

Dr. Tayyebah Sehar

PhD (HRM) | Academic & Research Professional | HRM | Organizational Behavior | Compensation Planning & Management, Leadership, Training and Development, Policy and Outreach Expertise, Curriculum Planning

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PROFESSIONAL SUMMARY

Accomplished academic and research professional holding a Doctorate in Human Resource Management (Iqra University, 2024) with over 14 years of progressive experience spanning higher education, applied research, NGO consultancy, and entrepreneurship. Demonstrated expertise in HRM, Organizational Behavior, Strategic Management, and Business Research Methods. Active contributor to peer-reviewed journals indexed in Emerald, Remittances Review, Bulletin of Business and Economics, and Journal of Management Info. Skilled in quantitative and qualitative research methodologies, curriculum design, student thesis supervision (120+ theses), and institutional development. Proficient in SPSS, Smart PLS, AMOS, NVivo, Power BI, and E-Views. Committed to advancing knowledge through rigorous research, impactful teaching, and meaningful community engagement.

KEY METRICS

- 14+ Years Experience
- 120+ Projects Supervised
- 10+ Peer-reviewed Publications
- 10+ Working Papers (2025)
- 50+ Seminars, TED Talks, Career Counselling Sessions Organized
- 20+ MoUs collaborated

CORE COMPETENCIES

✓ Human Resource Management	✓ Organizational Behavior	✓ Strategic HRM
✓ Business Research Methods	✓ Quantitative & Qualitative Research	✓ Data Analysis (SPSS, Smart PLS, AMOS)
✓ Curriculum Design & Development	✓ Academic Thesis Supervision	✓ Training & Development
✓ Performance & Compensation Management	✓ Entrepreneurship & Innovation	✓ Leadership & Change Management
✓ Recruitment & Selection	✓ Organizational Development	✓ Career Counseling & Mentoring
✓ Policy Research & Market Analysis	✓ Gender & Diversity Studies	✓ Academic Publishing

PROFESSIONAL AFFILIATIONS & MEMBERSHIPS

- Peer Reviewer: Journal of Economic and Administrative Sciences — Emerald Publishing — ongoing
- Peer Reviewer: International Journal of Progress in Social Sciences Development — Emerald Publishing — ongoing
- Remote Research Associate: HEC Blu, Wisconsin — USA — May 2021–Present
- Research Collaborator: Center for Research and Security Studies (CRSS) — Islamabad — 2016–2021
- Trainer & Consultant: SH Foundation (NORAD Project) — Norwegian NGO — 2015–2020
- Program Manager: UNICEF — STRIVE Foundation — SMA Eradication — 2012–2015
- Research Project Evaluator: Allama Iqbal Open University Islamabad (AIU) — Research & Academic Complex

ACADEMIC QUALIFICATIONS

Doctor of Philosophy (PhD) — Human Resource Management <i>Iqra University, Islamabad CGPA: 3.00</i>	2024
Master of Philosophy (M.Phil.) — Human Resource Management <i>University of Lahore CGPA: 3.58</i>	2016
Master of Business Administration (MBA) — HRM <i>Federal Urdu University of Arts, Science & Technology CGPA: 3.46</i>	2009
Bachelor of Education (B.Ed.) <i>AJK University 1st Division</i>	2015
Bachelor of Science (B.Sc.) <i>Punjab University B-Grade</i>	2006
Faculty of Science (F.Sc.) — Natural Sciences <i>FBISE IMCG F-6/2, Islamabad 1st Division</i>	2004
Secondary School Certificate (SSC) — Natural Sciences <i>FBISE IMS I-8/1, Islamabad 1st Division</i>	2002

