



# DR. MUHAMMAD NAUMAN HABIB

**Ph.D. Management**  
**HEC Approved Supervisor**

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## OBJECTIVE

To promote quality education and contribute in the society through education. My objective is to play a constructive role in developing sustainable society through education and advancement. To be part of a dynamic and growing organization in a leading position where I can learn as well as utilize my knowledge, skills and abilities in better manner. To work in conducive working environment where organization learning, and knowledge sharing are part of culture and is able to adapt to the changes.



## EXPERIENCE

**Professor | City University of Science & I.T, Peshawar | November 2021 – to date**

Teaching, assessment, research, examination, counselling, organizing.

**Director, Quality Enhancement Cell (QEC) | City University of Science & I.T, Peshawar | September 22nd, 2020 – To date**

Responsibilities:

Responsible for promoting public confidence that the quality and standards of the award of degrees are enhanced and safe guarded.

Responsible for the review of quality standards and the quality of teaching and learning in each subject area.

Responsible for the review of academic affiliations with other institutions in terms of effective management of standards and quality of programs.

Responsible for defining clear and explicit standards as points of reference to the reviews to be carried out. It should also help the employees to know as to what they could expect from candidates.

Responsible to develop qualifications framework by setting out the attributes and abilities that can be expected from the holder of a qualification, i.e. Bachelors, Bachelor with Honors, Master's, M. Phil. And PhD.

Responsible to develop program specifications. These are standard set of information clarifying what knowledge, understanding, skills and other attributes a student will have developed on successfully completing a specific program.

responsible to develop quality assurance processes and methods of evaluation to affirm that the quality of provision and the standard of awards are being maintained and to foster curriculum, subject and staff development, together with research and other scholarly activities.

**Associate Professor | City University of Science & I.T, Peshawar | August 2020 – October 2021**

Teaching, assessment, research, examination, counselling, organizing.

**Assistant Professor | City University of Science & I.T, Peshawar | May 2015 – July 2020**

Teaching, assessment, research, examination, counselling, organizing.

**Head of Department | City University of Science & I.T, Peshawar**

August, 2016 – August, 2018

Being head of Management Sciences Department I was responsible for planning, implementing, leading, managing, staffing, budgeting, motivating staff and achieving goals and objectives of department. Aligning short-term and long-term activities to achieve organizational goals and objectives.

**Editor-in-Chief | International Review of Social Sciences (IRSS) | July 2013-to date**

IRSS is an international journal with ISSN: 2309-0081, published monthly by Academy of IRMBR.

**Associate Editor | International Review of Management & Business Research (IRMBR) | December 2012-to date**

IRMBR is an international journal with ISSN: 2306-9007 and 2307-5953, published quarterly by Academy of IRMBR.

**Editor | City University Research Journal (CURJ) | September 2014-September 2015**

**Coordinator, Department of Management Sciences | City University of Science and Information Technology | January 2015-September 2015**

**Managing Director | Shimla Pines Resort & Restaurant, Abbottabad | January 2013 – December 2014**

Owner and managing director, managing staff, planning and budgeting, managing operations and promotions

**Faculty member (Lecturer) | Institute of Management Sciences (IM|Sciences), Peshawar, (April 2011- December 2014)**

**Lecturer | City University of Science & I.T, Peshawar | August 2008 – May 2015**

Teaching, assessment, research, examination, counselling, organizing

**Outreach worker & Office Manager | AAS Welfare Association | Feb 2004– Feb 2006**

Conducting surveys and fieldwork, managing administration and office, staffing and administration, liaison and logistics



## EDUCATION

### **PhD-Management | Institute of Management Sciences, Peshawar**

2012 – 2015 (PCD# 19179)

**Research Topic:** “Organizational Change in A Public Sector Organization: A Case of Computerized Driving Licensing Authority, Khyber Pakhtunkhwa”

### **MS-Management Sciences (HRM Specialization) | Institute of Management Sciences, Peshawar**

2009 – 2011

**Research Topic:** “Role of Training and Teamwork in the Successful Implementation of BPR, Business Process Re-Engineering: A Case of Public Sector of Khyber Pakhtunkhwa”

