

DR. NADEEM-UZ-ZAMAN

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Domicile: Quetta, Balochistan

CNIC No: 54400-0564543-7

Born: 25 October 1974 in Quetta, Pakistan,
Married, 4 children.

Country of Birth: Pakistan

Spouse's Country of Birth: Pakistan

[Google Scholar Profile](#)

Citations: 256; h-index 9



HIGHLIGHTS

Qualifications and Experience:

- **PhD in Management Sciences** with specialization in Organizational Networks Analysis from university of Balochistan Quetta in March 2018.
- **Composite MS in Management** and Economics from Balochistan University of Information Technology in 2010.

Work Experience:

- **Assistant Professor** till 2020 and **Associate Professor** after then.
- More than **29 years** of teaching, **data analysis**, and research experience with more than 25 research publications in the field.
- Sound knowledge and experience of data collection and analysis in qualitative, quantitative, and mixed research methods.

Professional Certificates:

1. Data Analytics Certificate in Public Sector using R- **University of Michigan**.
2. **Google Advanced Data Analytics Certificate**
3. Advanced Business Analytics Specialization Certificate- **University of Colorado Boulder**
4. **Unilever Digital marketing Analyst Certificate- Unilever**
5. Human Resources Analytics Certificate- **University of California, Irvin**
6. Academic English: Writing Certificate- **University of California, Irvin**
7. Introduction to Generative AI Learning Path- **Google Cloud**
8. Google Digital Marketing and Ecommerce- **Google**
9. Market Research Certificate- **University of California, Davis**
10. Search Engine Optimization- **University of California, Davis**
11. Meta Social Media Marketing- **Meta**
12. Concepts, Strategies, and Analytics in Performance Marketing and Digital Advertising- **University of Colorado, Boulder**
13. **Meta (Facebook) Marketing Analytics Professional Certificate**
14. Google Project Management Certificate

15. Google Cybersecurity Certificate
16. IBM Generative AI for Cybersecurity Professionals Certificate
17. Google Business Intelligence Certificate
18. IBM Generative AI for Business Intelligence (BI) Analysts Certificate
19. IBM Data Science Certificate
20. Social Network Analysis Professional Certificate
21. Microsoft Power BI Data Analyst
22. Supply Chain Data Analyst by Unilever
23. Meta Data Analyst by Meta
24. Google Data Analytics
25. Generative AI Fundamentals by IBM
26. IBM Generative AI for Data Analysts
27. HRCI Human Resource Associate
28. Intro to Generative AI: A Beginner's Primer on Core Concepts, Google Cloud
29. Strategy & Economic Analysis by Illinois Tech

Proficiencies:

1. **Software:** Python, SPSS, SmartPLS, MS Excel, R, Atlas.ti for Qualitative data analysis
2. **Statistics:** Descriptive data Analysis, Econometrics, Multivariate Statistical Analysis, Data Visualizations, Neural Network Analysis, Cluster Analysis, Financial data analysis
3. **Presentations:** Dashboards, Storytelling with data visualizations,
4. **Knowledge:** Micro, Macro, and developmental economics, business management, Public Policy, Inferential statistics, Econometrics, Multivariate data analytics

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DETAILED CV

JOB OBJECTIVE

I wish to join an organization with the milieu to harness my capabilities in the most respectable and productive way and at the same time allow me sufficient growth potential and other opportunities.

PROFESSIONAL EXPERIENCE

Balochistan University of Information Technology, Engineering and Management Sciences

- **Associate Professor (Regular)**
 At BUITEMS, I am assigned the classes of **MBA, MS and PhD** to teach a variety of subjects related to Research Methods, Multivariate data Analysis Techniques, Statistics, and other data Analytics. I have also been working as the PhD Program Manager. I have produced two PhDs and currently I am working with three more PhD students besides several MS scholars. My job involves reviewing content and data analysis of statistical techniques as

October 20, 2010- Present

Highlights:

Courses taught include Statistical Inference, Multivariate Data Analysis, Human resource Analytics as well as review of data analysis techniques and software used.

Conducted Python Language Workshops

Balochistan University of Information Technology, Engineering and Management Sciences

well as use of appropriate software tools while supervising research of MS and PhD.

