



Dr. Malik Zeeshan Ahmad (PHD-HRM)

With a strong managerial background in Human Resource Management, Dr. Zeeshan is proficient in dealing with core HR functions at the Head Office of one of Pakistan's leading universities (5500 employees) i.e., COMSATS University Islamabad. He is a veteran in directly assisting the top management in matters related to HRM. Besides achieving a doctorate in HRM, Dr. Zeeshan has further enriched his knowledge by completing various online courses and certifications in Human Resource Management from respected international universities. He is eager to join a global organization that offers opportunities for further career development in the field of HRM.

Key Skills

- HR Policy Development and Compliance
- Recruitment & Selection
- Performance Management
- Employee Relations and Engagement
- Training and Development
- Compensation Management

Education:

Achievement: Throughout first division in academic career

- **Ph.D. – HRM, 2024**
Air University Islamabad, Pakistan
CGPA = 3.50/4
Thesis Title: "Impact of Workplace Ostracism on Instigated Incivility: Mediation of Negative Emotions and Moderating Roles of Narcissism and Perceived Organizational Support"
- **Master of Science - HRM, 2014**
COMSATS Institute of Information Technology, Islamabad, Pakistan
CGPA = 3.41/4
Thesis Title: "Analysis of Recruitment and Selection Practices: A case study of COMSATS Institute of Informational Technology, Pakistan"
- **MBA - HRM, 2009**
COMSATS Institute of Information Technology, Attock Campus, Pakistan
CGPA = 3.16/4

Work Experience (15+ Years)

COMSATS University Islamabad (Ranked # 1 in I.T. and # 4 in General, Nationally)

Achievement: Consistently received Appreciation Letters and Annual Honorarium for Outstanding Performance over 15 years

Assistant Manager – HR (OG-2, Registrar Secretariat)

(July 2023 - Present)

- Contributed to HR strategy development and implementation, driving organizational effectiveness across seven campuses.
- Optimized talent acquisition processes, leading to improved quality and headhunting of 800 PhD faculty members.
- Implemented a performance management system, increasing transparency and accountability in annual reviews.
- Revised HR policies to ensure compliance, reduce legal exposure, and reinforce ethical standards.
- Delivered targeted training for 5,500+ employees, resulting in enhanced performance and leadership capacity.
- Fostered a positive work culture by effectively resolving employee issues, reducing conflict, and boosting retention.

Assistant Manager – HR (OG-1) (July 2012 – June 2023)

Coordination Officer - HR (July 2010 – June 2012)

Personal Assistant (HR Department) (July 2010 – June 2012)

- Played a key role in executing HR strategies, enhancing institutional HR effectiveness.
- Strengthened talent acquisition by contributing to recruitment strategies that improved hiring outcomes.
- Contributed to designing and rolling out a performance management system, improving employee evaluation processes.
- Coordinated the performance appraisal process, including administering evaluation forms, across seven campuses
- Supported training initiatives for 5,000+ employees, advancing skill development and job performance.
- Collaborated with academic and administrative units to address HR challenges and align solutions with institutional goals.
- Enhanced workplace culture by resolving employee concerns and disputes, improving satisfaction and retention levels.

International HR Certifications

(Coursera, Online):

- **Specialization in HRM, HR for People Manager**
University of Minnesota, USA
- **Specialization in Leading, HRM and Leadership**
Macquarie University, Australia
- **Specialization in Recruiting for Diversity and Inclusion** | *University of Western Australia*
- **Diversity and Inclusion for HR Professionals**
University of California, Irvine, USA
- **Hiring Practices**
University of California, Irvine, USA
- **Human Resources Analytics**
University of California, Irvine, USA
- **The Manager's Toolkit: Managing People at Work** | *University of London*
- **Successful Interviewing**
University of Maryland, College Park, USA
- **Assessment, Interviewing and Onboarding**
University of Western Australia
- **Recruiting, Hiring, and Onboarding Employee**
University of Minnesota, USA
- **Human Resources Management Capstone HR for People Managers**
University of Minnesota, USA

Research:

- Zeeshan, M., Batool, N., Raza, M. A., & Mujtaba, B. G. (2024). Workplace ostracism and instigated workplace incivility: A moderated mediation model of narcissism and negative emotions. *Public Organization Review*, 24(1), 53-73.
- Workplace Ostracism as an Antecedent of Workplace Incivility: Mediation of Negative Emotions and Moderating Role of Perceived Organizational Support”, *Business and Economics Research Journal* (Accepted, 2025)
- The nexus of Workplace Ostracism and Incivility among Higher Education Faculty: Investigating the moderating effects of Narcissism and Perceived Organizational Support, *Discover Psychology* (Accepted, 2025)
- Impact of Green Human Resource Management on Green Recovery Performance: A Moderated Mediation, *Public Organization Review*, (Submitted, February 2025)

International Workshop:

- Represented COMSATS University as a facilitator in an International Workshop in Malaysia on “Foresight and Innovation Policy” in May 2018 (organized in collaboration with Islamic Science University, Malaysia)

References:

- **Prof. Dr. Muhammad Zahid Iqbal**
Dean, Faculty of Management Sciences
National University of Modern Languages and Sciences,
Islamabad, Pakistan
Email: mzahidiqbal@numl.edu.pk
- **Prof. Dr. Amir Ishaque**
Chairman, Department of Business Studies,
Air University, Islamabad, Pakistan
Email: amir.ishaque@mail.au.edu.pk
- **Mr. Shahzad Ahmed**
In-Charge, Management,
Registrar Secretariat, COMSATS University Islamabad
Email: shahzad@comsats.edu.pk
- **Mr. Laeeq Hassan Jaswal**
Director, Faculty Development Academy
COMSATS University Islamabad, Pakistan
Email: laeeq_hassan@comsats.edu.pk