

# Iffat Sabir Chaudhry

Ph.D., SHRM-SCP, CDEI, MBA, BSIT, HDSE

Permanent Address: Portland, Oregon, United States of America

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With over a decade of multidisciplinary experience spanning academia, research, and community engagement across the countries, I bring a unique blend of research excellence, curriculum innovation, and inclusive leadership aligned with the future of responsible higher education. I hold a **Ph.D. in Management from the University of Hull, UK (AACSB and AMBA accredited)**. I am currently pursuing an **Ed.D. in Adult Learning and Higher Education at Oregon State University, USA**.

My professional certifications including: **SHRM Senior Certified Professional (SCP), Certified Global DEI HR Manager (CDEI), and AI for HR**, demonstrate my commitment to bridging education and industry while fostering leadership rooted in empathy and innovation. With over ten years of teaching experience in Organizational Behavior and Human Resource Management, I am deeply committed to delivering impactful instruction and fostering student success. This dedication was recognized with the **Best Teacher Award (Students' Choice) at Abasyn University in 2012**, underscoring my focus on creating meaningful learning experiences.

My vision centers on embedding sustainability and social responsibility into business education. As a **Certified Carbon Literate educator** (PRME & University of Nottingham), I apply climate-conscious principles in both teaching and institutional policy. As **Deputy Dean of the College of Business at Al Ain University (UAE)** and Acting Chair of the Management Department at A'Sharqiyah University (Oman), I have led curriculum reforms that integrate sustainability and ethics into core business and HRM courses. I also launched the **Women Leadership Forum** to foster inclusive leadership pipelines, advancing SDGs 5, 8, and 10.

As a UN-PRME signatory, I have led strategic initiatives that embed the UN Sustainable Development Goals into research, teaching, and community partnerships. My contributions include the 2024 **Youth Talks with UN-PRME** (engaging students across 100+ countries) and mentoring students globally through the **PRME Global Students (PGS)** platform, including students from California and Beijing. My scholarly output includes publications in Scopus, ABDC, ABS, and Web of Science-indexed journals, along with book chapters on topics such as leadership and organizational behaviour, responsible education and sustainability, and entrepreneurship. I advocate for sustainable HR practices through SHRM and academic networks, and build strategic partnerships that link universities and industry.

Beyond academia, I have led consultancy projects including a feasibility study for Pakistan's Leather Technology Institute, stakeholder engagement with the Islamabad Traffic Police, and entrepreneurship research in Oman, one of which earned the **Oman Chamber of Commerce & Industry Award for Best Project in 2016**. I have also delivered faculty training workshops on emotional intelligence, sustainability, and communication in the UAE, Oman, and Indonesia. I am particularly proud of my community engagement efforts, which earned the **Dean's Award for Community Engagement at Al Ain University in 2021**. My initiatives include the Industry-Business Day, Student-Research Day, Internship Fair, International Students Day, and integrating field visits and guest lectures into the curriculum to enhance experiential learning. I am drawn to the commitment of higher education institutions to academic excellence and social impact, and I would welcome the opportunity to contribute through research-led teaching, innovative curriculum development, and inclusive academic leadership.

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## Profile Summary

Faculty member in Organizational Behavior and Human Resource Management with extensive experience in teaching, research, community engagement, and academic administration within higher education institutions; a passionate advocate for inclusive and equity-driven education.

## Qualification & Teaching Capacity

### Awards & Recognition

**Expert, UAE R&D Ecosystem**

UAE Research Map

**Best Community Services Award**

Al Ain University, 2021

**Best Research Award (2<sup>nd</sup>)**

**Chamber of Commerce & Industry**

**Economic Research Award-2016**

A'Sharqiyah University, 2016

**Best Teacher Award**

Abasyn University, 2012

### Courses Taught

Organization Theory & Behavior-DBA

Leadership & Teamwork-MBA

Talent Management-MBA

Managing Diversity-BBA

Strategic HRM-MBA

HR Planning & Staffing-BBA

Performance Management-BBA

Compensation Management -BBA

Human Resource Management-BBA

Organizational Behavior-BBA

Principles of Management-BBA

Strategic Management-MBA

Resources Management-BBA

Organization & Job Design-BBA

Organizational Communication-BBA

Business Communication-BBA

Entrepreneurship-BBA

### Education

**2024-2027 Ed.D. (Adult & Higher Education)**

Oregon State University, United States

**2011-2014 PhD in Management (OB)**

University of Hull, United Kingdom (AACSB & AMBA)

*Thesis title: A Holistic Emotions Measurement Model:*

Using the VSM to Diagnose Workforce Emotions

**2004-2006 Master of Business Administration - GPA 3.60/4**

University of South Asia, Lahore, Pakistan

**1998-2002 BS in Information Systems - GPA 3.40/4**

Preston University, Ajman, United Arab Emirates

**1998-2001 Higher Diploma (Software Engineering) - Distinction**

Aptech Computer Education, Sharjah, United Arab Emirates

**1996-1998 Higher Secondary School Certificate – 3<sup>rd</sup> Position**

Sharjah, UAE

### Professional Certifications

**2024 Carbon Literacy Certificate**

UN-PRME, Nottingham Trent Uni & Swinburne

**2024 Certified Global Diversity, Equity, Inclusion HR Manager**

Chartered Institute of Professional Certifications

**2021 Senior Certified Professional (SCP-SHRM)**

Society for Human Resource Management

**2021 Using Artificial Intelligence for HR**

Future Workplace

**2020 Learning to Teach Online Certificate**

The University of New South Wales

**2020 e-Learning Ecologies**

University of Illinois at Urbana-Champaign

## Work Experience

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### Academic Experience

**09/19**   [Al Ain University, Abu Dhabi, United Arab Emirates](#) (MOHESR Equivalency Available)

**-To**   Deputy Dean, College of Business (AACSB Accredited) – 09/23 – 06/2026

**Date**   Associate Professor, College of Business – 05/22 – 06/2026

Member - Strategic Planning Committee, Accreditation Committee (2020 - To Date)

Member - QA Committee for Academic Affairs (University) (2023 - To Date)

#### **Past Positions**

Program Director (BBA-HRM, Management, Marketing) – 01/23 – 08/23

Assistant Professor, College of Business – 09/19 – 04/22

Chair- Curriculum Committee (2021-2024) & Course File Committee (2019 - 2021)

#### **Deputy Dean (2023-To Date)**

Providing Leadership within the College & overseeing College Planning, Performance, & Quality Management in Teaching, Research, & Community Engagement, aligned with AACSB & CAA.

