

Dr. Muhammad Junaid (PhD)

Introduction Dr. Muhammad Junaid holds a PhD in entrepreneurship from University of Essex, UK and is serving as assistant professor at the Institute of Management Studies, University of Peshawar. He has fifteen years of teaching, research and administrative experience aided by strong IT and business background He is a self-motivated character with strong work ethics and a firm believer in servant leadership style. Motto: "Rigor, persistence and relevance aided with self-reflection in research and education".

Research Grants Successful research and workshop grant proposals worth \$ 1.3 million.
Organizer of International workshop titled "Entrepreneurial Society in Pakistan: The European Research Perspective" attended by eminent European and North American academics.

Teaching Taught and developed curriculum in the areas HR, Marketing and related subjects at undergraduates and all post graduate levels.
Trained as graduate teaching assistant, taught at University of Essex
Post Graduate certificate in higher education practice (PGCHEP), UK

Research Issues surrounding value creation through new businesses in various context, entrepreneurship education, environmental entrepreneurship, Ethics (in areas marketing and accounting) and leadership.
13 journal publications & 7 referred conferences on entrepreneurship and leadership.
Reviewer for two international and various national journals.
Supervising and examiner for students at MBA, MPhil and PhD level.
Proficient in using qualitative approach (narrative, ethnography & GT).
Lead researcher and advisor in two independent consultancies with Helvetas-Swiss development organization and UNODC

Administration Membership of various selection committees as subject expert.
Director and Manager University-Industrial Linkages and Technology Transfer (ORIC)
Coordinator Research and Development and IT.
Researcher & assistant in teaching at University of Essex, UK.

Training Devised new courses on research, ethics and management and seven major workshops (and numerous mini sessions) as resource person to train university students and administrative staff from all levels.
More than ten training sessions on efficient research have been delivered.

Dr. Muhammad Junaid (PhD Entrepreneurship)

Assistant Professor, Institute of Management Studies, University of Peshawar

Home Address: House no.84, Street-50 Sector-D/2, Phase-1 Hayatabad Peshawar

Mob: 03331975550; 0322-9047848

Email: mjunaid@upesh.edu.pk, mujunaidphd@gmail.com

Achievements

International Knowledge Exchange Project: Winner of British Council Knowledge Economy Partnerships Grant (2015-18)

- Successful proposal for the British Council-HEC Sponsored knowledge Exchange partnership, titled “***Introducing Entrepreneurship education in Pakistan: an interdisciplinary perspective on value creation***”. The project endeavours to create an institutional partnership between University of Essex, UK and University of Peshawar, Pakistan for promoting “entrepreneurship education” as an *interdisciplinary* subject in Pakistan. Khyber Lamps (Pvt) Ltd, a leading industry, is acting as industry partner and providing an interface to local entrepreneurs. The project aims to formulate training modules to promote entrepreneurial approach among students of University of Peshawar and also train academic staff.. The UK team is led by Dr. Manuela Nocker. Funding amount Rs 3.64 million + £21900.

International Competitive Workshop Grant: Winner of British Council Researcher Links International Competitive Grant (2013)

- Secured a funding of PKR 5.643 million from British council for an international workshop titled “***Entrepreneurial Society in Pakistan: The European Research Perspective***” under researcher links program. The workshop was organized from 26th to 28th March 2014 at Serena Hotel Islamabad, Pakistan. It was led by globally renowned European academicians and researchers including Professor Alistair Anderson (RGU) and Prof David Rae (Lincoln University). The workshop successfully promoted various qualitative strands of entrepreneurship and management research and resulted in various successful linkages.

Higher Education Commission of Pakistan Research Grant (NRPU Scheme)

- Research Project titled “***Earning a Sustainable Livelihood from Waste Disposal: The Case Of Green Entrepreneurship in Peshawar***” has been accepted for funding by Higher Education Commission, Pakistan in National Research Program for Universities (NRPU) program for the year 2014. The project team is working with Water & Sanitation Services (WSSP) Peshawar (a public sector organization looking after drinking water, sanitation and solid waste management services in Peshawar city) for provision of valuable research insights for policy implementation. The funding earmarked is PKR 2.1 million.

