

DR. RASHID ALI

HEC - Approved Ph.D. Supervisor in Management Sciences & Business Education

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AWARDS & HONORS

- LIONS CORPORATE EXCELLENCE AWARD
- SST EXCELLENCE AWARD
- PSST EXCELLENCE AWARD
- CHAIRMAN SAAF & IMC (GOVT OF SIND)

IT-BASED INTRODUCTION / ONLINE MEMBERSHIP

N	INSTITUTION	WEBSITE / MEDIA
1	Research Academy ELSEVIER	https://researcheracademy.elsevier.com/profile
2	Chartered Institute Personnel Development (CIPD)	https://community.cipd.co.uk/members/u20221220081308774
3	ResearchSquare	https://www.researchsquare.com/profile
4	Scientific Research	https://papersubmission.scirp.org/person/showUpdateUser
5	Scopus Author	https://www.scopus.com/authid/detail.uri?authorId=57195671624
6	Impactio	https://www.impactio.com/researcher/dr-rashid-ali-shar-baloch
7	WikiEducator	https://wikieducator.org/User:Dr. Rashid Shar Baloch
8	Publons ID	https://publons.com/dashboard/settings/profile/
9	Web of Science Research: ID	J-8982-2017
10	SSRN: ID	3874964
11	ORCID:ID	0000-0001-6996-9686
12	Scopus Author	https://www.scopus.com/authid/detail.uri?authorId=57195671624
13	4TU.ResearchData	https://data.4tu.nl/account/profile
14	WISE QF for Education	https://www.wisummit-virtual.com/profile
15	Semantic Scholar	https://www.semanticscholar.org/me/account/manage
16	Academia	https://independent.academia.edu/BalochRashid
17	Researchgate	https://www.researchgate.net/profile/Dr_Rashid_Baloch
18	LinkedIn: ID	https://www.linkedin.com/in/dr-rashid-ali-baloch-59280b113/
19	Online Learning Consortium	https://my.onlinelearningconsortium.org/OLC/s/#/profile/my_info
20	Skype: ID	@live: rashidsharr 1
21	Google Scholar	https://scholar.google.com.pk/citations?user=OV5ypiEAAA&hl=en
22	QuestionPro.	https://www.questionpro.com/a/showUpgradeUser.do?payment=creditCardUpdate
23	YouTube Tutorials	https://www.youtube.com/channel/UCe2O9hFNnOVQBg7eCISaAa
24	YouTube Courses	https://www.youtube.com/channel/UCFVQPv9gwQboca1AljO_WXA
25	Frontiers	https://loop.frontiersin.org/people/1325244/bio

PERSONAL & PROFESSIONAL ABRIDGEMENT

KEYWORDS	INTERACTIVE LEARNING; DISTANCE LEARNING; CURRICULUM DEVELOPMENT; LESSON PLANNING; FOCUSED; TEACHING METHODOLOGIES; BEHAVIOR ANALYSIS / MANAGEMENT; DISCIPLINE MANAGEMENT/STRATEGIES; INSTRUCTIONAL TECHNOLOGY; GRADING & ASSESSMENTS; ASSOCIATE DEGREES; DIPLOMA DESIGNING, SHORT COURSE; PROGRAMS MAPPING; RECORDED LECTURES; PARENTS INTERACTION; CHARACTER BUILDING; SKILL DEVELOPMENT; POLICY AND MANUAL DRAFTING; ADVOCACY AND LEGAL KNOWLEDGE.		
EDUCATION	Ph.D., M.Phil., MBA, LL.M, MA, LLB, BA, PGDs,	EXPERIENCE	Total: 35 Years As a HOD: 25 Years
QUALIFICATIONS	CHRP; PGD One-year course on Islamic Law and more than 45 other courses	Publications & Certifications	a. 8 books, 21 International Research Publication, (Oct-2022). b. Certified Peer Reviewer, HR Professional. c. In charge IUJM (Indus Journal of Management) Research Journal
IT & ALGORITHM SKILLS	Turnitin; MS: Office; MS: Teams; MS: Visio; IBM: SPSS: Statistics; IBM: SPSS: AMOS; IBM: SPSS: MODELER; Tableau; SmartPLS; Camtasia; ScreenFlow; TETRAD, Snagit, EdrawMax, MindMaster, Zoom, Numbers, Pages, KeyNote, FCPX. etc		

2. EDUCATION & QUALIFICATIONS DETAILS

N	Degree / Course	Year	Major / Department	Position	Subjects / Description
1.	Ph.D.	2015	HRM (<i>Public Administration</i>)	N/A	University of Sindh
2.	M.Phil.	2010	HRM (<i>Public Administration</i>)	3.8 / 4.0	University of Sindh
3.	MBA	2004	HRM	3.7 / 4.0	PIMSAT
4.	LLB	2003	Bachelor of Law	2 nd Class	University of Sindh
5.	MA	1993	Economics	1 st Class	University of Sindh
6.	BA	1990	Economics	2 nd Class	University of Sindh
7.	LLM	2023	Master of Law	2 SEM	University of Karachi
8.	CHRP (HRM)	2007	HRM <i>Certified HR Personnel</i>	1 st Class	NED / PIQC
9.	PGD (Law)	2015	Islamic Law	1 st Class	Islamic University, Islamabad
10.	Diploma	2023	Business Administration	1 st Class	Acumen Academy NovoEd. USA
11.	Diploma	2022	Student Development& Diversity	92%	CPD, Alison Education Academy,
12.	Diploma	2022	Project Management	92%	Haas School of Business. USA
13.	Diploma	2022	Monitoring & Evaluation	94%	Haas School of Business. USA
14.	Course	2023	Promoting Research Excellence	95%	Academy ELSEVIER, Australia