I have also been conducting workshops related to Python.

- Assistant Professor (Regular)

At BUITEMS, I am assigned the classes of **BS (BA) and MBA, MS and PhD** to teach a variety of subject related to management sciences. I have also been working as the PhD Program Manager. My job also includes reviews of students' research work and supervision of research students of MS and PhD with heavy emphasis of data analysis and software usage.

-Visiting faculty member

At SBK Women University, I was assigned the classes of MBA and M.Sc. (Economics) and MS and M. Phil. to teach the subject of Islamic Finance, Business Research Methods, qualitative research and Econometrics. I have also supervised two MS Scholars in SBK Women University.

Sardar Bahadur Khan Women University

-Lecturer

I was assigned to teach the subject of economics to the students of B.Sc.

October 20, 2010- Present

Highlights:

Teaching of statistical techniques, review of PhD and MS thesis with heavy emphasis on data analysis and software used.

Government Degree College Chaman

-Visiting Lecturer

At BUITEMS, I was assigned the classes of **MBA (Regular), BS (BA) and MBA (Banking and Finance)** to teach microeconomics and economics as a visiting lecturer in the evenings.

July 2010- April 2018

Highlights:

Taught research-oriented course including research methods, econometrics, and qualitative research.

March 2010 to October 2010

Highlights: Taught Economics

Balochistan University of Information Technology, Engineering and Management Sciences

-Senior lecturer in Economics and Accounting

At Wilderness, I was responsible to teach the subjects of Economics, Accounting and Business Studies to the students of **Cambridge University's 'O' Level and 'A' Level.**

March, 2004 to December, 2006

(2 semesters in two years)

Highlights: Taught Micro and Macro Economics Courses

June, 2006 to March, 2010

(4 years)

Highlight: Taught 'A' Levels Economics and Accounting

Cambridge University's International 'A' and 'O' Levels at Wilderness School and College, Airport Road, Quetta

Cambridge University's International 'A' Levels at ISIS College, New Algelani Road, Quetta

- Coordinator/ 'A' Level Teacher
At ISIS, I was assigned the job of coordination in the senior Cambridge section and my responsibilities included: correspondence and communication, preparation of feasibility reports based on market research, planning of new programs for the students and career counseling etc. Moreover, I was also given the responsibility of teaching the subjects of Economics and Accounting to the students of *Cambridge University's 'A' Level*.

July, 2002 to June, 2006

(4 Years)

Highlight: Taught 'A' Levels Economics and Accounting

Beaconhouse School System, Quetta

- English Teacher

I was responsible to teach *English* to the students of secondary section. Besides this, I was also engaged to participate in other co-curricular and extra-curricular activities of the school.

October 2000 to June 2002

(2 Years)

Highlight: proficiency in Written and Spoken English and communication skills

Pakistan American Cultural Center (PACC), Quetta

- Senior English Language Teacher

At PACC, I was assigned the job to teach English language to the students of higher/advanced language classes.

June 1998 to October 1998

(5 months)

Ken English Language Institute, Quetta

- Senior English Language Teacher

At Ken, my job involved teaching English language to the senior classes. Besides this, I was also responsible for organizing programs for the development of the students. These programs included: debate contests, dramas, quizzes etc. Added to these, I also enjoyed an advisory role in the management of the Institute, mostly in the matters relating to HR.

September 1995 to March 1997

(1 year 5 months)