Current Position

Assistant Professor, Institute of Management Studies, University of Peshawar, (December 2, 2011– Present)

Teaching

Teaching Philosophy

I do not teach to transfer information but to enable the audience on the path of self-exploration and personal learning. I believe that teaching starts anything starts with the arousal of natural sense of inquisitiveness bestowed upon every human mind. Firstly, minds must be “sown” with “question marks” that builds their intentionality to learn. However, the answers are only in the form of information. They are also diverse and so not easy to memorize. As teacher my second task is to turn this diverse information into knowledge by inviting students to comment on variety of comments and making them apply it in different contexts and scenarios. Making information “actionable” transform it into knowledge and appeals to the imaginative sense of human mind thus making it a part of long-term memory. furthermore, mentoring and personal attention is a mandatory part of my teaching philosophy and I make sure to personally groom and support my students in whatever issues they require me to. I have devised various new courses and training programs to fulfil the needs to young minds. Summarily, I use theories, examples, class discussions, role playing games, case studies and practical assignments in a complementary manner to propel my students on the path of self-learning.

Teaching Experience

PhD & MPhil

- Leadership and improvisation;
- Entrepreneurship Research Theory and Practice
- Entrepreneurship Research and Education Philosophy
- Qualitative Research: A historical and practical premiere
- Entrepreneurship: Renewing Economies through the enterprise;
- Leadership and Teamwork: A comparative Perspective;
- Research Methodology Philosophy and Practice
- Critical Writing and reading

Masters and Undergraduate

- Leadership and Teamwork;
- Entrepreneurship and Small and Medium Enterprises;
- Management Information Systems
- E-Commerce
- Business Research Methods;
- Business Communication;
- Organization Theory and Behavior
- Strategic Management
- Qualitative and Behavioral Research methods
- International Business

- Essentials of searching, reading and writing
- International Hyman Resource Management

Research Experience

Research Philosophy

Human are the most wonderful and dominant creation because they can “filter out” truth from false and document them for transferring to the later generation. Scientific research is meant to take up most pressing human issues and suggest solutions after a rigorous process. My research has been revolving around the theme of “value creation” and “entrepreneurship education”. Using these foci, I have been able to win funding for research projects and workshop worth more than one million dollars at the national and international level. The research I supervise always exhibits a high practical value. Most of my research work is based on qualitative approach as I believe it to be more suitable for social sciences and more contextually relevant to nations with weak “datafication”. I am an active trainer and have devised several subjects and training modules to teach research students. The tiles of my projects and research supervisions clearly exhibits my work.

Research Supervision

- PhD Students

Sr	Student Name	University	Topic	Status
1	Nasir Shahen	Qurtuba University	Research, Teaching and Learning of Entrepreneurship: The Case of Business Schools and Entrepreneurs of Khyber Pakhtunkhwa	Completed
2	Mr. Muhammad Tariq	Qurtuba University	Developing Entrepreneurial Capacities through Higher Education: Learning for Value Creation	Completed
3	Mehwish Parveen	Qurtuba University	Women Entrepreneurship in Peshawar: A longitudinal Study	Awaiting Final Submission
4	Mr. Fazl-E-Malik	Qurtuba University	Ethical issues in the Marketing Strategies of Pharmaceutical Companies at Peshawar: A Stakeholders Perspective	Fieldwork underway
5	Mr. Atiq Rafiq Khattak	University of Peshawar	Role of Formal & Informal Institutions in Entrepreneurial Capital Development in Khyber Pakhtunkhwa: A Grounded Theory Approach	Formulating Research Framework
6	Mr. Ilyas Sharif	Qurtuba University	Whether Accounting Ethics: A Stakeholders' Perspective	Fieldwork underway