EXPERIENCE (TOTAL 35 YEARS & 25 YEARS AS EXECUTIVE / HOD)

October - Feb - 2022	Chief HR&AO <i>JPCL-Genco 1</i>	Ministry of Energy <i>Government of Pakistan</i>	
Feb - 2022 Sept - 2019	Chairperson <i>Business Administration.</i>	Indus University, Karachi <i>Corporate Law, HRM</i>	
May - 2019 October - 2007	GM – HR & Admin <i>Tando Allahyar</i>	Hasham Group, Karachi <i>Mehran Sugar Mills,</i>	
May, 2019 October, 2007	Administrator <i>Coordinator</i>	Hasham Group <i>TCF & DMS Projects</i>	
October - 2007 February-2006	Manager - HR <i>Karachi</i>	Avari Towers, Karachi <i>Avari Hotels</i>	
October - 2007 Feb - 2005	HRM Instructor <i>Adjunct Faculty</i>	Pakistan Institute Tourism & Hotel Management (PITHM)	
June - 2004 August - 1998	Manager - HR & Admin <i>Tando Allahyar</i>	Mehran Sugar Mills, Karachi <i>TDR & Karachi</i>	
August - 1998 July - 1994.	Supervisor/ Warden <i>Admin / Security</i>	Emirates Airline, Karachi <i>DXB & KHI</i>	

REVIEWER OF INTERNATIONAL JOURNALS

1. Heliyon – Elsevier	9. Int. J. of for Educational and Vocational Guidance
2. Int. J. of Knowledge-Based Development.	10. Int. J. of Business and Emerging Markets.
3. Int. J. of Sustainable Society.	11. Int. J. of Strategic Change Management
4. Int. J. of Knowledge-Based Development.	12. Int. J. of Electronic Marketing and Retailing
5. Int. J. of Management and Enterprise Development	13. Int. J. of Manpower
6. Int. J. of Management in Education	14. Int. J. of Educational Research
7. Int. J. of Business Intelligence and Data Mining	15. Int. J. of Rehabilitation Research
8. Int. J. of Sustainable Society.	16. Int. J. of Learning and Intellectual Capital

INTERNATIONAL / FOREIGN DIPLOMA, COURSES & TRAININGS

Subject	Duration	INSTITUTE/	Venue / Country	
6	ADVOCACY	3 Weeks 6 MDLE	Philanthropy University	Haas School of Business. USA
7	Biological Hazards and Disaster Risk	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
8	Gender equality & Climate Change	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
9	Dine like a Diplomat Business Dress	5 Days	Etiquette House,	Jasmin Dibsi, Dubai
10	Enabling inclusive sharing for SDGs.	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
11	Exploring the policy space & gender..	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
12	From article to Art: Creating visual Abs	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
13	Fundamentals of Project Management	2 Weeks 4 MDLE	Philanthropy University	Haas School of Business. USA
14	How to identify research gaps	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
15	Human Capital Strategy	3 Weeks 5 MDLE	Philanthropy University	Haas School of Business. USA
16	Impact of COVID-19 on HEI	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
17	Make your DATA F.A. I. R	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
18	Marketing and Communications	2 Weeks 4 MDLE	IBM Institute	IBMI Berlin. Germany
19	Planning for Higher Productivity	2 Weeks 4 MDLE	FranklinCovey Co.	Utah, USA
20	Planning for Monitoring and Evaluation	2 Weeks 4 MDLE	Philanthropy University	Haas School of Business. USA
21	Prioritisation within the SDG network	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
22	Promoting Research Excellence...	2 Days	Researcher Academy	ELSEVIER, Australia
23	Research Funders Capacity	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
24	Structuring your article correctly	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
25	Supporting the Global SDGs:	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
26	UN SDGs & Voluntary National Revie..	2 Weeks 4 MDLE	Researcher Academy	ELSEVIER, Australia
27	Introduction to RE Policy 2013		4 Days	AEDB, Islamabad
28	Legal Domestic Enquiry		4 Weeks	Bureau of Labour Publications
29	Awareness of Quality Management System		2 Days	Bureau Veritas (BVQI)
30	ISO 9001:2015 Internal Audit & NCRs		4 Weeks	BVQI, Karachi
31	Best OHS and CSR Practices		2 Days	CPI International, Islamabad
32	Communication Skills		5 Days	EDC Network, Karachi
33	Management Concepts		4 Weeks	EDC Network, Karachi
34	Challenges facing managers in the era of globalization		5 Days	EFP, Karachi
35	Succession Planning Employee Development		2 Days	Employee Federation of Pakistan
36	EPA Self-Monitoring		2 Days	EPA, Directorate, Karachi
37	EOBI & SESSI Provincial Scenario		5 Days	ILO & Ministry of Labour
38	Labour Laws & 18th Amendment		2 Weeks	ILO & Ministry of Labour
39	Management Development Program		4 Weeks	Karachi University
40	Seven New Tools of Quality		4 Weeks	National Productivity Org.
41	Strategic HRM		4 Weeks	PIMS, Karachi
42	Introduction to ISO 9000 & Internal Quality Audit		4 Weeks	Quality Concerns
43	Internal Auditing to Quality Management System		5 Days	SGS, Karachi
44	Managerial Skill Development		2 Weeks	Skill Development Centre
45	Framework for Economic Growth of Pakistan		2 Days	University of Sindh

