

Roohi Imtiaz
Academic
TUIBS Leadership, Management & Human Resources
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Qualifications

PhD, socioeconomic uplifting for sustainable development; A case of HRD in Pakistan and Malaysia, University of Karachi
18 Jul 2011 → 23 Apr 2016
Award Date: 23 Apr 2016

2019 PhD-Equivalence Degree in Management & Administrative Sciences, Ministry of Education
(MOE) United Arab Emirates

2011 - 2013 MS (Leading to PhD) - Human Resource Management, University of Karachi.

2006 - 2009 Master – Management & Administrative Sciences - Human Resource Management, University of Karachi.

1989 - 1992 BS – Bachelor of Science, University of Karachi.

Employment

Lecturer in Human Resources

Academic
TUIBS Leadership, Management & Human Resources
Teesside University
7 Nov 2022 → present

Assistant Professor - Human Resources & Business Administration
Academic

COBA - College of Business Administration
Al Falah University, Dubai
2017 - 2022

Assistant Professor in Business Management
Academic
College of Business Management
Emirate College of Management & Information Technology, Dubai
2016-2017

Lecturer - HR and Public Administration
Academic
Department of Public Administration
University of Karachi
2009-2016

Industrial Experience

2015 - 2016 Qualitative Marketing Researcher (part-time); DNA—Market Research, Market Measurement & Business
Advisory (SAUDI ARABIA), Karachi Branch

2007 - 2009 Manager, Human Resources - HnM Sourcing International

2004 - 2007 Assistant Manager, Human Resources - HnM Sourcing International

Research Publication

i. Mumtaz, R., (2022), Does Gender differences matter, Investigating the prejudiced practices and gender-role conflict among female professionals working in male-dominated professions, International Journal of business and society (ABDC - Scopus Q3– Vol 23, No 2, August 2022). <https://publisher.unimas.my/ojs/index.php/IJBS/article/view/4872>

ii. Mumtaz, R., Bourini, I., Al-Bourini, F. A., & Alkhrabsheh, A. A. (2022). Investigating managerial and fairness practices on employee turnover intentions through the mediation of affiliation quality between organization and employee. A comprehensive study of the metropolitan society of Malaysia. International Journal of Management and Decision Making, 21(1), pp 1-27. ISSN: 1462-4621, e-ISSN: 1741-5187. (December 2, 2021 (Scopus Q3; ABS-2020). (<https://www.inderscience.com/info/inarticle.php?artid=119577>)

iii. Mumtaz, R., et al; (2022). The Relationship between Despotic Leadership and Employee Outcomes: An Empirical Study from Pakistan; Journal of Asian Finance, Economics and Business (JAFEB: ISSN 2288-4637, e-ISSN 2288-4645) (Scopus - Accepted & under printing).

iv. Mumtaz, R, Bourini, I. Jahmani, A. Al-Bourini FA. (2019). Investigating the moderation role of supportive leadership behavior on Employee-Perceived Service Quality; European Research on Management and Business Economics, ISSN: 24448834, DOI: 10.1016/j.iemeen.2018.11.001 (Scopus Q1).

(<https://www.sciencedirect.com/science/article/pii/S2444883418301050>)

v. Mumtaz, R. (2020). Awareness and Perspectives: social media as New Strategic Marketing Approach in Minor Industries; Notion grounded on AIDA Model. Journal of Content Community & Communication, ISSN: 2395-7514 (print), ISSN: 2456-9011 (online) (Scopus Q3). (<https://www.amity.edu/gwalior/jccc/pdf/jccc-12-19-22.pdf>)

vi. Imtiaz, R., e.al; (2018), Are Entrepreneurship Educators Cultivating Entrepreneurs? Analysis Of Transformation Attributes; International Journal of Business & Society, Vol. 19, Issue 2, 1-13 ISSN: 15116670, (ABDC – Scopus Q3). (<http://www.ijbs.unimas.my/images/repository/pdf/Vol19-no2-paper16.pdf>)

vii. Mumtaz, R, Kayani, U, Hasan, SS (2022). Investigating the Financial Aspects & Impact of Covid-19 on Businesses & the Role of Moderators in Limiting the Crisis Outcomes; China Finance Review International, Emerald publishing (Scopus Q2; ABS 2020; ABDC– under revision).

viii. Mumtaz, R., Dr. Syed Shahzad Hasan, and Prof. Dr. Khalid Iraqi; (August 2016); An Update on Resurgence of Poliomyelitis cases in Pakistan; World Journal of Pharmaceutical Research, WJPR, Volume 5, ISSUE 8, ISSN 2277-7105, [DOI: 10.20959/wjpr20168-6644]

ix. Mumtaz, R., Hasan S.S., Afsheen N, Saima A., (March 2015) “Rapunzel in Developing Economy: A Study about Relationship between Globalization and Women Workforce Issues IN Pakistan” Pakistan Journal of Gender Studies, Volume 10, PP.225-233, ISSN: 2072-0304. (http://www.genderstudiespakistan.com/Title%20Eng_Title%20Urdu%20VOL%2010.pdf)

x. Hasan SS., Mumtaz, R., (2012) “Contemporary Angle of Conflict Management” JM International Journal of HR Review (JMIHRR) ISSN: Print 2230-9233 Vol-1 (6) JM International Publishers.

Research Presentations/Certifications/Workshops/Seminars

2022 Attended and presented the research paper “Investigating the Financial Aspects and Impact of Covid-19 on Businesses; The Role of Moderators in Limiting the Crisis Outcomes” at Eurasia Business & Economic Society at WARSAW, POLAND, January 12, 2022, to January 14, 2022.

2022

2021

Attended & Certified “Sustainable Development Leadership” (2022), and the Program organized by Sustainable Development & Research & Training Institute and KHDA, Dubai, UAE.

