

Dr. Waheed Ullah

HEC PROFORMA 9

LECTURER (HUMAN RESOURCE MANAGEMENT)

Department of Management Sciences, The University of Agriculture, Peshawar, Pakistan

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1. PERSONAL INFORMATION

Nationality	Pakistani	Gender	Male
Date of Birth	April 11, 1983	Skype ID	reevescrowe

2. ACADEMIC & PROFESSIONAL EXPERIENCE

Lecturer (HR) — Full Time

2011 – Present

Faculty of Management Sciences, The University of Agriculture, Peshawar, Pakistan

Recruitment Specialist (HR) — Part Time

2020 – Present

Liaison Corporation, Peshawar, Pakistan

Data Research Analyst — Part Time

2020 – Present

Liaison Corporation, Peshawar, Pakistan

3. HONORS & AWARDS

Youth Governor of Khyber Pakhtunkhwa

2012

Appointed by the National Youth Assembly of Pakistan

Senior Minister of Khyber Pakhtunkhwa

2012 – 2013

Appointed under the patronage of the National Youth Assembly of Pakistan

4. PROFESSIONAL MEMBERSHIPS & TRAININGS

Participant, Professional Competency Enhancement Program for Teachers (PCEPT)

2010

National Academy of Higher Education Commission (HEC), Pakistan

Representative for 'Innovation and Ideas'

2012

5th National Creative Leadership Conference, Islamabad

5. GRADUATE STUDENTS SUPERVISED

YEAR	DEGREE	STUDENT NAME	RESEARCH TITLE	ROLE
2020	MS Management	Liaqat Khan	Evaluating the mediating role of strategic change between the relationship of gender diversity in senior management and firm performance in Pakistan	Main Supervisor
2021	MS Management	Muhammad S. Ibrahim	The effect of public policy on the demand for higher education in Pakistan - Case of COVID-19	Main Supervisor
2022	MS Management	Naila Mushtaq	Moderation Effect of Information Network Centrality - the Relationship Between Positive Psychological Capital and Entrepreneurial Hustle	Main Supervisor
2022	MS Management	Shah Khalid	The impact of COVID-19 on foreign remittances - A case study of selected families in Tehsil Batkhela	Main Supervisor
2024	MS Management	Muhammad Imdad Ullah	The interplay of organizational commitment and job satisfaction in fostering organizational citizenship behavior in public settings	Main Supervisor

6. SERVICE ACTIVITY & COMMUNITY OUTREACH

Applied Communications Training

2011

Month-long training course, Institute of Management Sciences, Peshawar

Facilitator — Advanced Instructional Techniques and Assessment (AITA)

2012

Workshop organized by Higher Education Commission (HEC), Peshawar

Team Member, Researcher & Instructor — Youth Empowerment Program

2019 – 2021

Funded by UNDP & Norwegian Ministry of Foreign Affairs

Academic Contributor — Policy Formulation

2021 – Present

Curriculum Design for Climate Change Adaptation across Higher Education Institutes

Faculty Representative — Digital Fest in Freelancing and AI Integration

2025

Three-day event at The University of Agriculture, Peshawar

7. BRIEF STATEMENT OF RESEARCH INTEREST

Experienced academician specializing in Human Resource Management, Organizational Development, and Quality Management Practices in Higher Education. Core research focus centers on leveraging data analytics, predictive modeling, and strategic HR interventions to enhance public administration, institutional governance, and organizational citizenship behavior.

