CURRICULUM VITAE



Dr. Khawaja Khalid Mehmood

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CAREER OBJECTIVE

To pursue my career in a progressive academic institution where I can put the best of my efforts and knowledge to produce quality research, competent and skilful students, and enable the organization to achieve its strategic targets and mission.

EDUCATION

PhD (Management) 2015.
Universiti Utara Malaysia (Northern University of Malaysia), Sintok, Kedah, Malaysia.
Thesis Title: *Moderating Effect of Corporate Parenting Roles on the Relationship between Product Diversification Strategies and Corporate Performance of Listed Companies on Bursa Malaysia.*

MBA(Marketing) 1998-2000.
Institute of Management Sciences, Bahauddin Zakariya University Multan, Pakistan.
CGPA: 3.17, Percentage Marks: 68%

Bachelor of Arts (Major Subjects: Economics & Psychology) 1996-1998.
Bahauddin Zakariya University Multan, Pakistan.
75.75% marks (606/800).

FSc. (Pre-Engineering) 1994-1996.
Board of Intermediate and Secondary Education Multan, Pakistan.
66.36% marks (730/1100)

Matriculation (with Science subjects) 1992-1994.
Board of Intermediate and Secondary Education Multan, Pakistan.
83.41% marks (709/850).

EXPERIENCE

Possess around 25 years of Teaching and Administrative experience; and more than 10 years of research and Post PhD experience.

TEACHING

Institute of Management Sciences, Bahauddin Zakariya University Multan

- Serving as **Associate Professor of Business Administration** (permanent) since 27-03-2023 to date
- Served as **Assistant Professor of Business Administration** (permanent) since 5-10-2016 to 26-03-2023

- Served as **Lecturer** (permanent); 13-2-2004 to 4-10-2016
- Served as a part-time Lecturer in 2003.

Area of Teaching Expertise:

- Excellent grip on subjects/courses including **Strategic Management, Project Management, Business Research Methods, Human Resource Management, Principles of Management, Strategic Management Research, Research Issues in Management etc.**
- Have taught courses at BBA, MBA, MS/MPhil, as well as PhD levels.

Allama Iqbal Open University (AIOU)

- Became Registered Part-Time Tutor of AIOU in 2001.
- Taught Management courses like Principles of Management, Human Resource Management, Strategic Management and Project Management etc. to graduate/postgraduate classes.

La Salle Higher Secondary School Multan

- Served as a part-time teacher of "Business Studies" from 2002 to 2004 for A-Level.

ADMINISTRATIVE

- **Serving as Coordinator BBA programme w.e.f. 15-10-2015 to date.**
- **Served as Coordinator BBA(Hons) programme from 7-2-2005 to 31-8-2011** (prior to availing ex-Pakistan study leave from 1-9-2011 to 11-6-2015 for pursuing PhD in Malaysia).
- **Worked as Student Advisor & Patron, Executive Club from Jan 2005 to August 2011.** That included organizing curricular activities like seminars, guest lectures, workshops, and training programmes; and co-curricular activities like debate & drama competitions, sports events, excursion trips, game shows, and other student functions. Additionally, it included organizing activities at university level like convocations, job fairs, and other sports events.

PUBLICATIONS

Published Articles:

1. Bukhari, Z. Y., & **Mehmood, K. K.** (2026). Beyond aggregate performance: Examining organizational culture, structure, and innovation strategy through the balanced scorecard for Pakistan's hospitality sector. *Journal of Social Sciences Development, 5*(9), 293-307. https://doi.org/10.59075/jssd.v5i9.435
2. Sher, R., & **Mehmood, K. K.** (2025). An investigation of inclusive leadership's impact on employee creativity in textile firms in Pakistan. *Pakistan Journal of Social Sciences, 45*(4), 289-302. https://doi.org/10.5281/zenodo.17775093
3. **Mehmood, K. K.**, Bukhari, Z. Y., & Kanwal, H. (2025). Mixed signals: Exploring the consistent and unexpected effects of job related factors and intrinsic job satisfaction on CRM capabilities in telecommunication firms. *Review of Applied Management and Social Sciences (RAMSS), 8*(3), 1277-1293. https://doi.org/10.47067/ramss.v8i3.546
4. **Mehmood, K. K.**, & Humayun, M. (2025). The role of sustainable leadership in delivering frugal innovation in Pakistan: A mediated moderation model. *Review of Applied Management and Social Sciences (RAMSS), 8*(2), 711-724. https://doi.org/10.47067/ramss.v8i2.508