#### **Major Accomplishments**

Institutional International Accreditation by The Quality Assurance Agency for Higher Education (QAA), UK – **Role:** *QA Committee for Academic Affairs Member*

AACSB Accreditation – **Role:** *Curriculum Committee Chair*

MBA Program Re-Accreditation from the CAA-UAE - **Role:** *Curriculum Committee Chair*

Initiated BBA Curriculum reform following green education principle- **Role:** *Deputy Dean*

Launched Women Leadership Forum – **Role:** *Deputy Dean*

Signed MoUs with 05 Industry Partners – **Role:** *Deputy Dean*

Developed College News Letter – **Role:** *Deputy Dean*

Developed Prospectus & Women Leadership Forum Brochure– **Role:** *Deputy Dean*

College Strategic Plan 2021-2025 – **Role:** *Strategic Plan Committee Member*

Aligned of BBA-HRM Curriculum with Society of HRM – **Role:** *Program Director*

Prepared E-Course Files Templates – **Role:** *Coursefile Committee Chair*

#### **Community Engagement Initiatives taken in College**

Initiated Bi-Annual Industry-Business Day (150+ Industry Representatives invited in 2 years)

Initiated Bi-Annual Student-Research Day (40+ Research Projects presented in 2 years)

Initiated Bi-Annual Internship Fair (40+ Field experiences presented in 2 years)

Added Field Visits as part of Experiential Learning (15+ Field Visits in 2 years)

Added Industry Guest Lectures as part of Learning (10+ Industry Leaders in 2 years)

Hosted 06 Exchange Students from IESEG School of Management, France (in 2 years)

#### **Teaching Undergraduate (BBA) & Post-Graduate (MBA) Courses**

Teach Face-to-Face as well as Online (Real-time) Using MS Teams Platform

Prepare teaching resources, incl. Course Syllabus, Materials, Assessments, Reports on Course Learning Outcomes, & Program Learning Outcomes Achievements.

Prepare E-Course Files for Each Course Assigned.

#### **Member, Strategic Plan Committee (2020-To Date)**

Participate in development of long-term Strategic Plans for the College (2021-2025)

Review & Revise the Plan periodically.

**Member, Quality Assurance Committee for Academic Affairs (University Level) & Academic Accreditation Committee (College Level) (2021-To Date)**

Prepared Self-Evaluation Report for BBA & MBA for re-accreditation.

Prepared the College Reports on a semester-by-semester basis.

Presented the College in External Peer Review Committees (National & International).

**Chair, Curriculum Committee (2021-2024)**

Review the curricula to ensure alignment with the mission & standards (CAA & AACSB).

Recommend quality enhancements for improved faculty-student/student-student engagement.

Coordinate with stakeholders—Advisory Board, QA committee, alumni, faculty, and College leadership—to strengthen program outcomes.

**Student Advising**

Advise and mentor students on course registration each semester.

Provide support to advisees in addressing academic/non-academic issues.

**11/14- A'Sharqiyah University, Ibra, Sultanate of Oman**

**08/17 Assistant Professor & Chair (Acting) of the Management Department**

**College of Business Administration**

**Deputized as Acting Dean: July to Aug'16 & Apr to May'17**

**Taught Undergraduate Courses**

Developed and deployed teaching materials; moderated assessments for peers.

**Chair of Management Dept. (Acting) (2016-2017)**

Prepared program review & specification reports, study plans & course descriptors.

Ensured curriculum delivery and learning outcomes.

Reviewed scholarship applications.

Mentored new Management faculty.

Contributed to MBA program development and other tasks assigned by the Dean.

Led College research activities & authored compliance and strategic reports.

Principal Investigator in COBA-Chamber research project.

Coordinated Internship & Research Program (2014–2017).

**Contributed to Quality Assurance Dept.**

Evaluated curriculum, teaching methods, and materials per QA standards.

Supported KPI data collection.

Developed ADRI reports for OAAA accreditation.

Validated Foundation College program.

Actively engaged in QA activities and cross-college reviews.

**Student Advising & Counselling**

Advised and mentored students on course registration each semester.

Provided career guidance and supported advisees in addressing academic/non-academic issues.

**College Committees Membership**

Chair, College Research & Enterprise Committee

Member, University Academic Board

Member, College Academic Board

Member, College Examination Committee (2015-2017)

Member, Student Affairs Committee

10/12- [Abasyn University Islamabad Campus, Pakistan](#)

10/14 **Assistant Professor / Head of Management Sciences Department  
Coordinator Islamabad Research Forum**

**Teaching Post-Graduate Masters Level Courses**

Preparing Study material, Case studies, Projects, Assignments, Exams, and Handbooks.

**Head, Management Sciences Dept.**

Managed departmental academic and administrative activities, including BBA/MBA program oversight, curriculum and study plan development, class scheduling, faculty hiring and course allocation, student registration, exam and result management.

Represented the campus at expos, seminars, and conferences.

**Coordinator, Islamabad Research Forum**

Managed the Islamabad Research Forum, organizing bi-monthly seminars, workshops, guest lectures, and the annual International Conference on Business & Technology.

**Leading Admission Campaign**

Led the university's biannual admission campaign across Federal and KPK regions.

Overseeing program brochures, prospectus, ads, social media/mobile marketing.

Staff target allocation and supervision.

Managing entrance tests through to offer letters.

**Editing Newsletter**

Compiled and edited the semi-annual newsletter 'Seek', highlighting the university's academic, research, and community engagement achievements.

**Community Engagement Services**

Organized Students Week (semi-annually) with indoor/outdoor competitions.

Led on-campus social cause events (e.g., donations, plantations).

Arranged industrial visits, guest lectures, study tours, and special events (e.g., Women's Day, Earth Day, Labour Day).

**College Committees Membership**

Member, Campus Management Committee

Member, University Disciplinary Committee

Member, Examination Committee

02/12- [IQRA University, Islamabad Campus](#)

09/12 **Assistant Professor – Management Sciences Dept.**

01/10- [Preston University Islamabad, Pakistan](#)

07/11 **Assistant Director External Affairs & Senior Lecturer in Bus. Dept.**

## **Industrial Experience**

06/05- **Bank of Punjab, Main Branch, Lahore, Pakistan**

12/06 **Officer Grade – II**

**Corporate Financing Dept.:**

Handling Small and medium enterprise financing requests, conducting organizational analysis, and reporting on risks involved.

**General Banking:**

Six months of experience in the Foreign Exchange (Forex) Department, encompassing general banking procedures such as account opening, Cheque Clearance, demand drafts, and telegraphic transfers, as well as handling consumer financing inquiries.

**08/04 ATN Modarba Pvt. Ltd, Islamabad, Pakistan**

– **HR Generalist**

**06/05**

Conducting Staffing Need Analysis

Preparing Job Descriptions for Recruitment

Conducting Interviews and managing the selection process

Conducting Orientation of Employees.

