

# CURRICULUM VITAE

## Dr. Alamzeb Aamir

**Address:** College of Business Administration - King Saud University Riyadh, Kingdom of Saudi Arabia,  
Contact # +966-0563891730,  
**aaamir@ksu.edu.sa;   alamzeb\_aamir@yahoo.com**

---

### Objectives:

---

A teaching and research position in the field of Management/Human Resource Management (HRM)/Organizational Behavior and Organizational Psychology in a reputed Institute where I can continue my teaching and research work.

---

### Working Experience:

---

#### 1. Assistant Professor – Department of Management Sciences, FATA University F.R Kohat Pakistan

Teaching Business Administration courses i.e. Organizational Behavior, Business Ethics, Organizational Change, Organizational Psychology, and Fundamental of International Human Resource Management.

##### **Administrative Responsibilities**

##### **Director Quality Enhancement Cell (QEC)**

- Responsible for the evaluation of quality standards and the quality of teaching and learning in each department.
- Responsible for the assessment of academic affiliations with other universities in terms of effective management of standards and quality of programs.

#### 2. Researcher - Department of Management, College of Business Administration (NCAAA & AACSB Accredited) – King Saud University (KSU) – Riyadh Saudi Arabia

**December, 2010 ---- till date**

- Teaching Business Administration courses i.e. Organizational Behavior, Business Ethics, Organizational Change, Organizational Psychology, and Fundamental of International Human Resource Management.

##### **Administrative Responsibilities**

- Member of CBA Strategic Plan 2017 - 2021 Committee.
- Member of Students Handbook 2014 - 2016 committee
- Preparation of all the required documents for the CBA accreditation from NCAAA & AACSB.
- Work on Self Evaluation Report (SER) for AACSB Accreditation process.
- Electronic Performance Management System (ITQAN)
- Worked on Saudization Project.
- Project on “Women Entrepreneurship Best Practices around the World”.
- Project on “The Driving forces for women entrepreneurship in Saudi Arabia”

- Worked on “Human Resource Matrix – Make Suitable Model for Banking Sector in Saudi Arabia”

**3. Lecturer - Department of Business Administration CITY University of Science and Information Technology**

**August 2008 --- November 2010**

**Taught subjects:**

HRM, Training and Development, Organizational Behavior, HRD, Leadership & Team Management, Labor Laws, Performance Appraisal, Change Management, Principle of Management.

**4. Lecturer - Department of Business Administration Sarhad University of Science and Information Technology (SUIT)**

**Dec 2006 --- August 2008**

**Job Responsibilities**

Taught subjects: HRM, Training and Development, Organizational Behavior, HRD, Leadership & Team Management, Labor Laws, Performance Appraisal, and Change Management

- Designing course contents for BBA and MBA Courses
- Member of faculty and staff recruitment
- Supervise Undergraduate and Master students research projects

**4. Human Resource Manager - Advance Data Com. (Pvt) Ltd Belgium**

**June 2006 --- Dec 2006**

- Working in an outsourcing firm Advance Data communication (Pvt) Ltd providing operational services to European Telecom Company i.e. Megaphone Telecom

**Job Responsibilities**

- Administration of compensation plans and programs.
- Develop Job description and specifications for the employees.
- Maintain the administration of employee benefit program
- Effective use of the performance management system
- Administration of the employee selection and employee record change process

**5. Assistant HR Advisor - Associate Consulting Engineering (PVT) Ltd project of World Bank and Asian Development bank**

**March. 2005 --- June. 2006**

**Job Responsibilities**

- Service Rules for Frontier Irrigation and Drainage Authority (FIDA) key responsibilities are to compare the PIDA current service rules and to compare with the other departments in KPK.
- Designing job description, and grading structure for each position of new FIDA structure.
- To reform the current organizational structure.

- Recruitment and compensation strategies for FIDA /AWB.
- Strategies for the implementation of HRM work for FIDA/AWB.
- FIDA/AWB employee's data analysis and manpower plan for the new structure of Irrigation department of KPK.

**6. Internee - Human Resource Department Pakistan Tobacco Company (PTC) member of British American Tobacco (BAT) Company.**

**Job Responsibilities**

- Organizing employees' pension books and makes it computerized data for the convenient of both employer and employees.
- Record keeping of the entire Employee's and BSO's at PTC (AKF).
- Conduct the "Time and Motion Study" to calculate that how much a person spend time on each work and then analyze that calculated data.

---

**Behavioral and Interpersonal Skills**

---

- Willingness to listen to, appreciate and work with the most vulnerable and marginalized people.
- Ability to work in a systematic and organised manner and within strict deadlines.
- Ability to cultivate and maintain good working relationships with partner organisations and community.
- Observable abilities of Leadership.