5. **Mehmood, K. K.**, Mufti, S., & Abbas, J. (2024). Building Psychological Capital: Role of Perceived Authentic Organization Behavior and Perceived Inclusion. *Review of Education, Administration and Law, 7*(4), 395-411. https://doi.org/10.47067/real.v7i4.392
6. **Mehmood, K. K.**, & Rafiq, M. (2024). The impact of transformational leadership climate on business sustainability and new product development process: Moderating influence of strategic flexibility. *Bulletin of Business and Economics (BBE), 13*(1), 323-331. https://doi.org/10.61506/01.00117
7. **Mehmood, K. K.**, & Husnain, A. (2023). Insights on varying role of entrepreneurial passion as mediator between entrepreneurial marketing factors and entrepreneurial performance. *Journal of Law & Social Studies (JLSS), 5*(4), 606-624. https://doi.org/10.52279/jlss.05.04.606624
8. Ishaque, S., **Mahmood, K. K.**, Luqman, R., & Khakwani, M. S. (2023). Testing the reciprocal relationship between work engagement and job crafting behavior with the mediating role of psychological capital. *Journal of Accounting and Finance in Emerging Economies, 9*(3), 355-368. https://doi.org/10.26710/jafee.v9i3.2773
9. **Mehmood, K. K.**, Masood, S., & Hanaysha, J. R. (2023). A moderated model for the effect of human resource management strategy on organizational outcomes. *Management and Labour Studies, 48*(4), 457-477. https://doi.org/10.1177/0258042X231162269
10. Bukhari, Z. Y., & **Mehmood, K. K.** (2022). The mediating role of effective communication between organization strategy, structure, culture and organization performance. *Review of Education, Administration and Law, 5*(4), 543-557. https://doi.org/10.47067/real.v5i4.289
11. **Mehmood, K. K.**, Mushtaq, M., & Hanaysha, J. R. (2022). Impact of organizational climate, culture, leadership and structure on competitive advantage: Mediating effect of absorptive capacity. *South Asian Journal of Business Studies, 13*(2), 244-261. https://doi.org/10.1108/SAJBS-06-2021-0229
12. Akmal, M., & **Mehmood, K. K.** (2022). The influence of person job fit on innovative work behaviour through intrinsic motivation and creative self-efficacy. *Bulletin of Business and Economics, 11*(2), 331-341. https://doi.org/10.5281/zenodo.6720499
13. **Mehmood, K. K.**, & Hanaysha, J. R. (2022). Impact of corporate social responsibility, green intellectual capital, and green innovation on competitive advantage: Building contingency model. *International Journal of Human Capital and Information Technology Professionals, 13*(1), 1-14. http://doi.org/10.4018/IJHCITP.293232
14. Hanaysha, J. R., & **Mehmood, K. K.** (2022). An exploration of the effect of customer relationship management on organizational performance in the banking sector. *International Journal of Customer Relationship Marketing and Management (IJCRMM), 13*(1), 1-16. http://doi.org/10.4018/IJCRMM.2022010101
15. Ishaque, S. & **Mehmood. K. K.** (2021). Engaged versus workaholic employees job crafting behavior: The moderating role of perceived organization support. *Sustainable Business and Society in Emerging Economies, 3*(4), 591-603. https://doi.org/10.26710/sbsee.v3i4.2092
16. **Mehmood, K. K.** & Saeed, S. (2021). Exploring the nexus between empowering leadership and work engagement through employee resilience during times of Covid 19. *Sustainable Business and Society in Emerging Economies, 3*(3), 375-387. https://doi.org/10.26710/sbsee.v3i3.1961
17. Akmal, M., & **Mehmood, K. K.** (2020). A systematic review of the literature on innovative work behavior. *IBT Journal of Business Studies (IBT-JBS), 16*(2), 84-103. doi: 10.46745/ilma.jbs.2020.16.02.06
18. **Mehmood, K. K.**, Sheikh, N. A., & Batool, F. (2020). Enhancing organizational performance through social media use and knowledge management. *IBT Journal of Business Studies (IBT-JBS), 16*(1), 193-210. doi: 10.46745/ILMA.jbs.2020.161.01

