



A resource with professional experience having the ambition to support the goals and challenges of the organization by providing services that endorse a work environment that is characterized by sustainability of human resource, open communication, personal accountability and trust.

Contact Information

Father's Name: Sattar Ahmed
Passport No: UU5145721
NIC No: 31202-1325572-1
Gender: Male
Marital Status: Married
Domicile: BAHAWALPUR
Contact No: +(92)3066769436

Email: naeemscholar786@gmail.com

Experience

- **Lecturer Business Administration**
Cholistan, Institute of Business Administration at
CUVAS Bahawalpur (March, 2024 to Present)
- **Assistant Professor HRM** (Feb 2023 to Feb 2024)
DHA SUFFA University Karachi
- **Lecturer (Business Management)**
RIPHAH International College BWP (May
2022 to Jan 2023).
- **Lecturer Business & Commerce** (May 2021-
May 2022) Superior Group of Collages
Bahawalpur
- **HR Manager and Project Admin**
ZKB and Reliable (2017 to 2018)
Project: Construction of Orange Line
Train Civil Structure
- **Lecturer (2015 – 2017)** The Dream System
of Education
- **HR officer (2013-2015)**
Employer: FABCON D&G Pvt Ltd
Project: Civil and Mechanical Structure
of Metro Bus RWP & Isb

Highlights

- **Lecturer Business Administration**
- **HEC Approved Supervisor**
- **Manager Business Incubation Center**
- **Member Corporate Advisory council**

Education

- **Ph.D HRM (2022)**
UUM Malaysia
- **MS HRM (2015)**
IUB Bahawalpur
- **M.Com Accounting (2012)**
IUB Bahawalpur
- **B.Com (2008)**
IUB Bahawalpur
- **Fsc Pre-Medical (2006)**
Govt, S.E Collage BWP
- **Matric Science (2004)**
Govt, H.School 32. B.C

Diplomas:

- **MBA Ex Project Management**
Diploma NIMS Faisalabad
- **NEBOSH IGC Level 3**
Health and safety level 3 UK
- **OSHA Level 2**

Research Articles in Process

1. Navigating Digital Strain: The Role of Digital Leadership and Emotional Intelligence in Digital Burnout via mediating role Sustainable HRM Practices in Pakistan
2. Assessing AI Integration in Education: A Combined TAM and Stimulus–Organism–Response Framework: A case study of Pakistani Public Universities
3. The effect of sustainable human resource management on job performance of secondary school teachers: a mediation of psychological ownership

Research Conference's Organizer

1. 1st International Conference on emerging trends in Sustainable Business Economics and IT (11th and 12th Feb 2025)
2. 2nd International Conference on Emerging Trends in Business Economics and IT (2nd & 3rd Feb 2026)
3. International Multidisciplinary Conference on SDG,S, Research, Policy, & Action (17th 18th & 19th November, 2025)

Business Expo Organizer

1. 1st Cholistan Entrepreneurial Business Expo at Cholistan University Bwp (24th December, 2024)
2. 2nd Cholistan Entrepreneurial Business Expo at Cholistan University Bwp (9th Jan 2026)

Internships:

- Punjab Youth Internship (06 Months)
Organization: Accounts Branch MC Bahawalpur
- Master's Degree Internship (M.com)
Organization: National Bank of Pakistan.

Hobbies & Interest's

- Research
- Reading Books
- Sports
- AI tools Usage in Education
- Workshops
- Trainings

Research Projects

- Master Degree Report
Succession Planning process
- MS Thesis
Impact of Knowledge Management practices on organizational performance.
- PHD. Thesis
Impact of Sustainable HRM and Emotional intelligence on School teachers Job Performance: A mediation of psychological ownership

Research Articles Published (Scopus & HEC) Recognized Journals

1. HMW Rasheed, J Khalid, HMW Khizar, M.Sajid, MN Shahid, M Ahmad (2015). Factors affecting customers loyalty in banking sector: A study on banks in Bahawalpur (Pakistan). International journal of Accounting and Financial Reporting, 5(1) pages 239-254 ABCD indexed journal
2. Muhammad Naeem Shahid, S. N. A. H. (2019). Impact of Sustainable Human Resource Management Practices on Secondary School Teachers Job Performance: A conceptual Framework of Teachers Psychological Ownership. [conceptual]. international journal of Innovation, Creativity and Change,, 6(2).
3. Siti Norasyikin, M. S., Hameed, Amin, Shahid. (2019). 3.Antecedents Of Job Stress And its impact on Nurses job satisfaction and turnover intention in public and private Hospitals of Punjab Pakistan Performance International journal of scientific & Technology Research, 8(10).
4. The Mediating Role of Job Satisfaction between Perceived Organizational Politics, Job Stress, Role Conflict, and Turnover Intention: A Covid-19 Perspective MN Shahid, AJ Khan, A Bakar, F Bashir Review of Education, Administration & Law 5 (4), 677-693,2022
5. Impact of E-HRM Practices in Digital Era on