## External Research Supervisor / Examiner

**2014-2017 Abasyn University, Islamabad Campus, Pakistan**

Supervising Research Thesis of MS Scholars

**2014-2016 SZABIST Islamabad Campus Pakistan**

Supervising Research Thesis of MS Scholars

## Research & Enterprise

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### Journal Papers

**Chaudhry, I., Khan, Al., ElRefae, G. (2025).** Youth demographics and prosocial values shaping learning priorities: A path to equity-Oriented responsible education. *International Journal of Management Education*, 23 (3), 101230. <https://doi.org/10.1016/j.ijme.2025.101230> [ABDC listed]

**Prasad, N., Chaudhry, I., Pathak, R., Hinojosa, A., Kulkarni, S. & Husain, Z. (2025).** The Impact of AMO-Enhancing High-Performance Work System Perceptions on Employee Turnover Intentions: A Mediation by Affective Commitment. *New Zealand Journal of Employment Relations*. <https://ojs.aut.ac.nz/nzjer/forthcoming/view/index> [ABDC listed]

**Farhan, W., Chaudhry, I., Razmak, J., & El Refae, G. (2025).** Exploring UAE's female leadership styles in the digital era: Motivators and barriers. *International Journal of Economics and Business Research*, 29(1), 1-27. <https://doi.org/10.1504/IJEER.2025.143491> [ABDC listed]

**Zahoor, S., Chaudhry, I., & Yang, S. (2025).** Artificial Intelligence Application and High-Performance Work Systems in the Manufacturing Sector – A Moderated-Mediating Model. *Applied Artificial Intelligence*, 58(1), 1-28. <https://doi.org/10.1007/s10462-024-11013-9> [WoS Indexed].

**Paquibut, R., Suleiman, N., Chaudhry, I., Al Aamri, R., & Almaskari, A. (accepted).** Political Behavior, Organizational Justice, Equity, and Motivation: Towards the Development of an Integrated Perspective. *Int. J. of Business Governance and Ethics*. [ABS Listed]

- Khan, A., **Chaudhry, I.**, Iqbal, J., El Refae, G. (accepted). Artificial Intelligence and Sustainable Human Resource Management: Key Insights from Systematic Literature Review. *Human Behavior and Emerging Technologies*. [WoS Indexed]
- Khan, A., Gigauri, I., Fayyaz, S., Birladeanu, G., **Chaudhry, I.** (2025). Leadership role in the sustainable future of the circular economy: Climate, economy, and environment interplay. *E & M Economics and Management*. <https://doi.org/10.15240/tul/001/2025-5-015> [WoS Indexed]
- Chaudhry, I.** & Espinosa, A. (2024). A Nexus of Affective Events Theory and Viable System Model to Comprehend Affective Work Environment Holistically – An Empirical Investigation. *Journal of Organizational Effectiveness: People and Performance*, 11(4), 1043-1065. <https://doi.org/10.1108/JOEPP-09-2023-0385> [ABDC listed]
- Prasad, N., Pathak, R., **Chaudhry, I.** (2024). Beyond the Counter: Unveiling the Nexus of Workplace Training, Employee Engagement, and Citizenship Behavior in Fijian Retail. *Int. J. of Environment, Workplace and Employment*, 8(1), 71-90. <https://doi.org/10.1504/IJWE.2024.138122> [Scopus Indexed]
- Zheng, H., Ahmad, M., Khan, A., Hanif, N., **Chaudhry, I.** (2024). Tourist Revisit Intention: A focus on service quality, place attachment, and tourist intimacy. *Social Behavior & Personality: An International Journal*, 52(4), 1-11. <https://doi.org/10.2224/sbp.12943> [Scopus Indexed]
- Husain, Z., Dayan, B., & **Chaudhry, I. S.** (2024). Roles of Organizational Flexibility and Organizational Support on Service Innovation via Organizational Learning -A Moderated Mediation Model. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(3), 100367. <https://doi.org/10.1016/j.joitmc.2024.100367> [Scopus Indexed]
- Rasool, S., Shaikh, S., **Chaudhry, I.**, & Tunio, M. (2024). Controversial Disappearance and Unethical Business Practices: A Case of X-Mobile. *Nust Business Review*. <https://doi.org/10.37435/nbr.v6i1.72>
- Farhan, W., **Chaudhry, I.**, Razmak, J., & El Refae, G. (2023). Leaders Behavioral Approach in the Digital Era: Task vs. Relationship. *Journal of Organizational Effectiveness: People and Performance*, 11(1), 135-161. <https://doi.org/10.1108/JOEPP-06-2022-0145> [ABDC listed]
- Chaudhry, I.**, Paquibut, R., & Chabchoub, H. (2023). International Entrepreneurship Intention of Omani Youths: An Empirical Causal Approach. *Small Enterprise Research*, 30(3), 400-432. <https://doi.org/10.1080/13215906.2023.2255578> [ABDC listed]
- Chaudhry, I.**, Sarwary, S., El Rafae, G., & Chabchoub, H. (2023). Time to Revisit Existing Student's Performance Evaluation Approach in Higher Education Sector in a New Era of ChatGPT – A Case Study. *Cogent Education*, 10(1), 2210461. <https://doi.org/10.1080/2331186X.2023.2210461> [Scopus Indexed]
- Qi, R., Khan, A., Basheer, M., Hameed, W., **Chaudhry, I.** (2023). Handling the Mishandling: Resolving the Resource Curse Through Effective Utilization of Available Natural Resources and Claiming Sustainable Development. *Resources Policy*, 87. 104285. <https://doi.org/10.1016/j.resourpol.2023.104285> [ABDC listed]
- Paquibut, R., Legion, M., **Chaudhry, I.**, Islam, A., & Gernal, L. (2022). Development of Sustainable Plastics Waste Management Approach: A Framework based on the Analysis of People's Awareness, Knowledge, Attitude, Skills, and Action (AKASA). *International Journal of Environmental Science and Technology*, 20(9), 10217-10228. <https://link.springer.com/article/10.1007/s13762-022-04675-x> [Scopus Indexed]
- Chaudhry, I.** (2022). Viable System Model – A Tool for Managing Sustainable Development Holistically. *Management & Sustainability: An Arab Review*, 1(1), 50-65. <https://doi.org/10.1108/MSAR-01-2022-0008> [Scopus Indexed]