Highlight: proficiency in Written and Spoken English and communication skills

EDUCATION/DEGREES/COURSES/WORKSHOPS

Ph.D. (Management, From Institute of Management

28 August, 2014 – March, 2018

Human Resource Management, Organizational Network Analysis)	Sciences, University of Balochistan. Topic of the thesis: The Anatomy of Workplace Advice Network in relationship with Employees' Personal Characteristics, Psychological Profiles and the Perceived Leadership Styles	
M.S. (Management & Economics)	From Balochistan University of Information Technology, Engineering and Management Sciences, Jinnah Town, Quetta, Pakistan. CGPA: 3.29/4 with 76.17% marks Title of the Dissertation: <i>Prospects of Islamic Banking in Quetta</i>	23 March, 2004 - 13 April, 2010
Foundation II (ICMAP)	From the Institute of Cost and Management Accountants of Pakistan. Secured highest marks in Pakistan in the subject of Industrial and Commercial Laws and was awarded a certificate of merit. A certificate of merit is awarded to a candidate who secures highest marks in a paper all over Pakistan provided he/she secures an aggregate of 60% marks throughout the exam.	January, 2003 to January, 2004
M.A. (Economics)	From University of Balochistan, Quetta, Pakistan 2 nd Division securing 472 out of 950 marks (49.7%)	1996 – 28 Sep, 1999
Certificate in Computer Sciences	From Sindh Board of Technical Education	December 1998 to June, 1999
English Language	Two-year Advanced Level Diploma in English Language (Evening Program) From MAARS English Language Centre, Quetta	1993-1995
B.A.	(Economics, Political Science) From University of Balochistan, Quetta, Pakistan	1993 – 17 Apr, 1996

	2 nd Division securing 432 out of 800 marks (54%)	
F.Sc.	(Pre-Medical) From Tameer-e-Nau Public College, Gulistan Road, Quetta Cantt., Quetta 1 st Division securing 672 out of 1100 marks (61.1%)	1991 - 1993
Matriculation	(Science) From Tameer-e-Nau Public School, Archer Road, Quetta 1 st Division securing 609 out of 850 marks (71.65%)	1980 - 1991
Training	Teacher Training Induction Workshops Over a span of 14 years, I have received extensive trainings at Ken English Language Institute, Beaconhouse School System, ISIS College and Wilderness School and College, which have not only helped me in developing thorough knowledge but also supported me in the application of the modern-day teaching practices in my teaching.	1994- present

LIST OF PAPERS PUBLISHED IN DIFFERENT JOURNALS

S/No.	Authors/ Year	Title	Journal
1	Hasan. J., Muhammad, N., Sarwar, B., Zaman, N. U., (2020)	Sustainable Development through Financial Inclusion: The Use of Financial Services and Barriers in Quetta-Pakistan.	<i>European Online Journal of Natural and Social Sciences</i> , 9(4). 691-707 ISI (WoS) Indexed Journal http://european-science.com/eojnss/article/view/6084/pdf#
2	Imtiaz, A., Mali, B., Arshad, T., Zaman, N. U., Javaid. S. (2018)	Assessing the transformational leadership behaviour: in perspective of constituents of the Emotional Intelligence	<i>Journal of Education & Humanities Research</i> 6(2). 199-211 Publisher: University of Balochistan

3	Sarwar, B., Muhammad, N., & Zaman, N. U. (2020)	Diversification, Industry Concentration, and Bank Margins: Empirical Evidence from an Emerging South Asian Economy.	<i>Journal of Asian Finance, Economics, and Business</i> , 7(7), 349-360. ISI (WoS) & Scopus Indexed Recognized by HEC in 'X' Category http://jafeb.org/journal/article.php?code=73463
4	Sarwar, B., Muhammad, N., Zaman, N. U., Rehman, Z. U., (2020)	The conundrum of bank capital structure: Empirical evidence from Pakistan	<i>Cogent Economics & Finance</i> , (2020) 8. ISI (WoS) & Scopus Indexed Recognized by HEC in 'Y' Category https://www.cogentoa.com/article/10.1080/23322039.2020.1838688
5	Talib, M., Bibi, Z., & Zaman, N. U. (2019)	Mediating Effect of Psychological Safety on the relationship between Ethical Leadership and Employee's Work Passion: Case Study of HEI's of Baluchistan, Quetta	<i>Journal of Managerial Sciences</i> , 14(4). 191-202. Recognized by HEC in 'Y' Category Publisher: Qurtuba University of Science & Information Technology, Peshawar https://www.qurtuba.edu.pk/jms/default_files/JMS/13_4/13_4_2_1.pdf
6	Zaman, N. U., Bibi, Z., & Karim, J. (2018)	Why Girls Disown Business Education: A Qualitative Study	<i>Bulletin of Education and Research</i> , 40(2), 41-63. Recognized by HEC in 'Y' Category Publisher: IER, University of Punjab http://pu.edu.pk/images/journal/ier/PDF-FILES/4_40_2_18.pdf
7	Zaman, N. U., Bibi, Z., Karim, J., & Din, S. U. (2019)	Role of emotional intelligence in determining workplace advice network centrality: betweenness and Coreness	<i>International Transaction Journal of Engineering, Management, and Applied Sciences and Technologies</i> , 11(4). 1-13. ISI (WoS) Indexed Journal Recognized by HEC in 'Y' Category https://tuengr.com/V11/11A04O.pdf