- MPhil Students

Sr	Student Name	University	Topic	Status
1	Ghazanfar	Qurtuba University	Apiculture entrepreneurship: Value Chain analysis of Honey in Khyber Pakhtunkhwa	Submitted
2	Mr. Rab Nawaz	Shiringal University Dir, KPK	Exploring Value chain practices of Apiculture: The case of honey trade in Malakand region of Pakistan	In Process
3	Mr. Shah Khalid	Qurtuba University	The Role of Experiential Learning and Career Planning in Developing Entrepreneurial Talent: A Grounded Theory Study	In Process
4	Asif Ali Khan	University of Peshawar	Problems and Prospects of Microfinance For Women Entrepreneurs in District Chitral, Khyber Pakhtunkhwa	University of Peshawar
5	Shahid Mehmood	Qurtuba University	Understanding the individual-opportunity dynamic in war-like context: The Case of Entrepreneurs in Peshawar	Submitted
6	Mr. Jibran	Qurtuba University	Producing Business Graduates with Employable Skills: The case of Accounting and finance graduates in District Peshawar	In Process

- Masters students

Sr	Student Name	University	Topic	Status
1	Mr. Huzaifah Zaheer	University of Peshawar	Green Entrepreneurship: Earning a Sustainable Livelihood Through Garbage Collection in Bannu KPK	Completed
2	Mr. Rashid Ali	University of Peshawar	Garbage Collection: A Source of Earning Sustainable Livelihood A Study of Scavengers in Peshawar	Completed
3	Mr. Aziz Ur Rehman Barki	University of Peshawar	Green Entrepreneurship: Earning A Sustainable Livelihood Through Garbage Collection in Peshawar, Khyber Pakhtunkhwa	Awaiting Viva Date
4	Miss. Sofia Salah-Ud-Din	University of Peshawar	Factors accelerating the success of entrepreneurs of Peshawar	Completed
5	Miss. Qurat Ul Ain Nasir	University of Peshawar	Socio-Cultural Hindrances faced by Pukhtoon women entrepreneurs in Peshawar	Completed

Thesis Examiner

PhD

- “Islamic Perspective of Human Resource Management” (Mr. Shah Khan, 2014)
- “Valuation Relevance and Disaggregation of Earnings and Book Value: A case Study of Pakistan” (Mr. Iftikhar-UI-Amin, 2014)
- “Impact of National Elections on Stock and Commodity market of Pakistan (1997-2013)” (Mr. Noman Khan, 2015)
- Factors Influencing attitude towards the Acceptance of Islamic Banking: A comparative Study of Selected Major Cities of Pakistan (Mr. Kashif Amin, 2016)

MPhil

- The Impacts of Job Satisfaction on organizational Commitment: A Survey of Teachers in Gomal University, D.I. KHAN (KPK)” (Mr. Khalid Rehman, 2014)
- “Challenges and Opportunities for Female Entrepreneurs in KPK” Shaheed Benazir Bhutto Women University, Peshawar (Ms. Braikhna Sultan, 2018).
- “Effect of Merger on Operating Performance and Shareholder Wealth: Evidence from Pakistan, Banking Sector” (Mr. Aamir Ullah)

Administrative Experience

Membership (Committee and boards)

- Subject Specialist (Management Sciences), University of Haripur, (30th October 2015 to 29th October 2016)
- Member Graduate Studies Committee, Shaheed Benazir Bhutto Women University Peshawar (13th September 2013 to 12th September 2015)
- Subject Expert (Management Sciences), University of Malakand Chakdara Dir (Lower), (selection board held on 28th February 2013 for the post of Assistant Professor)
- Expert/external examiner (Management Sciences), Khushal Khan Khattak University, Karak (dated 28th November 2014)
- Subject Expert (Management Sciences), University of Malakand Chakdara Dir (Lower), (selection board held on 29th April 2014 for the post of Assistant Professor)

Director ORIC (Office of Research, Innovation & Commercialization) Qurtuba University of Science and Technology (1st October 2014–30 September 2017)

- Worked to establish a functioning ORIC, an initiative by the Higher Education Commission of Pakistan to commercialize the products of Public Sector Universities. Major achievement includes streamlining and highlighting the commercialization aspect of research work at University and initiation of seminar and workshop series for research students.