- Chaudhry, I.,** Paquibut, R., & Tunio, M. (2021). Do Workforce Diversity, Inclusion Practices, & Organizational Characteristics Contribute to Organizational Innovation? Evidence from the U.A.E. *Cogent Business & Management*, 8(1), 1947549. <https://doi.org/10.1080/23311975.2021.1947549> [**Scopus Indexed**]
- Chaudhry, I.,** Paquibut, R., Islam, A. & Chabchoub, H. (2021). Testing the Success of Real-time Online Delivery Channel Adopted by Higher Education Institutions in the United Arab Emirates during the Covid-19 Pandemic. *International Journal of Educational Technology in Higher Education*, 8(1), 48. <https://link.springer.com/article/10.1186/s41239-021-00283-w> [**Scopus Indexed**]
- Tunio, M., **Chaudhry, I.,** Sheikh, S., Jariko, M., & Brahmi, M. (2021). Determinants of the Sustainable Entrepreneurial Engagement of Youth in Developing Country- An empirical evidence from Pakistan. *Sustainability*, 13(14), 7764. <https://doi.org/10.3390/su13147764> [**Scopus Indexed**]
- Ali, L. & **Chaudhry, I.** (2018). Analysis of Seasonal Variation and Forecasting the Output of Beverage Industry: Evidence from Tramo Seats Version of Demetra+ Software Using Data from KPK. *International Journal of Manufacturing Technology and Management*, 32(2), 139-161. <https://doi.org/10.1504/IJMTM.2018.090063>. [**Scopus Indexed**]
- Chaudhry, I.,** Espinosa, A. & Vidgen, R. (2017). What Beer's Theory of Viability (VSM) can offer to the field of Workforce Emotions? *International Journal of Work Organisation and Emotion*, 8(3), 169-184. <https://doi.org/10.1504/IJWOE.2017.088211>. [**ABDC listed**]
- Chaudhry, I.,** Al Rashdi, Z., Al Mashrafi, R., & Al Rashdi, K. (2017). Need Analysis of Public Bus Service in North Sharqiyah Region of Oman. *World Review of Intermodal Transportation Research*, 6(3), 209-229. <https://doi.org/10.1504/WRITR.2017.086236>. [**Scopus Indexed**]
- Chaudhry, I.,** Al Amur, S. & Al Harthy, S., Sultan, N. (2017). Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges. *Middle East Journal of Management*, 4(3), 246-267. <https://doi.org/10.1504/MEJM.2017.086429>. [**WoS Indexed**]
- Chaudhry, I.,** Al-Harthy, A., Al-Shihimi, G., Al Saiti, K., Al Siyabi, M. (2017). Millennials Outlook towards Opportunities and Challenges in Fishing Industry of Muscat Governorate of Oman. *Middle East Journal of Management*, 4(1), 1-21. <https://doi.org/10.1504/MEJM.2017.083706>. [**WoS Indexed**]
- Chaudhry, I.,** & Sarwary, M. (2015). Role of Private and Social Self-Concept in Consumers Purchase Intentions- Pakistan vs. Oman. *Middle East Journal of Management*, 2(4), 312-322. <https://doi.org/10.1504/MEJM.2015.073572>. [**WoS Indexed**]
- Chaudhry, I.** & Paquibut, R. (2021). Women empowerment through micropreneurship in online businesses in the Sultanate of Oman. *Academy of Entrepreneurship Journal*, 27(1), 1-14. [**Scopus Indexed**]
- Paquibut, R., Legion, M., Islam, A., & **Chaudhry, I.** (2021). Framework for Integrating CSR in the Supply Chain to Mitigate Climate Change. *Journal of Legal, Ethical and Regulatory Issues*, 24(1), 1-12. <https://heinonline.org/HOL/LandingPage?handle=hein.journals/jnlolletl24&div=253&id=&page=> [**Scopus Indexed**]
- Chaudhry, I.,** Sarwary, S. & Maurice, G. (2016). One-Window Solution to Technical Skills Development of War-Struck Youth of Northern Region of Pakistan. *International Education and Research Journal*, 2(6), 108-110. <http://ierj.in/journal/index.php/ierj/article/view/344>.



## Under Review

Khan, A., Hanif, N., **Chaudhry, I.**, Yar, S. (accepted). Connecting the Dots: Moving Towards Green HRM to Reach the Destination of Organizational Sustainability. *Journal of Chinese Human Resources Management*. [WoS Indexed]

Khan, A., **Chaudhry, I.**, Fayyaz, S., & Yar, S.. (Under review). Credibility, Emotions, and Sustainability Messages: Strategic Pathways to Sustainable Consumption Choices. *Social Responsibility Journal*.

Zahoor, S., **Chaudhry, I.**, Yang, S. (Under review). The Interplay of AI-Driven High-Performance Work Systems and Human-Centric Enablers: Empowerment, Autonomy, and Digital Literacy. *Asia Pacific Journal of Management*.

Khan, A., Fayyaz, S., Nassani, A., & **Chaudhry, I.** (Under review) Towards Sustainable Consumption: Analyzing the factors contributing towards Green Purchase Attitude and Green Purchase Intention.

Prasad, N., Pathak, R., Kulkarni, S. & **Chaudhry, I.** (Under review). High-Performance Human Resource Practice Perceptions, Job Engagement, and Organizational Citizenship Behavior: A Study of Fijian SME employees. *Management Decision*.

Fayyaz, S., Khan, A., Chaudhry, I., Javaid, S. (Under review). Empowerment in Action: Access to Microcredit and Economic Life Improvement of Womenpreneur, Social Indicators Research.

## Working Papers

**Chaudhry, I.** (xxxx). From Pay to Purpose: Gen Z's Trade-Offs Between Compensation, Culture, and Work Design. Working Papers

**Chaudhry, I., Paquibut, R.** (xxxx). Risk vs. Benefits – Exploring Powerful Catalyst for AI Adoption by Workforce in digital-induced knowledge economy. Working Paper.

**Chaudhry, I.** (xxxx). Work-from-Home Reimagined: Antecedents and Consequences of a New Job Design in the UAE Post-COVID. Working Paper.

**Chaudhry, I.**, Khan, A., & ElRefae, G. (xxxx). Cognitive or Emotional Intelligence: Predictors of Leaders' Sustainable Behavior and Outcome Effectiveness. Working Paper.

**Chaudhry, I.** (xxxx). Gender-based differences in Youths Prosocial Mindsets, Hopes, Worries, and Willingness to Work towards Sustainability. Working Paper.

**Chaudhry, I.**, Al-Aghbari, B., Al-Sadi, H., Al-Shabibi, S. & Al-Maskari, S. (xxxx). Survey on Work-related Cultural Values in Omani Organizations. Working Paper.

## Book / Chapter / Conference Proceedings Publication

**2025** Chaudhry, I. & Tunio, N. M. (in press). Creative Catalysts: How Omani Women Drive Micropreneurship in the Digital Sphere. **Book Chapter** published in 'Gender in Digital Entrepreneurship: Recent Issues in Emerging Countries' | Springer Nature, Singapore | ISBN: In Publication. [Scopus Indexed]

**2025** Chaudhry, I. & Khan, J. (2025). Managing Workforce Emotions Using Systems Approach in Digital Workplace. **Book Chapter** published in 'Humanizing Digital Workplace: Creativity, Innovation, and Leadership in the Age of Technology' | Springer Nature, USA | ISBN: 978-3031769023. <https://link.springer.com/book/9783031769016> [Scopus Indexed]