8	Zaman, N. U., Bibi, Z., Mohammad, J., & Karim, J. (2017)	The mediating role of positive psychological capital between perceived leadership styles and workplace advice network closeness	<p><i>Pakistan Journal of Commerce and Social Sciences (PJCSS)</i>, 11(1), 66-89.</p> <p>Scopus Indexed- Recognized by HEC in 'Y' Category</p> <p>https://www.econstor.eu/bitstream/10419/188282/1/pjcss359.pdf</p>
9	Zaman, N. U., Bibi, Z., Sheikh, S. U. R., Raziq. A., (2020)	Manualizing Factor Analysis of Likert Scale Data	<p><i>Journal of Management Sciences</i>, 7(2). 56-67.</p> <p>Recognized by HEC in 'Y' Category</p> <p>Publisher: Iqra University, Karachi</p> <p>https://geistscience.com/JMS/Issue2-20/Article7/JMS-2007204.pdf</p>
10	Zaman, N. U., Mohammad, J., Naeem, A., Malik, B., & Arshad, T. (2020)	The Structure of Human Capital Management Practices in the Higher Education System of Pakistan	<p><i>Jinnah Business Review</i>, 8(1). 81-94.</p> <p>Recognized by HEC in 'Z' Category, being considered by Scopus Index</p> <p>Publisher: Capital University of Science, and Technology, Islamabad</p> <p>https://www.jbrc.pk/volumes/article-86.pdf</p>
11	Sarwar, D., Sarwar, B., Raz, A., Khan, H. H., Muhammad, N., Azhar, U., Zaman, U. Z., Kasi, M. K (2020)	Relationship of the Big Five Personality Traits and Risk Aversion with Investment Intention of Individual Investors	<p><i>Journal of Asian Finance, Economics and Business (JAFEB)</i>, 7(12).</p> <p>ISI (WoS) & Scopus Indexed</p> <p>Recognized by HEC in 'X' Category</p>
12	Sani, K.A., Zaman, N. U., Sarwar, B., Muhammad, N., Khan, M. (Dec 2020)	Big Data Analytics: New Opportunities in Scientific Research	<p><i>Balochistan Journal of Engineering and Applied Sciences</i>, vol 3, Issue 2</p> <p>Recognized by HEC in 'Y' Category</p> <p>Publisher: Balochistan University of Engineering & Technology, Khuzdar</p>
13	Ibrahim, K., Zaman, N.U., Sarwar Bilal., Muhammad, N., (2021)	Impact of Social Networks on the Entrepreneurial Success of Mobile Phones Retailers	<p><i>European Online Journal of Natural and Social Sciences</i>, 10(1)</p> <p>ISI (WoS) Indexed Journal</p>