Administrative Experience (additional charge) as Manager University-Industrial Linkages and Technology Transfer ORIC University of Peshawar, Pakistan (14 August, 2013– 14th February 2014)

- Worked to establish a functioning ORIC, an initiative by the Higher Education Commission of Pakistan to commercialize the products of Public Sector Universities. Achievements at ORIC includes successful development of linkages with various foreign donor agencies as well as principle agreement of public sector Universities in Khyber Pakhtunkhwa, Pakistan to collaborate for research and development. After a six month initiating role at ORIC, University of Peshawar has recruited dedicated staff for day to day operations.

Administrative Experience as Coordinator Research and Development and IT (December 2, 2011–September 2014)

- Yearly management of research (more than 100 post-graduate students) and internship (more than 200 post-graduate and undergraduate students) program. That includes quality assurance, organization of viva voce exams and delivering seminars.
- Organizing and leading a yearly three day intensive training program in qualitative research
- Development of proposal for addressing business graduate unemployment through entrepreneurship

Researcher and Fieldworker, University of Essex, UK (January-March 2007)

- Participated in fieldwork, review and report writing in “The enterprise research project: Developing an entrepreneurial culture in Thames gateway South Essex”

Graduate Teaching Assistant, Essex Business School, UK (January 2010-April 2011)

- Assisted in teaching Ethics (Undergraduate and Post graduate), Corporate Social responsibility (Post graduate) and Marketing (Undergraduate) modules.

Manager, Junaid Paper Mart (December 2003- January 2007)

- Managed family business of printing and publishing named after me in assistance of my father performing all activities related to a small enterprise.

Assistant Manager, Mail order Japan (March 2004-December 2006)

- Served as Assistant Manager in Japan based an E-Commerce company, Mail order japan (www.mailorderjapan.com). Working from a home office responsible for customer handling through email, preparing the daily transactions log and Internet research.

Visiting lecturer, University of Peshawar, Sarhad University of Science of Technology and City University, Peshawar (November 2003-August 2006)

- Worked as visiting Lecturer at the Institute of Management Studies University of Peshawar, Sarhad University of science of technology and City University of science and information technology. Subjects taught Management, HRM, Marketing, Total Quality Management, Management of Technology, System Analysis and Design, E-Commerce, MIS, Leadership and IT in Business
-

Research Associate, EIROP Project, Peshawar (November 2005-June 2006)

- Worked as research associate with Mr. Noor Muhammad Khan (CEO E-Jirga www.ejirga.com) for EIROP (Essential Institutional Reforms Operationalization Programme, a joint venture of the Government of NWFP, UNDP and the Swiss Agency for Development and Cooperation. Project titled “Study on institutional Assessment and Capacity Building of Planning and Development and Establishment and Administration Departments”. Responsibilities included data collection, analysis and report writing.

Research Publications

Curriculum laden Value creation as Stepping stone to stitch Theory- Practice dichotomies in Entrepreneurship Education

- Forthcoming with Mr. Tariq Yousafzai in *Journal of Managerial Sciences Volume XIII Number 01 (January- June 2019)*

Learning Entrepreneurship: A Comparative Study of Inherited and Business School Graduates

- Forthcoming with Mr. Nasir Shaheen in *Journal of Managerial Sciences Volume XII Number 02 (July-December 2018)*

The Role of Entrepreneurial Capacities in Creation and Discovery of Opportunities: Green Entrepreneurs in Peshawar