Attended the workshop “Integrating SDGs into the curriculum” It is a part of the United Nations for the sustainability program, December 2021, in Dubai, UAE.

2021

Certified “Teaching with Simulation” Workshop (Nov. 2021), organized by Harvard Business Publishing and SPJMIR, and many other seminars and workshops under the umbrella of Harvard Business School.

2021 Certificate of “Continuing Professional Development” Program by Chartered Institute of Personal Development (CIPD) & Informa Middle East.

2017, 2019, & 2021 International Research Conferences Task 1, 2 & 3 (2017, 2019, 2021) presented research articles (Gender differences..., Sustainable development concerning Dubai..., and Investigating the Financial Aspects... respectively) and actively participated in organizing these conferences in Alfalah University, Dubai, United Arab Emirates.

2015 Attended and certified as “facilitator”, a workshop organized by the British Council Karachi, in August 2015

2014 Attended & presented a research paper at an international conference of Women, Education & Entrepreneurship, Paris, France

2011 - 2014 Lead the Research Team (Education), in the project “Managing Mega Cities” in collaboration with George Mason University, Virginia, USA, and the Department of Public Administration, University of Karachi (Research Project funded by US Government).

2013 Attended International Research Seminar at Queensland University, Brisbane, Australia

2012 Attended and presented research paper (Hidden Truths of Advertising: Unspoken Facts in Making Ethical Diffusion in Pakistan) at the TESSHI International Conference, Nov 14th & 15th Langkawi, Malaysia.

2012 Certificate of appreciation & participation for contributing as an organizer in the social intervention international Conference, 6th & 7th of March in Karachi, Pakistan

2011 Organize and participated in the workshop “TRAIN THE TRAINERS”, organized by the Pakistan Society for Training & Development.

2011 Organize and participate effectively in the “stakeholder’s dialogue” on a framework for the economic growth of Pakistan, organized by the University of Karachi on 20th September.

2009 & 2008 Organize National Training Program: ‘Enhancing Human Productivity & Management Skills.

2009 Organize and participated in the national workshop: Research Methods in Social Sciences 2009

2007 Actively participated Two Day National Conference on the Role of Local Government: ‘Challenges and Opportunities March 2007

2007 Organized One Day Seminar on Youth Entrepreneurship Training, February 2007

2006 Organized a workshop on stress management at the workplace, in September 2006

Research Interests

§ Emerging Trends & Digitalization in HRM - challenges and related issues.

§ Conflict management & contemporary ways of resolving it.

§ Workplace challenges and social issues of female professionals

§ Leadership management

- § Sustainability
- § Entrepreneurship

Professional Memberships

2023 - Present- Member of Future of Works Group, Department of Leadership Management & Human Resources
2017 - 2022- Research Conference Committee member, Al Falah University, Dubai, United Arab Emirates
2020 - 2022-Member of the Admission & Transfer Committee at the College of Business Administration, Al-Falah University.
2020 – 2022-Member of Assessment Review, Curriculum Design & Updating, and Advising Committee at the college of business administration Al-Falah University.
2019 – 2020 -Chair of the Advising Committee at the College of Business Administration Al-Falah University.
2017 – 2019-Chair of the course file committee at the College of Business Administration Al-Falah University.
2017 – 2022-Member of the Community & Professional Development Committee at the college of business administration, Al-Falah University.
2017 – 2020-Member of & Auditing Committee Al-Falah University
2011 - 2015-Member of Curriculum Designing & Updating Committee at the Department of Public Administration, University of Karachi
2010 -2015-Member Board of Studies Department of Public Administration, University of Karachi
2010 – 2015-Member of the Examination Committee, Department of Public Administration, University of Karachi
2011 - 2015-Member of the International Research Journal's Executive Committee, Department of Public Administration, University of Karachi

Invited Reviewer & External Examiner

2023 - Successfully supervised one PhD Thesis – Abid Hussain, University of Karachi
2020 – Present - Reviewer for Asian Journal of Women's Studies, Taylor & Francis – Routledge.
2022 – Present -The University of Karachi and Hamdard University, Karachi Pakistan (PhD Theses)
2019 - 2021 - Reviewer for the international journal of Business & Society, Malaysia.

Session Chair

2023 - Present - Chaired Doctorate of Business Administration Successful Viva Theses of two Students, International Business School, Teesside University, England, UK.
2017, 2019, 2021- Chaired Sessions at International Research Conferences Task 1, 2 & 3 (2017, 2019, 2021), Al Falah University, Dubai, United Arab Emirates
2012- Chaired Sessions at TESSHI International Conference, Nov 14th &15th Langkawi, Malaysia.

Conference Program Committee

2017, 2019, 2021An active member of International Research Conferences Task and Paper Selection Committee in 1, 2 & 3 (2017, 2019, 2021), Al Falah University, Dubai, United Arab Emirates

Awards & Funds

*Gold Medalist - First class 1st Position, Faculty of Management & Administrative Sciences - master's degree program, 2009 awarded by the University of Karachi
*Gold Medalist - Board of Secondary Education Examination, Karachi.
*Research Project was funded by US Government - Led the Research Team (Education), in the project "Managing Mega Cities" -The project was completed in collaboration with George Mason University, Virginia, USA, and the Department of Public Administration, University of Karachi (2011- 2015).

Technical & Other Skills:

*MS Office 360, Moodle, MS Teams, Zoom, Workday, ERP, HRIS, Quantitative Analysis tools (Smart PLS), Edugate (Student Portal), Course file system,
*Curriculum Design & Updating, Work Experience in Multi-Culture Environment, Counseling & Career advisory, Team Building & Collaborating, Developing Assessments & Advising students, Interpersonal communication, Analytical & Observation skills, Conflict Management & Problem Solving