PROFESSIONAL EXPERIENCE

Remote Research Associate HEC Blu — University of Wisconsin (USA) Remote - Conduct systematic data analysis to evaluate agricultural production trends and publish market update and policy papers. - Develop predictive models for yield and quality estimation using Python, SPSS, and Smart PLS. - Collaborate with international research teams to design and implement rigorous data collection methodologies. - Prepare stakeholder reports and presentations; assist in the development of evidence-based outreach programs. - Produce Research Outputs, Policy Papers, and Market Updates disseminated globally.	<i>May 2021 – Present</i>
Visiting Lecturer Bahria University, Islamabad - Designed and delivered undergraduate and postgraduate courses in HRM, Organizational Behavior, and Research Methods. - Organized guest speaker sessions, CEO talks, and career management seminars. - Assessed and evaluated student performance through diverse assessment strategies.	<i>2021 – 2023</i>
Assistant Director, STRIVE Foundation, Islamabad - Oversaw Placement Cell and Alumni Affairs for a student body of 2,000+. - Secured sponsorships and organized 50+ national seminars, workshops, and mega events. - Executed Memoranda of Understanding (MoUs) with 20+ national and international organizations. - Delivered lectures in Management Sciences while simultaneously serving administrative functions.	<i>Mar 2020 – Dec 2022</i>
Trainer & Consultant Shah Hamadaan Foundation — NORAD funded (Norwegian NGO) - Designed and delivered training programs under the NORAD Education, Training & Development (ET&D) Program. - Developed capacity-building curricula for community stakeholders across AJK region. - Authored program evaluation reports submitted to international funding bodies.	<i>2015 – 2020</i>
Visiting Lecturer FUUAST University, Islamabad Campus Taught Management Sciences courses at graduate level; supervised capstone research projects.	<i>2015 – 2017</i>
Visiting Lecturer University of Lahore, Islamabad Campus	<i>2012 – 2014</i>
Visiting Lecturer Federal Urdu University (FUUAST)	<i>2009 – 2010</i>

- Founded and managed a boutique retail enterprise; oversaw operations, marketing, and financial management.

PEER - REVIEWED PUBLICATIONS

1. Mushafiq, M. A., Sehar, T (2021). Reality of short-term causality of Islamic and conventional banking term deposit rates in Pakistan, *Asian Journal of Economics and Banking*, 2615-9821 DOI 10.1108/AJEB-10-2020-0072
2. Sehar, T (2021). "Intellectual brain drain and economic growth: A theoretical solution of strategic compensation", *Bahria University Journal of Management & Technology* (BJMT).
3. Sehar, T, Waqas, M (2022), A Conceptual Framework for Post Crisis Workplace Structures from the lived Experiences of Healthcare Workers, *International Review of Basic and Applied Sciences*, Vol.10, 2308-7056.
4. Sehar, T., Hafeez, S., Raja, D. M. W., Rafiq, W., & Akram, D. M. (2023). How to Stay Untapped from Hidden Traps? A Quantitative Study of Impact of Fashion Consciousness, Materialism and Physical Appearance Evaluation Investment Bias On Organizational Justice from Recruitment Perspective. *Bulletin of Business and Economics (Bbe)*, 12(3), 150-158.
5. Hafeez, S., Raja, D. M. W., Sehar, T., & Mehmood, R. (2023). The Moderating Impact of Gender Discrimination Between Women Entrepreneurial Orientation and Venture Performance. *Bulletin of Business and Economics (Bbe)*, 12(3), 94-113.
6. Nisar, I., Raja, W., & Sehar, T. (2023). Evaluating the moderating role of management inspection between safety hazards in hospital working conditions: A study of hospitals in Islamabad. *Journal of Management Info*, 10(2), 137-169
7. Akram M., Dr. Zahid N., Sehar, T., Faraz M. A., Rafiq W. (2024). Impact of Organizational Human Resource Practices on the Level of Employee Engagement-Mediating and Moderating Roles of Work-Life Balance and Perceived Organizational Support. *Remittances Review*. Volume: 9, No: 3, pp.259-275.
8. Mushafiq, M., Khalid, S., Sohail, M. K., & Sehar, T. (2023). Exploring the relationship between investment choices, cognitive abilities risk attitudes and financial literacy. *Journal of Economic and Administrative Sciences*, 39(4), 1122-1136.
9. Akram M., Dr. Zahid N., Sehar, T., Fraz. M. A., Rehman. M., A. (2024). The Effect of Emotional Quotient and Intelligence Quotient on Lecturer Performance Mediated by Creativity and Job Satisfaction. *Remittances Review*, Vol.9(4), 2601-2617 DOI: <https://doi.org/10.33282/rr.vx9i2.142>
10. Zaman, S., Hafeez, S., & Sehar, T. (2026). The Influence of Technology Orientation on Firm Performance: The Mediating Role of Dynamic Capabilities in a Dynamic Pharmaceutical Environment. *Pakistan Social Sciences Review*, 10(2), 102-124. [https://doi.org/10.35484/pssr.2026\(10-II\)08](https://doi.org/10.35484/pssr.2026(10-II)08)

WORKING PAPERS & FORTHCOMING PUBLICATIONS

- Global Dairy Business and Emerging Challenges. [Under Review]
- Global Dairy Trade and Strait of Hormuz. [Under Review]
- RFID-based employee stress: A cross-sectional study of higher educational institutes. [Working Paper]
- Reducing recruitment bias using artificial intelligence: A configurational analysis. *Bahria University Journal of Management & Technology* (BJMT). [Under Review]
- Unhappy marriage of politics and religion: Past, present and future outcomes. *International Journal of Middle East Studies* (IJMES). [Under Review]