- Forthcoming with Shakeel Khan, Khurshed Iqbal and Muhammad Hashim Khan in *The Dialogue, Vol. 13, No. 5 Dec (2018)*

Impact of Organization Cynicism on Work Outcomes: Mediating Role of Work Alienation (2018)

- Junaid, Muhammad with Saeed Imran & Fatima Tasneem (2018). Impact of Organization Cynicism on Work Outcomes: Mediating Role of Work Alienation. *Nice Research Journal of Social Sciences (NRJSS), Volume XI, 104-120.*
<http://nicerjss.newports.edu.pk/index.php/nicerjss/article/view/254>

To establish the link between aversive leadership and work outcomes (2017)

- Junaid, Muhammad with Saeed Imran, Fatima Tasneem & Saadullah Shah (2017). To establish the link between aversive leadership and work outcomes: An empirical evidence. *Nice Research Journal of Social Sciences (NRJSS), Volume X, 161-181.*
<http://nicerjss.newports.edu.pk/index.php/nicerjss/article/view/159>

Linking Ethical Leadership with Employee Work Outcomes: The Moderating Role of Conscientiousness (2017)

- Junaid, Muhammad with Saeed, Imran & Saadullah Shah (2017). Linking Ethical Leadership with Employee Work Outcomes: The Moderating Role of Conscientiousness. *Nice Research Journal of Social Sciences (NRJSS), Volume X, 49-78.*
<http://nicerjss.com/index.php/nicerjss/article/view/73>

Entrepreneurship and Value Creation: Curriculum at Macro, Meso, and Micro level (2016)

- Junaid, Muhammad with Yousafzai, Tariq, M & Shah, Saadullah. (2016). Entrepreneurship and Value Creation: Curriculum at Macro, Meso, and Micro level. *Nice Research Journal of Social Sciences (NRJSS), Volume IX, 19-35.*
<http://nicerjss.com/index.php/nicerjss/article/view/53>

Effect of Authentic Leadership on Work outcomes: Mediating role of psychological empowerment in telecommunication sector operating in Peshawar (2016)

- Junaid, Muhammad with Saeed, Imran & Saadullah Shah (2016). Effect of Authentic Leadership on Work outcomes: Mediating role of psychological empowerment in telecommunication sector operating in Peshawar. *Nice Research Journal of Social Sciences (NRJSS)*, Volume IX, 107-134. <http://nicerjss.com/index.php/nicerjss/article/view/57>

Entrepreneurship as a Socially Constructed Phenomenon: Importance of Alternate Paradigms Research (2015)

- Junaid, Muhammad, Mommin Durrani, Mehboob-ur-Rashid, & Shaheen, Nasir. (2015). Entrepreneurship as a Socially Constructed Phenomenon: Importance of Alternate Paradigms Research. *Journal of Managerial Sciences Volume VIII Number, 9(1)*, 35-48. http://www.qurtuba.edu.pk/jms/default_files/JMS/9_1/JMS_January_June2015_35-48.pdf

Socio-Cultural Impediments to Pashtun Women Entrepreneurs in Peshawar, Pakistan: A Narrative Approach (2015)

- Junaid, Muhammad, Shah, Saad & Shah, S. (2015). Socio-Cultural Impediments to Pashtun Women Entrepreneurs in Peshawar, Pakistan: A Narrative Approach. *Global Management Journal for Academic & Corporate Studies Volume 05 Number, 1*, 151-156. <http://bukc.bahria.edu.pk/wp-content/uploads/2015/07/paper-14.pdf>

Afghan Entrepreneurial Identity in Peshawar: A Thematic Analysis of 'Expert Voices' (2014)

- Junaid, Muhammad, Mehboob-ur-Rashid, & Shaheen, Nasir. (2014). Afghan Entrepreneurial Identity in Peshawar: A Thematic Analysis of 'Expert Voices'. *Journal of Managerial Sciences Volume VIII Number, 8(2)*, 150-170. http://www.qurtuba.edu.pk/jms/default_files/JMS/8_2/JMS_July_December2014_15_0-170.pdf

