

Muhammad Haseeb Shakil

Lecturer | Program Head



<https://scholar.google.com/citations?hl=en&user=1STcgfEAAAAJ>



0000-0002-3192-0497



<https://www.linkedin.com/in/haseeb-shakil-848046200>

WORK & TEACHING EXPERIENCE

University of Lahore, Raiwind Road, Lahore, Pakistan

(Feb 2025 to Present)

Lecturer

Lahore Business School

- ❖ Teaching and Research Publications (Academic Role)

Program Manager – BBA (1st Year)

(Dec 2025 to Present)

Lahore Business School

- ❖ Responsible for implementing strategies that support student learning and success
- ❖ Drive a culture of continuous improvement by monitoring program performance, gathering feedback, and implementing changes to enhance the program's quality
- ❖ Contribute to designing, developing, and reviewing the program curriculum, ensuring it aligns with industry standards and student needs.
- ❖ Define and articulate the program's goals and objectives, ensuring they are measurable and aligned with the university's strategic direction.
- ❖ Monitor and evaluate the program's effectiveness, identifying areas for improvement and implementing changes as needed.
- ❖ Ensuring ethical conduct and promoting a culture of integrity within the program

Program Manager – BBA (1st & 2nd Year)

(Mar 2025 to Dec 2025)

Lahore Business School

- ❖ Contribute to designing, developing, and reviewing the program curriculum, ensuring it aligns with industry standards and student needs.
- ❖ Define and articulate the program's goals and objectives, ensuring they are measurable and aligned with the university's strategic direction.
- ❖ Monitor and evaluate the program's effectiveness, identifying areas for improvement and implementing changes as needed.

Malik's Electric & Solars Private Limited, Lahore, Pakistan

(May 2024 to Jan 2025)

Business Operations Consultant

- ❖ Assistance to the Director (Advisor Role)
- ❖ Guide on Maintaining Records of all Financial Transactions (Record Keeping)
- ❖ Streamline the Marketing Campaigns and Communications (Marketing)
- ❖ Ensure Smooth Liaison with Vendors and Stakeholders (Coordination)
- ❖ Audit of Assigning & Monitoring of Site Visits (Controlling)
- ❖ Guide on Arrangement and Management of Resources for Projects (Operations Management)
- ❖ Ensure Ethical Sourcing for Compliance with SDGs (Compliance)

Superior University, Lahore, Pakistan

(Sep 2023 to Dec 2023)

Visiting Lecturer

Faculty of Engineering & Technology

- ❖ Teaching and Research Publications (Academic Role)

Executive Research Operations-ORIC

(Jan 2022 to Dec 2023)

Office of Research, Innovation & Commercialization,

- ❖ Assistance to Director ORIC (Supporting Role)
- ❖ Maintaining Research Records of all departments of the University (Database Management)
- ❖ Check the validity of Research papers in Scopus and their impact factor (Cross checking)
- ❖ Prepare training schedules for all concerned faculties (Planning & Scheduling)
- ❖ Organize and monitor online research training (Organizing and Controlling)
- ❖ Handle communication with registered participants of Online sessions (Communication)
- ❖ Arrange and manage resources for research events (Operations management)

- ❖ Preparing Minutes of Meetings and following up on future agendas (Minutes of Meeting)
 - ❖ Prepare drafts of policies according to the set pattern (Policy Development)
 - ❖ Facilitate Times Higher Education (THE) Impact Ranking Team (Additional Role)
 - ❖ Facilitate Postgraduate Research Management (Additional Role)
 - ❖ Manage the Operations of the Center for Interdisciplinary Research (Additional Role)
- ❑ **Administrative Assistant-ORIC** (July 2021 to Jan 2022)
Office of Research, Innovation & Commercialization,
- ❖ Assistance to Manager Research (Assistance)
 - ❖ Maintaining Research Records of all departments of the University (Database Management)
 - ❖ Check the validity of Research papers in Scopus and their impact factor (Verification)
 - ❖ Prepare training schedules for all departments (Schedule Planning)
 - ❖ Organize and monitor online training (Monitoring and Execution)
 - ❖ Handle communication with registered participants of Online sessions (Communication)
 - ❖ Arrange and manage resources for recognition events (Operations management)
 - ❖ Preparing Minutes of Meetings and following up on future agendas (Minutes of Meeting)
- ❑ **Intern (Entrepreneurship Teaching & Training Program)** (Nov 2020 to June 2021)
Chaudhary Muhammad Akram Center for Entrepreneurship Development (CMACED),
- ❖ Maintaining Records of all allocated individuals (Record Maintenance)
 - ❖ Conduct Feedback from Students and compile Feedback reports (Documentation)
 - ❖ Petty Cash Record Preparation (Compensation & Benefits)
 - ❖ Arrange Resources for different Events and Meetings (Operations Management)
 - ❖ Upload Student's Assessment Record on University Portal (Data Uploading)
 - ❖ Prepare Expense sheets and Project fee Records on Excel Sheet (Financial Records)
- ❑ **Teaching Assistant (Internship)** (Sep 2020 to Nov 2020)
Faculty of Business & Management Sciences
- ❖ Maintain and handled the admissions database in Excel (Record Maintenance)
 - ❖ Prepare result sheets on Microsoft Word (Record Keeping)
 - ❖ Assist in Teaching & Training (Training Associate)
 - ❖ Collect and Arrange Content Material for Sessions (Content Management)

