

Dr. Kamran Azam

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https://scholar.google.com/citations?hl=en&user=kRBFwFMAAAAJ&view_op=list_works

<https://publons.com/researcher/3336594/kamran-azam/publications/>



Research and Teaching Philosophy

Research and teaching are my lifetime passions. I am a staunch believer in indigenization of research; considering the context as important as the content itself. Novelty of an idea completes with significant contribution to problem solving in our societal contexts. I see religion as a potential source for understanding the missing links in modern thought. I have started working on human resource development, exploring the societal impact of environmental degradation since my master's project. It was on Human Resource Training Needs Assessment of Non-Governmental Organizations. Same lines were followed in a greater depth in PhD (and Postdoc), where the coping capacities of human resources and communities were assessed for effective disaster management (DM) in the wake of Super-floods 2010. Envisioning my future research endeavors; I am looking in to the cross disciplinary exploration of HRD, OB and higher education in DM and PM with environmental degradation, climate change and its trans-boundary diplomacies in the critical human, economic & political geographies, having a futuristic outlook of coming three decades. Theme for *8th Annual Meeting of the Academy of Management (AOM) in August, 2020 is Broadening Our Sight*. Moreover, AOM elaborates it as “*The most pressing challenges in the 21st century are directly or indirectly related to management and organizations: conflict, discrimination, corruption, wellbeing, economic opportunity and equality, and climate change*”. The future of work is transforming, from desiring knowledge enriched graduates towards employing hi-skilled and emotionally intelligent ones. A teacher is not merely disseminating knowledge, rather giving and sharing himself for human good. After a semester long interaction, my students are able to solve problems at the workplace, besides understanding catchy jargons with necessary theoretical depth, within the local context. My motivation lies in students' achievements and their development as a human being. I am in teaching profession since 2006 and to me teaching is not just an instructional process of delivering content. It is the transformation in human behaviors caused by teacher as role model. My teaching and research supervision has diversified with the passage of time, besides my main interests in HRD, Strategic Management, Research Methods and DM to areas like Project Management, Engineering Management, Islamic Business, Security and Policy Studies.

PROFESISONAL ACHIEVEMENTS

- **Excellence**

- Young Scientist at IRDR, Chinese Academy of Sciences.
- Doctorate in Management from Universiti Teknologi, Malaysia (UTM).
- MBA in Management from University of Management & Technology.
- Regular journal publications with CIF 5.5 in SCI; others are indexed in ISI, Scopus & Ulrich, while others are recognized by HEC. Presenting papers in Int'l conferences and working on edited books are also my passions.
- Google Scholar citations 204 with h-index 9 and i10 index 8. Scopus Citations are 16 with h-index 2.
- HEC Approved PhD Supervisor: Supervising 5 PhD Scholars, 2 in final stage, 2 in thesis write up and 1 with course work completed. Produced 53 MS Graduates,
- Taught 34 courses in Management Sciences at PhD, MPhil, MS/BS levels.
- Funding (total \$ 200000): \$ 130,000 funding on current projects.
- Highest External Grant Winner Award at RIPHAH for the year 2015-16.
- Editorial Member at multiple peer reviewed Journals.
- Guest Editor - Thematic Issue "Disaster Risk Management and Climate Change for Business Continuity and Sustainable Development" in Nov, 2017 at AJSS.

- **Experience (19 years)**

- Associate Professor at LMS-NDU (Sept, 2017 till date).
- Assistant Professor at FMS-RIPHAH (4.5 years)
- Assistant Professor at Iqra National University (1.5 years)
- Research Officer/Associate at Universiti Teknologi, Malaysia (1 year)
- Lecturer/Research Associate in HRD: COMSATS Institute of IT (5 years).
- Management and Coordination experience in developmental sector (5 years).

- **Academic Administration**

- HOD, Leadership and Management Studies, National Defence University. Brought the deptt on top position in inter-departmental ranking of 2018, conducted by QEC-NDU.
- Focal Person at the Faculty Development Center of NDU.
- Head (In-Charge) Research and Chair of Research Committee at FMS-RIPHAH.
- Focal person of Business Schools Alliance. Organized 5th International Conference of Business Management in Karachi, on 11-12 March, 2015.
- Conference Secretary: 4th International Water Conference, Islamabad 2017.
- Pioneer of MS in Disaster Management in Islamabad/Rawalpindi.

- **Institutional Development**

- Sustained the Accreditation by "National Business Education Accreditation Council" (NBEAC) on the pattern of AACSB for the Faculty of Management Sciences of RIPHAH International University, Islamabad (2013 to 2017).
- Networking: MoUs with UTM, Peshawar University and Abasyn University, while collaborated activities with NDMA, District Governments, and other organizations.
- Strengthening Center for Climate Change & Disaster Management, University of Swat.
- Established Disaster Management Center at Rawalpindi.
- Contributed to programmatic development and research quality in the fields of HR, Management, Leadership, Disaster Management and Healthcare Management as member of examination panels, BOS, BOF and ACM, at RIPHAH, NUML, CUSIT, UOP, NDU and other universities.

EDUCATIONAL QUALIFICATIONS

Post Doctorate: Visiting Academic at Kings College London (2021-22)

Proposal accepted at Faculty of Social Sciences and Public Policy

Project Title: Mainstreaming the HR Coping Capacities for Risk Reduction and Resilience through Community Centered Transboundary Disaster Diplomacy on Water Basins.

Supervisor: Prof. Dr. Daanish Mustafa

PhD in Management (2014)

Faculty of Management

Universiti Teknologi, Malaysia.

Thesis: Human Resource Coping Capacity Gaps and Disaster Management in Pakistan.

Supervisor: Prof. Dr. Rosman Bin Md Yusoff.