The role of faith and cultural norms in sustaining family entrepreneurship in turbulent times: The case of Hindko speaking entrepreneurs in Peshawar (2014)

- Junaid, Muhammad, Durrani, Mommin, Mehboob-ur-Rashid, & Shaheen, Nasir. (2014). The Role of Faith and Cultural Norms in Sustaining Family Entrepreneurship in Turbulent Times: The case of Hindko speaking entrepreneurs in Peshawar. *Journal of Managerial Sciences Volume VIII Number, 8(1)*, 1-26. http://www.qurtuba.edu.pk/jms/default_files/JMS/8_1/JMS_January_June2014_1-26.pdf

Poetics of Identity: On entrepreneurial selves of Afghan Migrants in Pakistan (2011)

- Nocker M. and M. Junaid (2011) "Poetics of Identity: On entrepreneurial selves of Afghan Migrants in Pakistan" Special Issue on The Opportunity of Poetry. Pursuing the Liberty of Poetics and Poetry in Organizing, Leading and Managing. *Tamara Journal for Critical Organizational Inquiry*, 9(1-2), 39-49. <http://crow.kozminski.edu.pl/journal/index.php/tamara/article/view/131>
ISSN: 1532-5555

Referred Conference Proceedings

Ethnographic Research: ‘Doing’ Ethnography (Kohat, Pakistan, 2013)

- Presentation on “Ethnographic Research: ‘Doing’ Ethnography” on 12th, 13th March 2013 in Kohat University of Science and Technology, Kohat, Pakistan

Opportunity recognition in informal sector: A model for promoting trade and investment through Harmonised conceptual model of entrepreneurship (Peshawar, Pakistan, 2013)

- Key note speech for one day conference Opportunities for Foreign Investment and Trade in Pakistan: Opportunity recognition in informal sector: A model for promoting trade and investment through Harmonised conceptual model of entrepreneurship held on 27th January 2013 in Khushall Hall, Pearl Continental Hotel, Peshawar, Pakistan

Afghan Entrepreneurial Identity in Peshawar: A Thematic Analysis of “Expert Voices” (Bara Gali, Pakistan, 2013)

- 2nd International Conference, The Dynamics of Change in Conflict Societies: Pakhtun Region in Perspective, 25–26 June, 2013, Bara Gali. Organized by Department of political science, University of Peshawar in collaboration with HANNS SEIDEL foundation (Islamabad)
Afghan Entrepreneurial Identity in Peshawar: A Thematic Analysis of “Expert Voices” (with Dr. Mehboob Ur Rashid and Momin Durrani) available at <http://www.upesh.edu.pk/advertisement/Conference%20Proceedings%20Nov%2014-15,%202011.pdf>

Travelling, trading, and storytelling: Entrepreneurial life history narratives of Afghan migrants in Pakistan (Barcelona, Spain, 2012)

- 30th SCOS – Standing Conference on Organisational Symbolism. “Organizing Through Displacement, Travel and Movement: Transience, Transitions and Transformations” Paper presented: “Travelling, trading, and storytelling: Entrepreneurial life history narratives of Afghan migrants in Pakistan” with Dr. Manuela Nocker, 11-14 July, EAE Business School, Barcelona, Spain

Living the code of Honour: Pashtunwali and Entrepreneurial Identity of Afghans in Peshawar (Liverpool, UK, 2010)

- Symposium on Work, Organization and Ethnography: 5th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management. Paper presented: “Living the code of Honour: Pashtunwali and Entrepreneurial Identity of Afghans in Peshawar”, 1-3 September 2010, Queen Mary College, University of London.