EDUCATION

❖ COMSATS University Islamabad, Lahore Campus.	(Feb 2024 to Present)
❑ Doctor of Philosophy in Management Sciences (PhD) Core Area: Human Resource Management	
❖ COMSATS University Islamabad, Lahore Campus.	(2021 to 2023)
❑ Master of Science in Management Sciences (MSMS) CGPA: 3.40	
❖ Superior University, Raiwind Road, Lahore.	(2016 to 2020)
❑ Becholders in Business Administration (BBA) CGPA: 3.46	
❖ Government College of Science, Wahdat Road, Allama Iqbal Town, Lahore.	(2013 to 2015)
❑ Intermediate in Computer Science (I.C.S) Grades: 57.54%	
❖ Government High School, Kareem Block, Allama Iqbal Town, Lahore.	(2011 to 2013)
❑ Matriculation Grades: 64.19%	

TRAINING & CERTIFICATION

Sr. No.	Title	Date
1.	National Business Education Accreditation Council (NBEAC). ❑ Applying AI and Technology for Enhancing Pedagogical Effectiveness	(29 June 2026 to 30 June 2026)

Sr. No.	Title	Date
2.	University of Central Punjab, Lahore, Pakistan. UCP Business School ☐ Bibliometric Review and Meta-Analysis using R	(08 May 2026)
3.	University of Lahore, Raiwind Road, Lahore. Centre of Data Analytics ☐ Python for Research and Data Analysis	(July 2025 to Aug 2025)