Reference

Reference will be Submitted on Demand

- Job Based Psychological Ownership in Saudi Post Office: Evidence from Saudi Arabia SM Muhammad Naeem Shahid Business Review of Digital Revolution 1 (1), 18-24
6. Is IT Revolution and Digitalization a Curse? A Comprehensive Model of Turnover Intention in the Private Banking Sector of Pakistan J Shahid, M. N., Mumtaz, R., Azhar, T., Mehmood, S., & Khalil Journal of Social Sciences Review 3 (2), 1102-1021
 7. Impact of Quality of Life, Social Awareness and Political Willingness on Prevention from HIV/AIDS in Pakistan: A Mediation and Moderation Model
SS Khan, T Azhar, R Ali, MN Shahid
Pakistan Journal of Humanities and Social Sciences 11 (2), 2797–2811-2797–2811
 8. Technology Reshaping the Future of Industry” The Impact of Electronics HRM on Organization Performance with Mediating Role of IT Training, An Extension of Institutional System ...
MN Shahid, A Malik, T Azhar, MS Iqbal
Pakistan Journal of Humanities and Social Sciences 11 (2), 2824–2836-2824–2836
 9. Facilitating Condition of Acceptance and Use of Islamic Financial Technology (Islamic Fintech): Technological Forecasting in Saudi Banks:MNS Muhammad Shahbaz Khan, Subeika Rizvi, Azam Anwar Khan Pakistan Journal of Humanities and Social Sciences 11 (3), 3215–3231
 10. The Mediating Role of Work Engagement on The Relationship Between Job Security, Organizational Justice, Job Embeddedness and Turnover Intention of Pakistan's Textile Industry: A Malik, M Shahwar, M Amin, MN Shahid, Current Trends in Law and Society 3 (1), 12-31
 11. Impact of green hrm practices on organizational sustainability and employee retention: evidence from the smes' sector of bahawalpur: drmnns syed ejaz hussain, rabia mumtaz, saima sardar khan, erum fatima Bulletin of Business and Economics (BBE) 12 (3), 124-131
 12. "Impact of Strategic Leadership, Entrepreneurial Orientation, and Organizational Innovation on Organizational Performance: Harnessing Data to Understand the Mediating Role of Knowledge Management: A Case Study of SMEs in Pakistan
Asian Bulletin of Big Data:
 13. Exploring the Impact of Organizational Culture on Employee Performance in Pakistan's Corporate Sector MF Afzal, S Anwer, H Khan, T Azhar, MN Shahid The Asian Bulletin of Big Data

	management 4 (1), 27-37, 2024 14. Influence of Corporate Social Responsibility on Competitive Advantage Through the Mediating Role of Green Brand Image and Green Brand Love MA Shafiq, S Iqbal, MN Shahid, B Ahmad Corporate Governance and CSR Strategies for Sustainability, 20-44 2024 15. Work, Life Balance and COVID-19: Perspectives of Employed Women in Pakistan, MN Shahid, MS , Khan, Faculty of Organisation Studies in Novo mesto, Slovenia, 130, 2024 16. The Nexus between, Trade Openness, Foreign Remittances, Public Awareness, Energy Consumption, Economic Growth, and CO2 Emissions in Industrialized and Emerging Digital Economies, MN Shahid, H Gul, M Ali, Business Review of Digital Revolution 4 (1), 12-25 17. Footprints of leadership on employee engagement: does self-awareness matter? M pucelj, MN Shahid NA Journal of Management and Leadership 7 (2), 37-55 18. Work, Life Balance and COVID-19: Perspectives of Employed Women in Pakistan MN Shahid, MS Khan NA Faculty of Organisation Studies in Novo mesto, Slovenia, 130 19. Impact of Quality of Life, Social Awareness and Political Willingness on Prevention from HIV/AIDS in Pakistan: A Mediation and Moderation Model SS Khan, T Azhar, R Ali, MN Shahid Pakistan Journal of Humanities and Social Sciences 11 (02), 2797-2811 20. Innovative Marketing Approaches and Transformation of Slovenian Consumer Behavior During the COVID-19 Pandemic, M Pucelj, MN Shahid, R Ravikanth, SAIM Radwan, M Malik, AK Hunt International Journal of Euro Mediterranean Studies International Journal of Euro-Mediterranean Studies 17 (2) 21. Performance management impacting organizational output in private and public sector organizations of Pakistan, a case in point B Ahmad, M Salam, MN Shahid Journal of Excellence in Management Sciences 3 (3), 204-215
--	--