



# DR. MUHAMMAD IRSHAD

**HEC PhD Approved Supervisor**

**UK Higher Education Associate Fellow**

## CONTACT DETAIL

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## PERSONAL INFORMATION

Father Name: Muhammad Ashraf

Date of Birth: 03 February 1981

CNIC #: 14203-2121954-1

Religion: Islam

Domicile: Khyber Pakhtunkhwa

Permanent Address Vill & P/O  
Ghundi Kalla, Tehsil Takht-e-  
Nasrati District Karak, KP  
Pakistan

## ACHIEVEMENTS

HEC PhD Approved Supervisor

Publications: 18 (HEC recognized  
Journals)

Citations: 230+

Book(s):

Supervisory Management Course

## PROFILE

Bearing profound Professional and Academia experience (**21 years'**), UK Higher Education Associate Fellow and HEC Approved Supervisor having **20 publications & 230+ citations** coupled with studious personality and strong behavior competencies, I am seeking a challenging opportunity to prove my intellectual abilities, polish my skills and contribute toward professional excellence. I believe that, you will find me rendering valuable services for your Institute and prove myself as productive team member.

### Ph. D Management Sciences

University: Abasyn University Peshawar, KPK, Pakistan.

CGPA: 3.50/4.00

Session: 2013-2018

Thesis Topic: Factors Affecting Talent Management in Khyber Pakhtunkhwa and Suggesting Organizational Response

### Master of Philosophy Management Sciences

University: Qurtuba University of Science & Information Technology, Peshawar KPK, Pakistan

CGPA: 3.70/4.00 (2<sup>nd</sup> position)

Session: 2010-2013

### Bachelor of Business Administration (4 Years)

University: Preston Institute of Management Sciences & Technology, Karachi.

Specialization: Human Resource Management

Session: 2002-2006

CGPA: 3.3/4.00

## EMPLOYMENT DETAIL

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### Teaching

**Preston University Kohat**

Status: Assistant Professor

From November 2021 to continue

**Kohat University of Science & Technology, Kohat**

Status: Research Associate (Adjunct Faculty)

From October 2021 to continue

**Kohat University of Science & Technology, Kohat**

Status: IPFP Fellow (Equivalent to Postdoc as per HEC)

From October 2020 to October 2021 (One year)

**Abasyn University, Peshawar**

Status: Assistant Professor

From March 2018 to October 2020 (02 years & 07 Months)

**Pakistan Air Force Base, Kohat**

Status: Instructor

From April 2015 to January 2018 (02 years & 09 Months)

### Professional

**Pakistan Air Force AHQ Proj-I, Lahore**

Responsibilities: Office Management and Administration duties

From February 2012 to April 2015 (03 years & 02 Months)

**Pakistan Air Force (Airmen Management Office) Air HQs, Peshawar**

Responsibilities: Human Resource Management duties

From September 2006 to February 2012 (05 years & 05 Months)

**Pakistan Air Force Base, No 1 Embarkation Unit, Karachi**

Responsibilities: Office Management and Administration duties

From July 2002 to September 2006 (04 years & 02 Months)

**Total Experience from Jan 2001 to till date = 21 years**

## COURSES / TRAINING

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Certificate Title	Institute	From	To
National Faculty Development Programme 2020	NAHE, HEC Pakistan	08-06-2020	04-07-2020
Teaching Techniques Course	College of Education AHQ, Peshawar	18-09-2017	13-10-2017

Instructors Familiarization Course	PAF Base, Kohat (STEC)	16-02-2017	26-02-2017
Airmen Information System (HRIS) Course	Airmen Management Office AHQ, Peshawar	04-06-2007	09-06-2007
Office Automation Course	Computer Training School, PAF Badaber	06-09-2003	18-09-2003

## COMPUTER (IT) SKILLS

S No	Skill Description	Skill level
1	Computer (MS Office etc.)	Excellent
2	AMOS	Excellent
4	SmartPLS	Excellent
3	SPSS	Excellent

## SEMINARS / WORKSHOPS

1. Participated in “Young People and Mental Health in Changing World” A three day workshop organized by Provincial Youth Assembly, KP in collaboration with Directorate of Youth Affairs, KP.
2. Participated in “Seminar on Research, data collection tool and statistical tools used in research” organized by University of Peshawar.

## PUBLICATIONS

1. Baloch, Q. B., Shah N., Mahar S., **Irshad M.**, Khan A. U., Khan S., & Shah S., (2022). Determinants of Evolving Responsible Tourism Behavior: Evidences from Supply Tourism Chain. *Cogent Social Sciences*. 8(1), 1-18. (IF: 1, HEC category “X”)
2. Ullah M. K., **Irsahd M.**, Bilal Q., (2022). Etiology of Islamic Financial Institution’s Success. *Acta Islamica*, 10(1), 18-36. (HEC category “Y”)
3. Manzoor, S. R., **Irshad, M.**, Muhammad, A., Khalil, K., & Salman M., (2021). Evaluation of Total Talent Management Phenomena in the Context of Pakistan (Expatriates Perspective). *Indian Journal of Economics and Business*, 20(1), 425-438. (HEC category “X”)
4. Bilal, Q., **Irshad, M.** & Khan, I. M. M., (2021). Relationship between Students’ Motivation concomitant with Culture cum Religion background on Academic Performance. *Acta Islamica*, 9(2), 18-36. (HEC category “Y”)