---

**Academic Background**

---

- **Ph.D. (Management)** (2012 - 2016)  
University Technology Malaysia (UTM)  
Division/CGPA - 3.67/4.00  
Major: Management  
Minor: Human Resource Management/  
Organizational Behavior/Organizational Psychology
- **MS (Business Administration-HRM)/M. Phil** (2008 - 2010)  
Leading to PhD  
Division: **1st**  
City University of Science and IT, Peshawar
- **MBA (Human Resource Management)** (2002 - 2004)  
Division: **1st**  
Institute of Management Sciences, Peshawar
- **B.Sc (Computer Science)** (2000 - 2002)  
Division: **1st**  
Govt Degree College Mardan
- **H.S.S.C (Computer Science)** (1998 - 2000)  
Division: **1st**  
ANSI Degree College Mardan

- **S.S.C. (General)** (1997 - 1998)  
Division: 1st  
Muslim Public School Peshawar
- **Diploma in Computer Science** (2002 - 2003)  
ANSI Degree College Mardan
- **Certificate in Office Automation** (2000)  
Skill Development Council (SDC) and World Bank sponsored
- **Certificate in Statistical Package for the Social Sciences (SPSS)** (2013)
- **AACSB International Assurance of Learning** (2015)
- **Structural Educational Modeling (SEM) and Smart PLS at UTM Malaysia** (2015)

---

## Research Publications

---

- **Aamir, A.** & Muhanti, J. (2017). Making Work Volition to Predict Job Satisfaction. (*ISI IF 2.129*) (Under Review).
- **Aamir, A.** & Almalki, A. (2017). Health is wealth. The Impact of Health Indicators on Saudi Economic Growth. *Eastern Mediterranean Health Journal* (*ISI IF 0.663*) (Under Final Review)
- Abro, M.M. Q., Khurshid, M. A., & **Aamir, A.** (2016). Corporate Social Responsibility (CSR) Practices: The Case of Saudi Aramco. *Journal of Competitiveness Review*, 25(1&2). 79-90.
- **Aamir, A.**, Abubkar Abdula Hamid., Haider, M., & Akhtar, S. (2016). Work-life Balance, Job Satisfaction and Nurses Retention: Moderating Role of Work Volition. *International journal of Business Excellence*, 10(4), 488-501.(SCOPUS Indexed).
- Haider, M., **Aamir, A.**, Hamid, A. B. A., & Hashim, M. (2015). A literature Analysis on the Importance of Non-Financial Rewards for Employees' Job Satisfaction. *Abasyn University Journal of Social Sciences*, 8(2). *Abasyn University Journal of Social Sciences*, 8(2).
- Khurshid, M. A., Aldakhil, A. M., Abro, M. M. Q., **Aamir, A.**, & Malik, O. M. (2015). The Rise of Corporate Social Responsibility: A Tool for Sustainable Development for the SMEs in Saudi Arabia. *International Journal of Business and Management*, 11(1), 54..
- Haider, M., Rasli, A., Akhtar, S., Yusoff, R. B. M., Malik, O. M., **Aamir, A.**, & Tariq, F. (2015). The Impact of Human Resource Practices on Employee Retention in the Telecom Sector. *International Journal of Economics and Financial Issues*, 5, 63-69.
- Aldakhil, A. M., Abro, M. M. Q., Khurshid, M. A., & **Aamir, A.** (2015). Role of financial banks in promoting the entrepreneurship: A mixed methodology approach from Kingdom of Saudi Arabia. *International Journal of Financial Research*, 6(4), 114-122.
- Abro, M. M. Q., Khurshid, M. A., & **Aamir, A.** (2015). The use of mixed methods in management research. *Journal of Applied Finance and Banking*, 5(2), 103.-108.
- Akhtar, C. S., **Aamir, A.**, Khurshid, M. A., Abro, M. M. Q., & Hussain, J. (2015). Total Rewards and Retention: Case Study of Higher Education Institutions in Pakistan. *Procedia-Social and Behavioral Sciences*, 210, 251-259.. (SCOPUS Indexed)