### **MBA (HRD Specialization) | Institute of Management Sciences, Peshawar**

2006 – 2007



## SKILLS

- Computer and Technology
- Learning Management System
- Management Information System
- ICT and IT expertise
- Need assessment and Technology reforms
- Leadership and Managerial skills,
- Time Management,
- Interpersonal skills,
- Team builder and team work,
- **Computer Skills**
- **Office Suite**
- Problem Solving and Critical Thinking,
- Adoptive and able to work in dynamic conditions,
- Risk Management,
- **Change agent, Change management**
- **Strategic Planning and implementation skills**
- Motivation and conflict resolution
- Command over English language (IELTS 7.0 band)
- Research Skills
- Read/Write/Speak: Urdu, Pashto
- Staffing and HR Skills
- **Performance Management**
- **Training and Trainer**
- Communication and negotiation



## ACTIVITIES

- Session Chair, 2<sup>nd</sup> International Conference on Emerging Trends in Management and Social Sciences, August 28-29, 2020, Peshawar, Pakistan
- Session Chair, 1st International Conference (Online) on Issues in Management and Social Sciences in the Context of Covid-19, August 22-23, 2020, Peshawar, Pakistan
- Session Chair, National Conference on Research and Contemporary Issues in Management, 12<sup>th</sup> March, 2020.
- Conference Organizer/Secretary, National Conference on Research and Contemporary Issues in Management, 12<sup>th</sup> March, 2020.
- Session Co-chair, 3<sup>rd</sup> International Conference of Emerging Trends in Engineering, Management & Sciences (ICETEMS), 18-19 October, 2018
- Coordinator, Department of Management Sciences, City University of Science & I.T, Peshawar (January, 2015-September, 2015)
- Editor, City University Research Journal, HEC recognized Journal, City University of Science & I.T, Peshawar (September 2014-September 2015)
- In-charge CUSIT Entrepreneurship Society (July 2014-September 2015)
- Organizer 2<sup>nd</sup> International Conference of Emerging Trends in Engineering, Management & Sciences (ICETEMS), December 28-29, 2016
- Organizer 3<sup>rd</sup> Entrepreneurship Conference LCL 2014
- Organizer, Light IT, City University of Science & IT, Peshawar, an event of PCUF 29-30 October, 2016
- Organizer, Global Entrepreneurship Week, November 17-23, 2014



## TRAININGS AND WORKSHOPS

S.No.	Title	Training/ Workshop	Date	Nature of Participation	Organizer
1	Promoting Research Excellence in Academics across Pakistan	Workshop	1st and 2nd February, 2022	Participant	Elsevier-HEC
2	Elsevier-HEC Workshop on Journal indexing in Scopus	Workshop	21 January, 2021	Participant	Elsevier-HEC
3	Faculty Development Program on Online Teaching Readiness and Methods	Workshop	09-14 December, 2020	Resource Person	CUSIT
4	NVIVO Software	Workshop	19-12-2019	Participant	CUSIT
5	Social Science Research Parameters	Seminar	26-07-2019	Participant	CUSIT
6	PLS-SEM	Workshop	03-05-2018	Organizer/ Participant	CUSIT

7	<b>Management Excellence</b>	Training	26-30 March, 2018	Resource Person/ Training Coordinator	CUSIT
8.	<b>Managerial Excellence for Effective Services Delivery</b>	Training	13-15 March, 2018	Participant	PARD
9	<b>Capacity Building Program for Technical and Admin staff of LG&amp;RD (Gilgit-Baltistan)</b>	Training	23-27 October, 2017	Trainer	CUSIT, CUCSR, UNICEF, Govt. of GB
10	Dynamics of NBEAC Accreditation and Re-Accreditation	Workshop	25-26 September, 2017	Participant	NBEAC
11	Basics of Participatory Action Research	Training	01-02 March, 2017	Co-facilitator/ Co-Trainer	Rozan & The Asian Foundation
12	Refining Your Peer Review Skills	Workshop	07-08 Feb, 2017	Participant	NBEAC
13	Enhancing Employees Thoughts around Achieving Peak Performance	Training	13-6-2015	Participant	ACI & CUSIT
14	Journal Policies and Publication Ethics	Workshop	04-02-2015	Participant	Asian Council of Science Editors
15	Case Based Teaching	Workshop	03-04 August, 2011	Participant	HEC
16	Sensitization Regarding Drug Abuse	Workshop	03-04 March, 2009	Participant	Anti Narcotics Force



