

MUHAMMAD KAMRAN KHAN

House # 184, Street # 04, Sector F-4, Phase – 6, Hayatabad, Peshawar.
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PERSONAL DATA:

Father's Name	M.YAQOOB KHAN
Date of Birth	12-07-1984
Nationality	Pakistani
Religion	Islam
Computerized N.I.C.	15306-8592818-7

QUALIFICATION

Exam	Year	Division / Marks	Board/ University
PhD (HRM)	2015-2020	88.27 %	Huazhong University of Science & Technology (Wuhan, China)
Supply Chain & Logistics Mgt (Certificate-Four Months Course)	2011	Certificate completed	I.M.S University of Peshawar
MS(HRM)	2008-09	3.8/4.0 CGPA	I.M.S University of Peshawar
BBA(Hons.)	2004-08	3.5/4.0 CGPA.	I.M.S University of Peshawar
F.Sc.	2002	850 / 1100	B.I.S.E. Peshawar
Metric	2000	670 / 850	B.I.S.E. Peshawar

EXPERIENCE

Assistant Professor (BPS-19). Bacha Khan University: Charsadda, KPK, July 26, 2021-to date.

Lecturer (BPS-18). Bacha Khan University: Charsadda, KPK, May 31, 2012-July 25, 2021.

- Design, prepare and develop teaching materials;
- Deliver lectures, seminars and tutorials;
- Supervise students' research activities;
- Undertake administrative tasks related to the department, such as student admissions and induction program.
- Represent the institution at professional conferences and seminars, and contributing to these as necessary.

Repatriation Assistant. United Nations High Commissioner for Refugees: Dir , KPK, March 05, 2012-May 30, 2012

- Assisted and informed refugees on issues concerning voluntary repatriation and its process.
- Provided office with weekly/monthly reports.
- Assisted in preparing required documentation of repatriating refugees, e.g., travel documents and clearance.

Human Resources Officer. World Vision International: Dir, KPK, April 25, 2011-March 04, 2012

- Prepared all recruitment documents, contracts, personal action forms, payroll system etc. for all field positions.
- Ensured that immediate orientation is provided regarding HR policies to the newly joining employee.

- Assisted HR Manager in grievance management, disciplinary action procedures, establishing a complaint system and addressing the complaints of field offices.
- Maintained the process of Performance Management system.

Admin & Logistics Assistant. International Rescue Committee: Dir, KPK, April 13, 2010-April 22, 2011

- Ensured timely procurement and payments by following up with Administration and Logistics unit.
- Established proper recording and monthly reporting systems of all procurement activities.
- Maintained asset register, files and inventory, ensured that all IRC assets and property are properly tagged/given an ID number, recorded, assessed and their physical location, and condition documented.
- Ensured up-to-date filing system is maintained for IRC official documents, contracts, leases, legal correspondence, meeting minutes, training, etc.
- Assisted in fleet management, vehicle log sheets, fuel logs, maintenance history, accident reports, etc.

RESEARCH INTERESTS:

- ◆ Leadership, conflict, innovation and creativity.

RESEARCH WORK:

1. Israr Ahmad, Yongqiang Gao, Fangguo Su & **Muhammad Kamran Khan**, 2021. "Linking ethical leadership to follower's innovative work behavior in Pakistan: The vital roles of psychological safety and proactive personality" *European Journal of Innovation Management*.
2. **Muhammad Kamran Khan**, Maria Shafi, Shakeel Khan & Waseem Khan, 2020. "Why does task conflict influence team creativity? The role of team reflexivity," *International Journal of Research in Business and Social Science (2147-4478)*, vol. 9(2), pages 50-58, March 2020.
3. Shumaila Meer Perhiar, Syed Arshad Ali Shah, and **Muhammad Kamran Khan**, 2020. "What determines risk-taking behaviour for organization for economic co-operation and development's commercial banks" *The Discourse (2617-8591)*, vol. 06 (02), pages 61-74, November 02, 2020.
4. Kaleem Ullah, Sahid Jan Kakakhel, Shakeel Khan, Bushra Zulfiqar, Imran Khan and **Muhammad Kamran Khan**, 2021. "Do the individual investors care about corporate social responsibility?" *Elementary Education Online (1305-3515)*, vol. 20 (02), pages 760-766, March, 2021.
5. Sadaf Parveen, Hamid Ullah, **Muhammad Kamran Khan**, & Shahid Jan, 2021. "Board gender diversity and corporate expropriations: Evidence from Pakistan Stock Exchange" *Journal of Accounting and Finance in Emerging Economies (2519-0318)*, vol. 7 (01), pages 177-194, March, 2021.
6. Asif Ali, **Muhammad Kamran Khan**, & Hamid Ullah, 2021. "Dynamic impact of gold prices and exchange rate on stock market performance: A case of Pakistan's Stock Exchange (KSE 100 Index)" *Review of Economics and Development Studies (2519-9692)*, vol. 7 (01), pages 1-12, March, 2021.
7. Sabeeha Naseer, **Muhammad Kamran Khan**, & Sami Ullah, 2021. "Globalization Nexus Terrorism: Evidence from Pakistan" *Journal of Business and Social Review in Emerging Economies (2519-089X)*, vol. 7 (01), pages 177-184, March, 2021.
8. Anwarul Mujahid Shah, **Muhammad Kamran Khan**, & Nauman Reayat, 2021. "The socio-economic effect of remittances on left behind families in Chitral" *Journal of Business and Social Review in Emerging Economies (2519-089X)*, vol. 7 (01), pages 195-200, March, 2021.
9. Nauman Reayat, Neelam Farid, **Muhammad Kamran Khan**, & Anwarul Mujahid Shah, 2021. "Judicial activism and its implications for good governance: A case for judicial reforms in Pakistan" *Review of Applied Management and Social Sciences (2708-2024)*, vol. 4 (01), pages 1-12, March, 2021.