RESEARCH PAPER PUBLICATIONS

Sr. No.	Title	Status
1.	Shakil, M. H., Sajjad, A., Butt, J. M., & Zaman, S., (2026). Examining the nexus between high-commitment work systems and sustainable performance: evidence from the telecommunication sector. <i>Evidence-based HRM: a Global Forum for Empirical Scholarship</i> , Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/EBHRM-05-2025-0222	Published
2.	Shakil, M. H., Butt, J. M., Idrees, R. N., Ehsan, S., Mukarram, M., (2026). Green Finance and Digital Transformation: How Financial Products Drive Sustainability in China. <i>Management & Sustainability: An Arab Review</i> , Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/MSAR-11-2025-0444	Published
3.	Mukarram, M., Shakil, M. H., Butt, J. M., Zaman, S., (2026). Mantra of sustainability, navigating organizational ambidexterity: cultivating intellectual capital to drive competitive advantage and innovation capabilities. <i>International Journal of Innovation Science</i> , Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/IJIS-09-2025-0464	Published
4.	Ahmed, H., Bajwa, S., Shakil, M. H., & Majeed, N., (2026). Mapping the evolution of entrepreneurial survival research (1984–2023): a scientometric study. <i>Journal of Small Business and Enterprise Development</i> , 33(4), 883-913. https://doi.org/10.1108/JSBED-05-2025-0286	Published
5.	Mukarram, M., Shakil, M. H., Ehsan, S., Anees, R. T., & Nordin, N. A., (2025). BALANCING SUSTAINABILITY AND INNOVATION: EXPLORING THE INTERVENTION OF STRATEGIC AMBIDEXTERITY IN PROCESS INNOVATION. <i>International Journal of Business and Society</i> , 26(1), 299-320. https://doi.org/10.33736/ijbs.9564.2025	Published
6.	Ali, F., Idrees, R. N., Shakil, M. H., Zaman, S., & Khalil, J. (2025). Impact assessment of Sehat Sahulat Program: A qualitative study of the government of Pakistan. <i>Quality & Quantity</i> , 60(1), 1369-1389. https://doi.org/10.1007/s11135-025-02317-1	Published
7.	Shakil, M. H., Zuhudi, N. W. B. M., & Idrees, R. N. (2024). Sustainable Entrepreneurship: The Impact of Corporate Size and Innovation on the Integration of Environmental and Social Responsibility in Business Ventures. <i>Journal of Entrepreneurship and Business Venturing</i> , 4(1). https://doi.org/10.56536/jebv.v4i1.100	Published
8.	Shakil, M. H., Mukarram, M., Wilson, R. W., & Tayyab, M. (2024). Educational Enrichment Beyond Academics: Investigating the Impact of Co-curricular Activities on Cognitive Abilities, Motivation, and Managerial Skills in Students. <i>Asia-Pacific Journal of Futures in Education and Society</i> , 3(1), 15–35. https://doi.org/10.58946/apjfes-3.1.P2	Published
9.	Shakil, M. H., Hassan, A., Nadeem, M., & Ul Husnain, M. U. (2024). From classroom to career: The role of education, training, and academic achievement in shaping earning potential in Pakistan. <i>Asia-Pacific Journal of Futures in Education and Society</i> , 3(2), 1–14. https://doi.org/10.58946/apjfes-3.2.P1	Published
10.	Khan, H. M. B. Q., Shakil, M. H., Mahmud Zuhudi, N. W. B., Haider, S. Z., & Nadeem, R. (2024). Freedom of expression in films: A qualitative study exploring challenges and opportunities in Pakistan. <i>SEARCH Journal of Media and Communication Research</i> , 16(2), 17–33. http://search.taylors.edu.my	Published
11.	Hashmi, W.M., Idrees, R.N., Shakil, M.H., Nadeem, R., Haider, S.Z. (2024). Exploring the tenure track system and basic pay scale system of academic professionals working in public universities: a qualitative approach. <i>Quality & Quantity</i> , 58 (4). https://doi.org/10.1007/s11135-024-01960-4	Published

