



## **Prof. Shoeb Ahmad - Curriculum Vitae**

(25 years of Experience - Teaching, Research & Corporate)

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### **Contact Address**

PROFESSOR

Dept. of Managerial & Fin. Sciences

Al-Zahra College for Women

Muscat, P.C:111, P.O Box: 3365

Sultanate of Oman

**email:** [shoebahmad09@gmail.com](mailto:shoebahmad09@gmail.com)

**Mobile No:** +968-93282498

Date of Birth: 05/11/1969

Marital Status: Married

Nationality: Indian

**Passport:** Valid Uptill Sep'2029

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### **ACADEMIC ACCOLADES**

- **Ph.D.** - Dept. of Management, Magadh University, India, 1998  
**Dissertation:** "Industrial Process Attributing Employment Opportunities in India"
- **MBA** - Dept. of Management, Patna University, India, 1994  
(Specialisation – Human Resource Management)
- **B.Sc** - Dept. of Mathematics, Patna University, India, 1992

### **RECENT POSITIONS/COMMITTEE CHAIRMANSHIP**

- Department Chairman, Graduate Studies Committee – Post Graduate Department
- Department Chairman, Scientific Research Committee - Managerial and Financial Sciences Department
- Member, Study Plans & Course Curricula Committee - Managerial and Financial Sciences Department
- Member, Central Graduate Studies Committee
- Member, Academic Promotion Committee

### **PROFESSIONAL BODY MEMBERSHIP**

- Professional Life Membership of International Institute of Organized Research Academy(I2OR), India.

- Associate Member of Indian Society for Applied Behavioural Science (ISABS), India.
- Member International Management Development Association (IMDA), USA.
- Senior Member, International Economic Development Research Centre (IEDRC), Honk Kong.
- Member International Society for Development and Sustainability (ISDS), Japan.
- Life time Member of Global Association of Humanities and Social Science Research (GAHSSR), India.
- Erstwhile Member of Ethiopian Economic Association (EEA), Ethiopia.

### **EDITORIAL BOARD MEMBERSHIP**

- Member, Editorial Board: Journal of Humanities and Social Sciences (HSS), New York, USA.
- Member, Editorial Board: International Journal of Current Science Research and Review.
- Member, Editorial Board: International Journal of Advanced Research in Science and Engineering (IJARSE), India
- Member, Editorial Board: International Journal of Management and Humanities (IJMH).
- Member, Editorial Board: Taxila International Journal of Management

### **PROFESSIONAL AWARD**

- Received National Eminent Academic Influencer Award, 2020, International Institute of Organized Research (I2OR) Academy.
- Received Preeminent Researcher Award, 2020, International Institute of Organized Research (I2OR) Academy.

### **COURSES TAUGHT**

- Strategic Human Resources Management (SHRM)
- Employee Training and Development
- Organizational Change & Development
- Organizational Behavior
- Quantitative Method for Decision Making
- Total Quality Management
- Manpower Planning
- International HRM
- International Business
- Strategic Management
- Business Strategy
- Research Methodology
- Managerial Communication
- Leadership
- Operation Management
- Feasibility Study

## RESEARCH SUPERVISION

- Master level Dissertation
- Graduation Projects

## AREA OF INTEREST

Human Resource Management, Quality of Work-life, Organizational Stress, Organizational Culture, Organizational Change & Development, Strategic HRM and Green HRM

## IT SKILLS

- i) Diploma in Computer Application (DCA)
- ii) Business Computing

## ACADEMIC EXPERIENCE:

More than **20 years** of academic experience

### 10. Designation: Professor

**Institution: Al Zahra College for Women (Muscat), Oman**

**Duration:** 27 October 2019 till date

**Responsibilities:** Teaching UG and PG students, administrative responsibilities, Research and member & chair of various academic activities.