8. PUBLICATIONS

A. Articles Published in Refereed Journals

1. Jehan, N., & Ullah, W. (2010). Correlation between Job Satisfaction and Effectiveness (A Case Study of the University of Agriculture Peshawar, Pakistan). *Pakistan Management Review*, XLVI(1), 29-34.
2. Ullah, W., Jehan, N., Farid, F., & Khan, S. (2013). Employees Performance Appraisal of Mobilink Orascom Using 360-degree Feedback. *Journal of WEI Business and Economics*, 2(1), 41-46.
3. Ullah, W., Durrani, B., & ul Islam, S. (2014). Correlation between Teachers' Self-Efficacy Perceptions and Job Satisfaction Level (A Case Study of the University of Agriculture Peshawar, Pakistan). *Journal of Managerial Sciences*, VIII(2), 228-236.
4. Salman, J., Fahad, S., Alamgeer, K., & Ullah, W. (2015). Workplace Sexual Harassment in Non-Governmental Social and Development Sector A Case Study of District Peshawar, Pakistan. *Peshawar Journal of Psychology and Behavioral Sciences (PJPBS)*, 1(1), 33-45.
5. Ullah, W., Jehan, N., Malik, M. F., & Ali, A. (2017). The Impact of Total Quality Management in Higher Education: A Qualitative Insight of Higher Education in universities. *Journal of Managerial Sciences*, XI(03), 445-458.
6. Ullah, W., Jan, S., Khan, K., & Jehan, N. (2019). ServQual Reborn: Does Faculty Members' Quality Approach Foster Academic Performance? (Case of Eight Local Higher Education Institutes). *City University Research Journal*, 9(3), 513-538.
7. Jehan, N., Iqbal, K., Sadiqa, B. A., Urooge, S., & Ullah, W. (2020). Microfinance and Women Empowerment: A Case Study of Khushali Bank Microfinance Pakistan. *Ilkogretim Online-Elementary Education*, 19(3), 3458-3468. [Scopus](#)
8. Liaqat, A., Ullah, W., Urooge, S., & Jan, M. F. (2020). Evaluating the Mediating Role of Strategic Change in the Relationship of Gender Diversity in Senior Management and Firm Performance in Pakistan. *Stratejik Yönetim Araştırmaları Dergisi*, 3(1), 69-84.
9. Shahid, M., Mehmood, R. K., Anjum, M. N., Khan, S., & Ullah, W. (2021). A Time Series Mechanism of Foreign Direct Investment to the Governance of Pakistan A New Paradigm of Analysis. *Linguistica Antverpiensia*, XI(2), 5100-5121. [Scopus & WoS](#)
10. Ilyas, I., Amir, R. M., Afzal, S., Qamar, T., Alariqi, M., Hafiz Ali, & Ullah, W. (2021). Analysis of the Factors Faced by Female Teachers in Implementing Effective Styles of Teaching in Faisalabad, Punjab, Pakistan. *International Journal of Scientific and Technology Research*, 10(6), 238-243. [Scopus](#)
11. Shah, M. I., Jehan, N., Begum, A., Naheed, G., & Ullah, W. (2021). The Effect Of Public Policy On The Demand For Higher Education In Pakistan: Case Of Covid-19. *Humanities & Social Sciences Reviews*, 9(3), 1623-1631. [Scopus](#)
12. Jehan, N., Iqbal, K., Baig, G. N., & Ullah, W. (2021). Motives behind Moonlighting as Perceived by University Faculty in Khyber Pakhtunkhwa Pakistan. *Linguistica Antverpiensia*, XI(2), 3948–3966. [Scopus & WoS](#)
13. Asghar, M., Ullah, W., Zubair, S., & Shah, S. (2021). Mediating Role of Trust Between the Relationship Of organizational Justice and Job Satisfaction Among The Education Sector of Pakistan. *International Journal of Business and Management Sciences*, 1(3), 35–43. [HJRS-Y](#)
14. Ullah, I., Ahmad, F., Ullah, W., Haider, I., Shah, S. F., & Ali, A. (2021). Organic Fruit Farming: An Empirical Analysis of Consumers' Willingness to Pay in Khyber Pakhtunkhwa Province of Pakistan. *International Journal of Modern Agriculture*, 10(2), 3364–3381. [WoS](#)
15. Irfan, Ali, A., Ullah, W., Ali, A., Suhail, M., Haider, I., & Babar, I. (2021). Estimation of Expenditures, Own and Cross Price Elasticity of Milk in Pakistan. interim *International Journal of Modern Agriculture*, 10(2), 4280–4290. [WoS](#)
16. Mushtaq, N., Ullah, W., & Durrani, Z. (2022). Moderation Effect of Information Network Centrality – The Relationship between Positive Psychological Capital and Entrepreneurial Hustle. *Journal of Management Research*, 8(2), 66-95. [HJRS-Y](#)
17. Khalid, S., Khan, M. I., Majeed, R., & Ullah, W. (2022). The Impact of COVID-19 on Foreign Remittances (A Case Study of Selected Families in Pakistan). *International Journal of Business and Economic Affairs*, 7(1), 60-67. [HJRS-Y](#)
18. Ullah, W., Abbas, M., Wei, L., & Nadeem, A. (2024). Green HRM: A Decadal Examination of Eco-Friendly HR Practices (2007 - 2019). *Pakistan Business Review*, 25(4), 415-449. [HJRS-Y](#)
19. Akbar, A., Ullah, M. I., Ullah, W., & Rafique, T. (2024). The Interplay of Organizational Commitment and Job Satisfaction in Fostering Organizational Citizenship Behavior in Public Settings. *Remittances Review*, 9(1), 2777-2794. [Scopus](#)

20. Mateen, A., Ahmed Khoso, R., Ullah, W., Shakil, M., & Latif, D. A. (2025). Employee Well-Being in Hybrid Work Environments: Balancing Productivity, Preventing Digital Burnout, and Promoting Mental Health in the Era of Remote and Flexible Work. *Inverge Journal of Social Sciences*, 4(4), 67-81. HJRS-Y

B. Papers Published in Refereed Conference Proceedings

1. Ullah, W. (2013, March 14). Performance appraisal using 360-degree feedback. Paper presented at the *International Eurasian Academic Conference* (sponsored by the West East Institute of USA), Antalya, Turkey.

9. RESEARCH GRANTS & CONTRACTS

Youth Empowerment Program

2019 – 2021

Role: Team Member & Researcher | Funded by: UNDP & Norwegian Ministry of Foreign Affairs | Status: Completed