

**Prof. Syed Mir Muhammad Shah, PhD**  
**Vice Chancellor | Professor - Management (BPS-21)**  
Contact: 0331-8134114, 03008314114  
Email: Syedmir@iba-suk.edu.pk

### **PERSONAL PROFILE**

Date of birth : March 05, 1968  
Place of Birth : Naushahro Feroze (Sindh)  
Nationality : Pakistani  
Marital Status : Married  
Current Employer : Sukkur IBA University  
Domicile : Naushahro Feroze (Sindh)  
Languages : English, Urdu, and Sindhi

### **EDUCATION**

PhD in Management Sciences	Universiti Utara Malaysia	2016/2017
MS in Management Sciences	SZABIST Karachi	2003
MBA in Marketing Management	Shah Abdul Latif University, Khairpur	1994
Bachelor of Commerce	Shah Abdul Latif University, Khairpur	1992

### **WORK EXPERIENCE**

#### **Current Positions - Sukkur IBA University**

- Vice Chancellor July 2020 - Present
- Professor 2017 - Present

#### **Distinctions - Sukkur IBA University**

- Pioneer Faculty Member
- Acting Vice Chancellor (On Founding VCs Orders)
- Recipient of “Silver Jubilee Performance Award” (25 years of Service)

#### **Teaching Positions - Sukkur IBA University**

- Professor 2017 - Present
- Assistant Professor 2001 - 2017
- Lecturer 1995 - 2001

## **Management Positions - Sukkur IBA University**

- Vice Chancellor July 2020 – Present
- Director, International Accreditation 2016 – Aug 2020
- Provost Hostels 2016 – Aug 2020
- Head of Department (HoD), Business Administration Department 2009 – 2013
- Provost Hostels 2004 – 2013

## **Part Time Teaching Positions - Karachi University & IBA Karachi**

- Visiting Faculty – Karachi University 2003 – 2003
- Visiting Faculty, Summer Program – IBA Karachi 1996 – 1998

## **Other Administrative and Academic Engagements - Sukkur IBA University**

- Interim Vice Chancellor (On VCs Orders).
- Member Senate.
- Member of Syndicate.
- Member of Academic Council.
- Member of Strategic Management Committees.
- Member of HR Recruitment Committee.
- Coordinator Scholarship Committee.
- Member Institute Management Committee.
- Master Trainer Gender Based Governance System- UNDP Project.
- Facilitator for AACSB Assurance of Learning (AoL) Workshop.
- Reviewer for Sukkur IBA Journal.
- HEC Approved Supervisor.
- Supervisor for MS and PhD Thesis.
- In-charge Foundation Semester.
- In-charge Crash Preparatory Program.
- In-charge Summer Program.

## **PROFESSIONAL DEVELOPMENT**

### ***Professional and/or academic Conferences, Trainings, and Workshops attended.***

#### ***International***

1. May-2019 Attended AACSB 2019 Annual Accreditation Conference: Asia Pacific organized by AACSB in Malaysia.
2. November 2017: Attended Deans and Directors Conference Organized by AACSB in Seoul, South Korea.
3. November 2016: Attended Seminar on “Assurance of Learning & Business Accreditation” organized by AACSB in Kuala Lumpur, Malaysia.

4. November 2016: Attended Seminar on “Strategic Planning” organized by AACSB in Doha, Qatar.
5. October 2013: Attended Course on Global Islamic Leadership Program at Kuala Lumpur, Malaysia organized by IRTI- ADBP, Saudi Arabia
6. May 2011: Attended Course on Islamic Global Leadership Program at Kuala Lumpur, Malaysia organized by IRTI-ADBP, Saudi Arabia.
7. October 2010: Attended Seminar on Business Accreditation Process organized by AACSB at Singapore.
8. December 2009: Attended three days Conference on “World Class Management Practices” at UAE organized by AACSB.

### *National*

1. February 17th & 18th 2020: Attended 7th Deans and Directors Conference Organized by NBEAC at PAFSOM ARENA Islamabad.
2. 28th to 29th Sept, 2019 Attended “15th South Asian Management Forum” organized by Sukkur IBA University Sindh Pakistan.
3. February 2018: Attended 5th Deans and Directors Conference Organized by NBEAC at PC Hotel, Karachi.
4. December-2017 Attended one-week Training on “Leadership in Higher Education: A Program for Vice Chancellors and Senior Deans” at LUMS.
5. April-2017 Attended a Workshop on “Strategic Planning of a Business Schools” Organized by NBEAC, HEC at Margala Hotel Islamabad
6. February 2014: Attended International Business Conference at Sukkur IBA and Presented Paper on “The Leadership Styles and Job performance”.
7. August 2008: Attended One-week Training for Master Trainer for UNDP Project Conducted by SZABIST, Karachi.
8. July 2006: Attended International Conference on “Quantitative Finance and Risk Management”.
9. 2006 Attended International Conference on “Trade and Investment among SAARC Countries” Organized by IBA Karachi at Sheraton Hotel, Karachi.
10. 2005: Attended Conference on “Strategic Time Management” at Sukkur.
11. June 1996 Attended Summer Program at Institute of Business Administration, Karachi.