### 9. Designation: Professor

**Institution: Institute of Management Studies, P.G Centre, Hyderabad, India**

**Duration:** 10 July 2018 till 05 October 2019.

**Responsibilities:** Teaching, Administrative responsibilities, Conducting research and motivating faculty for research, Upgrading management syllabus/ curriculum from time to time

### 8. Designation: Professor & HoD

**Institution: VIF College of Engineering and Technology, Hyderabad, India**

**Duration:** 02 March 2018 to 05 July 2018.

**Responsibilities:** Teaching, Administrative responsibilities, Research and other academic activities.

### 7. Designation: Professor

**Institution: Arcade Business College, Patna, India**

**Duration:** 01 September 2015 to 30 Sep' 2017.

**Responsibilities:** Teaching, Administrative responsibilities, Research and other academic activities.

### 6. Designation: Associate Professor

**Institution: University of Hail, KSA**

**Duration:** 24 December 2011 to 31 August 2015

**Responsibilities:** Teaching, Research and academic other academic activities

### 5. Designation: Associate Professor

**Institution: Bahir Dar University, Ethiopia**

**Duration:** 28 December 2009 to 31 July 2011

**Responsibilities:** Teaching and research activities

4. **Designation: Associate Professor**  
**Institution: Maulana Azad College of Business Management, India**  
**Duration:** 01 April 2008 to 25 November 2009.  
**Responsibilities:** Teaching and student advising
3. **Designation: Assistant Professor**  
**Institution: Arcade Business College, India**  
**Duration:** 01 July 2003 to 28 March 2008.  
**Responsibilities:** Teaching and research.
2. **Designation: Lecturer**  
**Institution: NetContact Institute of Computer Technology (NICT), India**  
**Duration:** 01 May 1999 to 02 June 2003  
**Responsibilities:** Teaching and counselling

## **INDUSTRIAL EXPERIENCES:**

More than **4.6 years** of Industry experience

1. **Designation: Assistant Manager -HR/Admin**  
**Organization: Galen Technology Pvt Ltd., Delhi**  
With headquarters HQ at California (USA), Galen Technology Solutions, Inc.(GTS) offers diverse services including strategic technology staffing, full-time placement, consulting, outsourcing and garments exports services, etc.  
**Duration:** 19 November 1994 to 12 April 1999  
**Responsibilities:** Managing Recruitment, Selection, Assisting in Manpower Planning, Performance Appraisal, Preparation of Payroll, Looking after the Training & Development and General Administration.

## **PUBLICATIONS**

### **Authored Books**

1. **Ahmad, S.** (2020). *Organizational Behavior: An Effective Management*, New Delhi: Mittal Publications. ISBN – 81-8324-949-3
2. **Ahmad, S.** (2020). *Operations Research*, New Delhi: Renu Publishers/New Delhi Publisher. ISBN – 978-93-85502-80-4
3. **Ahmad, S.** (2019). *Business Communication*, New Delhi: Shipra Publication. ISBN – 978-93-88691-29-1
4. **Ahmad, S.** (2015). *Human Resource Management: In Practice*. New Delhi: Discovery Publishing House. ISBN – 93-5056-714-8
5. **Ahmad, S.** (2011). *New dimensions in Human Resource Management*. New Delhi: Discovery Publishing House. ISBN – 978-81-8356-803-6
6. **Ahmad, S.** (2011). *Technical Change with Human Resource*. New Delhi: Discovery Publishing House. ISBN – 978-81-8356-829-6
7. **Ahmad, S.** (2004). *Human Resources Management & Technical changes*. New Delhi: Kalpaz Publishing House. ISBN – 81-7835-259-1
8. **Ahmad, S.** (2003). *Industrial Growth and Employment in India*. New Delhi: Kalpaz Publishing House. ISBN – 81-7835-218-4