14	Khalid, S., Zaman, NU (2021)	Why a Lending Relationship for Small and Medium Enterprises is indispensable for Economic Development of Baluchistan	<i>Jinnah Business Review, 9(1)</i> Previously recognized in 'Z' Category by HEC, is currently under review for being recognized in 'Y' category as well as in Scopus Index https://jbrc.pk/volumes/Article-913.pdf
15	Zaman, M., Naeem, A., Khan, H. H., Brohi, M. A., Zaman, NU (2021)	Moderation by Job Satisfaction on the Relationship between Emotional Intelligence and Workplace Advice Network Coreness	<i>Jinnah Business Review, 9(1)</i> Previously recognized in 'Z' Category by HEC, is currently under review for being recognized in 'Y' category as well as in Scopus Index https://jbrc.pk/volumes/Article-914.pdf
16	Qadir, R., Sarwar, B., Azhar, U., Zaman, NU., (2021)	Moderation by Emotional Intelligence on Perceived Leadership Effectiveness and Workplace Performance Outcomes	<i>Jinnah Business Review, 9(1)</i> Previously recognized in 'Z' Category by HEC, is currently under review for being recognized in 'Y' category as well as in Scopus Index https://jbrc.pk/volumes/Article-917.pdf
17	Gul, N., Ambreen, Khan, H. H., Sarwar, B., Muhammad, N., Zaman, N.U., Hassan, Z., Kasi, M. & Kasi, B. K., (2021)	Impact of e-service Delivery on Client Satisfaction: A Case of NADRA Pakistan	<i>Journal of Applied and Emerging Sciences, 11,2.</i> Recognized by HEC in 'Y' Category
18	Zaman, NU., Bano, S., Shaiq, M., (2020)	Terrorism in Balochistan: Issues, Causes, Consequences and Cures	<i>Pakistan Journal of Terrorism Research, 2(2).</i>
19	Ana A., Zaman. NU, Khan, HH, (2021).	Battling the Threat of Workplace Harassment: An Appraisal Based on Protection Motivation Theory	<i>Journal of Asian Finance, Economics and Business, 8 (6), 0491–0504</i> Recognized in 'X' Category by HEC WoS and Scopus Indexed https://www.researchgate.net/publication/352123605_Battling_the_Threat_of_Workplace_Harassment_An_Appraisal_Based_on_Protection_Motivation_Theory

20	Tareen, L., Mengal, FN., Zaman, NU., Brohi, MA., & Khan, HH., (2021)	Business Motives among Students: A Qualitative Appraisal of Drive Theory	<i>Jinnah Business Review, 9(2)</i> Previously recognized in 'Z' Category by HEC, is currently under review for being recognized in 'Y' category as well as in Scopus Index https://jbrc.pk/volumes/Article-92.4.pdf
21	Khan, K., Zaman, NU., Sarwar, B & Khan, HH., (2021)	Behavior-Based Perceived Leadership Styles as Determinants of Organizational Functionality	<i>Jinnah Business Review, 9(2)</i> Previously recognized in 'Z' Category by HEC, is currently under review for being recognized in 'Y' category as well as in Scopus Index https://jbrc.pk/volumes/Article-925.pdf
22	Zaman, NU., Ahmed, T., Ramayah, T., Khalid, Z., Asad, M. (2022)	Career Stages at the Bottom Line: Revisiting the Relationship between Organizational Justice and Turnover Intentions	<i>Human Systems Management</i> 40 (5). 1-18 Recognized in 'X' Category by HEC WoS and Scopus Indexed Journal https://content.iospress.com/articles/human-systems-management/hsm211205
23	Asad, M., Dastgeer, G., Zaman, NU., Khalid, Z., Brohi, M.A., Bibi, A., (2021)	The Role of Authentic Leadership in Shaping Performance Feedback Reactions: The Mediating Role of Trust in Leader	<i>South Asian Journal of Human Resource Management</i> , 1-20 Recognized in 'Y' Category by HEC WoS and Scopus Indexed Journal https://journals.sagepub.com/doi/pdf/10.1177/23220937211059617
24	Atta, A., Kham, H., Zaman, NU., Kousar, S., Ulhaq, N., Ahmed, W. (2022)	Employee Motivations in Protecting Workplace Harassment: Longitudinal Analysis of Protection Motivation Theory from Fear Appeal Perspective	<i>Multicultural Education, 8(3).</i> 227-241 Recognized by HEC in 'X' Category WoS Indexed https://zenodo.org/record/6370350#.YrSNwXZByls
25	Mushtaq, N Zaman, NU., WaheedUllah, & Durrani, ZM.. (2021)	Moderation Effect of Information Network Centrality – The Relationship Between Positive Psychological Capital and	<i>Journal of Management Research, 8(2)</i> Recognized by HEC in 'Y' Category http://jmgtr.com/newjmr/index.php/jmr/article/view/183/109