- 2024** Tunio, N. M., Chaudhry, S. I., Rashid, A. & Gilal, G. F. (2024). Factors Affecting CSR Practices in Entrepreneurship: Case of Female Entrepreneurs in Pakistan. **Book Chapter** published in '*Corporate Social Responsibility, Corporate Governance and Business Ethics in Tourism Management*' pp.37-47 | Emerald Publishing, UK | ISBN: 978-1836087045. <https://doi.org/10.1108/978-1-83608-704-520241003> [**Scopus Indexed**]
- 2022** Tunio, M., Chaudhry, I., Mughal, F., Shaikh, E. (2022). Marketing mode and survival of the entrepreneurial activities of nascent entrepreneurs. **Book Chapter** published in '*Big Data Analytics: Digital Marketing & Decision-Making*' | Roulledge Taylor & Francis, USA | ISBN: 978-1032310442. <https://doi.org/10.1201/9781003307761> [**Scopus Indexed**]
- 2023** **Chaudhry, I.**, Tunio, M., Paquibut, R., & Shwabkhe, A. (2023). Graduates' Perception of Corporate Social Responsibility: An Empirical Evidence from Higher Educational Institutions in Sultanate of Oman. In **Conference Proceedings** of Ahlia CBF International Conference on Business and Technology held on 23-24 March 2022, Bahrain. [https://doi.org/10.1007/978-3-031-08954-1\\_13](https://doi.org/10.1007/978-3-031-08954-1_13) [**Scopus Indexed**]
- 2023** **Chaudhry, I.**, Paquibut, R., & Chabchoub, H. (2023). Factors Influencing Employees Trust in AI and its Adoption at Work Evidence from United Arab Emirates. In **Conference Proceedings** of 23rd International Arab Conference on Information Technology (ACIT) held on 22-24 November, 2022, United Arab Emirates. <https://doi.org/10.1109/ACIT57182.2022.9994226> [**Scopus Indexed**].

## Research Projects / Thesis

- 2016** MS Thesis | Titled 'Role of Private and Social Self-Concept in Consumers Purchase Intentions - Pakistan vs. Oman' | SZABIST Islamabad | Aug '14 – '16.
- 2015** Independent Study: PhD | Titled 'Analysis of Seasonal Variation and Forecasting the Output of Beverage Industry: Evidence from Tramo Seats Version of Demetra+ Software - KPK' | Hamdard University Islamabad | Dec '14 – Apr '15.
- 2013** Independent Study: MS | Titled 'Perception of Users about Converged Services (Combined IT, Telecom & Multi-Media Services) & Factors Affecting its Adoption-Case Study of Pakistani Market' | Abasyn University Islamabad | Mar'12 – Apr '13.

## Conference Activities

### Papers Presented

- 2025** Invited as Panelist in Session on 'From Class to Market: Bridging Innovation and Industry Through Technology and Education' | The International Conference on Business & Technology (ICBT' Cairo, 2025) | Organized by Onsi Sawiris School of Business, The American University in Cairo, Egypt | Sep 29 – Oct 1 (upcoming).
- 2025** Presented 'Designing a Self-Managing Enterprise – Redefining Organizational Management with AI and VSM' | 69<sup>th</sup> Annual Meeting of the International Society for the Systems Sciences-ISSS: Advancing Together: An Invitation for Systemic Collaboration | The University of Birmingham Leadership Institute, United Kingdom | 11-15 July.
- 2025** Presented 'The Viable System Model as a Framework for National Sustainability: Insights from the UAE's Governance Structure' | Metaphorum 2025 Annual Conference on

Collective intelligence, agency and resilience | Alliance Manchester Business School, Manchester, United Kingdom | 3-5 July.

- 2024** Presented 'Influence of Youth's Demographic Diversity & Sustainability Mindset on their Learning Priorities' | In Official Side Event of UN Summit of the Future, titled 'Elevating Youth Voices: Shaping Responsible Leadership for a Sustainable Future' Organized by UN-Principles for Responsible Management Education (PRME), along with Youth Talks and the Higher Education for Good Foundation (HE4G): 20 Sep, 2024 | Held in New York, United States of America.
- 2022** Presented 'Factors Influencing Employees Trust in AI and its Adoption at Work Evidence from United Arab Emirates.' | 23rd International Arab Conference on Information Technology (ACIT) organized by Al Ain University Abu Dhabi in collaboration with IEEE, Association of Arab Universities & IEEE Society: 22-24 November, 2022 | Held in United Arab Emirates.
- 2022** Presented 'Graduates' Perception of Corporate Social Responsibility: An Empirical Evidence from Higher Educational Institutions in Sultanate of Oman.' | Ahlia CBF International Conference on Business and Technology organized Ahlia University Bahrain: 23-24 March, 2022 | Held in Bahrain.
- 2021** Presented 'A Nexus of Viability Theory & Affective Events Theory for Understanding Affective Work Environment Holistically' | 35th EBES Conference organized with Sapienza University of Rome: 7-9 April, 2021 | Held in Rome, Italy.
- 2016** Presented 'Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges' | 7th International Conference on Economics, Finance and Management Outlooks: 15-16, October 2016 | Held in Dubai, United Arab Emirates. **Won Best Paper Award**
- 2015** Presented 'Perceived Effects of Workforce Emotions on Organizational Viability in the Corporate Sector in Pakistan' | Managing Complexity with the Viable Systems Model Conference – 11-14 Nov, 2015 | Held at Centre for Systems Studies, Hull University Business School, United Kingdom.
- 2011** Presented 'Role of Emotions in Management Effectiveness & its Effect on Performance' | Business & Social Science Research Conference – 3rd & 4th Jan | Organized by World Business Institute, Australia | Held in Dubai, United Arab Emirates.
- 2010** Presented 'Empirical Study of Analyzing Organizational Justice and its Effect on employee Performance' | Int'l Conference on Advanced Business Research – Nov 29th to Dec 2nd | Organized by Mendel University, Czech Republic | Held in Ras-Al-Khaimah, United Arab Emirates.
- 2010** Presented 'A Framework for Balancing Risk & Performance in Banking Industry of Pakistan' | 2nd Int'l Conference on Business & Technology – 23rd & 24th Jan | Organized by Emerald & IQRA University | Held in Islamabad, Pakistan

#### **Attended**

- 2025** AACSB Middle East & North Africa Conference | by AACSB, United Arab Emirates | 15-16 January 2025.