Funded by:

- International Doctoral Fellowship,
- Research University Grants Scheme of UTM
- Last Year Partial Support by Higher Education Commission of Pakistan

International Business School of UTM is a member of AACSB

Post Graduate Diploma (2014)

RIPHAH International University, Islamabad, Pakistan.

Professional Ethics & Teaching Methodologies.

Supervisor: Prof. Dr. Anis Ahmad

Funded by RIPHAH International University.

MS Management Sciences (2008)

COMSATS Institute of Information Technology, Abbottabad, Pakistan.

Majors in Management

Thesis: Competency Gap Assessment of the NGOs in District Mansehra after the Earthquake Disaster, 2005. Supervisor: Prof. Dr. Iqtidar Ali Shah

Funded by Higher Education Commission of Pakistan.

Master of Business Administration (2006)

University of Management & Technology, Lahore, Pakistan.

Majors in Management, Bi Majors in Marketing

Final Project: Human Resource Training Needs Assessment: A Case of Non-Governmental Organizations at Lahore, Pakistan.

Partially funded by UMT.

Supervisor: Dr. Usman Zafar

Bachelor of Arts (2000)

University of Peshawar

Law and Islamic Studies

Higher Secondary School Certificate (1997)

Islamia College, Peshawar

Pre-Engineering

Secondary School Certificate (1995)

Police Public School, Peshawar

General Science

Awards & Funding

- The LMS Deptt has won first position in interdepartmental ranking Based on outstanding performance, during my tenure as HOD-LMS in 2018.
- Young Scientist Award at the Integrated Research in Disaster Risk, located in Beijing, China, hosted by the Institute of Remote Sensing and Digital Earth, Chinese Academy of Sciences. Sponsored by the China Association of Science and Technology, ICS, ISSC and UNISDR.
- Books & fellowships in my supervision: USD 24, 537 from Center for Peace & Global Studies.
- Issues, Dynamics and Implications of Disaster Management in Pakistan: \$ 29312 HEC (2016-21).
- Multi-Hazard Vulnerability Risk Assessment of Peshawar (2016-19), USD 25000/.
- Highest External Grant Winner for the year 2015-16.
- HEC Approved PhD Supervisor (March, 2016).
- International Doctoral Fellowship from UTM for the years 2011, 2012 and 2013.
- Recipient of HEC Partial Support for PhD Studies for USD 10000 (2013).
- Research University Grant Scheme at Universiti Teknologi Malaysia (2011).
 - Post-Traumatic Stress Disorder & Economic Impact of Disasters, USD 27,700/-
 - Factors Hindering the Effectiveness of DM in Malaysia worth \$ 9,400/-
 - Role of Entrepreneurial Passion in Strategic Decision Making of Small and Medium Enterprises of Malaysia worth \$9,400/-
- HEC and Other Travel Grants to Maldives, Malaysia, Bangladesh and Australia.

Institutional Development and Memberships

- Disaster Management Center (2015): Developed organizational structure, thematic areas, business policies, programmatic interventions, projects conceptualization, and action plans.
- Strengthening the Center of Climate Change & Disaster Management, University of Swat.
- Training Needs Assessment (TNA) of Karakorum Cooperative Bank Limited, May, 2007.
- Member of Academic Council, ASRB & BOF at National Defence University, Islamabad.
- Member BOF at Faculty of Social Sciences & Humanities at RIPHAH, Islamabad.
- Subject Expert “Management Sciences” for selection board at Hazara University, Mansehra.
- Subject Expert “Management Sciences” for selection board at University of Swat, Mangora.
- Member external examination panel for PhD/MS at National University of Modern Languages, University of Peshawar, and Khyber Pukhtunkhwa University of Agriculture.
- Member Editorial/Review board at Journal of Islamic Business Management, Pakistan Business Review, Journal of Contemporary Studies, City University Research Journal, Pakistan Journal of Society, Education & Language and International Review of Management & Business Research. Journal of Management & Research.
- Member of Executive Committee at Center for Peace and Global Studies, Islamabad.

EMPLOYMENT RECORD (19 Years)

1. National Defence University Islamabad

Sept 2017 till date

Associate Professor: Human Resource Development & Disaster Management at the Department of Leadership and Management Studies (LMS) in Faculty of Contemporary Studies.

1. Teaching courses and supervising research students at PhD/MPhil, MS and BS in LMS, Government & Public Policy and National Security & War Course (NSWC).
2. **A/Head of Department:** Leadership and Management Studies (Jan, 2018 to Jan, 2019; 12th Dec, 2019 till date).

The deptt of LMS has achieved top position in inter-departmental ranking, during an year long tenure, as compared to be at the bottom level, previously. NDU is a premium national security institution, where I have to ensure alignment with the ideology and national security imperatives of Pakistan, in performing the following duties:

- a. Programmatic revival, development and sustenance.
 - i. Academic programs restructuring and relaunching.
 - ii. Curriculum review and upgradation.
 - iii. New program development.
 - iv. Evolving the research themes.
 - b. Academic and Institutional development and mainstreaming.
 - i. Assuring teaching quality for effective learning.
 - ii. Capacity building and guidance for assuring research productivity.
 - iii. Networking and sensitization for creating liaison with academic regulators.
 - c. Evolved a faculty development center.
 - d. Teambuilding and motivation for human and institutional development.
 - e. Departmental administration.
3. Chair of the following Committees:
 - a. University Examination and Review Committee (UERC) for LMS, PhD Program.
 - b. Departmental Tenure Review Committee of LMS.
 - c. Departmental Review Committee for MPhil and MSPM.
 - d. Committees for SOPs Development and Implementation.