10. Adeel Ahmad, **Muhammad Kamran Khan**, & Samreen Batool, 2020-2021. "LMX and creative idea validation: Role of helping and bullying," *Asian Academy of Management Journal*, (1394-2603), **Accepted and final review submitted but not online yet.**
11. Successfully presented research paper on "**Employees Performance and Retention Through Training & Development**" in an International Conference in the 5th "South Asian International Conference" on Management, Innovation, Leadership, Economics and Strategy in PC Burban-Mureee (Dec 4-6, 2013), organized by COMSATS Institute of Information Technology, Islamabad.

TRAINING & DEVELOPMENT:

- ◆ Participated in two days workshop on "**Quantitative Data Analysis Using SPSS & AMOS**" in Shiringal held from **29th-30th July, 2015**. The training was organized by **Department of Management Sciences, Shaheed Benazir Bhutto University Sheringal**.
- ◆ Participated in 5 days workshop on "**Project Planning, Implementation & Evaluation**" in Islamabad held from **13th-17th June, 2015**. The training was organized by **Higher Education Commission of Pakistan** for the capacity building of staff.
- ◆ Participated in 4 days workshop on "**Human Resource Management**" in Islamabad held from **18th-21st May, 2015**. The training was organized by **Higher Education Commission of Pakistan** for the capacity building of staff.
- ◆ Attended two days workshop on "**Research Methods**" in Baragali Campus held from **22nd-23rd November, 2014**. The training was jointly organized by **Institute of Management Studies, University of Peshawar and Institute of Management Sciences Hayatabad Peshawar**.
- ◆ Attended the two sequel workshops on "**Writing Winning Research Proposals**" in November (28-29) 2013 & January (15-16) 2014, organized by the COMSATS Institute of Information Technology, Islamabad.
- ◆ Attended the training on "**Faith Based Conflict Resolution**" in Islamabad held from **26th-27th September, 2011**. The training was organized by **World Vision International** and conducted by **Dr. Sarah Safdar** (Dean - Faculty of Social Sciences, University of Peshawar).
- ◆ Have successfully completed the ToT on "**Anti Sexual Harassment Legislation**" in Islamabad held from **23rd - 25th September, 2011** organized by **World Vision International** through **Alliance Against Sexual Harassment (AASHA)**.
- ◆ Successfully completed the **IOM-SSU Security Awareness Induction Training** in Islamabad (Pakistan) held from **27th June, 2011 to 30th June, 2011**.
- ◆ Have successfully completed one day training course on **Behavioral Interviewing Skills** organized by **World Vision International** through **Pit Stop Training International** in Islamabad held on **15th April, 2011**.
- ◆ Had been associated with **Training for FATA (Federally Administered Tribal Area) Secretariat Employees in Report writing** as "**Training Assistant**" held from March 2, 2009 to March 6, 2009 organized by **FATA Capacity Building Program Peshawar** at Institute of Management Studies, University of Peshawar.
- ◆ **Worked as an internee with PTDC (Pakistan Tourism Development Corporation) SEP-OCT 2006:**
I have the honor of being awarded as the "**BEST INTERNEE**" of **2006** during the government announced internship with **PTDC**. A merit-based internship programme as announced by the government of Pakistan. I managed to qualify by passing the written examination and final interview.

By the completion of the internship a formal written report was submitted and the MD (Managing Director) Salman Javed of PTDC announced me as the “**BEST INTERNEE**” of Pakistan on the basis of my performance.

SKILLS:

- ◆ Strong Analytical, Interpersonal, effective verbal and listening communication skills.
- ◆ Latest Windows, MS. Office (MS. Word/ Excel/ Power Point), Internet.
- ◆ MS Outlook Express, Lotus notes, Prolog, SPSS, Mplus, HLM.
- ◆ Full command at report writing, multimedia presentations.

LANGUAGES:

- ◆ Chinese (Intermediate). Fluency & full command at English Speaking, Writing and Reading (Got 7 band in IELTS exam), similarly Urdu and Pushto (Mother Tongue).

REFERENCES:

- ◆ Would be provided upon request.