- 2024** PRME Global Forum on ‘Accelerating our Common Agenda’ | by Principles of Responsible Management Education-United Nations, 18-19 June 2024 | Part of Responsible Management Education Week 17-21 June.
- 2024** Global Conference Session on ‘The Role of Tolerance and Coexistence in Sustaining Economic Growth and Encouraging Investment’ | by Ministry of Tolerance and Coexistence, United Arab Emirates | 9<sup>th</sup> May 2024.
- 2023** United Nations Climate Change Conference (COP 28) - Blue Zone | by University Climate Network, United Arab Emirates | 5<sup>th</sup> Dec 2023.
- 2020** Chamber Talk on ‘Education as an enabler of economic activity in the context of COVID-19’ | by Abu Dhabi Chamber, United Arab Emirates | 23<sup>rd</sup> June.
- 2016** ‘7th International Conference on Economics, Finance and Management Outlooks’ | Held in Dubai, United Arab Emirates | Chaired the Session of Management, Economics & Innovation | Oct.15 & 16.
- 2014** ‘Conference for Business Schools’ Deans & Directors’ | National Business Education Accreditation Council – HEC Organized by Higher Education Commission, Pakistan | Jan 27 & 28.
- 2014** ‘International Conference on Technology and Business Management-2’ | Int’l Conference on Technology & Business Management– March Organized by Abasyn University | Held in Peshawar, Pakistan | Worked as Conference Secretary | March 26-27.
- 2013** ‘International Conference on Technology and Business Management-1’ | AiCTBM – April Organized by Islamia College Peshawar & Abasyn University | Held in Peshawar, Pakistan | Worked as Conference Secretary | April 3-4.
- 2012** ‘National Research Symposium on Business & Technology’ | Organized by Abasyn University | Held in Islamabad, Pakistan | Worked as Stage Secretary | Nov 15.
- 2011** ‘All Together now: Working Across Disciplines’ | 55th Annual Conference ISSS – July 17 to 22 | Organized by International Society of Systems Sciences | UK
- 2010** ‘Assessing Quality in Higher Education’ | Int’l Conference on Quality in Higher Education- ICAQHE, Dec 6th to 8th | Organized by Higher Education Commission & Punjab University | Held in Lahore, Pakistan.

## Industrial Consultancy Services

- 2024** ‘Youth Talks’ Research Project by Higher Education 4 Good Foundation, partnering United Nations-Principles of Responsible Management Education (UN-PRME) | Researcher | April-Sep 2024. *Impact Story will be available online in 6 weeks time.*
- 2015** Ministry of Commerce & Industry Project to Identify the Problems Faced by Family Entrepreneurial Business in North Sharqiyah Region, Oman, in Collaboration with Ibra College & A’Sharqiyah University | Project Leader | July 2015. **Won 2<sup>nd</sup> Best Project Award in the Chamber of Commerce & Industry Economic Research & Studies Award 2016.**
- 2014** Islamabad Traffic Police Project for the Analysis of the Stakeholders

Perception regarding Police Station Culture, i.e. Officers, Criminals, Witnesses, Accusers, Strategic Partners and Complainants - In Collaboration with Gallop International | Project Leader | Jan 2014.

- 2010** Grant Proposal for Technical Vocational Education in Pakistan to Conduct Research on Vocational Training Needs of Internally Displaced Citizens & Afghan Refugees in Kohat, Pakistan | Project Leader | Feb – Apr. Conducted.
- 2009** Trade Development Authority, Pakistan Project to Conduct Feasibility Study for Establishing Leather Technology Institute in Lahore | Senior Research Associate, Uni. of Veterinary & Animal Sciences, Lahore | Oct – Dec.

## Professional Trainings / Seminars Delivered

- 2024** Delivered Webinar on Influence of Youth's Demographic Diversity & Sustainability Mindset on their Learning Priorities to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Nov 8.
- 2023** Delivered Webinar on Entrepreneurship: From Opportunities to Sustainability to **Graduate Students** of Binawan University, Jakarta, Indonesia | May 9.
- 2021** Delivered Webinar on Managing Workforce Emotions: Comprehending Affective Antecedents at Workplace to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Mar 25.
- 2020** Delivered Training on Learning from Previous Mistakes – Do's & Don'ts of Course File Development to **Faculty Members of College of Business**, Al Ain University, U.A.E. | Oct 8.
- 2016** Delivered Training Workshop on Effective Communication Skills to **HR Professionals of Ibra** Arranged by A'Sharqiyah University, Oman | June 15.
- 2014** Delivered Training on Institutional Management to the **Principals of Technical Vocational Training Institutions** in South Punjab | Organized by National Rural Support Program, European Union & Plan Pakistan | Aug 30.
- 2014** Delivered Personality Development Workshop to **Airmen in Pakistan Air Force in Pakistan Air force Base**, Kohat | May 2: 300 Present & 1000 Viewing Audience.
- 2014** Delivered 3-Days Team Work Training Workshop to **Pakistan Air Force Trainers of Lieutenant to Brigadier General Cadres** | Arranged by Air University, Islamabad Campus | Feb 19-21.
- 2014** Delivered 3-Days Training Workshop on Communication Skills to **Flight Lieutenants from Pakistan Air Force Base, Masroor** - the largest Fighter Squadron Base of Pakistan | Arranged by Air University, Islamabad Campus | Jan 22-25.

## Professional Trainings / Workshops / Seminars Attended

- 2025** Strategic Dialogue on Higher Education & Research Priorities in the UAE | Organized by the Ministry of Higher Education and Scientific Research in collaboration with Times Higher Education | 22 May 2025.
- 2025** Workshop 'Introducing HEIs to the core pillars of the newly developed *Outcomes-Based Evaluation Framework (QEF)* | Organized by Ministry of Higher Education & Scientific

Research and Commission of Academic Accreditation | Hosted by Al Ain University | 18<sup>th</sup> Feb 2025.

- 2025** Webinar on ‘Sustainability skills set - every job is a sustainable business role’ by Sarah Webster, Sustainability Director at Britvic PLC, United Kingdom | Organized by Principles of Responsible Management Education-PRME – UKI Chapter | 16 May 2025.
- 2024** GreenEd in Higher Education Workshop | Organized by the Ministry of Higher Education & Scientific Research and the University of Sharjah | 21 Nov 2024.
- 2024** HE Forum 2024: Data-Driven Governance, Industry Engagement and Financial Sustainability | Organized by Department of Education & Knowledge-ADEK | 21-22 Oct 2024.
- 2024** Webinar on ‘Copyleaks is AI-based plagiarism and AI content detection’ | by Chris, Khalifa University | Organized by Al Ain University | 27<sup>th</sup> Sep 2024.
- 2024** Webinar on ‘Sustainable HR: A New Era in HR Delivery’ | by Tom Raftery, Human Capital Consultant, Dubai | Organized by Informa Connect Academy | 14th Aug 2024.
- 2024** Webinar on ‘Ethics’ | Organized by IMA Abu Dhabi Chapter | 20 Nov.
- 2023** Webinar on ‘How to Publish in High-Impact Factor Journals?’ | by Anthony Di Benedetto, Professor, Temple University, USA | Organized by Al Ain University, UAE | 10th Nov.
- 2023** Webinar on ‘ChatGPT for Educators – 12 Ways to Use ChatGPT for Teaching’ | by Wendy Tietz, Professor, Kent University, USA & Rachel Gambol, Professor, University of Tampa | Organized by AICPA & CIMA | 17th Aug.
- 2023** Webinar on ‘Building a boundary-less team: Supporting work from anywhere!’ | by SHRM MENA & Atlas | 30th May.
- 2021** Webinar on ‘How to publish in High Impact Journals: An Editor Perspective’ | by Prof. Peter Stokes, De Montfort University, United Kingdom & Editor-in-Chief of the International Journal of Organizational Analysis | 25th Feb.
- 2021** Workshop on ‘Multilevel/Hierarchical Models with applications to panel/longitudinal data’ | by Prof. Kilani Ghoudi, United Arab Emirates University, U.A.E. | 4th Feb.
- 2020** Webinar on ‘A Model to integrate Data Analytics into the Accounting Curriculum’ | by Dr Amer Qasim, Vice President Al Ain University, U.A.E. | 24th Sep.
- 2017** Workshop on ‘Teaching Excellence in ASU’ | by Dr. Sam Fenwick, Director, Centre of Language and Foundation Studies, A’Sharqiyah University, Oman.
- 2017** Seminar on ‘Innovation and Disruptive Innovation’ | by Prof. Nabil Sultan, Dean, College of Business Administration, A’Sharqiyah University, Oman.
- 2017** Seminar on ‘Developing Risk Management & Innovation in Universities’ | by Dr. Salim AlHarthi, co-director of Academic Innovation Assistance Program, Sultan Qaboos University, Oman.
- 2016** Seminar on ‘Promulgating Competition Protection & Monopoly Prevention Law’ | by Chamber of Commerce & Industry in Ibra, Oman.
- 2016** Workshop on ‘Mapping LOs to Teaching and Assessment Strategies’ | By Dr. Prof. Fouad Chedid, Deputy Vice Chancellor, A’Sharqiyah University | 19 Nov.