Travelling, trading, and storytelling: Narratives of entrepreneurial selves of Afghan migrants in Pakistan (Liverpool, UK, 2009)

- 4th Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences. Practice, Politics, and Ethics in Ethnographic Research. Paper presented “Travelling, trading, and storytelling: Narratives of entrepreneurial selves of Afghan migrants in Pakistan”, with Dr Manuela Nocker, 24- 25 August, Liverpool Management School.

Poetics of Identity (Bristol, UK, 2009)

- Bristol (2009) Poetics and Poetry in Organisations, Emotions, Management and Enterprise (POEME). Paper presented: "Poetics of Identity", with Dr Manuela Nocker, 25-26 September, Bristol Centre of Leadership and Organisational Ethics (BCLOE), Bristol Business School, University of the West of England.

Training Workshops Conducted

Three-day workshop on Research Methodology at University of Swat, (2018)

- 8th-10th August 2018, Resource person for the three-day workshop. Delivered six in depth session on philosophical issues in qualitative research, reading and writing for research and plagiarism and referencing
- Number of individuals trained: 25

Two-day workshop on Understanding The Qualitative Research: From Theory To Practice at Shaheed Benazir Bhutto Women University, Peshawar (2017)

- 25th-26th January 2017 Resource person for the two-day workshop. Delivered 3 session on various philosophical and practical aspects and participated in answering round table discussion.
- Number of individuals trained: 50

Three-day training as a part of 2nd Phase of HEC indigenous On-Campus Training Program at The University of Agriculture, Peshawar (2015)

- 3rd -5th November 2015, Resource person for the three day workshop. Provided training to middle management of University of Agriculture in the following areas:
 - The role of manager and Leader
 - Dealing with Attitude and Behaviour
 - Motivating Human Resources
- Number of individuals trained: 40

Five days certified Indigenous On-Campus Training at Centre for Human Resource and Career Development (CHRCDD) University of Peshawar (2014)

- 1st -5th December 2014, Resource person for the five day workshop. Provided training to middle management of University of Peshawar in the following areas:
 - Management and Organizational Behaviour
 - Negotiation and Bargaining strategies
 - The role of manager and Leader
 - Stress Management

- Effective organizational communication
- Number of individuals trained: 20

Three day on Office Management and Ethics for Superintendents at Centre for Human Resource and Career Development (CHRCO) University of Peshawar (2014)

- 16th-18th September 2014, resources person for the three day workshop. Provided training to lower management of University of Peshawar in the following areas:
 - The concept of organizational ethics and the importance of office secrets
 - Perspectives on secret keeping and whistle blowing in organizations

Number of individuals trained: 15

Three day on office automation and organizational ethics for office assistants of University of Peshawar at Centre for Human Resource and Career Development (CHRCO) University of Peshawar (2014)

- 19th-21st June 2014, resources person for the three day workshop. Provided training to lower management of University of Peshawar in the following areas:
 - The concept of organizational ethics with practical approach
 - The perception of workplace efficiency and ways of augmenting it
- Number of individuals trained: 20

Three day Workshop on Qualitative Research at Research and Development, Institute of Management Studies, University of Peshawar (2012)

- 11-13 June 2012, Organized and led three day training workshop on qualitative research at Institute of Management Studies, University of Peshawar. Each day of the workshop constituted three different ways of delivery. Lecture on research philosophy followed by a lecture, interactive session and a practical activity and a final session containing a documentary aided by reflective questions.
- Number of individuals trained: 25

Conferences Attended

The ISBE 2010 Annual Conference (London, UK, 2010)

- Attended “The Institute for Small Business and Entrepreneurship” (ISBE) 2010 Annual Conference, London, Titled “Looking to the Future: Economic and Social Regeneration through Entrepreneurial Activity”

World Entrepreneurship Summit (WES) (London, UK, 2008)

- Attended World Entrepreneurship Summit (WES) 2008, 10th and 11th January 2008, Queen Elizabeth II Conference Centre London

Developing an Entrepreneurial Culture in Thames Gateway (Essex, UK, 2007)