Sr. No.	Title	Status
12.	Yaseen, U., Idrees, R.N., Shakil, M.H. , Haider, S.Z. and Khalil, J. (2024). Influence of academic leadership on organizational commitment of faculty members in private sector universities: mediating role of work engagement. <i>Quality Assurance in Education</i> , 33(1), 17-30. https://doi.org/10.1108/QAE-04-2024-0072	Published
13.	Bilal, A., Ali, S., Shakil, M. H. , Mukarram, M., & Haider, S. Z. (2024). Cultivating Entrepreneurial Minds: Unleashing Potential in Pakistan's Emerging Entrepreneurs Using Structural Equational Modeling. <i>Journal of the Knowledge Economy</i> , 15(4), 19656-19677. https://doi.org/10.1007/s13132-024-01898-w	Published
14.	Zaman, S., Ahmed, H., Shakil, M. H. , Rafiq, M., & Ali, F. (2025). Navigating ambitions: unveiling entrepreneurial intentions in family business through social cognitive theory. <i>Kybernetes</i> , 54(10), 5577-5597. https://doi.org/10.1108/K-12-2023-2543	Published
15.	Yasmeen, R., Sajjad, A., Kiran, H. S., Shakil, M. H. , & Rasheed, Q.- ul- ain. (2024). Empowerment at the Crossroads: Opportunity as a Mediator in the Nexus Between Micro Financial Services and Women's Economic Wellbeing, Moderated by Vulnerability. <i>Journal of Education and Social Studies</i> , 5(1), 114-130. https://doi.org/10.52223/jess.2024.5111	Published
16.	Shakil, M. H. , Idrees, R. N., Ehsan, S., & Anwar, W. (2023). Impact of green human resource management on green creativity in pharmaceutical companies: mediation role of green mindset. <i>Environmental Science and Pollution Research</i> , 30(38), 88481-88494. https://doi.org/10.1007/s11356-023-28626-2	Published
17.	Shakil, M. H. , Mahmud Zuhudi, N. W. B. M., Mukarram, M., Sajjad, A., & Akbar, A. (2023). Exploring the global landscape: How digital communication and advanced technology empower SMEs. <i>SEARCH Journal of Media and Communication Research</i> , 15(2), 133-144. http://search.taylors.edu.my	Published
18.	Shakil, M. H. , Mukarram, M., Hussain, G., Idrees, R. N., & Sajjad, A. (2023). The influence of green human resource management on environmental performance: An empirical study investigated in the pollutant industries of Pakistan. <i>Business Strategy & Development</i> , 7(1), e313. https://doi.org/10.1002/bsd2.313	Published
19.	Rasheed, Q.- ul- ain, Sajjad, A., Shakil, M. H. , & Tayyab, M. (2023). Impact of anti-money laundering on socio-economic growth and entrepreneurial activities in Pakistan. <i>Asian Finance Research Journal (AFRJ)</i> , 5(1). Retrieved from https://journals.uol.edu.pk/afri/article/view/2936	Published
20.	Butt, H., Sajjad, A., Awan, K. Z., & Shakil, M. H. (2023). The Role of Behavioral Factors on Investment Decision Making: Moderating Role of Financial Literacy. <i>Pakistan Journal of Humanities and Social Sciences</i> , 11(4), 4533-4547. https://doi.org/10.52131/pjhss.2023.v11i4.1876	Accepted
20.	Exploring How Board Interlocking Influences Innovation and Firm Performance: A Moderated-Mediation Model of Slack Resources and Gender Diversity	Accepted
21.	Unveiling the Influence of Entrepreneurial Leadership on Employees' Innovative Work Behavior through Knowledge Sharing, Innovation Ambidexterity, and Psychological Safety	Accepted
22.	Fostering Teacher Excellence through Authentic Leadership and Perceived Organizational Support: A Moderated-Mediation Model of Psychological Capital	Under Review (Revisions Submitted)
23.	Strategic Human Resource Management in the Digital Age: Integrating Talent Analytics and Self-Efficacy for Workforce Outcomes	Under Review (Revisions Submitted)
24.	Discovering the Impact of Employee Envy on Career Success in Information Technology Sector: The Role of Employee Engagement and Servant Leadership	Under Review (Revisions In-process)
25.	Examining the Connection Between Diverse HR Practices and Happiness at Work: A Multi-Level Study of the Healthcare Sector of Pakistan	In-process
26.	Unleashing the Influence of AMO-Enhancing Bundles on Job Performance: A Multi-Level Study Investigated in the Manufacturing Sector of Pakistan	In-process

COMSATS University Islamabad, Lahore Campus, Lahore, Pakistan

Research Assistant (Hybrid)

Association of Asian Social Science Research Councils – Funded Project

❖

Data entry and basic screening/cleaning of survey responses, and transcription of interviews/FGDs

❖

Day-to-day coordination, such as consent records, scheduling, respondent communication, and project record-keeping

❖

Light literature support such as helping search and organize academic literature on remote work and well-being (the study is grounded in the Job Demands-Resources and Conservation of Resources frameworks)

❖

Any other project-related tasks assigned by the Principal Investigator for the smooth and timely execution of the project

(Sep 2026 to Present)

BOOK CHAPTERS

Sr. No.	Title	Status
1.	Amjad, F., Shakil, M. H. , Anwer, N., Zaman, S., & Idrees, R. N. (2026). Securing the Digital Frontier: Cybersecurity, AI, and Autonomous Systems in Customs and Border Management. In <i>Digital Transformation, Customs Reform, and Regional Integration for Sustainable Trade Corridors</i> (pp. 273-300). IGI Global Scientific Publishing.	Published
2.	Shakil, M. H. , Amjad, F., Idrees, R. N., & Butt, J. M. (2025). Balancing Exploration and Exploitation in Strategic Alliances: A Knowledge Management Perspective. In <i>Knowledge Creation and Sharing for Social and Economic Development</i> (pp. 247-270). IGI Global Scientific Publishing.	Published
3.	Foncubierta-Rodríguez, M. J., Shakil, M. H. , Holgado-Herrero, M., & Idrees, R. N. (2025). Conflict Management. In <i>International Managerial Skills in Higher Education Institutions</i> (pp. 173-194). IGI Global Scientific Publishing.	Published
4.	Foncubierta-Rodríguez, M. J., Shakil, M. H. , Holgado-Herrero, M., & Idrees, R. N. (2025). Mediation and Negotiation in Conflicts Management. In <i>International Managerial Skills in Higher Education Institutions</i> (pp. 195-206). IGI Global Scientific Publishing.	Published
5.	Shakil, M. H. , Khalil, J., Sajjad, A., Mukarram, M., & Nisar, Q. A. (2024). Strategic Corporate Social Responsibility: A Foundation for Successful Tourism Management. In <i>Corporate Social Responsibility, Corporate Governance and Business Ethics in Tourism Management: A Business Strategy for Sustainable Organizational Performance</i> (pp. 231-249). Emerald Insights.	Published
6.	Reimagining Education Management with Artificial Intelligence for Transforming Talent Acquisition, Engagement, and Workforce Automation	Accepted
7.	Transforming Analytical Business Intelligence and Human Capital Sustainability through Generative AI Integration	Under Review