- 2016** Seminar on ‘Entrepreneurial Motivation: A Case Study from Africa’ | by Dr. Emiel Eijdenberg, Vrije University, Amsterdam, Holland | 10 Feb.
- 2016** Guest Lecture on ‘Writing Learning Outcomes for the Course Descriptors’ | by Dr. Hamza Edrees, Professor, Sohar University, Oman | 14<sup>th</sup> Jan.
- 2016** Guest Lecture on ‘Types of Assessments’ | by Dr. Hamza Edrees, Professor, Sohar University, Oman | 15<sup>th</sup> Jan.
- 2014** 5 Days Training Workshop on ‘Training on Peace, Advocacy & Social Entrepreneurship’ | Organized by Pakistan Youth Challenge Advocated-PYCA & hosted by Abasyn University | Mar 12-16.
- 2013** 2 Days Training on ‘Entrepreneurship Skills for Women’ organized by Pakistan-U.S. Alumni Network Islamabad Chapter and U.S. Embassy | hosted by Abasyn University, Islamabad Campus | March 6-7.
- 2013** Talk on ‘Entrepreneurship’ by Yasir Ahmed from NUST | Hosted by Abasyn University, Islamabad Campus | April, 29.
- 2012** ‘Global Entrepreneurship Week (GEW)’ | Islamabad Chamber of Commerce & Industry (ICCI) in collaboration with Center for International Private Enterprise (CIPE) and Kauffman Foundation | 10th-15th Nov.
- 2011** Workshop on ‘Women in Leadership & Management in Higher Education’ | Organized by Association of Common Wealth Universities | 23-30 Jan.
- 2011** Workshop on ‘SPSS’ | Nov | Organized by Business School, University of Hull, United Kingdom.
- 2010** Workshop on ‘Research Data Analysis by using SPSS’ | Aug 6th & 7th | Organized By Management Sciences Department, Preston University, Islamabad, Pakistan.

## Community Engagement: Seminars, Workshops, & Events

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### Organized:

- 2025** Launched Women Leadership Forum and Organized Women Leaders Panel Discussion Including Executive Director-Statistics Centre-AD, Medical Director-Fakeeh Health Group-AD, Leads-BnP Paribas Bank and Etimad Holdings | 4<sup>th</sup> Industry-Business Day | Al Ain University, Abu Dhabi, UAE | Nov 16. <Related to SDG-9>
- 2025** Served as a Mentor in PRME Mentorship Program | Organized by Principles of Responsible Management Education Global Students (PGS) program | Mentees: Jiyue Qian (Shinghai, China) & Destiny Her (California, USA) | May to July. <Related to SDG-17>
- 2025** Led HRM Students’ Groups for Oral Presentations | International Students Research Confluence | Organized by Manipal Academy of Higher Education, Dubai | 13<sup>th</sup> May.
- 2023** Organized Industry-Academia Collaboration Event including Seminars from C-Suite Officers from Paribas Bank, Equity Firm, and Ministry of Human Resource & Emiratization



- | Signed MOUs with Equity Firm and Emirates Driving Company | Al Ain University, Abu Dhabi, UAE | Nov 16. <Related to SDG-9>
- 2022** Organized Guest Lecture on ‘HR Information Systems & Employees Learning and Development’ | Mr. Kim Kiyangi, Cluster Director of Learning & Development, Park Rotana & Park Arjaan, Abu Dhabi, UAE | Nov 23. <Related to SDG-4>
- 2022** Organized Guest Lecture on ‘Using HR Metrics for Effective Talent Management’ | Guest Lecturer: Mr. Zahid Mubarak, SHRM-SCP, SPHRi, GPHR, CEO HR Metrics, President SHRM Forum Pakistan, Member HR Standards Technical Committee ISO Geneva, Member of the Board, The Centre for Global Inclusion USA | Feb 27. <Related to SDG-4>
- 2021** Organized Guest Lecture on ‘Role Model of a Successful Women Leader’ | Guest Lecturer: Dr. Riham Shaban, Program Director, Internal Medicine Residency, University of Massachusetts Medical School – Baystate Medical Center, United States | Nov 21.
- 2021** Organized Guest Lecture ‘Being Agile in Strategy Execution’ | Guest Lecturer: Dr. Firdaus Basbeth, Director of Quality Assurance and Head of MBA Program IPMI International Business School – Jakarta Indonesia | Nov 15.
- 2021** Invited as Session Chair – Track I on Day 1 | International Conference on COVID-19 and its impact on the Business World: 2-3 August, 2021 | Held in Karachi, Pakistan.
- 2021** Invited as Session Discussant - Management II on Day 2 | 36th Eurasia Business & Economics Society Conference: 1-3 July, 2021 | Held in Istanbul, Turkey.
- 2021** Invited as Session Chair - Management I on Day 2 | 35th EBES Conference organized with Sapienza University of Rome: 7-9 April, 2021 | Held in Rome, Italy.
- 2014 & 2013** Lead ‘Tree Plantation Drive’ | Organized by Capital Development Authority, Government of Pakistan | Participated by Abasyn University Students & Faculty | March.
- 2014** Organized ‘1st Convocation’ of Abasyn University | Chief Guest: Mr. Muhammad Baligh Ur Rehman, State Minister for Education, Trainings and Standards in Higher Education | May 29.
- 2014** Organized ‘Graftity Painting Event’ | Sponsored by Warid Telecom Company & hosted by Abasyn University | Feb 24.
- 2014** Organized Seminar on ‘Technological Awareness | Organized by Corvit & hosted by Abasyn University | Feb 04.
- 2013** Organized Seminar on ‘Road Safety Awareness for Bike Riders’ by Mr. Azmat ullah Junejo, Senior Superintendent of Police Islamabad Traffic Police | Hosted by Abasyn University | Dec 20.
- 2013** Organized Seminar on ‘Contribution of Technical Education in Society Development | By Professor Baleegh-ur-Rehman, Federal Minister for Technical Education, Govt. of Pakistan | Hosted by Abasyn University, Islamabad Campus | Dec 12.
- 2013** Organized Seminar on ‘Use of Digital Resources of E-Library USA by Muhammad Umer Farooq, Information, Research and Communication (IRC), Embassy of the United States of America | Hosted by Abasyn University, Islamabad Campus | Feb 28.