## RESEARCH ACTIVITIES

### Articles published by refereed journals

1. Tufail, M., Habib, N. M., & Manzoor, H. (2021). Challenge Stressors and Faculty Job Performance: The Role of Career Success Satisfaction during Covid-19. *International Journal of Business and Management Sciences*, 2(3), 92-107. **(Y-category)**
2. Habib, M.N. Khalil, U., Khan, Z., & Zahid, M. (2021) Sustainability in Higher Education: What is Happening in Pakistan? *International Journal of Sustainability in Higher Education*, 22(3), 681-706. **(IF: 2.71, W-Category)**
3. Habib, M. N., Jamal, W., Khalil, U., & Khan, Z. (2020). Transforming universities in interactive digital platform: case of City University of Science and Information

technology. *Education and Information Technologies*, 26, 517–541

<https://doi.org/10.1007/s10639-020-10237-w> (IF: 3.95, W-Category)

4. Zahid, M., Ur Rahman, H., Ali, W., Habib, M.N. and Shad, F. (2020), Integration, implementation and reporting outlooks of sustainability in higher education institutions (HEIs): index and case base validation, *International Journal of Sustainability in Higher Education*, 22(1), 120-137. <https://doi.org/10.1108/IJSHE-10-2019-0308>. (IF: 2.71, W-Category)
5. Habib, M. N., Jamal, W., & Manzoor, H. (2019). Mapping Public Sector Reforms Through Thematic Networks: A Case of Computerized Driving Licensing Authority, Khyber Pakhtunkhwa. *Abasyn Journal of Social Sciences*, 12(2), 298-310. doi: 10.34091/AJSS.12.2.08 (X-Category)
6. Rehman, S., Zahid, M., Rahman, H. U., & Habib, M. N. (2019). A Partial Least Squares Approach to the Leadership Styles, Organizational Culture, and Employees' Productivity: A Case of Pakistan Banking Industry. *International Journal of Asian Business and Information Management (IJABIM)*, 10(1), 55-64. (X-Category)
7. Habib, M. N., Jamal, W., & Manzoor, H. (2018). Exploring the Process of Organizational Change in Driving Licensing Authority; A Case Study. *City University Research Journal*, 8(2), 127-142. (Y-Category)
8. Habib, M. N., Jamal, W., & Manzoor, H. (2018). Exploring Organizational Change in Public Sector of Pakistan through Thematic Networks. *Abasyn Journal of Social Sciences*, July, 18 (AICTBM-18, Special Issue), 9-19. (X--Category)
9. Rehman, M.A., Habib, M. N., & Khan, S. (2018). Levels of Academic leaders' emotional intelligence, team emotional climate & team member job satisfaction. *Journal of Business and Tourism*, 4(2), 79-87. (Y-Category)
10. Syed, N., Shahzad, S., & Habib, M. N. (2018). Determining the Impact of Personality Traits and Organizational Culture on Organizational Conflict: A Case Study of Telecom Companies in Peshawar City. *City University Research Journal*, 8(1), 69-78. (Y-Category)
11. Naveed, Haider, M., & Habib, M. N. (2017). Performance Evaluation of Pakistani Mutual Funds: Empirical Evidence. *Journal of Managerial Sciences*, 11(1), 127-136. (Y--Category)
12. Hussain, Z., Habib, M. N., & Khan, Z. (2017). Validating and Testing Learning Transfer System Inventory (LTSI) in a Developing Country Context: A Case of Pakistan's Service Sector. *Journal of Business and Tourism*, 3(1), 71-80. (Y-Category)
13. Khan, S., Khattak, M. A., & Habib, M. N. (2017). Impact of Service Quality Dimensions on Customer Satisfaction: A study of Telecom Industry of Peshawar (Pakistan). *City University Research Journal*, 7(1), 1-16. (Y-Category)
14. Habib, M. N., Khalil, U., & Manzoor, H. (2017). Non-Monetary Rewards and Employee Engagement; A study of Health Sector. *Sarhad Journal of Management Sciences*, 3(02), 208-222.
15. Khan, S., Shahzad, S., Habib, M. N., & Qadir, G. (2016). Drivers of Celebrity Endorsement and Its Effect on Consumer Buying Behavior: A Case Study of FMCGs in Peshawar. *Journal of Business and Tourism*, 02(1), 82-91. (Y-Category)
16. Shahzad, S., Khan, Z., & Habib, M. N. (2016). Impact of Training and Development on Employee's Performance: A Case Study of Private Local Schools, District Nowshehra, KPK. *Sarhad Journal of Management Sciences*, 2(1), 49-54.