4. Member of the following at NDU:
 - a. NDU Academic Council, Advanced Studies Research Board and Selection Board.
 - b. NDU Research Committee.
 - c. Student Aid Fund Endowment.
 - d. Departmental Tenure Review Committee of LMS, GPP and IR.
 - e. PhD/MS Admission Committee.
5. **Focal Person: Faculty Development Center (FDC)**
 - a. Conceived, developed, and implemented the pilot phase of FDC.
 - b. Supervising the conduct of the following 3 calendar trainings:
 - i. First Faculty Development Workshop (FDW): Orientation of newly hired faculty members at FDC.
 - ii. Second FDW: “Learners’ Psychology, Counseling, Stress Management, Adult Learning Interactive Strategies and Teaching as a Profession”
 - c. Conducted sessions and invited keynotes during FDC trainings.
 - d. Conducted a Training Needs Analysis of FCS, NDU.

2. Riphah International University Islamabad

Jan 2013 to July, 2017

Assistant Professor: Human Resource Development and Disaster Management at the Faculty of Management Sciences.

Teaching: Taught courses and acted as supervisor and Internal Examiner in the following programs.

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|------------------------------|---|
| 1. PhD Management Sciences. | 6. MS Engineering Management. |
| 2. MS Disaster Management. | 7. MS Islamic Banking and Finance. |
| 3. MS Management Sciences. | 8. Master of Business Administration. |
| 4. MS Healthcare Management. | 9. Bachelor of Business Administration. |
| 5. MS Project Management. | 10. Bachelor of Business Studies. |

In-Charge Research (April, 2015 to March 2017)

The responsibilities were as follows:

- Identifying, conceptualization and facilitating funded research projects and grants in a wide array of disciplines within the overall umbrella of management and social sciences.
- Conceptualizing, indigenizing, and formulating the research agenda for the faculty of management science.
- Identifying, following up and implementing the research targets of the faculty members.

- Chair of the Research Committee, constituted for streamlining research supervision, faculty research agenda, research grants, books and publications.
- Conference Organizer: As a focal person from RIPHAH, organized 5th International Conference of Business Management in Karachi, on 11-12 March, 2015.
- Focal Person for Business School Alliance of Pakistan comprising the following:
 - Faculty of Management Sciences, RIPHAH, Islamabad.
 - Institute of Business Administration, Sukker.
 - Institute of Management Sciences, Peshawar.
 - School of Business and Economics, University of Management and Technology.
 - Institute of Business Management, Karachi.
- Facilitated to win 4 projects with an overall worth of PKR 11 Million.
- Achieved highest marks in research component during ANBEAC accreditation, 2015.

Academic Program Development: I have conceived, developed, launched and running a Master of Science in DM. Provided input for developing and launching MS in Healthcare Management.

Institutional Memberships

- Member of the Board of Studies at RIPHAH School of Leadership at FMS-RIPHAH.
- Member of Curriculum Review Committee at FMS-RIPHAH.
- Member of PhD Review Committee at FMS-RIPHAH.
- Member of the Board of Faculty of Social Sciences and Humanities at RIPHAH.
- Member of the Board of Studies, Department of Islamic Studies.

3. IQRA National University (INU)

Sept 2011 to Jan 2013

Assistant Professor: Human Resource Development, Department of Business Administration

Taught the courses with a research component that have resulted in development and publication of a research paper per project group, the courses are as follows:

- Advanced Research Methods
- Cross Cultural Management
- Operations Management

I have presented a proposal for defining the role, structure and working mechanism of Research Management Center (RMC). I have promoted a research oriented culture at INU by encouraging the students and faculty members to contribute more regarding research publications.

4. University of Technology, Malaysia (UTM).

Sept 2010 to Aug 2011

Faculty of Management & Human Resource Development

- Taught the course of Crisis Management to BS HRD 7th Semester.
- Assisted Prof. Dr Rosman Bin Md Yusoff, Prof. Dr Amran Md Rasli and Associate Prof. Dr. Rozeyta Omar on their projects funded under Research University Grant Scheme, Yayasan Pembangunan Keluarga Darul Ta'zim.

5. COMSATS Institute of Information Technology

Sept 2005 to Sept 2010

Lecturer: Human Resource Management at Attock Campus (Sept 2007 – Sept 2010)

- Taught the courses of HR specialization to BS and MBA students, introduced MBA (1 year) and supervised more than 30 undergraduate students as HR Internship Advisor.

Research Associate at Abbottabad Campus (Sept 2007 – Sept 2010)

- Assisted Dr. Iqtidar Ali Shah on his teaching and research assignments

Adjunct Faculty Member (Aug 2006 to June 2010)

1. Institute of Management Sciences, Peshawar (Spring 2007 & Fall 2009)
2. Institute of Business & Management Sciences, Agriculture University, Peshawar (2007-10).
3. City University of Science & IT, Peshawar (Sept 2008 to Sept 2009)
4. Institute of Management Studies, The University of Peshawar (Jan to May 2007)
5. Hazara University, Mansehra (Aug to Dec 2006)

Applied Experience

1. **Manager Lahore: Institute of Research and Development Studies (Dec 2003 – Sept 2005)**
 - Responsible for all activities related to organizational & programmatic developments, project conceptualization, planning and implementation.
 - Formulated Executive Council and Advisory Board for the region.
 - TNA of NGO sector at Lahore, Pakistan was conducted in April, 2004-05.
2. **Coordinator: Study Aid Foundation for Excellence, Lahore. Aug 2001 – Nov 2003**
 - Defined mission of SAFE and evolved its short-term goals and objectives.
 - Founded, established & developed the Central Executive Council of SAFE.
 - Monitoring, evaluation and report writing of the projects coordinated by SAFE.
 - Registration of SAFE under Trust act 1881.
3. **Advisor & Board Member: Disaster Management Center, Rawalpindi. Nov, 2014 till date**
 - Providing technical support for institutional development.
 - Developed six level train the trainers (TOT) for managers and trainings for workers.

