

Dr. Shahid Hussain, PhD

Management Sciences & HRM | Academic | Administration & HR Leadership

Sukkur, Islamabad, Pakistan

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Professional Profile

Dynamic Management Sciences professional, academic researcher, and administrative leader with more than 20 years of diversified experience across academia, institutions, international NGOs, and corporate organizations.

Specialized in organizational development, strategic HR management, training & development, project implementation, and institutional administration. Demonstrated success in leading multidisciplinary teams, implementing HR systems, managing large-scale programs, and contributing to academic research in department of Business Administration.

Committed to fostering research excellence, organizational growth, and sustainable institutional development through effective leadership, collaboration, and innovation.

Education

PhD (Doctor of Philosophy) – Registered with HEC, PCD No. 40878

Faculty: “Management Sciences”.

Shah Abdul Latif University Khairpur — 2025

Research Topic: Study of Perceived Organizational Support, Perceived Organizational Training & Development, and Employee Retention: A mediating analysis of Workplace Behaviors.

MPhil / MBA – Business Administration, Dadabhoy Institute of Higher Education, Karachi — 2018

MA Economics, Shah Abdul Latif University Khairpur — 2007

BSc Statistics, Shah Abdul Latif University Khairpur — 2002

IT Course Certification, Sindh Board of Technical Education – Karachi

Research Publications

Journal Title	ISSN/ EISSN	Journal URL	Journal Category	Paper Online URL	Volume & Issue	Date of Publish
Journal of Social Sciences Advancement	ISSN 2788-6174 EISSN 2788-6182	https://www.scienceimpactpub.com/journals/index.php/issa	Y	https://www.scienceimpactpub.com/journals/index.php/issa/article/view/403	VOL. 5 NO. 4 (2024)	2024-11-27
Inverge Journal Of Social Sciences	ISSN (online)2959-4359 ISSN (print) 3007-2008	https://invergejournals.com/index.php/ijs	Y	https://invergejournals.com/index.php/ijs/article/view/232	Vol. 5 issue 1, 2026	2026-02-23
Social Science review Archives	ISSN (online) 3006-4708 ISSN (print) 3006-4694	http://policyjournalofms.com/index.php/6	y	http://policyjournalofms.com/index.php/6/article/view/1744/1726	Vol. 4 No.1	2026-02-25

Research Focus Areas:

• Human Resource Management • Marketing intelligence • Organizational Support • Employee Retention	• Workplace Behavior • Organizational Training & Development • Organizational Engagement • Organizational Citizenship Behavior
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Core Competencies

• Academic Teaching & Research • Management Sciences • Human Resource Management • Strategic Administration • Organizational Development • Recruitment & Talent Acquisition • Training & Capacity Building	• Project Management • Disaster Risk Management • Policy Development & Compliance • Performance Management • HR Information Systems (HRIS) • Institutional Coordination • Leadership
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Academic Experience

Lecturer – Management Sciences

Dadabhoy Institute of Higher Education, Sukkur Campus

Jan 2015 – Jun 2018

Key Contributions:

- Delivered lectures in **Human Resource Management, Organizational Behavior, and Management**
- Developed curriculum content and learning strategies for undergraduate and graduate programs
- Supported research collaborations and academic development initiatives
- Organized **seminars, workshops, and academic events**
- Mentored students and supported research projects

Professional Experience

Senior Coordinator – Administration & Human Resources

SIUT Medical Complex Sukkur (Sindh Institute of Urology & Transplantation)

Aug 2018 – Present

Key Responsibilities:

- Leading Administrative & HR operations including recruitment, onboarding, employee relations, and performance management
- Collaborate with executive management on policy execution and institutional planning
- Support organizational development and implementation of strategies
- Ensure compliance with employment laws, institutional policies, and regulations
- Develop and implement HR policies, procedures, and quality assurance measures
- Handle employee relations, grievances, and disciplinary matters
- Oversee performance management, appraisals, and improvement plans
- Plan and implement training, development, and capacity-building initiatives
- Administer employee benefits and support HR policy implementation
- Maintain accurate and confidential employee records and HRIS data
- Oversee day-to-day administrative operations and services
- Manage office operations and staff supervision
- Coordinate with faculties, departments, management, and HODs
- Supervise administrative, technical staff, and faculty processes (leave, discipline, onboarding, records)
- Maintain **official records, data systems, and documentation**
- Liaise with **regulatory bodies and external institutions**
- Develop procedures for **quality assurance, service delivery, and public relations**

Deputy Director – Administration & HR

COMET Enterprises – Islamabad

Jun 2017 – Jul 2018

Key Responsibilities:

- Strategic management of **recruitment and staffing operations**
 - Payroll, compensation, and benefits administration
 - Organizational development and employee training
 - Procurement and operational logistics management
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Administrator / Head of HR

Fatimid Foundation Blood Bank & Hematological Services – Khairpur

Dec 2012 – May 2017

Key Achievements:

- Managed **seven operational departments including medical, administration, finance, and logistics**
 - successfully secured **millions in government and donor funding**
 - Organized **300+ blood donation camps across Sindh**
 - Strengthened partnerships with **international and national organizations**
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District Project Officer (DPO)

RDPI / Plan International Pakistan

Oct 2012 – Nov 2012

- Managed project planning, monitoring, and evaluation
 - Conducted disaster risk assessments and community and stockholders trainings and awareness program and reporting.
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Provincial Master Trainer – Disaster Risk Reduction

World Vision International

Jun 2012 – Sep 2012

- Developed DRR training modules
 - Conducted capacity-building programs for communities and government agencies.
-

Administrator & Disaster Management Officer

Pakistan Red Crescent / International Federation of Red Cross

Aug 2008 – Mar 2012

- Implemented district-level disaster management programs
 - Managed healthcare facilities including **ICU, CCU, and Dialysis Centers**
 - Coordinated with government departments, NGOs, and volunteers
-

HSE Coordinator

SSE Company – OMV Pakistan Sawan Gas Field Project

May 2008 – Jul 2008

- Ensured compliance with health, safety, and environmental standards

Social Mobilizer**LEAD Pakistan / USAID****Feb 2007 – Apr 2007**

- Community mobilization and education program implementation

Administrative Assistant**Sajjad Hospital Khairpur****Jan 2002 – Jan 2007**

- Administrative management and hospital coordination

Professional Trainings

- **ToT – Disaster Risk Management (DRM)**, World Vision International, *Sep 2013, Sukkur*
- **Induction & Branch Development Workshop**, International Federation of Red Cross and Red Crescent Societies, *Dec 2011, Karachi*
- **Reporting in Emergencies**, IFRC & Pakistan Red Crescent Society, *Dec 2011, Karachi*
- **CBDRR Training**, PRCS & IFRC, *Dec 2011, Islamabad*
- **NDRT Training**, PRCS & IFRC, *May 2010, Islamabad*
- **DRM Training**, National Disaster Management Authority & United Nations Development Program, *Jul 2009, Karachi*
- **BDRT Training (Sindh)**, PRCS & IFRC, *Feb 2009, Karachi*
- **ToT – First Aid**, PRCS & International Committee of the Red Cross, *Aug 2009, Karachi*
- **IT & Reporting Workshop**, PRCS & IFRC, *Feb 2011, Larkana*
- **Youth & Volunteer Training Camp**, PRCS, *Dec 2008, Karachi*

Technical Skills

- Microsoft Office Suite
- HR Information Systems
- Research & Data Analysis
- Institutional Administration
- Project Reporting & Documentation

Languages: English | Urdu | Sindhi | Siraiki | Punjabi,**References**

Available upon request.