CASE STUDIES

Sr. No.	Title	Status
1.	Shakil, M. H. , Butt, J. M., & Idrees, R. N. (2025). From fatigue to friction: A case study exploring the negative impact of morning meetings in a third-tier institutional culture. <i>Asia-Pacific Journal of Futures in Education and Society</i> , 4(2), 37–53. https://doi.org/10.58946/apifes-4.2.P3	Published
2.	Analyzing Key Factors Contributing Towards Performance of Public Sector Higher Education Institutions: A Case Study of Institute of Administrative Sciences, Pakistan	Accepted

BLOGS PUBLISHED

❖

Unlocking the Power of Patents: A Comprehensive Guide to Intellectual Property Protection
URL: <https://oric.superior.edu.pk/unlocking-the-power-of-patents-a-comprehensive-guide-to-intellectual-property-protection/>

(December 2023)

❖

A reliable negotiation approach for conflict management
URL: <https://awarepakistan.com/blog/102765/a-reliable-negotiation-approach-for-conflict-management/>

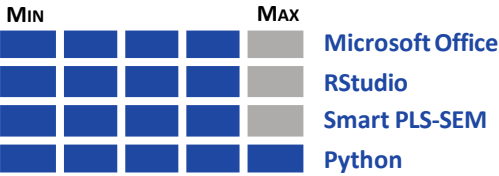
(March 2023)

RESEARCH ACTIVITY EXPERIENCE

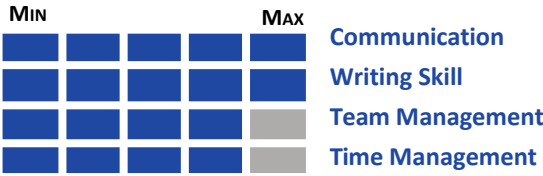
- Xplore International Research Conference – Chapter 6 - Team Lead Security & Discipline - Session Moderator	(21 st – 23 rd of April 2025)
- Research Week 2023 - Team Lead Security & Discipline - Organizer and Operations Control	(21 st – 28 th of October 2023)
2nd Research Week 2022 - Organizer and Operations Control - In-charge of Activity Impact Assessment - Placements of Marketing Material	(1 st – 11 th of December 2022)
- Research Week 2022 - Organizer and Operations Control - Inventory Management and Resource Allocation - Placements of Marketing Material	(3 rd – 7 th of March 2022)
- Continuing Professional Development (CPD) Program - Organizer and Operations Control - Inventory Management and Resource Allocation	(10 th of December 2021)
- National Conference on Community Resilience (NCCR) - Communication In-charge - Organizer and Technical Operations Control	(30 th – 31 st of August 2021)
- Research Recognition Ceremony - Administration In-charge - Organizer and Operations Control	(4 th August 2021)

SKILLS & COMPETENCES

TECHNICAL



INTERPERSONAL



REFERENCES

Dr. Qasim Ali Nisar
Position: Senior Lecturer, School of Business & Law, Central Queensland University, Rockhampton, Australia
Email:

Dr. Sarfraz Zaman
Position: Associate Professor | Head – Career Management Cell, Lahore Business School, Faculty of Management Sciences, The University of Lahore, Raiwind Road, Lahore, Pakistan
Email:

Dr. Rana Nadir Idrees
Position: Associate Professor, Department of Management Sciences, COMSATS University Islamabad, Lahore Campus, Pakistan
Email: rananadir@cuiilahore.edu.pk