List of Courses Taught (2006 till date)

S#	Course Name	Level	University/Institute
General Management/ Strategy			
1	Introduction to Business	BS BA	RIPHAH
2	Management and Organization.	MBA	ICL
3	Introduction to Management	BS LMS	NDU
4	Business Strategy and Policy.	MBA, BBA	CIIT
5	Strategic Management	MS	RIPHAH
6	Classical & Contemporary Management	PhD LMS	NDU
7	Business and Society.	MS	IBMS
8	Business Communication	BBA	RIPHAH, IMS
9	Decision Making	BBA	RIPHAH
10	International Marketing.	BBA	RIPHAH, IMS
Human Resource Management			
11	Human Resource Management.	BBA, MBA	RIPHAH, IMS, CIIT
12	Organizational Behavior	MSc LMS	NDU
13	Human Resource Development.	MBA, BBA	CIIT and HU.
14	International HRM.	MBA, BBA	CIIT
15	Leadership & Team Management.	MS PM	IBMS and RIPHAH
16	HRM Policies & Practices.	MBA	CIIT
17	Performance Management	BBA, MBA, MS	CIIT, RIPHAH, IBMS, HU
18	Direct Research in HRD.	MS, PhD	RIPHAH and IMS
19	Human Capital Development	MS IBF	RIPHAH
20	Training and Development.	MS	IBMS, CUSIT
21	Change Management & OD.	BBA, MBA, MS, PhD	CUSIT, CIIT, RIPHAH
22	Islamic Leadership	MBA, MS, PhD	RIPHAH
23	Organization & Group Dynamics	MBA, MS	IBMS and IMS
24	Cross Cultural Management.	BBA	INU
25	Conflict & Crisis Management	BS HRD, BBA	UTM and CIIT
26	Project HR & Communication	MS PM	RIPHAH
Research Methods			
27	Advanced Research Methods/Advance Methods in Business Research and Quantitative Techniques/Advance Research Methods Quantitative	PhD, MBA, MS IBF, DM HCM, MPhil-LMS, MS PM	RIPHAH, INU, NDU
28	Business Research Methods	BBA, MBA	RIPHAH
29	Qualitative Research Methods	Faculty Members, MPhil LMS, PhD LMS	RIPHAH, NDU.
Disaster Management			
30	DM Concepts and Perspectives	MS DM	RIPHAH
31	HRD in Disaster Scenarios	MS DM	RIPHAH
32	Project Management in Disasters	MS DM, MS PM	RIPHAH
33	Emergency Response Management	MS DM	RIPHAH
34	Introduction to Peace and Conflict Studies	BS LMS	NDU

Publications in Peer Reviewed Journals (Selected)

As Principle Author

1. Kamran Azam and Muhammad Kabir Khan (2018) “Risk Communication in Earthquake Vulnerability in District Bagh, Azad Jammu & Kashmir: Review of Literature and Pilot Study”. International Journal of Crisis Communication, Vol: 02, Issue 02. URL: <http://greenpublishers.org/wp-content/uploads/2019/03/IJCC-V2N2A3-Azam.pdf>
2. Kamran Azam, Anwar Khan and Toqeer Alam (2017) “Causes and Adverse Impact of Physician Burnout: A Systematic Review”. Journal of the College of Physicians and Surgeons Pakistan” (EISSN: 1681-7168), Vol. 27 (8): 495-501. (SCI IF 0.44, HEC W). URL: <https://www.ncbi.nlm.nih.gov/pubmed/28903843>

The following three publications are available as hard copy in Abasyn Journal of Social Sciences (EISSN: 2221-6782), thematic issue (2017) Vol 10 (HEC X Category)

3. Kamran Azam and Atta-ur-Rahman “Disaster Risk Management and Climate Change for Business Continuity and Sustainable Development”. Editorial, Pg: i-v.
4. Kamran Azam “Understanding and Prioritizing Research & Higher Education in Disaster Risk Management”. Pg: 1-7.
5. Kamran Azam, Report: 4th International Water Conference (2017) “Climate Change & Disaster Risk Management For Sustainable Development And Businesses”. Pg: 275-284.
6. Kamran Azam, Dr. Rosman Bin Md Yusoff and Anwar Khan (2012) “The Role of Coping Capacities in Disaster Perspective: A Case of Pakistan Flash Floods, 2010”. OIDA International Journal of Sustainable Development (EISSN: 1923-6662). Vol. 04, No. 03, Pp 109-126. URL: <https://oidajisd.com/wp-content/uploads/2019/03/04-03-10.pdf>
7. Kamran Azam, Naveed Farooq, Gohar Saeed, Subhan Ullah, Anwar Khan, Alamzeb Amir (2009) “Competency Gap Assessment of Social Organizers” “International Review of Business Research Papers”, (EISSN: 1832-9543) Vol. 5, No. 5, Pp. 47-62. (Listed by ULRICH, HEC Y), URL: <http://www.bizresearchpapers.com/5.Kamran.pdf>.