19. **Mehmood, K. K.**, & Abbas, M. M. (2020). Spiritual leadership and commitment: Testing an extended model. *Pakistan Journal of Social Sciences (PJSS), 40*(1), 287-300.
20. **Mehmood, K. K.**, Rasheed, R. & Jaan, J. (2020). How does stakeholders pressure affect organization performance and employee wellbeing? Study of multiple mediating roles. *Journal of Business and Social Review in Emerging Economies, 6*(1), 55-68. doi: 10.26710/jbsee.v6i1.1026
21. **Mehmood, K. K.**, & Afzal, M. A. (2019). Six sigma and absorptive capacity affecting firm innovation and performance. *Pakistan Journal of Social Sciences (PJSS), 39*(4), 1583-1597.
22. **Mehmood, K. K.**, & Zafar, H. (2019). Effect of strategic orientation on competitive advantage: Mediating role of innovation. *Pakistan Journal of Social Sciences (PJSS), 39*(3), 945-957.
23. Zafar, H., & **Mehmood, K. K.** (2019). Innovation as a mediator between innovative culture, transformational leadership, knowledge management, learning orientation, and performance. *Journal of Independent Studies and Research-Management, Social Sciences and Economics, 17*(1), 149-163. doi: 10.31384/jisrmsse/2019.17.1.9
24. Sheikh, N. A., **Mehmood, K. K.**, & Rasool, M. S. (2019). Impact of value added intellectual coefficient on bank performance: Evidence from commercial and Islamic banks in Pakistan. *NUML International Journal of Business & Management, 14*(1), 1-15.
25. **Mehmood, K. K.**, & Jaan, J. (2018). Building a model for studying impact of stakeholder pressure on firm performance through multiple mediating roles. *Pakistan Journal of Social Sciences (PJSS), 38*(2), 513-523.
26. Khalil, S. R., & **Mehmood, K. K.** (2018). Knowledge management, emotional capability, teamwork, and innovativeness: Mediating role of organizational learning. *Review of Economics and Development Studies, 4*(2), 227-235. doi: 10.26710/reads.v4i2.407
27. Sheikh, N. A., **Mehmood, K. K.**, & Kamal, M., (2018). Determinants of corporate cash holdings: Evidence from MNCs in Pakistan. *Review of Economics and Development Studies, 4*(1), 71-78. doi: 10.26710/reads.v4i1.282
28. Nasreen, A., & **Mehmood, K. K.** (2018). Effect of transformational leadership, job design, and human resource practices on job satisfaction of banking staff in Pakistan. *Sukkur IBA Journal of Management and Business, 5*(1), 1-15.
29. Liaquat, M., & **Mehmood, K. K.** (2017). Organization citizenship behavior: Notion of social exchange theory. *Journal of Business and Social Review in Emerging Economies, 3*(2), 237-244. https://doi.org/10.26710/jbsee.v3i2.137
30. **Mehmood, K. K.** (2017). Asset growth and profitability of PLCs in SAARC economies. *Journal of Accounting and Finance in Emerging Economies, 3*(1), 23-36. https://doi.org/10.26710/jafee.v3i1.159
31. Sheikh, N. A., Ahmad, Z., & **Mehmood, K. K.** (2017). Determinants of profitability of modarabas in Pakistan (A shariah-compliant mode of banking & finance). *Pakistan Journal of Islamic Research, 18*(1), 63-71.
32. **Mehmood, K. K.**, & Hafeez, M. H. (2017). Companies' profitability and asset growth within and across ASEAN. *Paradigms: A Research Journal of Commerce, Economics, and Social Sciences, 11*(1), 18-25. doi: 10.24312/paradigms110104
33. **Mehmood, K. K.**, & Hilman, H. (2017). Four decades of academic research on product diversification – performance relationship: Analysis and foresight. *Journal for Global Business Advancement, 10*(1), 43-61. https://doi.org/10.1504/JGBA.2017.081534
34. **Mehmood, K. K.**, Sonia, F., & Umar, A. (2016). Impact of Organic Structure on Competitive Performance of Pharmaceutical Companies in Pakistan: Study of Mediating Roles. *Pakistan Journal of Social Sciences (PJSS), 36*(2), 821-834.