## PUBLISHED ARTICLES/PAPERS

1. **Ahmad, S.** (2021). Motivation & Performance: A Psychological Process. *International Journal of Business & Management Research*, 9(2), 104-112. <https://doi.org/10.37391/IJBMR.090201>
2. **Ahmad, S. Jalagat, R. C. Alulis, I., & Aquino, P. G.** (2021). Benchmarking For Competitive Advantage And Organizational Performance: Proposed Framework. *Vidyabharati International Interdisciplinary Research Journal* 12(1), 67-77. **Web of Science**
3. **Ahmad, S.** (2020). The Corporate Culture and Employees' Performance: An Overview. *Journal of Management and Science*, 10(3), 1-6. <https://doi.org/10.26524/jms.10.1>
4. **Ahmad, S., Jalagat, R. C. Aquino, P. G., & Mirza, A.** (2020). The Interconnectedness of Human Resource Management Practices and Financial Performance of Banks. *Journal of Advance Research Dynamic and Control System*, 12(S8), 697 -707. <https://doi.org/10.5373/JARDCS/V12SP8/20202572> **Scopus Index**
5. **Ahmad, S.** (2020). Leadership Vs Managership: In View of Organizational Success. *Vivekananda Journal of Research*, 9(1), 102-114.
6. **Ahmad, S.** (2019). Human Resource Planning: Effective Performance. *Research Journal of Humanities and Social Sciences*, 10(4), 1120-1124. <https://doi.org/10.5958/2321-5828.2019.00184.0>
7. **Ahmad, S.** (2017). Work Stress and Employees' Performance. *Zenith International Journal of Multidisciplinary Research*, 7(11), 48-57.
8. **Ahmad, S.** (2017). 21st Century Strategies for Manpower Management. *Zenith International Journal of Business Economics and Management Research*, 7(11), 42-52.
9. **Ahmad, S.** (2017). The Co-Relation between QWL and Demographic Factors of Private University Employees in India. *PEOPLE: International Journal of Social Sciences*, 3(2), 286-305. <https://doi.org/10.20319/pijss.2017.32.286305>
10. **Ahmad, S.** (2016). Human Resource Management: An Islamic Perspective. *International Journal of Multidisciplinary Research*, 6(1), 54-57.
11. **Ahmad, S.** (2015). Electronic Human Resource Management: An Overview. *International Journal of Science, Technology & Management*, 4(S1), 79-85. <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.1073.9599&rep=rep1&type=pdf>
12. **Ahmad, S.** (2015). Green Human Resource Management: Policies & Practices. *Cogent Business and Management*, 2(1), 2-13. <https://doi.org/10.1080/23311975.2015.1030817> **Web of Science, Scopus**
13. **Ahmad, S.** (2015). Changing technological scenario in organizations. *Middle East*

*Journal of Management*, 2(2), 1-14. <https://doi.org/10.1504/MEJM.2015.070754>

**Web of Science**

14. **Ahmad, S.** (2014). Technology in Organizations. *International Journal of Research in Business Management*, 2(7), 73-80.
15. **Ahmad, S.** (2014). Team in its contexts: Nature, Structure and Effectiveness. *Middle East Journal of Management*, 1(3), 213-223.  
<https://doi.org/10.1504/MEJM.2014.060529> **Web of Science**
16. **Ahmad, S., & Ahmad, M.** (2013). Economic Growth of Ethiopia. *Radix International Journal of Research in Economics & Business Management*, 2(12), 1-14.
17. **Ahmad, S.** (2013). Teacher Education In Ethiopia: Growth and Development. *African Journal of Teacher Education (AJOTE)*, 3(3), 1-20.  
<https://doi.org/10.21083/ajote.v3i3.2850>
18. **Ahmad, S.** (2013). Paradigms of Quality of Work Life. *Journal of Human Values*, 19(1), 73-82. <https://doi.org/10.1177/0971685812470345> **Web of Science, Scopus**
19. **Ahmad, S.** (2003). Transformation of Human Resources Management in Building up Employment Competence. *Management & Labor Studies*, 28(4), 350-356.  
<https://doi.org/10.1177/0258042X0302800405> **Scopus, ADBC**
20. **Ahmad, S.** (2003). Human Resource Management contributes substantial significant values relating to automatic repetitive manpower operations in the society. *ACCST Research Journal*, 1(2), 65-68.
21. **Ahmad, S.** (2001). Re-designed and Re-oriented Strategies for Development of Third World Societies. *Applied Science Periodical*, 3(4), 220-22.
22. **Ahmad, S., & Sharma, A.** (2000). Regional disparities for employed person in registered factories since 1990-98 A statistical analysis. *Ideal Research Review*, 1(2), 33-35.
23. **Ahmad, S., & Zahir, S.** (2000). Recruitment and Selection Procedure in Public Sector concerned with B.S.E.B. *Ideal Research Review*, 1(2), 26-29.