12. May 1996: Attended the Conference “Fifty Years of Business Education in Pakistan” Presented A Paper on “Business Internship” at IBA Karachi.

### **PEER-REVIEWED JOURNAL PUBLICATIONS**

1. June 2020: Impact of Energy consumption and Economic Growth on Environmental Performance: Implications for Green Policy Practitioners
2. May 2020: “Capital Structure and Adjustment Speed: Evidence from Listed Manufacturing” Published in Indonesian Capital Market Review.
3. December 2019: The Impact Of Green Human Resource Practices On Environmental Sustainability” Published in Polish Journal of Management Studies Volume 20.
4. August 2019: Uncovering the Link between Strategic Human Resource Management and Crisis Management: Mediating Role of Organizational Resilience” Published in Annals of Contemporary Development in Management & HR Volume 1.
5. August 2019: “Association between a teacher’s work passion and a student’s work passion: A moderated mediation model” Published in Psychology Research and Behavioral Management.
6. August 2019: “From Perfection to performance: A Moderated Mediation process”
7. December 2018: “Is Supervisor Support Matter in Job Satisfaction? A Moderating Role of Fairness Perceptions Among Nurses in Pakistan”. Published Academy of Strategic Management Journal volume 17 Issue 6, Pages 1-10.
8. May 2018: “Determinants of Job Satisfaction among Nurses: Evidence from South Asian Perspective” Published in International Journal of Academic Research in Business and Social Sciences, Volume 8, Issue 5, Page 19-26.
9. December 2017: “WWF’S Green Marketing Strategy and Challenges in the Developing Countries: The Case of Pakistan” Published in International Journal of Arts & Sciences. Volume 10, Issue 1, Page 137-150.
10. October 2017: “The Impact of Remuneration and Training and Development on Organizational Commitment” Published in Sukkur IBA Journal of Management and Business. Volume 4, Issue 2, Page 26-39.
11. October 2017: " Towards an Understanding of Expatriate Job Performance: A Conceptual Paper" Published in International Journal of Academic Research in Business and Social Sciences. Volume 7, Issue 9, Page 320-332.
12. July 2017: "Engaging PhD students: Investigating the role of Supervisor`s support and Psychological capital in a Mediated Model" Published in Iranian Journal Management Studies ISI Indexed Journal.

13. January 2017: "Organizational Culture and Business Management: An Empirical Investigation in the Pakistani Context". Published in International Journal of Academic Research in Economics and Management Sciences. Volume 6, Issue 1, Page 93-107.
14. December 2016: "Psychometric Properties Examination of Organizational Culture Construct: Evidence from Pakistan". Published in International Journal of Academic Research in Business and Social Sciences, Volume 6, Issue 12, Page 685-699.
15. November 2016: "The Relationship between Leadership Styles and Job Performance: The Role of Work Engagement as a Mediator: Review Article". Published in International Journal for Social Studies, Issue 10, Volume 2, Page 242-253.
16. October 2016: "The Relationship between Transformational Leadership and Job Performance: An Empirical Investigation". Published in Sukkur IBA Journal of Management and Business Volume: 3, No.2, October 2016, Page 25-38.
17. June 2016: "Moderating Role of Performance Appraisal Politics between Transactional Leadership, Transformational Leadership and Job Performance: A Proposed Research Framework". Published in Scholars Journal of Economics, Business and Management, Volume 3, Issue 6, Page 309-315.
18. April 2016: "Investigating the Issue of Nurse Job Satisfaction: Role of Esprit De Corps, Task Significance, Self-Efficacy and Resilience: A Case Study". Published in International Journal of Academic Research in Business and Social Sciences, Issue 6, Volume 4, Page 339-355.
19. February 2016: "The Relationship between Transformational Leadership and Organizational Citizenship Behavior: An Empirical Evidence from Banking Sector of Pakistan." Published in The International Journal of Business and Management Volume 04, Issue 02, February 2016 Page 103-108.
20. January 2016: "Impact of Entrepreneurial Education on Entrepreneurial Alertness". Published in Journal of Social and Organizational Analysis, Volume 2, issue 1, Page 1-9.
21. December 2015: "Moderating Role of Performance Appraisal Politics on Transformational Leadership and Job Performance: A Proposed Framework" Published in Journal for Studies in Management and Planning Volume 01 Issue 11, December 2015, Page 676-683.
22. November 2015: "Transactional Leadership and Job Performance: An Empirical Investigation." Published in Sukkur IBA Journal of Management and Business Volume: 2, No.2, October 2015, Page 69-81.
23. September 2015: "Relationship of Cash Conversion Cycle with Firm Size, Working Capital Approaches and Firm's Profitability: A Case of Pakistani Industries.
24. September 2015: "Management for Sustainable Development Goals: Is Public-Private Partnership for Educational Development is Worthwhile in Sindh –Pakistan." Published in

