

Dr. Zubair Alam Khan

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Employment/ Professional Experience:

Tenure	Organization	Department/Place	Functional Title
Dec, 2017 Till date	Hazara University Mansehra	ORIC	Manager ORIC (UIL)
June, 2017 Dec, 2017	Hazara University Mansehra	Department of IT	Lecturer
Mar, 2015 June, 2017	Hazara University Mansehra	Registrar Office Academics Section	Deputy Registrar
Feb, 2009 Mar, 2015	Hazara University Mansehra	Registrar Office Establishment Section	Deputy Registrar
Mar, 2008 Feb, 2009	Hazara University Mansehra	Department of IT	Lecturer
Jan, 2007 Mar, 2008	Saiban Development Administration Organization		Program Officer
Jan, 2006 Jan, 2007	Saiban Development Administration Organization		Research Officer

Academic Qualifications:

Session	Degree	Institute/Place	Area of Study	CGPA/Pass%
2014-to 2021	PhD	Hazara University Mansehra	Management	3.3
2010-13	MS	Hazara University Mansehra	Management/HRM	3.7
2002-06	BCS (Hons)	Hazara University, Mansehra	Computer Sciences	3.9
2000-02	I.C. S	FBISE, Islamabad	Computer Sciences	65%

1999-00 SSC FBISE, Islamabad Sciences 60%

Trainings:

Title	Organized By	Duration
Capacity Building of Academic Leadership in Research, Teaching & Services	United Nation Education Foundation Program, Islamabad, Pakistan & KUST	Dec 09 th , 2021 – Feb 26 th , 2022
Pakistan's Entrepreneur's Network for Youth	USAID Small Grants & Ambassador' Program	Aug 13 th , 2018 - Aug 13 th , 2018
16 Days of Activism	Ministry of Foreign Affairs, Netherlands	Nov 25 th , 2017- Dec 10 th , 2017
Strengthening Business School through Partnerships	National Business Education Accreditation Council, HEC- Islamabad	Feb 17 th , 2017- Feb 18 th , 2017
Finance & Audit	Hazara University, Mansehra, Pakistan	Nov 24 th , 2015 – Nov 26 th , 2015
Local Government Election & Our Responsibilities	Sungi Development Foundation, Pakistan	May 27 th , 2015
Human Resource Management	Higher Education Commission, Pakistan	May 18 th , 2015- May 21 th , 2015
University's Governance Statutes, Regulations & Rules	Hazara University, Mansehra, Pakistan	Mar 31 th , 2015– April 02 th , 2015
Project Management of the Universities	SKIM Training & Consultancy, Pakistan	Mar 17 th , 2015 – Mar 19 th , 2015
Change Management	Planning Commission, Pakistan	Feb 06 th , 2013 - Feb 08 th , 2013
Disaster Risk Management	United Nation Development Program	April 05 th , 2011–April 06 th , 2011
Disaster Management	ERRA, Disaster Risk Management Program	Feb 12 th , 2010 - Feb 16 th , 2010
Heritage Management in Chitral, Pakistan	British Council & University of Leicester	Jan 07 th , 2009 - Mar 23 th , 2009
Earthquake Resistant Techniques (EQRT)	ERRA, Pakistan & UN- HABITAT	Nov 23 rd , 2009 – Nov 25 th , 2007

Publications:

Khan, M., Yousaf, Z., Khan, Z. A., & Yasir, M. (2014). Analysis of the relationship between CSR and tax avoidance: An evidence from Pakistan. *The International Journal of Business & Management*, 2(7), 53.

Khan, Z. A., Yasir, M., Majid, A., & Afridi, S. A. (2019). Talent management practices, psychological empowerment and innovative work behavior: Moderating role of knowledge sharing. *City University Research Journal*, 9(3), 567-585.

Yasir, M., Majid, A., Javed, A., Khan, Z. A., Malik, S., Naz, F., & Islam, E. U. (2020). INQUIRING VOLUNTARY TURNOVER FOR FEMALE NURSES IN PAKISTAN THROUGH FOCUSED ETHNOGRAPHY. *Journal of Ayub Medical College Abbottabad*, 32(2).

Languages:

English, Urdu, Hindko, Pashto: (R/W/S)

Research Experience

I have conducted research on talent management practices in the public sector universities in Pakistan. In this research, unit of analysis was all the public sector universities of Khyber Pakhtunkhwa.

Personal Attributes.

- Drafting of statutes, rules and regulation and policy.
- Expertise of: organizational development, improves employee performance by implementing by different contingent factors, enhance the organization innovation performance by applying different structuralist paradigms.
- Maintain record of employee i.e. personal files, ACR's, service books and daily routine documents.
- Prepare pay bill of employee
- Preparation of working paper for statutory bodies meeting i.e. Syndicate, Senate, Selection Board, Academic council, Affiliation committee, ASRB (Advance Studies and Research Board).
- Focal person for Higher Education Commission Islamabad, Higher Education Department Govt of KPK, Peshawar, Governor's secretariat Peshawar etc.
- Willing to work in highly competitive environment and have dedicated for challenging Jobs. Highly motivated to build bright career through personal efforts and struggle in innovative & esteemed organization.
- Organize research expo, conferences, workshops and symposia.
- Knowledge of research methodologies
- Data and information collection
- Report writing and presentation
- Teaching courses at graduate and under graduate level
- Fluency in written and spoken English
- Statistical Software: SPSS-20
- Applications: Microsoft Office 2007 and 2013, Internet Explorer and several e-mail packages.
- Operating Systems: Windows NT, Windows XP, Windows Vista, Windows 7

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Academic References:

Name (Contact)	Designation	Address
Prof. Dr. Abdul Majid (092-300-5625538)	Chairman	the University of Haripur, Pakistan Department of Management Sciences
Dr. Muhammad Yasir (092-300-5649745)	Associate Professor	Hazara University Mansehra Pakistan Department of Management Sciences
Prof. Dr. Mukhtar Alam (092-333-5100825)	Pro Vice Chancellor	Swabi University KPK, Pakistan