As Co Author

8. Mohammad Dawood, Atta-ur- Rahman, Sami Ullah, Shakeel Mahmood, Ghani Rahman and Kamran Azam (2020), “Spatio-Statistical analysis of rainfall fluctuation, anomaly and trend in the Hindu Kush region using ARIMA approach”. Accepted in Natural Hazards (EISSN: 1573-0840) **(SCI IF 2.319, HEC W)**.
9. Muhammad Tayyab, Yusra Mahfooz and Kamran Azam (2019), “Impacts of Urbanization and Land Cover Dynamics on Underground Water in Islamabad, Pakistan”. “Desalination and Water Treatment” (EISSN: 1944-3986). Vol 159, 402-411 **(SCI IF 1.6, HEC W)**. URL: <https://doi.org/10.5004/dwt.2019.24156>
10. Muhammad Dawood, Atta-ur-Rahman, Samiullah, Ghani Rahman and Kamran Azam (2018), “Spatio-Temporal Analysis of Temperature Variability, Trend and Magnitude in the Hindu Kush Region Using Monte Carlo and Sen’s Slope Approaches”. Arabian Journal of Geosciences, (EISSN:1866-7538) Vol: 11 (16): 970-985 **(SCI IF 1.141, HEC W)**. URL: <https://link.springer.com/article/10.1007/s12517-018-3823-9>
11. Abdul Wahid, Kamran Azam, Iftikhar Hussain Adil and Syed Asghar Abbas Naqvi (2017) “Spillover Effects of Demutualization on Stock Market Growth: A Regional Comparison”. Pakistan Business Review (EISSN: 2521-005X), Vol: 19 (4): 908-928. **(HEC X)** URL: <http://journals.iobmresearch.com/index.php/PBR/article/view/1872/324>
12. Abdul Wahid, Iftikhar Hussain Adil, Nadeem Talib & Kamran Azam (2017), “The Effects of Demutualization on Expansion of Stock Market Growth: Evidences from Indian Market & Lessons for Pakistan Stock Exchange”. Pakistan Business Review (EISSN: 2521-005X), Vol 19, No 3, 775-791. **(HEC X)** URL: <http://journals.iobmresearch.com/index.php/PBR/article/view/1646/292>
13. Nayab Gul, Muhammad Muddassar Khan, Muhammad Uzair, Kamran Azam and Altaf Hussain (2017) “Contextualization of Women’s Right to Education in Tribal Perspective: Study of Masid Tribe”. City University Research Journal (EISSN: 2220-9174), AIC 2016 Issue, 112-119. **(HEC Y)**. URL: http://www.cityuniversity.edu.pk/curj/Journals/Journal/special_aic_16/12.pdf

14. Muhammad Muddassar Khan, Muhammad Yasir, Bilal Afsar, Kamran Azam (2017) “The Relationship between Organizational Culture and Employee Conflict: Evidence from Higher Education Institutions in Pakistan”. Abasyn Journal of Social Sciences (EISSN: 2221-6782), AIC 2016, 674-690. **(HEC X)** URL:
<http://ajss.abasyn.edu.pk/admineditor/specialissue/papers/11.pdf>
15. Rosman Md Yusoff and Kamran Azam (2017) “Perceived Sources of Stress among faculty members of COMSATS Institute of Information Technology, Pakistan”. Journal of Management Information (EISSN-2313-3376) 4(1), 12-18
http://readersinsight.net/jmi/article/view/28/pdf_20
16. Atta-ur-Rahman, Rajib Shaw & Kamran Azam “Effectiveness of Disasters and Climate Change Risk Management in Pakistan: Lens of Science and Technology under the Sendai Framework”. Pg: 8-19. Available as hard copy in Abasyn Journal of Social Sciences (EISSN: 2221-6782), thematic issue (2017) Vol 10 **(HEC X Category)**
17. Khurram Shahzad, Asma Gul and Kamran Azam (2016) “Doing Good Is Doing Right: Effects of Corporate Social Responsibility on Customer Attitude and Behavior”. Abasyn Journal of Social Sciences (EISSN: 2221-6782), Volume 9, Issue 2, 329-341. **(HEC X)** URL:
<http://ajss.abasyn.edu.pk/admineditor/papers/V9I2-2.pdf>.
18. Abdulwahid & Kamran Azam (2015) “Credit Risk Affects Shareholder’s Wealth of Banking Sector in Pakistan, Does It Matter?” Journal of Rural Development & Administration (EISSN: 0047-2751). Vol. 26, No. 2. **(HEC Y)**. URL:
<http://www.pard.gov.pk/jorda20152.pdf>
19. Anwar Khan, Rosman Md Yusoff and Kamran Azam (2014), “Factors of Job Stress Among University Teachers in Pakistan: A Conceptual Review” Journal of Management Information (EISSN-2313-3376). Vol 2, Issue 1, 62-67. URL:
http://readersinsight.net/jmi/article/view/6/pdf_3
20. Anwar Khan, Rosman Md Yusoff and Kamran Azam (2013), “Job Stress, Performance and Emotional Intelligence in Academia”. Journal of Basic and Applied Scientific Research. Vol. 03, No. 08, Pp 1-8. (EISSN: 2090-424x) **(Listed by ISI & ULRICH, HEC Y)**. URL:
[http://www.textroad.com/pdf/JBASR/J.%20Basic.%20Appl.%20Sci.%20Res.,%203\(6\)1-8,%202013.pdf](http://www.textroad.com/pdf/JBASR/J.%20Basic.%20Appl.%20Sci.%20Res.,%203(6)1-8,%202013.pdf).