International Journal of Innovative and Development Volume: 4, No. 10, September 2015, Page 271-275.

25. September 2015: “Sustainable Development Goals: End poverty, Food Security and Healthy Lives through Human Resources and Managing Agriculture Productivity (A case of Pakistan).” Published in International Journal of Innovative and Development Volume: 4, No. 10, September 2015, Page 283-289.
26. September 2015: “Sustainable Development Goals through Human Resources Management: Managing Pakistan’s Land Revenue Resources with Challenges and Opportunities” Published in International Journal of Innovative and Development Volume: 4, No. 10, September 2015, Page 276-282.
27. October 2012: “Auto Teller Machine (ATM) Fraud – Case Study of a Commercial Bank in Pakistan.” Published in International Journal of Business and Management Vol. 7, No. 22; October 2012, Page 100-108.
28. September 2012: “Factors Influencing Student’s Enrollment Decisions in Selection of Higher Education Institutions (HEI’S).” Published in Interdisciplinary Journal of Contemporary Research in Business Volume 4, No.5, September 2012, Page 558-568.
29. June 2012: “What does it Take to Succeed in Small Business in Pakistan? The Lessons for Emerging Entrepreneurs” Published in International Journal of Trade, Economics and Finance, Vol. 3, No. 3, June 2012, Page 167-169.
30. January 2011: Paper Published on “Relationship of Cash Conversion Cycle with Firm Size, Working Capital Approaches and Firm’s Profitability: A Case of Pakistani Industries” Pak. j. Eng. technol. sci. Volume 1, No 2, 2011, Page 45-64.

#### **ACADEMIC/PROFESSIONAL MEETING/CONFERENCE PRESENTATIONS**

1. May 2017: Paper Presented on “WWF Green Marketing Strategy and Challenges in Developing Countries: The Case of Pakistan”. In International Conference for Academic Disciplines.
2. August 2016 Paper Presented on “Mediating Role of Work Engagement between Leadership Styles and Job Performance” in 2nd International Conference on Business Management held at Indonesia.
3. July 2016: Paper Presented on “Impact of leader creativity expectations on employee creativity: assessing the mediating and moderating role of creative self-efficacy on 38th IRES International Conference, At Bay View Hotel Singapore.
4. July 2016: Paper Presented on “Impact of leader creativity expectations of employee creativity: assessing the mediating and moderating role of creative self-efficacy at International Conference on Science, Technology and Management (ICSTM) at Singapore.

5. August 2014: Paper Presented on “Mediating Role of Work Engagement between Leadership Styles and Job Performance” in 2nd International Conference on Business Management held at Indonesia.
6. February 2014: Presented Paper: International Business Conference at Sukkur IBA on “The Leadership Styles and Job performance”.
7. December 2012: Paper Presented “Determinants of Excess Cash Holdings and its Impact on Shareholder's Wealth: Empirical Evidence from Pakistan”, South Asian International Conference on Emerging Knowledge Economy in the 21st Century: Challenges and opportunities, December 5-7, 2012 at Pearl Continental Hotel, Bhurban, Murree, Pakistan.
8. January 2011: Paper Presented: “The Legitimacy of Limited Liability in Islam” in SAICON.
9. October 2000: Paper Presented on the Topic “The Role of Information Technology in Business” the Seminar held at Sukkur IBA.
10. March 1998: Paper Presented on the Topic “The Challenges of Competitive Market Environment and its Impact on Business Education” at Sukkur IBA during the Teachers Workshop.

### **RESEARCH REPORTS AND ARTICLES**

1. 1996: Published an Article in Pakistan & Gulf Economist on the Topic “Business Internship”.
2. Dissertation of 15,000 words on “A Study of Marketing and Organizational Changes in the Marketing & Organizational Structure of Allied Bank of Pakistan after Privatization”.
3. Business Internship report on “Functions of Various Divisions of NDFC, Head Office, Karachi.
4. Research Project on Business Opportunities in Interior Sindh, “Rice Bran Research Project” Larkana District.
5. Research Project on “Globalization and its impacts on Poverty in Pakistan”.

\*\*\*