- **Aamir, A.**, Abro, M. M. Q., & Khurshid, M. A (2014). Intellectual Property Rights: An Expensive Exercise for Start-UP firms and Entrepreneurs. *International Journal of Economics, Commerce and Management*, 2(11), 1- 8. 2014
- Yusoff, R. B. M., Khan, A., Rasheed, M. F., & **Aamir, A.** (2014). Effects of Social Support on Faculty Workload and Performance. *Review of European Studies*, 6(2), 95-103. (Scopus Indexed Journal).
- **Aamir, A.**, Rehman, S. U., & Rasheed, M. F. (2014). Influence of social responsibility on university reputation case study of King Saud University (KSU) Saudi Arabia. *International Journal of Academic Research*, 6(2), 108–114 (ISI Indexed)
- **Aamir, A.**, Rasheed, M..F., Ahmad, S. R., & Haseebullah., and Ahmad, A. (2013). Transfer of HR practices across different cultures. *Journal of Basic and Applied Scientific Research (JBASR)* Feb 2013. pp. 60 – 67. (ISI indexed).
- Jehanzeb, K., Rasheed, M.F., and **Aamir, A.**, and Rasheed, A. (2012). Impact of Rewards and Motivation on Job Satisfaction in Banking Sector of Saudi Arabia. *International Journal of Business and Social Science (IRBRP)* 3(21), 272 – 278.
- Taha, S. M., and **Aamir, A.** (2012). History Culture and Cross-Border Migration: Impact of Afghan Refugees on Socio-Economic Environment of Peshawar. *International Journal of Independent Research and Studies (IJIRS)*. Oct 2012, Vol 1, No. 4, pp. 174 – 185.
- **Aamir, A.**, Jehanzeb, K., Rasheed, A., & Malik, O. M. (2012). Compensation Methods and Employees' Motivation (With Reference to Employees of National Commercial Bank Riyadh). *International Review of Business Research Papers (IRBRP)* 2(3), 221 - 230.
- Shah, F. A., Habib, M. N., & **Aamir, A.** (2010). A Critical Evaluation of the Issue of Gender Inequality in Pakistan Labor Market. *Interdisciplinary Journal of Contemporary Research in Business (IJCRB)* May 2010 Vol 2, NO 1 Pp. 237 – 256
- **Aamir, A.**, Ullah, M., Habib, M. N., & Shah, F. A. (2010). Teacher Stress in Pakistani High Schools A Case Study of Government High Schools. *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 295 - 303
- Habib, M. N., Aziz, S., & **Aamir, A.** (2010). The Determinants of firm's growth: Case of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, 1(12), 238 - 250
- Azam, K., Farook, N., Saeed, G., Ullah, S., Khan, A., & **Amir, A.** (2005). Competency Gap Assessment of Social Organizers (Case Study of NGOs at Mansehra, Pakistan after Earthquake, 2005). *International Review of Business Research Papers* , 5(5), 47 – 62.

---

## Books

---

- **Alamzeb Aamir, Mazen F. Rasheed. (2012).** "Rewards the tool of Enhancing Employee's Performance: Measure the employees satisfaction working in Banking Sector of Pakistan" <http://www.amazon.com/Rewards-tool-Enhancing-Employees-Performance/dp/3659256447>.
- **Alamzeb Aamir, Muhammad Moinuddin Qazi Abro, Muhammad Adnan Khurshid (2014).** "Pakistan Power Crisis: Impact on Human Resources & Possible Solutions. LAP Lambert Academic Publishing. [http://www.amazon.com/Pakistan-Power-Crisis-Resources-olutions/dp/3659634158/ref=asap\\_bc?ie=UTF8](http://www.amazon.com/Pakistan-Power-Crisis-Resources-olutions/dp/3659634158/ref=asap_bc?ie=UTF8)

---

## Conferences

---

- Total Rewards and Retention: Case Study of Higher Education Institutions in Pakistan. Presented at **4<sup>th</sup> International Conference on Leadership, Technology, Innovation and Business Management –Turkey**. Akhtar, C. S., **Aamir, A.**, Hussain, J., and Rashid, W. N. Nov 20 – 22, 2014.
- Rewards – a tool of Enhancing Overall Performance of Employees. Presented at **Harvard University USA**, organized by *International Journal of Arts and Sciences* - **A Aamir**, May 26 – 30, 2013.
- Two Communities at Entanglement: Measuring Impact of Demographic Concentration of Locals and Afghan Refugees on urban development in Peshawar, Dr. S. M. Taha & **A. Aamir**, Presented at **London School of Economics (LSE), London, UK** in *UN Conference on Urban Management* held on November 28 - 30, 2007.
- Impact of Work Force on Productivity (Case study of Hayatabad Industrial Estate). Presented at **COMSAT International Conference for Management, Lahore Pakistan**.
- Corporate Public Sector Privatization and its Efficiency: Evidence from Pakistan. Presented at **9<sup>th</sup> National Research Conference 2009 SZABIST Islamabad Pakistan**.
- A Theoretical Explanation of Flexible Benefit Plans an Examination of Institutional & Expectancy Theory for the Adoption and Design of Flexible Benefit Plans. Presented at **9<sup>th</sup> National Research Conference 2009 SZABIST Islamabad Pakistan**.

---

## Hobbies and Interests

---

- Books reading & Net Surfing

---

## Personal Details

---

• <b>Father Name:</b>	Naimat Shah	<b>Domicile:</b>	Peshawar
• <b>Date of Birth:</b>	10-06-1983	<b>Nationality:</b>	Pakistani
• <b>N.I.C. No.</b>	17301-1406421-3	<b>Marital Status:</b>	Married
• <b>Iqama No.</b>	2298277613	<b>Passport No:</b>	BM1224212

---

## References

---

### **Dr. Wadi AlAnazi**

Vice Dean of Quality and Development  
College of Business Administration – King Saud University Saudi Arabia  
Contact # 00966569077723

### **Dr. Abubakar Abdul Hamid**

Professor of Marketing and Supply Chain Management  
University Putra Malaysia,  
abu.bakar@putrabs.edu.my  
Contact # +6017 - 7687436