21. Faisal Khan, Rosman Yussof & Kamran Azam (2012) “A Study about Factors Hindering the University performance” *Jurnal Teknologi* (EISSN: 2180-3722) Vol: 64 (2) 145-149 **(Scopus SJR 0.18, HEC Y)**
www.jurnalteknologi.utm.my/index.php/jurnalteknologi/article/view/2252/1892
22. Iqra Rafique Dar, Kamran Azam and Rosman Yusoff (2011) “Managing Human Capital for Sustainable Competitive Advantage”. *Interdisciplinary Journal of Contemporary Research in Business* (EISSN: 20737122), Vol 2, (11) 498-510 **(HEC Y)**. <http://journal-archieves2.webs.com/mar11.pdf>.
23. Anwar Khan, Ishak Shah & Kamran Azam (2011) “Business Education in Pakistan: Growth, Problems & Prospects” *Greener Journal of Management & Business Studies* (EISSN: 2276-7827), Vol 1, (1) 1-8. URL:
www.gjournals.org/GJMBS/PDF/2011/September%20Issue/Khan%20et%20al..pdf
24. Sarah Javed, Miqdad Ali Khan & Kamran Azam (2010) “Employees Compensation and Organization Financial Performance” *Interdisciplinary Journal of Contemporary Business Research*” (EISSN: 20737122) Vol: 01, No. 09, pp. 131-143. **(Listed by ULRICH, HEC Y)** URL: <http://ijcbr.webs.com/jan10.zip>
25. Fakhar Ul Afaq, Kamran Azam, Rosman Bin Md. Yusoff and Anwar Khan, (2011) “Relationship of training with Employees’ Performance in Hoteling Industry: A Case of Pearl Continental Hotels in Pakistan”. *International Review of Business Research Papers*, (EISSN: 1832-9543) Vol. 07, No. 03, pp. 149-158. **(Listed by ULRICH, HEC Y)** URL: <http://www.bizresearchpapers.com/10.%20Afaq-FINAL.pdf>.
26. Fahad Munir, Kamran Azam, Rosman Bin Md. Yusoff and Anwar Khan (2011) “Effect of On-the-Job Coaching on Management Trainees Performance: A Post Merger Case Study of Glaxo-Smith-Kline Pakistan”. *International Review of Business Research Papers*, (EISSN: 1832-9543) Vol. 07, No. 03, pp. 159-169. **(Listed by ULRICH, HEC Y)**. URL: <http://www.bizresearchpapers.com/11.Fahad-FINAL.pdf>.
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29. The moderating role of Islamic Work Ethics in Organizational Learning Culture and Competitive Advantage with the Mediation of Dynamic Capability”. In progress for “Journal of Business Ethics” (SCI IF 1.968).
30. Survival of the Fittest: Employee mindfulness and Authentic Leadership for Organizational Intelligence, empirical evidence from Pakistan. In progress for “Journal of Management” (SCI IF 9.056).
31. Entrepreneurial Self Efficacy, Institutions and Entrepreneurial Orientation: A Moderated Mediation Analysis for SME Development”. In progress for “Entrepreneurship Theory and Practice” (SCI IF 6.193).
32. Resilience, Disaster Risk Perception and Small Business Recovery: A Study in District Nowshera, Pakistan”. Submitted to International Journal of Disaster Risk Reduction (SCI IF 2.162).

Publications as Edited Books and Chapters

Writing the following edited text books:

33. Research Methodologies in Indigenous Pakistani Context.
34. Introduction to Business Management

Proposal principally approved worth USD 10,000/- as member of Center for Peace and Global Studies.

International Conferences

35. Kamran Azam (2019), “Higher Education in Disaster Management: A Decade of Evolution from Infancy in Pakistan”. “International Conference on Future Of Education: Challenges of Traditional Versus Modern Approaches” Organized by Center for Peace and Global Studies and International Institute of Islamic Thought, Malaysia, Oct 12-13, 2019. URL: <http://www.globalcenterpeace.com/Events.aspx>

36. Kamran Azam (2019) “Need for a National University in Disaster Management”. Talk as a group leader at National Consultative workshop on Strategic Planning of National Institute of Disaster Management, held at Hillview Hotel, Islamabad, Pakistan.
37. Kamran Azam (2019) “Interdisciplinary Significance of Peer Reviews”. Session Chair “Power Generation and Renewable Energy Systems” at 1st International Conference on Electrical, Communication and Computer Engineering (ICECCE-2019) to be held on 24th – 25th at Swat Serena Hotel KP, Pakistan. Organized by University of Buner.
38. Kamran Azam (2019),”Disaster Risk Management and Higher Education in Pakistan”. Session Delivered in Second Summer School in Disaster Management at Faculty of Contemporary Studies, National Defence University, Islamabad, Pakistan.
39. Kamran Azam (2019) “Need for a Futuristic Transformational Leadership in the context of coming three decades” Keynote Talk presented in a 3 days’ international workshop, organized by Policadmy, Pakistan at Grand Heights Hotel, Murree, Pakistan.
40. Kamran Azam (2019) “Requirements for a Dynamic Leadership in 2050. Keynote Talk presented at “International Conference on Strategic Environment: Role of Leadership (2050) on 15th April. Organized by Pakistan House at Islamabad Serena Hotel.
41. Kamran Azam (2018), "Retrospective View of University Education in Disaster Risk Management" at National Conference on Climate change and its impact on Agriculture and livelihood of KP and FATA”. Jointly organized by Department of Food Sciences and Technology, The University of Agriculture and Key Laboratory of Climate Change and Sustainable Development, Department of Geography, University of Peshawar.
42. Sajeela Rabbani and Kamran Azam (2017) “Work Environment for Creativity and Innovation: Theoretical Understanding”, Suleman Dawood School of Business, Doctoral Colloquium April 24th, 2017. <https://lums.edu.pk/events/sdsb-doctoral-colloquium-2017>
43. Kamran Azam (2016) “Indigenous Research Agenda in Disaster Risk Management and Public Policy: Understanding the Philosophical Alignments” International Symposium on Thought and Epistemology at Maldives, 18-21 August, 2016. International Institute of Islamic Thought, Herndon, Virginia, USA and Islamic University of Maldives, Male.