35. **Mehmood, K. K.**, & Hanaysha, J. (2015). The strategic role of hedonic value and utilitarian value in building brand loyalty: Mediating effect of customer satisfaction. *Pakistan Journal of Social Sciences (PJSS), 35*(2), 1025-1036.
36. **Mehmood, K. K.**, & Hilman, H. (2015). Should PLCs diversify into related or unrelated industries? Evidence from Malaysia. *Mediterranean Journal of Social Sciences, 6*(1), 517-528. doi:10.5901/mjss.2015.v6n1s1p517
37. Abdullah, H. H., & **Mehmood, K. K.** (2013). Corporate parent value addition and challenges. *Middle-East Journal of Scientific Research, 15*(11), 1606-1617. doi: 10.5829/idosi.mejsr.2013.15.11.11640
38. Hanaysha, J. R. M., **Khalid, K.**, Nik Mat, N. K., Sarassina, F., Bin Ab Rahman, M. Y., & Bin Zakaria, A. S. (2012). Transformational leadership and job satisfaction. *American Journal of Economics, Special Issue*, 145-148. doi: 10.5923/j.economics.20120001.32
39. **Khalid, K.**, Hilman, H., & Kumar, D. (2012). Get along with quantitative research process. *International Journal of Research in Management, 2*(2), 15-29.

CONFERENCE PRESENTATIONS/PROCEEDINGS

1. Liaquat, M., & Mehmood, K. K. (2017, April). *Organization citizenship behavior: Notion of social exchange theory*. Paper available in conference book of abstracts. Conference titled as 2nd International conference on Economics, Business, and Social Sciences, April 17-18, 2017, Bahauddin Zakariya University, Multan.
2. Mehmood, K. K. (2016, April). *The asset growth and profitability of PLCS in SAARC economies*. Paper presented at 1st International Research Conference on Economics, Business, and Social Sciences, April 12-13, 2016, Penang, Malaysia & BZU, Pakistan. Paper available in conference book of abstracts.
3. Mehmood, K. K., & Hilman, H. (2013, June). *Four decades of academic research on product diversification – performance relationship: Analysis and foresight*. Paper presented/published in the 10th Annual World Congress of the Academy for Global Business Advancement, Bangkok, June 15-17, 10(1), 654-669.

THESIS SUPERVISION

Supervised following MS thesis:

1. *The impact of sustainable leadership on frugal innovation: The mediating role of knowledge management and the moderating effects of market turbulence and collaborative culture.* By Minahil Humayun.
2. *The impact of entrepreneurial marketing factors on entrepreneurial passion and entrepreneurial performance.* By Ali Husnain.
3. *Impact of perceived authentic organization behavior on perceived inclusion and psychological capital among employees under the moderating role of LMX.* By Siddiqa Mufti.
4. *The moderating effect of strategic flexibility on the relationship between transformational leadership and new product development process and business sustainability.* By Mahnoor Rafiq.
5. *The role of empowering leadership in affecting work engagement among teaching staff*. By Shah Bano Saeed.
6. *Impact of human resource management strategy on organizational outcomes: Moderating role of organizational size and organizational age.* By Samra Masood.
7. *The impact of transformational leadership, organizational structure, culture, climate on competitive advantage: Through mediating role of absorptive capacity.* By Mehreen Mushtaq.

8. *Effect of six sigma on innovation and performance*. By Muhammad Arsalan Afzal.
9. *Spiritual leadership, workplace spirituality, and organizational commitment*: *Evidence from Takaful industry of Pakistan.* By Muhammad Mohsin Abbas.
10. *Impact of stakeholder pressure on firm performance and employee well-being: A study of mediating roles.* By Javeria Jaan.
11. *Mediating impact of innovation on relationship between learning orientation, innovative culture, knowledge management, transformational leadership, and performance.* By Hina Zafar.
12. *Mediating role of organisational learning between knowledge management, emotional capability, teamwork, and innovativeness.* By Syeda Rumaisa Khalil.
13. *Impact of transformational leadership, job design, and HR practices on job satisfaction*. By Amira Nasreen.
14. *Social media as a determinant of knowledge management and the impact of knowledge management on organizational performance.* By Farkhandah Batool.