26	Manzoor, K, Arshad, T., Zaman, NU., (2021)	The Influence of Electronic Service Quality Dimensions on Consumer E-Trust: An E-Commerce Perspective	<i>Global Management Sciences Review, VI(II), 17-27</i> Recognized by HEC in 'Y Category https://gmsrjournal.com/article/the-influence-of-electronic-service-quality-dimensions-on-consumer-etrust-an-ecommerce-perspective#
27	Zaman, NU. Ahmed, A., Ghutai, G., Brohi, MA., & Durrani, MZ	Online Consumerism: Customer's Orientation in E-buying Impulsivity	<i>Research Journal of Societal Issues, 5(1), 1-26</i> Recognized by HEC, Pakistan in 'Y Category https://fji.li/d2b54w
28	Ahmed, I., Khan, HH., Zaman, NU., & Ahmed, W.	Effect of Deep-Level Workforce Diversity on Group Cohesion: The Moderating Role of Team Leadership	<i>Research Journal of Societal Issues, 5(1), 1-26</i> Recognized by HEC, Pakistan in 'Y Category https://fji.li/mfypmq
29	Zaman, N. U., Atta, A., Parvez, A., & Ahmed, A. (2024).	Cultivating Team Learning: Interplay of Ambidextrous Leadership and Psychological Safety.	<i>PAKISTAN BUSINESS REVIEW, 6(1), 27-49</i> Recognized by HEC, Pakistan in 'Y Category Link
30	Ana Atta, Nadeem Uz Zaman (2024)	The Role of Leadership in Diversity, Equity, and Inclusion (DEI) in the workplace and its impact on organizational culture: Empirical Evidence from Pakistan	<i>Remittances Review, 9(3)</i>

LIST OF BOOKS AND E-BOOKS PUBLISHED

S/No.	Authors/ Year	Title	Publisher
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1	Nadeem Uz Zaman	Islamic Banking and the Determinants of its Sustainable Growth' http://www.bod.com/index.php?id=3435&objk_id=569602	<i>Lambert Publishing Company, Germany, 2011</i>
2	Nadeem Uz Zaman	Social Security in UAE https://www.grin.com/login/#user/691851/documents	<i>GRIN Verlog, Germany, 2011</i>
3	Nadeem Uz Zaman	UAE and Globalization: attracting Foreign Investments https://www.grin.com/login/#user/691851/documents	<i>GRIN Verlog, Germany, 2011</i>
4	Nadeem Uz Zaman	Procurement Management; the Processes https://www.grin.com/login/#user/691851/documents	<i>GRIN Verlog, Germany, 2011</i>
5	Nadeem Uz Zaman	Cadbury Employee Relationship Management https://www.grin.com/login/#user/691851/documents	<i>GRIN Verlog, Germany, 2011</i>

SCHOLARS PRODUCED

S/No	Name of the Scholar/ Degree	Title of the Thesis	Institute/ Affiliation
1	Ana Atta (2022) Principal Supervisor PhD in Management Sciences	Motivation for Protection against Workplace Harassment across Different Career Stages	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
2	Bilal Sarwar (2020) Co-supervised	Determinants of bank efficiency, resilience, and financial stability in	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta

	PhD in Management Sciences	a dual banking system: empirical evidence from Pakistan	
3	Qurat-ul-ain Bilal (2019) Master of Sciences	Social Media Marketing the game of Pinball: Influence on Purchase Intention and Customer Equity	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
4	Gul Sika Master of Sciences	Job characteristics and work-family conflict in sme's: a moderating role of optimism	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
5	Komal Ibrahim Master of Sciences	Measuring the impact of social networks on entrepreneurial success on mobile phones retailers in Quetta	SBK, Women University, Quetta
6	Shams Ul Haq Mengal (2017) Master of Sciences	The Moderating Role of Knowledge Attributes on the Relationship Between Positive Psychological Capital and Emotional Intelligence	Alhamd Islamic University, Airport Road, Quetta
7	Mohammad Saleem (2017) MS in Management Sciences	Relationship Between Emotional Intelligence and the Personality Traits Among Bank Employees	Alhamd Islamic University, Airport Road, Quetta
8	Fazila Madam Marri (2018) MS in Management Sciences	Influence of the Positive Psychological Capital on the Three-Dimensional Space of Job Embeddedness in the Universities of Balochistan Province	Alhamd Islamic University, Airport Road, Quetta