44. Samiuddin and Kamran Azam (2016) “Elements of Consumer Behavior in Tauheedi Epistemology” published in the proceedings of 4th International Conference on Islamic Business, in Islamabad, Pakistan.
URL: [http://icib.riphah.edu.pk/sites/default/files/files/Sami%20udinelements%20of%20Consumer%20Behavior%20in%20Tawheedi%20Epistemology\(1\).pdf](http://icib.riphah.edu.pk/sites/default/files/files/Sami%20udinelements%20of%20Consumer%20Behavior%20in%20Tawheedi%20Epistemology(1).pdf)
45. Kamran Azam and Omer Awab Khan (2014) “Organizational Development and DM. Presented and published in Conference Proceedings at National DM Conference in November 2014. Military College of Engineering at Risalpur, Pakistan.
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46. Rosman Md Yusoff, Anwar Khan and Kamran Azam (2012), “Perceived Sources of Stress among University Teachers in Pakistan: A Case Study on COMSATS Institute of Information Technology, Pakistan. International Conference on Science, Technology & Social Sciences, 20-22 November 2012. URL: <http://icstss.uitm.edu.my/2012>
47. Kamran Azam, Rosman Md Yusoff and Anwar Khan (2011), “The Role of Coping Capacities in Disaster Perspective: A Case of Pakistan Flash Floods. “International Conference on Sustainable Development”. Laurentian University, Ontario International Development Agency Canada, and Universiti Tun Abdul Razak.
URL: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1966802##
48. Kamran Azam, Naveed Farooq, Gohar Saeed, Subhan Ullah, Anwar Khan, Alamzeb Amir (2009) “Competency Gap Assessment of Social Organizers: Case Study of NGOs at Mansehra, Pakistan after Earthquake, 2005”. Asian Business Research Conference, 11-12 April, 2009 at Dhaka. URL: http://www.wbiconpro.com/bangladesh_april09.htm
49. Kamran Azam, Anwar Khan and Alamzeb Amir. A Theoretical Explanation of Flexible Benefit Plans: An Examination of Institutional & Expectancy Theory for the Adoption and Design of Flexible Benefit Plans by the Organizations. 9th National Research Conference, SZABIST Islamabad, held on 25th June 2009, hosted by Shaheed Zulfikar Ali Bhutto Institute of Science and Technology, Islamabad, Pakistan.
50. Kamran Azam, Shakir Ullah, Iqtidar Ali Shah, and Arshad Aziz (2007) “Competence Analysis of NGO Sector in Pakistan”. Published in Proceedings “2007 Australia, New Zealand International Business Academy” at University of Newcastle, Australia.

Graduate Research Supervision

PhD: Leadership and Management Studies

1. Muhammad Riaz (2015-20): Impact of Usage of Social Networking Sites on Job Performance, Mediating Role of Socio-Psychological Stressors (Viva Awaited).
2. Muhammad Shafique (2015-20): Determinant and Consequences of Talent Management: an Empirical Study of Service Sector Industry of Pakistan (Finalizing Thesis Write up).
3. Saman Abbasi (2016-19): Psychological Predictors of Work Related Outcomes from the view point of Disaster Risk Perception in the Airline Industry of Pakistan (Writing Thesis).
4. Zohaib Khan (2018-21): Human and Institutional Predictors and their Determinants of Project Success in Context of Development Projects (Writing Chapter 3).
5. Arshad Iqbal (2018-21): Dynamics and Implications of Leadership and Organizational Resilience for National Security: A Study from Multi Hazard Perspective from the Lens of Disaster Management (Coursework passed and topic approved).

MS Management Sciences with HR Specialization (17 Completed)

1. Nighat Yasmeen: Impact of Terrorism Fear on the Relationship between Employee Branding and Employee Satisfaction
2. Fahimulamin: The relationship among Leader-Member Exchange, Organizational Citizenship Behaviour and Organizational Commitment with the moderating role of Islamic Work Ethics.
3. Muhammad Naveed: Relationship of Antecedents of commitment and readiness for change with moderating role of organizational culture (A case study on school teachers of District Kohat KPK)
4. Maqbool Ahmad Khan: Impact of Supervisory support and organizational citizenship behavior on career satisfaction with mediating role of organizational trust.
5. Uqba Ahmed: Moderating Role of Employee Self-Identity in the “Interpersonal Unfairness – Deviant Workplace Behavior” Relationship: A Case of Public and Private Hospitals in Twin Cities of Pakistan.
6. Arsalan Ali: Quality of Leader Member Exchange on Employee Creativity and Affective Organizational Commitment, moderating role of Uncertainty Avoidance.
7. Naushad Hameed: The moderating role of Islamic Work Ethics in Organizational Learning Culture and Competitive Advantage with the Mediation of Dynamic Capability.

8. Muhammad Asadullah: Moderating Role of Emotional Intelligence on Relationship of Job Characteristics and Organization Citizenship Behavior in Construction Sector of Pakistan.
9. Seemab Shabbir: Moderating Role of Islamic Work Ethics in Training-Performance Relationship: A Study of Banking Sector of Pakistan.
10. Muhammad Haroon: Moderating Role of Politics Perception in Organizational Justice Relationship with Employees Performance and Turnover.
11. Riffat Naheed: Moderating Role of Servant Leadership in Stressors Performance Relationship in Nurses of Islamabad, Pakistan.
12. Muhammad Ali: Impact of Leadership Styles on Employees Organizational Commitment & Organizational Citizenship Behavior: A Mediating Role of Job Satisfaction among Employees of Telecom Sector of Pakistan.
13. Zahidullah: Performance Management System in Agricultural University, Peshawar.
14. Shahid Iqbal: University Teachers effectiveness and Students Performance: A case study of University of Peshawar.
15. Shahid Nawaz: The use of Non-Monetary Incentives as a Motivational Tool in Public Sector Universities: A case study of University of Engineering & Technology, Peshawar.
16. Muhammad Adnan Khitab Bacha: Fear, Workload and Salary as a Determinant of Job Turnover Intention: Evidence From Security Sector of Pakistan.
17. Ahtsham Munsaf: Impact Of Personality Big Five Model On Career Success With Moderating Role Of Contextual Performance.

MS Islamic Business

18. Samiuddin: Elements of Consumer Behavior Theory in Tauheedi Epistemological Perspective.
19. Yasir Ahmad: Business Research: Towards Understanding a New paradigm.

