking Sustainability: The Dynamic Nexus of Organizational Support, Identification, and Green HRM Practices in Cultivating Pro-Environmental Excellence. <i>Foresight</i> . Doi: https://doi.org/10.1108/FS-03-2023-0037	HEC-X (IF=2.72, Q2)
6	Sheikh, J. A., Mehmood N. , Aftab N., Yasin G., Farooq S. (2023) . Emerging Challenges of E-Waste Management: A Growing Socio-Environmental Concern. <i>Multicultural Education</i> , 9(1), 1-9. Doi: 10.5281/zenodo.7439097	HEC-X (Q3)
7	Fazil U., Mehmood N. , Hussain K. (2023) . Investigating the Structure and Dynamics of Knowledge Sharing Behavior and Enterprise Social Networking. <i>UW Journal of Management Sciences</i> . 7(2), 53-69.	HEC-Y
8	Li Y.; Mehmood N. ; Iqbal N. (2022) . Natural Resource Abundance and Financial Development: A Case Study of Emerging (E-15) Economies. <i>Resources Policy</i> . 79(2022), 1-9. Doi: 10.1016/j.resourpol.2022.103018	HEC-W (IF=10.20, Q1)
10	Zulham, Z., Aini, Q., Mehmood, N. , Sharma, S., Iswanto, A.H., Wekke, I.S. et al., (2022) , ‘Analysing the relationship between ethical leadership and the voice of Malaysian Muslim employees. <i>HTS Teologiese Studies/Theological Studies</i> . 78(4) a7340. Doi: 10.4102/hts.v78i4.7340	HEC-W (IF = 0.49, Q1)

11	Khan, S., Mehmood, N. , Ahmad, I. A., Abbas, M. (2022). Roles of Self-Efficacy in using Social Networking to improve Productivity. International Transaction Journal of Engineering, Management, & Applied Sciences & Technologies. 13(1), 1-11. <i>Doi: 10.14456/ITJEMAST.2022.2</i>	HEC-Y (Q4)
12	Rasool I., Mehmood N. , Haider M., Khalid GK. Hanan, F. (2021). An Empirical Investigation of Impact of Green HRM on Employee Behavior. Elementary Education Online, 20(2), 916-924. <i>Doi: 10.17051/ilkonline.2021.02.103</i>	HEC-X (Q3)
13	Mehmood, N. , Ikram A., Sadia S., (2021). The Effect of Knowledge Management Capabilities and Infrastructure on Organizational Learning. Journal of Contemporary Studies. X(1), 82-102. <i>Doi: doi.org/10.54690/jcs.v10i1.164</i>	HEC-Y
14	Khan, S., Mehmood N. (2021). The Role of Social Networking between Knowledge Donating and Productivity among Service Sector Employees. NUST Business Review, 3(1), 1-21. <i>Doi.org/10.37435/NBR-20-0020</i>	HEC-Y
15	Ashfaq M., Irum S., Qureshi I., Mehmood, N. , Khan N., Humaira A. (2020). Effects of Green Logistics on Sustainability Performance in Malaysia Manufacturing Companies. International Journal of Psychosocial Rehabilitation, 24(1), 784-792. <i>Doi: 10.37200/IJPR/V24I1/PR200183</i>	HEC-Y (Q4)
16	Afzal H., Mehmood N. , Jalil H., Umer M., Batool N. (2020). Impulsive Buying Tendency in Social Learning Perspective: S O R Model and Empirical Investigation. International Journal of Management, 11(11), 2122-2138. <i>Doi: 10.34218/IJM.11.11.2020.200</i>	HEC-Y (Scopus)
17	Mehmood N. , Muhammad A., Irum S. (2020). Knowledge Management Infrastructure and Innovation. Indirect Effects of Knowledge Management Capabilities and Resource Commitment. Palrach's Journal of Archaeology of Egypt, 17(9), 275-290.	HEC-Y (Q3)
18	Mehmood N. , Rasool I., Batool N. (2020). The Role of Affective Commitment and Ethical Leadership in Procedural Fairness to Determine Employee Turnover Intention. International Journal of Management, 11(8), 1561-1580. <i>Doi: 10.34218/IJM.11.8.2020.140</i>	HEC-Y (Scopus)
19	Khan, Y. M., Javeed. A., Mehmood, N. (2019). Mobile Service Quality and Customer Satisfaction. The Application of Carter Model. Sarhad Journal of Management Sciences. 5(1), 15-26. <i>DOI: 10.31529/sjms.2018.5.1.2</i>	HEC-Y
20	Mehmood, N. , Ungku, U. N. B., Saman, A., Irum, S. (2018). Relationship between Distributive Justice, Ethical Leadership, and Turnover Intention with the Mediating effects of Ethical Climate. International Journal of Engineering & Technology. 7(2.29), 429-435. <i>Doi: 10.14419/ijet.v7i2.29.13667</i>	HEC-X (Q3)
21	Mehmood, N. , Ungku, U. N. B., Irum, S., & Ashfaq, M. (2016). Job Satisfaction, Affective Commitment, and Turnover Intentions among Front Desk Staff: Evidence from Pakistan. International Review of Management and Marketing, 6(4S), 305-309.	HEC-X (Q3)
22	Amir, S., Yasir, M., Shahzad, A., Ahmad, K., Mehmood, N. , (2014). Impact of Unethical Behavior on Accounting Practices. Journal of Basic and Applied Scientific Research. 4(7), 36-43.	HEC-Y
23	Mehmood, N. , Ahmad, K., Sultana, A., Irum, S. (2012). Relationship between Homework and Students' Grades (Evidence from Higher Education Sector in Pakistan) Interdisciplinary Journal of Contemporary Research in Business. 4(6), 700-713.	HEC-Y
24	Sultana, A., Irum, S., Ahmad, K., Mehmood, N. (2012). Impact of Training on Employee Performance: A Study of Telecommunication Sector in Pakistan. Interdisciplinary Journal of Contemporary Research in Business United Kingdom. 4(6), 673-684.	HEC-Y

BOOKS/BOOK CHAPTERS

- **"Ethical Perspective on Digital Leadership"** published in January 2023 by Association of Professional Researchers and Academicians (APRA), UK.

REFERENCES

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