9	Rehan Qadir (2020) MS in Management Sciences	Moderation by emotional intelligence on perceived leadership effectiveness and workplace performance outcomes	Alhamd Islamic University, Airport Road, Quetta
10	Mohammad Anwar (2020) MS in Management Sciences	Moderation by emotional intelligence on perceived leadership effectiveness and workplace performance outcomes	Alhamd Islamic University, Airport Road, Quetta
11	Mohammad Faizan Master of Sciences	Effect of Turnover Intentions on the relationship between Abusive Supervision and Knowledge Hiding	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
12	Rabia Sana Master of Sciences	Creating Competitive Advantage: Effects of Explorative and Exploitative Learning Tweak the Determinants of Human Capital Architectural Model	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
13	Rabia Akram Master of Sciences	The moderating role of workplace advice-sharing on grit and career success relationship: A Social Networking Approach in School	Sardar Bahadur Khan Women University, Quetta
14	Sobia Sadaf Master of Sciences	Examining The Link Between Supervisor Phubbing and Subordinates' Discretionary Work Effort: The Roles of Emotional Labor and Psychological Hardiness	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta

15	Khurram Naveed Dar Master of Sciences	Connected beyond profile: social network citizenship behavior in early professionals and the role of intergroup relations	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
16	Saad bin Abdul Aziz Master of Sciences	The Influence of Personality Compatibility on Project Success: The Moderating Role of Homophily	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta
17	Marwa Gull Taran Master of Sciences	Exploring Resilience by Intellectual Stimulation: Intercession by Psychological Empowerment in Tech-Savvy Employees	Balochistan University of Information Technology, Engineering and Management Sciences, Quetta

SKILLS

Data Analytics	Professionally certified data analyst: 1. Data Analytics Certificate in Public Sector using R, University of Michigan . 2. Google Advanced Data Analytics Certificate 3. Advanced Business Analytics Specialization Certificate from University of Colorado, Boulder 4. Unilever Digital marketing Analyst Certificate 5. Human Resources Analytics Certificate from University of California, Irvin 6. Meta (Facebook) Meta Marketing Analytics Professional Certificate (On going)	Industry-recognized professional certificates earned through Coursera from reputed universities and professional organizations. Understanding of data analytics in public policy decision-making Professional knowledge of markets and recent analytical trends
Statistics	Descriptive Statistics	Sound knowledge of statistics from basic

	Inferential Statistics Econometrics Multivariate Data Analysis	to advanced level.
Software and Tools	Languages: Python, R and SQL Applications: SPSS, SmartPLS, AAMOS, SQL, MS Excel Qualitative Research: Atlas.ti, NVivo	Proven ability to use different state-of-the-art and model data analysis languages and software applications both for quantitative and qualitative research.
Presentation	Vast experience of effective presentation skills, storytelling,	Presentation making, data storytelling.
Data Visualization	Years of experience of data visualization including charts, dashboards, pivot tables	Charts, dashboards building, pivot tables etc.
Teaching	Have extensive activity-based teaching experience of English language and commerce/management subjects at college and university levels as well as informal institutes	Diversity of knowledge Dependable understanding of theoretical and conceptual knowledge
Planning	expertise of lesson planning of around 10 years, good understanding of the pre-requisites for effective teaching and activity-based learning	Ability to planning
Counselling	ability to guide students for the future directions especially at the end of their college life	career counseling
Management	exposure to work at management positions at various institutes being responsible for HRM, accounts supervision, formal communication and correspondence, performance assessment of employees, planning and execution of plans, financial management etc	Leadership and ability to work in teams and manage them.
Organization	organizing activities like sports, stage-drama, speeches, surveys, educational and recreational trips etc	organizing activities
Accounting and Finance	Extended advice relating to accounting procedures to the	Accounting and Finance