- Attended Developing an Entrepreneurial Culture in Thames Gateway, South Essex, 29-30th March 2007 at Essex County Hotel, Essex, UK

Workshops Attended

SANDEE-LUMS Research and Writing Workshop on Natural Resource and Environmental Economics (Lahore, 2013)

- Selected among top 15 proposals from South Asia on environmental issues leading to fully sponsored SANDEE-LUMS four day Research and Writing Workshop on Natural Resource and Environmental Economics at the Rausing Executive Development Centre (REDC) at Lahore University of Management Sciences (LUMS), Lahore 6th -9th March 2013. Proposal title: An exploratory study of Green Entrepreneurship in District Peshawar, Pakistan: Modelling for Poverty Alleviation through Sustainable Livelihood”

Professional Memberships

Associate of Higher Education Academy (AHEA), UK (2012)

- Recognition of achievement based on UK Professional Standards Framework for teaching and supporting learning in higher education.
- Recognition reference: PR054653

Graduate Teaching Assistant (April 2011)

- The certificate issued by Learning and Development, University of Essex, in recognition of attendee of training sessions for graduates before they teach at the University

Trainings and Certifications

PGCHEP (Graduate Certificate in Higher Education Practice at University of Essex, UK) (2009-2011)

- PGCHEP is a series of highly intensive workshops, self-reflective assignments and proposals for framing various education related issues. It also includes research based assignments. Modules attended include:
 - Internationalization of Universities and curriculum
 - Plagiarism Detection
 - Marking and Giving Feedback
 - Assessment Practices

Qualitative Data Analysis: Methodologies for Analysing Text and Talk (Essex Summer School) (13th- 24th July 2009)

- The course was aimed at familiarising participants with the practical application of qualitative data analysis, with an emphasis on interpretative methods. The course enabled participants to have a more sophisticated and critical attitude towards data, the research process and research reports. Instructor: Lea Sgier, University of Geneva

- Analysing for Content: Textual Analysis
- Reconstructive Analysis
- Beyond Content: Interpretive Approaches to Textual Analysis
- Narrative Analysis
- Discourse Analysis
- Data Analysis and Data Production
- Analysing Qualitative Data : Ethical and Epistemological Issues
- Writing Up

Graduate Teaching Assistant, at EBS, University of Essex, UK (March 2007-January 2008)

- Sessions attended during GTA training includes:
 - The role of Graduate Teaching Assistant
 - Delivering a small group teaching session
 - Motivating and engaging students
 - Dealing with difficult situations
 - Marking and feedback
 - Reflective practice

Education

Year	Institutions	Qualification	Grade
2007-2011	University of Essex	PhD (Entrepreneurship)	
2002-2003	Institute of Management Studies, University of Peshawar	MBA(IT)	3.6/4.0
1999-2002	Institute of Management Studies, University of Peshawar	BBA(Hons)	3.4/4.0
1996-1998	Islamia College Peshawar	FSc	766/1100
1996	University Public School, Peshawar	Matriculation	634/850

References

Dr. Manuela Nocker

Senior Lecturer in Organisation and Sustainability at Marketing, Entrepreneurship and Global Strategy Group
 Essex Business School
 Elmer Approach, Southend-on-Sea, Essex SS1 1JE
 University of Essex, UK
 Tel: +44 (0)1702 328397
 mnocker@essex.ac.uk

Muhammad Sher Khan

Project Director HDOD
15th Alsayed Plaza, Abdara Chowk, Jamrud Raod, Peshawar, KPK
msherpk@gmail.com
+923329286167, +923459148841

Dr. Mehboob -Ur-Rasheed

Institute of Management Studies
University of Peshawar
+92-91 9216668
mehboob@upesh.edu.pk

Prof. Dr. Sajjad Ahmad Khan

Institute of Management Studies
University of Peshawar
+92-91 9216668
sajjad@upesh.edu.pk