



Sidra Saeed Khan

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Education

MS – Management Sciences (Human Resource Management), Riphah International University, Islamabad – 2022

Thesis: “The Effects of Machiavellian Personality Traits on Employees: Implications for Workplace Ethics and Organizational Performance.”

BBA – Human Resource Management, Mohi-ud-Din Islamic University

Final Year Project: Employee Motivation and Organizational Productivity

Research Experience

Master’s Thesis – Riphah International University (2022)

- Conducted mixed-method research on Machiavellian personality traits and their effects on employee motivation, trust, and workplace ethics.
- Applied SPSS for survey data analysis and qualitative methods (interviews).

Independent HR Case Studies – Yousaf Zai Estate & Builders (2018–2022)

- Designed internal surveys and research on employee engagement and organizational performance.
- Developed data-driven HR policies based on workforce analysis.

Teaching Experience

Lecturer – Entrepreneurship & HRM, FG Liaqat Ali Degree College

- Delivered lectures in Entrepreneurship, Organizational Behavior, and HRM.
- Supervised undergraduate student research projects and guided academic writing.
- Organized departmental seminars on leadership ethics, manipulation in organizations, and workplace culture.

Professional Experience

HR & Admin Manager – Yousaf Zai Estate & Builders (2018 -2022)

- Directed HR operations: recruitment, appraisals, payroll, and contracts.
- Conducted employee performance research and developed ethical HR policies.

HR & Admin Officer – Aadil Associates Pvt Ltd (2017–2018)

- Coordinated HR functions, payroll systems, and employee satisfaction surveys.

Intern – Customer Relationship Management, Bank Alfalah Ltd (2017)

- Assisted in CRM data collection, reporting, and client support.

Research Interests

- Dark Personality Traits in Leadership – Machiavellianism, narcissism, and manipulation.
- Workplace Ethics & Employee Well-being.
- Employee Motivation & Engagement – sustainable HR practices.
- Future of HR – AI, analytics, and digital transformation.
- Cross-Cultural HRM – global perspectives on workplace behavior.

Certificates

- International Leadership & Organizational Behavior – University of Bocconi, Italy
- MS Office Certification – DHA Karachi

Skills

- Academic Research & Data Analysis (SPSS, Excel)
- HR Policy Development & Evaluation
- Organizational Behavior & Leadership Studies

- Case Study Writing & Research Supervision
- Presentations & Cross-Cultural Communication

Profile Summary

Academic researcher and HR professional with over 5 years' combined experience in teaching, HR management, and administration. My Master's research on Machiavellian personality traits explored how manipulative leadership impacts employee trust, motivation, and workplace ethics. I have supervised undergraduate research, conducted organizational HR studies, and applied data-driven strategies to employee management. My aim is to pursue a PhD in Human Resource Management to contribute to global research on leadership ethics, dark personality traits, and ethical HR practices.