

Dr. Muhammad Usman

0346-6176676

Department of Commerce and Management Sciences,
University of Malakand, Chakdara, Dir Lower KPK.
usman@uom.edu.pk



Summary Profile

An academic, a trainer, researcher and an expert in human resource management and organizational behavior having 13 years of experience. Having developed strong skills in Training delivery after Receiving Training from HEC, AIT and LUMS. Delivered trainings, workshops, and seminars at universities and non-



profit organizations.

Education

2012-2016 | **Doctor of Philosophy in Enterprise Management (HRM)**
Wuhan University of Technology, P.R. China.

2008-2010 | **Master of Philosophy in Human Resource Management**
University of Malakand, Pakistan.

2006-2007 | **Master of Business Administration (HRM)**
International Islamic University Pakistan.

2003-2005 | **Bachelor of Business Administration(ITM)**
International Islamic University Pakistan.

Experience

Feb 2018–till date | **Assistant Professor**

Sep 2007–Feb 2018 | **Lecturer**

Apr 2017 –till date | **Manager University Industry Linkages (ORIC)**

University of Malakand | District Dir Lower, Khyber Pakhtunkhwa, Pakistan.

Taught the following subjects at graduate and undergraduate level

- Human Resource Management
- Training and Development
- Organizational Behavior
- Principles of Management
- Recruitment & Selection
- Entrepreneurship
- Career Counseling and Management
- Leadership & Team Management
- Cases in Management

Skills Developed

- Interpersonal Skills (working with colleagues, representatives from other universities and organizations provided me an opportunity to improve my interpersonal skills)
- Communication Skills (While communicating within University and with outside stakeholders, and also while organizing seminars and have been performing as stage host at university's mega events like convocation and national and international conferences)

- Problem Solving Skills
- Proposal Writing (Share an example e.g. had to prepare proposals for different activities.)
- Team working Skills (proved myself as a team player while working in different committees and bodies of the University of Malakand such as Graduate Study Committee and Advanced Studies and Research Board)

Trainings Received

- Certified Trainer of Higher Education Commission of Pakistan on teaching effectiveness (12th MTFPDP).
- Received an advance level training from Asian Institute of Technology Thailand on ensuring training effectiveness.
- Training of Master Trainers under KP Impact Challenge from LUMS.
- Attended a summer school for policymakers, academic leaders and faculty on “leaders in Science and Innovation” at LUMS.

Trainings/seminar/workshops Delivered

- One day seminar on “Assessment and Evaluation” at University of Malakand (Jan,2011)
- 2- Day workshop on “Communication Skills for Teachers” at University of Malakand (Jan, 2011)
- 3-Day Cascading Workshop on “Ensuring Training Effectiveness” at Islamia University of Bahawalpur (Sep, 2011)
- 3-Day Cascading workshop on “Ensuring Training Effectiveness” at Khyber Pakhtunkhwa Agricultural University Peshawar (Jul 4-6, 2012)
- 3-Day Cascading workshop on “Ensuring Training Effectiveness” at Khyber Pakhtunkhwa Agricultural University Peshawar (Jul 9-11, 2012).

Publications

- Muhammad Anwar-ul-Haq, **Muhammad Usman**, Nazar Hussain and Zafar. Entrepreneurial activity in China and Pakistan: A GEM data evidence . Journal of Entrepreneurship in Emerging Economies, 2014, 6(2): 179-193. (Index: Scopus)
- **Muhammad Usman**, Luo Fan and Muhammad Anwar-ul-Haq. An Interpretive Phenomenological Study of Older Entrepreneurs in Pakistan . Mediterranean Journal of Social Sciences, 2016, 7(2): 290-300.
- **Muhammad Usman**, Luo Fan, Muhammad Anwar-ul-HaQ. Political Skill and Career Success: A Review and Directions for Future Research . RISUS- Journal on Innovation and Sustainability, 2016, 7(1): 39-46. (Index: ISI mater list and ESCI)

- Anwar ul Haq, M., Jingdong, Y., **Usman, M.**, Khalid, S. (2018). Factors affecting employee entrepreneurial behavior: mediating role of affective commitment. *Journal of Enterprising Culture*, 26(4), [ISI Indexed].
- Muhammad Anwar-ul-Haq, Shaista Khalid and **Muhammad Usman**. Perceived Organizational Support, Organizational Justice and Employee Entrepreneurial Behavior: Mediating Role of Trust. *Global Management Journal for Academic and Corporate Studies*, 2018, 8(1): 121-129. [HEC Y category].
- Muhammad Anwar-ul-Haq, **Muhammad Usman** and Shaista Khalid. Employee Empowerment, Trust, and Innovative Behavior: Testing a Path Model . *RISUS- Journal on Innovation and Sustainability*, 2018, 9(2): 3-11. (Index: ISI mater list and ESCI)

Presentations/attendance at International Conferences

- **Muhammad Usman**, Luo Fan and Muhammad Anwar-ul-Haq. Political Skill and Career Success: A Review and Directions for Future Research [C], *12th International Conference on Innovation and Management*, China, November 20- 22, **2015** (Index: CPCI)
- Muhammad Anwar-ul-Haq, **Muhammad Usman**, Shaista Khalid. Transformational Leadership and Innovative Behavior: Mediating and Moderating Effects. *Academy of Management Proceedings* Vol. 2018, No.1.
- Participated in the international conference on Business Education and its Context: Points of Convergence & Divergence (4th Deans and Directors Conference organized by National Business Education Accreditation Council, 7-8 Feb, 2017)
- Participated in the international conference on Business Education: Creating Impact with CPEC (5th Deans and Directors Conference organized by National Business Education Accreditation Council, 5-6 Feb, 2018)
- Anwar ul Haq, M., Ahmed, M. A., Khalid, S. and **Muhammad Usman**. (2018). Empowering Leadership and Knowledge Sharing Behavior: Test of A Parallel Mediation Model. Paper presented at 32nd Australian and New Zealand Academy of Management Annual Conference (AZNAM 2018), Auckland New Zealand, Dec 04-07.
- **Muhammad Usman**, and Anwar ul Haq, M. (2018). Political skill and career success: exploring the mediating role of mentoring and moderating role of career adaptability. Paper presented at 32nd Australian and New Zealand Academy of Management Annual Conference (AZNAM 2018), Auckland New Zealand, Dec 04-07.

References

- 1) Dr. Arshad Ali

Chairman
Department of Commerce and Management Sciences
University of Malakand
Contact # 0345-7551314
Email: arshad.ali@uom.edu.pk

- 2) Prof. Dr. Rashid Ahmad
Dean, Faculty of Sciences
University of Malakand
Contact # 0333-5104105
Email: rashmad@gmail.com