17. Ishaque, A., Tufail, M., & Habib, M. N. (2016). Causes of Services Failure: A Literature Review. *City University Research Journal*, 06(02), 269-283. **(Y-Category)**
18. Habib, M., Ejaz, M., & Shah, R. (2016). ERP & BPR: A New Way of Business in South-Asia. *University of Haripur Journal of Management*, 01(01), 14-22.
19. Shah, S. B. A., Khan, S., & Habib, N. M. (2015). Role of Product Characteristics and Animated Spokesperson Characteristics on Children Buying Behavior. *City University Research Journal*, 05(02), 250-266. **(Y-Category) 2220-9174**
20. Habib, N. M., Kamran, M., & Jamal, W. (2015). Impact of Job Overload on On-the-job Behavior and the mediating role of Person-organization-fit. *City University Research Journal (CURJ)*, 05(01), 28-38. **(Y-Category)**
21. Rehman, M. K., Jan, S., Shahzad, S., & Habib, M. N. (2015). Information and Communication Technology Workforce Employability Khyber Pakistan. *The Discourse*, 1(1), 63-70.
22. Habib, N. M., & Jamal, W. (2013). Business Process Reengineering (BPR) Initiatives in Public Sector of Pakistan. *Business and Economic Review*, 5(1), 89-151. Published in 2015. **(X-Category) 2519-1233**
23. Habib, M. N., & Jamal, W. (2014). An Effort towards a Common Model for Organizational Change: Synergizing Tools and Processes for Change. *Business & Economic Review*, 06(2), 1-26. **(X-Category)**
24. Habib, N. M. (2013). Understanding Critical Success and Failure Factors of Business Process Reengineering. *International Review of Management and Business Research*, 2(1), 1-10. **(Y-Category) 2306-9007**
25. Habib, M. N., & Rehman, A. (2012). Teachers' Stress Management Competencies. *Business & Economic Review*, 4(1), 46-54. **(X-Category)**
26. Habib, N. M., & Wazir, I. M. (2012). Role of Education and Training in the successful implementation of Business Process Reengineering: A case of public sector of Khyber PakhtunKhwa. *World Journal of Social Sciences*, 2(2), 172-185. 2329-9347
27. Habib, N. M., Mukhtar, S., & Malik, K. Z. (2012). Staffing Practices; a case study of industrial estates. *City University Research Journal*, 02(01), 83-95. **(Y-Category)**
28. Habib, N. M., Mukhtar, S., & Jamal, W. (2010). WHY WOULD I QUIT? Factors influencing teachers intentions to quit in private sector higher educational institutes of Peshawar, Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, 01(12), 213-237. **(Y-Category) 2073-7122**
29. Habib, N. M., Aziz, S., & Aamir, A. (2010). The Determinants of firms growth: Case of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, 01(12), 238-250 **(Y-Category)**
30. Shah, A. F., Habib, N. M., & Aamir, A. (2010). A Critical Evaluation of the Issue of Gender Inequality in Pakistan's Labor Market. *Interdisciplinary Journal of Contemporary Research in Business*, 02(01), 237-256. **(Y-Category)**
31. Aamir, A., Ullah, M., Habib, N. M., & Shah, A. F. (2010). Teacher Stress in Pakistani High Schools: a case study of Government High Schools. *Interdisciplinary Journal of Contemporary Research in Business*, 02(01), 295-303 **(Y-Category)**
32. Mukhtar, S., & Habib, N. M. (2010). Private Sector Managers Approach to Conflict Management: A Study of Relationships between Conflict Management Styles and