	accounting personnel at ISIS College; thus, have very good exposure of bookkeeping, preparation of final accounts and interpretation of accounts. Besides these, I have good working knowledge of costing tools, techniques, and application.	
Training	training teachers/ colleagues and sharing with them my expertise and awareness of the teaching methodology and other teaching related activities	Ability to transfer knowledge and augment organizational learning
Research	good and sound knowledge and formal education of research process and methodology, experience of research into finding problems of the organizations, their core competencies and weaknesses, assessment of their markets and demands using state-of-the-art research methods, tools and techniques,	Skills related to: Problem identification Doing preliminary research Literature review Building theoretical and conceptual framework Building methodologies and modelling presenting and discussing findings
Academic Writing	I have experience of all types of writing including research papers, articles, reports, research essays, speeches, letters etc, have very good understanding and practice of the widely used citation styles like APA, MLA and Harvard. have good knowledge and practice of the scholarly approved formats and language styles relating to all forms of research documents.	Academic Writing and communication skills
Computer	Very good hands-on experience of MS office- an advanced user of MS Word, PowerPoint, and Excel. have also received formal training in the use of Peachtree Accounting can use other software like SPSS, etc. knowledge of programming languages	Computer

DEMONSTRABLE SKILLSET

Some of my notable Coursera skillsets among all its registered members

1. writing (457) among top 1%
2. business communication (429) among top 1%
3. People Analysis (426) among top 2%
4. regression (425) among top 1%
5. brand management (450) among top 1%
6. research and design (401) among top 1%
7. Advertising (398) among top 1%
8. Market Research (391) among top 1%
9. decision making (402) among top 1%
10. Research and Design (398) among top 1%
11. market research (391) among top 1%
12. People analysis (383) among top 2%
13. user experience (379) among top 1%
14. Data Management (373) among top 1%
15. Data Structure (373) among top 1%
16. spreadsheet software (372) among top 3%
17. accounting (372) among top 2%
18. Critical Thinking (361) among top 1%
19. data management (360) among top 1%
20. Network Model (355) among top 1%
21. Big Data (332) among top 1%
22. Business analysis (331) among top 1%
23. Machine Learning (329) among top 7%
24. communication (320 among top 3%
25. data visualization (317) among top 1%
26. data analysis (320) among top 2%
27. problem solving (311) among top 3%
28. general statistics (305) among top 2%
29. probability and statistics (302) among top 1%
30. Project Management (291) among top 2%
31. Computer Programming Tools (195) among top 1%

CONFERENCES PAPERS PRESENTED

Leadership style of women in Balochistan
Impact of VAT on GDP

Socioeconomic effects of terrorism in Balochistan

ICEIMS, 2013, Organized by BUIEMS, Quetta

ICEIMS, 2013, Organized by BUIEMS, Quetta

International Conference on "Balochistan: History and Culture" on 28-30 April 2014 organized by National Institute of Historical and Cultural Research, Centre of Excellence, Quaid-i-Azam University, Islamabad.

Getting most out of Factor Analysis on Likert Scale

The benefits of lending relationships between SMEs and lenders in Balochistan

The role of emotional intelligence in determining workplace advice network centrality

ICEIME, 2015, Organized by BUTIEMS, Quetta

First National SME Conference, Pearl Continental Hotel, Lahore, 25th May, 2016

ICEIME, 2016-17, Organized by BUTIEMS, Quetta on October 26, 2016

SUBJECTS TAUGHT

Data Analysis and research-related courses

Research Methods, Advanced Research Methods, Multivariate Analysis, Econometrics, Statistical Inference, Statistics,

Policy-related courses

Organizational network analysis, microeconomics and macroeconomics, Strategic Finance,

Business related Courses

Financial Accounting; Cost Accounting; Mathematics, Recruitment and Selection, Human Resources Analytics, Human Resources Management, Strategic HRM,

Money and Banking; Islamic Banking,

Nonetheless, I can also very competitively teach other subjects like principles of management, marketing, strategic management, supply chain management, HRM, entrepreneurship etc.

LANGUAGES KNOWLEDGE

English fluent

Urdu fluent

Punjabi good

OTHER

Participated in the college sports week in cricket and athletics and stood as runners up

Partook in UBL's School Hockey Championship in 1990

Took part in the National Games held in Quetta in 1986 in the PT show and was awarded a certificate of participation

I am a good cricket player and at my leisure time, love to watch informative TV channels like Discovery and National geographic etc.

REFERENCES

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