MS Engineering Management

20. Omar Tariq Chaudhry: The Moderating Effect of Regulatory Agency Enforcement on Relationship between Compliance to Building Codes and Seismic Disaster Resilience: A Case Study on Infrastructural Projects of Lahore and Islamabad
21. Haseeb Asghar: Assessment of Socio-Hydrology in River Jehlum.

MS Project Management (15 Completed)

22. Usman Atta: Relationship Between High-Performance Human Resource Practices and Job Performance: Role of Organizational Citizenship Behavior in Project Based Non-Governmental Organizations of Islamabad, Pakistan.
23. Mohammad Sohail Ashfaq Khan: Moderating Role of Risk Management in Supply Chain Effectiveness and Project Success, A Case of Textile industry of Lahore, Pakistan.
24. Muhammad Rehan: Moderating Role of Micromanagement on Employee Performance and Creativity in IT companies of Islamabad, Pakistan.
25. Taha Niaz: Factors Influencing The Growth Of Green Buildings In Pakistan
26. Hassan Faheem: The Moderating Role of Cognitive Ability In Relationship of Skills and Job Performance: A Case of Energy Projects In Azad Jammu & Kashmir.
27. Abdur Rauf: Moderating Role of Culture on Relationship of Risk Management and Project Success in Peshawar Electric Supply Company Peshawar, Pakistan.
28. Syed Zeeshan Ali: MIS Effectiveness in Organizational Performance with Moderating Role of Organizational Culture.
29. Madiha Arooj: The Moderating Role of Uncertainty Avoidance on Critical Success Factors and Project Success: Case of Non-Governmental Organizations in Islamabad, Pakistan.
30. Hira Rizwani: Effect of Critical Success Factors on Project Success”: Moderating Role of High Performance Work Systems, In Non Profit Sector of Pakistan.
31. Hafiza Irsa: Impact of Transformational Leadership on Project Success with mediating role of Team Climate: A Case Study of Telecommunication Sector, Islamabad, Pakistan.
32. Mushtaq Ahmad: Role of Project Planning, Resource Mobilization and Project Implementation in Project Success: A Case of National Research Project for Universities by Higher Education Commission of Pakistan.
33. Zilly Hussain Dar: The Mediating Effect of Islamic Work Ethics On The Relationship Between Training And Project Success.
34. Seher Razzaq: Impact Of Human Resource Management Practices On Project Success: Mediating Role of Employee Wellbeing: Case of Software Department Employees.
35. Muhammad Nauman: Role of Critical Success Factors in Improving Project Management Practices for Project Success with Focus on banking sector.

36. Kamran Abid: The Moderating role of Islamic Work Ethics in Project Compliance-Success Relationship.

MS Disaster Management (14 Completed)

37. Gul Rukh Kakar: Moderating Role of “Women Community Organization Effectiveness” on Women Coping Capacity and Vulnerability: A Case Study of District Pishin, Pakistan.

38. Naseer Ahmad Kakar: Pre-Disaster Diplomacy: An Alternate to the Constraints for Disaster Risk Reduction in Pakistan.

39. Muhammad Kashif Taifoor Zaheer Shah: Flash Floods Vulnerability Risk Assessment - A Case Study of Government Schools in District Rawalpindi.

40. Ghulam Akbar: Flood Hazard Assessment and mapping for preparedness through moderation of indigenous knowledge in Tehsil Shahpur district Sargodha.

41. Arshad Iqbal: Resilience and Small Business Recovery, Role of Social Capital and Psychological Capital: A Case of District Nowshera, Pakistan.

42. Hikmatullah Khan: Moderating Role of Early Warning Systems in Disaster Risk Perception relationship with Non Structural School Resilience.

43. Kiran Nagma: Flood Hazard, vulnerability and Risk Perception Assessment with the moderating role of Coping and Adaptive capacity: A case study of INGO in District Swat.

44. Jamshed Tariq: Women Vulnerabilities and Patriarchal Perceptions regarding inclusive Disaster Risk Reduction.

45. Asim Riaz Wahla: Moderating Role of Civil Defense for Disaster Preparedness and Flood Risk Mitigation in Flood Prone Area of District Narowal.

46. Irfanullah: Vulnerability Risk Assessment of Extreme Weather Events in Peshawar.

47. Muhammad Kabir Khan: Assessing the Role of Risk Communication in Earthquake Vulnerability at District Bagh, Azad Jammu and Kashmir.

48. Jehanzeb Qazi: Impacts of Climate Change on Rainfall, Temperature Variability and Its Trend Prediction for Drought Assessment at the Potohar Plateau, Pakistan.

49. Sohail Ahmad: Riverine Flood Vulnerability Risk Assessment of Peshawar, Pakistan.

50. Shehzad Ahmad Akhter: Understanding Disaster Risk and Extent of Preparedness, A Study of District Gujrat, Pakistan.

MPhil Government and Public Policy/ Public Policy and Strategic Security Management

51. Nida Mushtaq: Hazard Vulnerability Risk Assessment for “Effective Education for Sustainable Development”: Case of Government High Schools for Girls in Rural Islamabad.
52. Muhammad Ali: Pak-Afghan Relations in Retrospect since 9/11 and the Way Forward.
53. Fayyaz Hussain Shah: Living Conflict In Afghanistan: Implications For National Security of Pakistan.

SKILLS

- Statistical Package for Social Sciences (SPSS)
- Preacher and Hayes (2013) Model, through Andrew Process.
- Structural Equation Modeling (SEM) through Analysis of Moment Structures (AMOS).
- Qualitative Data Analysis (QDA) through NVIVO.
- Microsoft Office.

LANGUAGES

Language/Proficiency	Speaking	Listening	Reading	Writing
English	Excellent	Excellent	Excellent	Excellent
Urdu	Native	Native	Native	Native
Pushto	Native	Native	Native	Very Good
Hindko	Very Good	Very Good	Very Good	Good

REFERENCES

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