#### Papers published in refereed Conference

1. Tufail, M., Habib, N. M., & Manzoor, H. (2021, 13-14 October). Challenge Stressors and Faculty Job Performance: The Role of Career Success Satisfaction during Covid-19. Paper presented at the 4th International Conference on Emerging Trends in Engineering, Management and Sciences (ICETEMS-2021), Peshawar, Pakistan.
2. Sherin, I., Ahmad, A., & Habib, N. M. (2021). Issues and Financial Awareness of Small and Medium Enterprises in the Newly Merged Districts of Khyber Pakhtunkhwa. Paper presented at the 4th International Conference on Emerging Trends in Engineering, Management and Sciences (ICETEMS-2021), Peshawar, Pakistan.
3. Nelabi, M., & Habib, N. M. (2021). Determinants of Employee Silence and its Effect on Behavioural Outcomes: A Study of Hoteling Industry of Peshawar. Paper presented at the 4th International Conference on Emerging Trends in Engineering, Management and Sciences (ICETEMS-2021), Peshawar, Pakistan.
4. Qazi, M., Hassan, A., & Habib, N. M. (2021). Factors Influencing Restaurant's Electronic Word-of-Mouth: A Study of Peshawar Food Diaries. Paper presented at the 4th International Conference on Emerging Trends in Engineering, Management and Sciences (ICETEMS-2021), Peshawar, Pakistan.
5. Khan, U., & Habib, M. N. (2020), Leaders' Emotional Intelligence and Employee's Job Attitude and Behavior: The Mediating Role of Locus of Control, National Conference on Research and Contemporary Issues in Management, 12<sup>th</sup> March, 2020, (pp. 15).
6. Ullah, I., Habib, M. N., Khan, Z. (2018). *Work Related Stress and Its Impact on Employees' Job Performance: A Case Study of Telecom Sector*. Paper presented at the 3<sup>rd</sup> International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan. (pp. 68). (Ref No. ICETEMS-18-117).
7. Alam, W., Habib, M. N., & Zahid, M. (2018). *The Impact of Capital Structure on Firm Performance: Evidence from Pakistan*. Paper presented at the 3<sup>rd</sup> International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan. (pp. 69-70). (Ref No. ICETEMS-18-120).
8. Mudassir, N., Habib, M. N., & Khan, S. (2018). *Behaviour of Individual Investor Towards Investment Decision*. Paper presented at the 3<sup>rd</sup> International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan. (pp. 64-65). (Ref No. ICETEMS-18-164).
9. Habib, M. N. (2016, 28-30 December). *Analysis of Leadership in Public and Private Sector Higher Educational Institutes*. Paper presented at the 2nd International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan.
10. Mughal, S., Habib, M. N., & Khan, Z. (2016, 28-30 December). *Motivation in Theory and In Practice; A Comparison*. Paper presented at the 2nd International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan



11. Shah, S. B. A., Habib, M. N., & Khan, Z. (2016, 28-30 December). *Conflict Management System in Public Education Sector of Peshawar Region*. Paper presented at the 2nd International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan
12. Khan, S., Khattak, M. A., & Habib, M. N. (2016, 28-30 December). *Impact of Service Quality Dimensions on Customer Satisfaction: A study of Telecom Industry of Peshawar (Pakistan)*. Paper presented at the 2nd International Conference on Emerging Trends in Engineering, Management & Sciences, Peshawar, Pakistan
13. Habib, N. M., & Kamran, M. (2014). *Impact of Job Overload on On-the-job Behavior and the mediating role of Person-organization-fit*. Paper presented at the First International Conference on Emerging Trends in Engineering, Management and Sciences, Islamabad, Pakistan. <http://cusit.edu.pk/icetems/>
14. Habib, N. M., & Shah, A. (2013, 25 - 26 February). *Business Process Reengineering; Literature Review of Approaches and Applications*. Paper presented at the 3rd Asia-Pacific Business Research Conference, Kuala Lumpur, Malaysia.
15. Habib, N. M. (2012). *Teachers' Stress Management Competencies; A pilot study of the faculty members in private sector higher educational institutes of Peshawar*. Paper presented at the 1st Asian business research conference, Peshawar.
16. Habib, N. M., & Wazir, I. M. (2011, 26-27 September). *Role of Education and Training in the successful implementation of Business Process Reengineering: A case of public sector of Khyber PakhtunKhwā*. Paper presented at the World Business, Economic and Finance Conference, Bangkok, Thailand.

#### **Book/Monographs**

1. Habib, N. M., Ali, M., & Jamal, W. (2011). *Human Resource Practices: An Assessment of Industrial Estates, Peshawar, Pakistan* Germany: VDM Verlag Dr. Müller.
2. Habib, N. M. (2011). *Role of Training and Teamwork in The Successful Implementation of BPR, Business Process Re-Engineering A Case of Public Sector of Khyber Pakhtunkhwa (KPK)*. Germany: VDM Verlag Dr. Müller