- 2013** Organized Seminar on ‘Education for Youth’ by Madam Fauzia Kasuri, Adviser to Chairman, PTI Imran Khan on Overseas Pakistanis and Gender Empowerment | Hosted by Abasyn University, Islamabad Campus | Oct 10.
- 2013** Organized Seminar on ‘EU Accession and its Implications for Sovereignty’ By Dr. Bakre Najmuddin, Islamic International University | Hosted by Abasyn University, Islamabad Campus | Feb 25.
- 2013** Organized One day ‘Drupal Camp’ by Drupak on Web development | Hosted by Abasyn University, Islamabad Campus | Dec 1.
- 2013** Organized Seminar on ‘Social Corporate Responsibility’ | By KORT: Hope for Orphans | Hosted by Abasyn University, Islamabad Campus | Nov 6.
- 2013** Lead ‘Women’s Day Celebration Event’ | Organized by Abasyn University | Mar 8.
- 2012 & 2013** Organized Twice ‘Blood Donation Campaigns’ in Abasyn University | For Thelesemia Patients.
- 2010** Organized Seminar on ‘Role of Entrepreneurship in Emerging Economy of Pakistan’(PIE’10) | Preston University, Islamabad, Pakistan.

## Professional Memberships

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### Member Editorial Review Board

**Journal of Systems Thinking (JoST) ISSN 2767-3847**

University of Hull, United Kingdom

### Professional Memberships

2025 Member, Sustainability Academic Network (Global)

<https://susanhub.com/feeds>

2025 Member, Responsible Research in Business and Management Network

<https://www.rrbm.network/>

2023 Advocate of Principles of Responsible Management Education (PRME) at Al Ain University

<http://www.unprme.org/>

2021 Senior Certified Professional, Society for Human Resource Management (USA)

<http://www.shrm.org/>

2015 Member, Metaphorum Group (UK)

<https://metaphorum.org/>

2017 Member, Consortium for Research on Emotional Intelligence in Organizations

<http://www.eiconsortium.org/members/chaudhry.html>

## Honors and Awards

### Major Accomplishments



Dean's Award – Community Engagement 2020-2021 by Al Ain University, United Arab Emirates



Best Faculty Award 2012-2013 by Abasyn University Islamabad, Pakistan



2nd Best Project Award in Chamber of Commerce & Industry Economic Research & Studies Award 2016, Oman

- 2025** Won the Oregon Graduate Scholarship (2025-2026) on a meritorious record of accomplishment by the College of Education, Oregon State University, USA.
- 2024** Won the University Laurels Block Scholarship (2024-2025) by the College of Education, Oregon State University, USA.
- 2024** Invited to Join as an Expert - R&D Ecosystem by UAE Research Map
- 2021** Dean's Award for Impactful Community Service by Al Ain University
- 2012** Best Faculty of the Year 2012-2013 Award by Abasyn University
- 2016** 2<sup>nd</sup> Best Project Award in Chamber of Commerce & Industry Economic Research & Studies Award 2016 | Remained 2<sup>nd</sup> Out of 40 Projects received from all over country | Project titled 'Opportunities & Challenges faced by the Family-based Entrepreneurial firms in North-Sharqiyah Region'
- 2016** Best Paper Award in Session 3 of 7th International Conference on Economics, Finance and Management Outlooks, 15-16, October 2016, Dubai, United Arab Emirates | Paper titled 'Family-Based Enterprises in North-Sharqiyah Region of Oman: Opportunities and Challenges'.
- 2011** Higher Education Commission Pakistan: Scholarship under IRSIP for doing Ph.D. research in University of Hull, United Kingdom
- 2011** Higher Education Commission Pakistan: Travel Grant for Paper Presentation in Dubai, U.A.E. | Jan 3rd & 4th.
- 2016** A'Sharqiyah University Oman: Travel Grant for Paper Presentation in International Conference, Dubai, U.A.E | Nov.
- 2015** A'Sharqiyah University Oman: Travel Grant for Paper Presentation in University of Hull, United Kingdom | Nov.
- 2010** Preston University Islamabad: Travel Grant for Paper Presentation in Ras-Al-Khaimah, U.A.E. | Nov 29th – Dec 2nd.

<b>2010 &amp; 2011</b>	Teachers Punctuality Award   Winter & Spring Quarters   MBA Evening School, Preston University Islamabad
<b>2010 &amp; 2011</b>	Teachers Efficiency Award   Winter & Spring Quarters   MBA Evening School, Preston University Islamabad
<b>2016</b>	Certificate of Appreciation   Team Leader of Pakistan Cultural Display Program   3 <sup>rd</sup> International Cultural Event 13-15 March   Organized by A'Sharqiyah University Oman.
<b>2010</b>	Certificate of Appreciation   Team Leader of Business Plan Competition   PIE'10 – Dec 10th & 11th   Organized by Preston University Islamabad
<b>2010</b>	Certificate of Appreciation   Team Leader of Painting & Sketching Competition   Fall Fest – Nov 29th – Dec 5th   Organized by Preston University Islamabad
<b>2011</b>	Certificate of Appreciation   Organizing Member of Painting & Sketching Competition   Spring Splash April 12th–18th   Organized by Preston University Islamabad
<b>1996 &amp; 1998</b>	Secured 3rd Position in College in both Higher & Secondary School Examination   Federal Board, Islamabad   Sharjah, UAE

## Employability Skills

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### Languages

Fluent in English and Urdu/Hindi |

IELTS (General) - Overall Band: **7.5** | Listening **7.0** | Reading **8.0** | Writing **7.0** | Speaking **7.5**

### Skills

Resilient, tolerant, and cooperative

Strong leader and collaborative team-builder

Analytical with a research-driven and evidence-based mindset

Open to change, lifelong learning, and new experiences

Inclusive and adaptable in multicultural and interdisciplinary environments

Effective communicator and active listener

Empathetic and emotionally intelligent

Positive, honest, trustworthy, mature, and reliable

Socially responsible and ethically grounded

Advocate of equity, diversity, and inclusive education

System thinker with global awareness and local engagement