5. **Irshad, M.** (2021). Etiology of Students Fail to Complete Doctorate Degree within Stipulated Time. *Pakistan Journal of Education*, 38(1), 17-37. (HEC category "Y").
6. Jariko, M. A., **Irshad, M.**, Mushtaq, N., Hussain, A., & Ullah, M. (2021). Impact of Social Entrepreneurship on Corporate Social Responsibility in Pakistan. *International Journal of Disaster Recovery and Business Continuity*, 12(1), 1266-1275. (HEC category "Y").
7. Rehman, **Irshad, M.**, Mahboob, Zia, Tania & Aneeqa, (2021), CEO Duality and Assets Tangibility: Leverage Maturity as Moderator in Listed Corporations at PSX, *International Journal of Management (IJM)*, 12(5), 31-38. (HEC category "Y").
8. Mahboob Ullah, **Irshad, M.**, Fida F., Khan Y., Mumtaz M., & Iqbal M. (2020), The Effect of Leadership and Culture on Employees Performance: A Case of Telecommunication Sector of Pakistan, *Elementary Education Online*, 19(4), 6466-5474. (HEC category "X").
9. Baloch Q., B., Shah N., S., **Irshad, M.**, & Qamar (2020), Development of Tourism's Sector in the Face of Scarce Economy, *The Discourse*, 6(1), 75-96. (HEC category "Y").
10. **Irshad, M.**, Shah, Maher & Hassan, (2020), Etiology of Students Failure in Completing their PhD programs within stipulated Time Period, *The Discourse*, 6(1), 141-162. (HEC category "Y").
11. **Irshad, M.**, Shah N., S., & Hussain, (2019), Talent Management At Glance, *The Discourse*, 5(2), 219-229. (HEC category "Y").
12. Shah N., S., **Irshad, M.**, & Maher (2019), Impact of Service Quality on Business Performance Evidence from Pakistan Hotel Industry, *The Discourse*, 5(2), 121-132. (HEC category "Y").
13. **Irshad, M.** (2018). Impacts of media (Cable Television) on female's personality. *VFAST Transactions on Education and Social Sciences*, 6(1), 71-83. (HEC category "Y").
14. **Irshad, M.** (2016). Talent production in the face of retirement of baby boomers in developed countries. *Abasyn Journal of Social Sciences*, 9(1), 141-152. (HEC category "X").
15. Jan, S. & **Irshad, M.** (2014), Impact of organizational justice on job satisfaction, *J. Appl. Environ. Biol. Sci.* 4(9S), 150-158, (ISI index).
16. **Irshad M.**, Jan, S., Tariq. M., & Khan H. (2014), The Improvement of Classroom Control and Management, *J. Appl. Environ. Biol. Sci.* 4(9S), 159-165, (ISI index).
17. **Irshad, M.**, Zaman, G., & Jan, S. (2014). Does organization good image help to attract and retain talented employees: Employees perspective. *Abasyn Journal of Social Sciences*, 7(2), 258-268. (HEC category "X")
18. Jan, S., **Irshad, M.**, & Nadeem, A., (2013). Determinant of the success factors for entrepreneurship business. *International Review of Basic and Applied Sciences*, 1(7), 156-164. (HEC category "Y").
19. **Irshad, M.**, (2011). Factors affecting employees retention: Evidence from literature. *Abasyn Journal of Social Sciences*, 4(1), 84-102. (HEC category "Y").
20. **Irshad, M.** (2011). Terrorism in Pakistan: Causes & Remedies. *The Dialogue (Pakistan)*, 6(3). 224-241. (HEC category "Y").

## Papers under Review

Paper Title	Journal Name
Relationship of Psychological Capital and Work Engagement: Mediating Role of Mindfulness and Moderating Role of Islamic Work Ethics	Human Resource Management Journal (IF 5.6)
Moderating Role of Government Interventions in Influencing Environmental Dynamics of Small Scale Entrepreneurships	Eurasian Business Review (IF 2.22)
Contemporary factors of tourism development; evidence from Pakistan chapter	Journal of the Knowledge Economy (IF 1.99)
Mediating Effect of Trust amid Relationship of Servant Leadership & Work Engagement	Journal of Managerial Psychology (IF 3.6)
Impact of Servant Leadership Behavior on Employees Work Engagement: Moderating role of Trust	Applied Psychology: An International Review (IF 3.7)
Entrepreneurial Ecosystem in Transforming Business Processes for Firms Productive Performance	Strategic Management Journal (IF 8.6)
Business Processes Reengineering in Revival of Tourism & Hospitality Business: Post Covid-19 Environment	Business Process Management Journal (IF 4.5)
The role of e-recruitment in organization effectiveness: Evidence from a developing country	Journal of Environmental and Public Health (IF 3.39)

## Conference Papers

1. **Irshad, M.** (2020, December, 28-29), *Virtual Team Dynamics and Management with special reference to Pandemic COVID-19*. Expert in Management & Social Sciences. Peshawar, Pakistan.
2. **Irshad, M.** (2020, December, 28-29), *Impact of motivation on students' performance Evidence from Pakistan Education Sector*. Expert in Management & Social Sciences. Peshawar, Pakistan.

**Total Citations: 230+**

**HEC Ph.D Approved Supervisor**

**UK Advance Higher Education Associate Fellowship**

## Reference:

### 1. Prof. Dr. Wisal Ahmad

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### 2. Dr. Aun Abbas

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