Supervised following PhD thesis:

1. *The impact of employee wellbeing on job crafting behaviour of faculty members in higher education institutions: A moderated mediation model.* PhD Scholar: Sadia Ishaque (Session, 2017) graduated.
2. *Effect of person job fit on innovative work behaviour: A case of serial mediation*. PhD Scholar: Muhammad Akmal (Session, 2017) graduated.
3. *Effect of strategy, structure, and culture on organizational performance: Mediating role of communication*. PhD Scholar: Zaira Yasmin Bukhari (Session, 2017) thesis submitted, viva/voce pending.
4. *Inclusive leadership and employee creativity: Mediating role of leader member exchange and the moderating role of personality traits.* PhD Scholar: Rabia Sher (Session, 2019) thesis submitted, viva/voce pending.

Additionally, I have evaluated research thesis or conducted viva/voce as **External Examiner** for following universities:

1. Air University, Multan Campus
2. NUML-National University of Modern Languages, Multan Campus
3. University of Karachi

WORKSHOPS/TRAININGS ATTENDED

1. Attended two day workshop on "Case Study as a Teaching Methodology", February, 16-17, 2018, Institute of Management Sciences, Bahauddin Zakariya University, Multan.
2. Presented my research idea at the 8th Symposium on Business Postgraduate Research, 28th June, 2012, OYA Graduate School of Business, Universiti Utara Malaysia
3. Participated in seminar titled "Seminar on World Tourism Day, 27th September 2008" by TDCP Pakistan
4. Participated / organized training program titled "Future Challenges for Pakistani Industries", 26th March 2008, by National Productivity Organization.
5. Participated / organized training program titled "Enhancing Quality and Productivity through Interview and Presentation Skills", 22nd March by National Productivity Organization.

MEMBERSHIPS

- Chairman, IMS Committee for Coordination and Facilitation of Accreditation Process for NBEAC.
- Member, IMS Synopsis Evaluation Committee (Management area)
- Research Associate, Center for Sustainability Research and Consultancy (CSRC)
- Editorial Advisory Board Member, Journal of Business and Social Review in Emerging Economies (JBSEE)
- Member, BZU Solarisation Committee
- Member, IMS Examination Committee
- Co-opted Member, Departmental Disciplinary Committee

Has been member of the following committees during 2004-2011:

- Member, IMS Scholarship Committee
- Member, IMS Canteen Committee
- Member, MORA Scholarship Committee (for IMS students)
- Member, Purchase Committee, Bahauddin Zakariya University, Multan.
- Member, Zakariyan Red Crescent Society
- Member, BZU House Allotment Committee
- Member, BZU Convocation, Debate and Seminar Committee
- Member, BZU Selection Committee for Students Applying on Sports Seats

HONOURS/AWARDS

1. Served as an expert in the interview panel for Multan Waste Management Company (MWMC) in December 2018.
2. Worked as Conference Secretary for 3rd International Research Conference on Economics, Business and Social Sciences, December 12-13, 2018, BZU Multan
3. Worked as Conference Secretary for 2nd International Research Conference on Economics, Business and Social Sciences, April 17-18, 2017, BZU Multan
4. Worked as Conference Secretary for 1st International Research Conference on Economics, Business and Social Sciences, April 12-13, 2016, BZU Multan
5. Appointed as Session Chair in 1st International Research Conference on Economics, Business and Social Sciences, April 12-13, 2016, BZU Multan
6. Got nomination for Best PhD Thesis at Universiti Utara Malaysia.
7. Got 4th position in MBA (IMS, BZU) session, 1998-2000.
8. Got 5th position (75.75% marks) in BZU, BA Examinations (1998).

INTERESTS

Reading news & articles, playing badminton/computer games.

REFERENCES

1. Prof. Dr. Muhammad Nauman Abbasi
   Director, Institute of Management Sciences,
   Bahauddin Zakariya University, Multan.
2. Prof. Dr. Muhammad Hassan Bucha

Vice Chancellor, University of Sahiwal and
Ex-Director, Institute of Management Sciences,
Bahauddin Zakariya University, Multan.

3. Prof. Dr. Muhammad Zafarullah
   Ex Pro-Rector, University of Central Punjab, Lahore.
   Ex Vice Chancellor, Bahauddin Zakariya University, Multan.
4. Prof. Dr. Haim Hilman bin Abdullah
   Ex-Vice Chancellor,
   Universiti Utara Malaysia