## SEMINARS

1. **Ahmad, S.** (20 May 2021). 'Participated in Virtual seminar titled: Cultural Determinants of Students' Academic Performance: Evidence from Al-Zahra College for Women.
2. **Ahmad, S.** (26 Sep' 2017). Paper presented 'Towards Sustainable Organisations in 21<sup>st</sup> century' in National Seminar organized by Vanijya Mahavidyalaya, on Importance of Commerce Education in the 21<sup>st</sup> century, Patna University: India.
3. **Ahmad, S.** (07 Sep' 2017). Paper presented on 'Issues in GST' UGC Sponsored National Seminar on GST- A New Era of Tax Regime', organized by Oriental

College Patna: India.

4. **Ahmad, S.** (2016). Delivered lecture on ‘Stress and Work Performance’ in Seminar in the Dept. of Civil Engineering organized by Maulana Azad College of Engineering, Patna: India.
5. **Ahmad, S.** (2015). Delivered lecture in a seminar on 'Stress at Workplace: Issues and Challenges' Organized by S D M School of Management & Information Technology, Patna: India.
6. **Ahmad, S.** (5-6 Mar' 2014). Paper presented on ‘Business Activities and Global Development National Seminar on Relevance of Trading Networks in a Traditional Diaspora: Special Reference to Armenians organized by Dept. of Economics and presented paper, J. N. L. College, Patna: India.
7. **Ahmad, S.** (16-17 Mar' 2012). Paper presented on ‘Education and Culture in India’ in National Seminar Relevance of Educational Thoughts on Maulana Abul Kalam Azad in view of present challenges, organized by Oriental College Patna: India.

## CONFERENCES

1. **Ahmad, S.** (2021). Participated in International Conference on “THE ROLE OF OIL PRICES IN THE FUTURE ECONOMY OF THE GCC REGION” organized by Mazoon College on 25 – 26 May.
2. **Ahmad, S.** (2016). Co-Relation Between QWL and Demographic Factors of Private University Employees in India. The proceedings of the 4th International Conference on Social Science and Humanities (ICSSH), (pp.18 -19). GAHSSR, PAUM Clubhouse (Persatuan Alumni Universiti Malaya), Kuala Lumpur, Malaysia , GICG16053052.
3. **Ahmad, S.** (2016). Paper presented on ‘Human Resource Management: An Islamic Perspective’, International Conference on Economics Commerce and Management held by INAAR in Bangkok: Thailand.
4. **Ahmad, S.** (2015). Electronic Human Resource Management: An Overview. The proceedings of the International Conference on Emerging Trends in Technology, Science and Upcoming Research in Computer Science (PP. 825-831). DAVIM, Faridabad (NCR Delhi), India.
5. **Ahmad, S.** (2011). Participated in 9th International Conference on the Ethiopian Economy, Ethiopian Economic Association, Addis Ababa: Ethiopia.
6. **Ahmad, S.** (1997). Participated in 6th World Environmental Congress, Organized by Indian Institute of Ecology and Environment and International Association of Educators for World Peace, New Delhi: India.

## **WEBINAR**

1. **Ahmad, S.** (27<sup>th</sup> Nov, 2020). Webinar on “How to Maintain Academic Integrity in Distance Learning: Exploring Best Assessment Methods” conducted by Mata Sundri College for Women (University of Delhi): India.
2. **Ahmad, S.** (26<sup>th</sup> Nov, 2020). Webinar on “Mechanisms for Implementing Students’ Practical Session” conducted by Mata Sundri College for Women (University of Delhi): India.
3. **Ahmad, S.** (23<sup>rd</sup> Nov, 2020). Webinar on “How to Handle the Pressure of Online Examination” conducted by Mata Sundri College for Women (University of Delhi): India.
4. **Ahmad, S.** (22<sup>nd</sup> Nov, 2020). Webinar on “Online Teaching-Learning Technologies” conducted by Mata Sundri College for Women (University of Delhi): India.

## **WORKSHOPS**

1. **Ahmad, S.** (2015). Delivered lecture on Android Technology in National Android Workshop organized by Arcade Business College, Patna: India.

(Prof. Shoeb Ahmad)