PROFESSIONAL CERTIFICATIONS & AWARDS

Certificate of Teaching (CT) — AIOU	2006 — 1st Division
TOEFL Certificate — NUML, Islamabad	2006 — 1st Division
IELTS — University of Cambridge via AEO	2025
Certificate of Effective Teaching & Learning — Oxford University Press	2013
Certificate in School Management — Association for Academic Qualification (AFAQ)	2014
B.Ed. — AJK University	2015 — 1st Division
Certificate of Excellence — Islamic Studies — AL-HUDA International Institute	2004 — 1st Division
Certificate of Excellence — Diversity, Collaboration & Peace — CRSS / Pakistan Center for Research (PACE)	2017
Efficiency Award — Excellent Conduct of Classes — Institutional Recognition	
Punctuality Award — Highly Punctual Class Behavior — Institutional Recognition	

TECHNICAL SKILLS & TOOLS

Statistical Software: SPSS, Smart PLS, AMOS, E-Views, NVivo

Programming & Analysis: Python (data analysis), Prezi, Turnitin, Mendeley, EndNote

Microsoft Office: Word, Excel, PowerPoint, Canvas, Trello, LMS

Research Tools: Quantitative Research, Qualitative Research, Granger Causality, Discriminant Analysis, Structural Equation Modeling (SEM)

Languages: Urdu (Native), English (Proficient — IELTS & TOEFL Certified), Punjabi (Conversational)

TEACHING EXPERTISE — PREFERRED SUBJECTS

▪ Human Resource Management ▪ Organizational Behavior ▪ Strategic HRM ▪ Business Research Methods ▪ Training & Development ▪ Compensation & Performance Management ▪ Leadership & Change Management ▪ Entrepreneurship ▪ Research Philosophy	▪ Career Planning & Strategic Compensation ▪ Recruitment & Selection ▪ Organizational Development ▪ Business Communication ▪ Organizational Psychology ▪ Negotiation & Conflict Management ▪ Knowledge Management ▪ Business Ethics ▪ Public Speaking
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CONFERENCES, WORKSHOPS & SEMINARS (SELECTED)

- Guest Speaker, 'Organizational Development & Change Management' — Bahria University, E8 Campus, (April 29, 2026)
- Guest Speaker, 'Organizational Behavior and Work Ethics' — AFAQ, AK Region (July 2018)
- Attended International Conference on Education — RIPHAH University, led by Dr. Carol Ann Tomlinson (Emeritus, USA) (2019)
- Participated, International Workshop on 'Data Analysis and Interpretation' — RCTD (Dec 2015)
- Participated, International Research Workshop on 'Research Tools and Techniques in Quantitative Study' — BIKAT (April 2020)
- Participated, International Research Workshop on 'Literature Review and Theoretical Padding' — CRSS (June 2018)
- Attended International Conference on Human Resource Management — RIPHAH University (Feb 2011)
- Organized 50+ seminars, CEO talks, motivational sessions and guest lectures (2009–2021)
- Vice Patron, Students Society for Dramatics & Debate — AIUIC (2016–Present)
- Ambassador-Level Cultural Programs for diversity, tolerance, and gender equity — CRSS (2016–2021)
- Headed teams for Entrepreneurial Exhibitions at SZABIST and other universities (2016, 2018, 2021)

CONSULTANCY & COMMUNITY ENGAGEMENT

- Curriculum Developer & Consultant — Pakistan Telecom Foundation Educational System (2018–2020)
- Research Consultant & Project Supervisor for MBA and MS students — AIOU (2017–2020)
- Supervised 120+ BBA/MBA/MS theses (2016–Present); supervised 100+ business plans, many successfully operational
- Student Consultancy for career exploration, professional growth, and family conformance — Manchester Funded by Elinore Chohan, AJK
- Trainer & Consultant, NORAD, MIRI ROSHINI AJK, in collaboration with Norwegian NGO (2015–Present)
- Sponsorship acquisition for national entrepreneurial challenges — PEC (2018, 2020, 2022)

REFERENCES

Mr. Leonard Polzin	Prof. Dr. Muhammad Waqas Raja
<i>CEO, HEC Blu — University of Wisconsin</i>	<i>Associate Professor, Iqra University Islamabad Campus</i>
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United States	Islamabad, Pakistan