SPECIALIZATION

- NBEAC, HEC Legal, Accreditation, Inspections and Compliance
- Editing responsibilities of Research Journals
- Curriculum & Associated degrees, Diploma & Short Courses Development
- Distance Learning, Online Learning, Blended Learning, Recorded Lectures.

- Teacher Education; Continuing Professional Development; Executive / Staff Training.
- Research Surveys and Analytics
- Forecasting and Planning, Program / Course mapping.
- Motivational and Inspirational Tao of teaching / Pedagogies
- Management and Administration of Faculty

RESEARCH & PUBLICATIONS

Peer Reviewed Research Articles: *In Thomson Reuters ISI Web of Science, Social Sciences Citation Indexed, SCOPUS, and Journal Citation Report (JCR) Indexed 'Impact Factor' Category is the Highest Ranked Publication.*

1. **Rashid, S. Baloch, (2024)**, “Defections and Democracy: Understanding Their Validation and Effects in Parliamentary and Presidential Contexts”, *Pakistan Journal of Law, Analysis and Wisdom*, Vol.3 (10). pp.13–23. <https://pjlw.com.pk/index.php/Journal/article/view/v3i10-13-23>
2. **Rashid, S. Baloch, (2023)**, “The Metamorphosis of the interrelationship between competitiveness, productivity, and growth within economic realm”, *Challenging Linearity, The Third Annual International Conference of the School of Economics and Social Sciences (SESS), IBA, Karachi, CBERCON 2023*. <https://ir.iba.edu.pk/esdcber/2023/program/3/>.
3. **Baloch, R.S; et al. (2023)**, “Serendipitous consequences of top management team conflict on organization’s decision-making ability”, *Int. J. Work Organisation and Emotion*, Vol. 14, No. 3, pp.225–240. <https://www.inderscienceonline.com/doi/abs/10.1504/IJWOE.2023.132863>
4. **Rashid, S. Baloch (2022)**, “Reinventing conflicts: the role of TMT cognitive conflicts management and retention issues in the organization”, *Int. J. Management Concepts and Philosophy*, Vol. 15, No. 4, 2022, 303-316. <https://www.inderscienceonline.com/doi/abs/10.1504/IJMCP.2022.126687>
5. **Rashid, S. Baloch; et al. (2021)**, “Prevalence of Musculoskeletal Disorder in Casual Workers and Associated Low Intrinsic Motivation: An Empirical Study of Sugar Factories”, *Journal of Ergonomics*, Vol (11) 4. <https://www.longdom.org/open-access/prevalence-of-musculoskeletal-disorder-in-casual-workers-and-associated-low-intrinsic-motivation-an-empirical-study-of-su.pdf>
6. **Rashid, S. Baloch; et al. (2020)**, “Effects of top management team conflict on organization's decision-making ability and executive retention programs”. *Available at SSRN 3655795*. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3655795
7. **Rashid, S. Baloch, et al. (2019)**, "Cost for online education by the student: A study of the Pakistani university, *European Journal of Open, Distance and e-Learning*, Vol. 22 / No.1, 57-67.
8. **Rashid, S. Baloch, et al. (2019)**, "The relationship between emotional intelligence and Performance at workplace and outcomes", *Journal of Managerial Psychology*, Vol. 34 (6). pp.401-412.
9. **Rashid, S. Baloch, et al. (2019)**, " Faculty learning management in distance education in Pakistan: backgrounds and experiences. *International Journal of Open Learning*, 22 (3), 77- 93. <http://journal.ignouonline.ac.in/iojp/index.php/IJOL/article/view/513>
10. **Rashid, S. Baloch, et al. (2019)**, " Difficulties and Stimulus of On-line education for Faculties in a Mega University. *Educational Media International*, 44(4), 217-235.
11. **Rashid, S. Baloch, et al. (2019)**, " Training needs analysis of Faculties’ Online Education: Study of a Private University, Karachi. *Staff and Educational Development International*, 8(2&3), 217-233.
12. **Rashid, S. Baloch; et al. (2019)**, “The influence of psychosocial adjustment factors on team embeddedness at the workplace”. *Int. J. of Management Concepts and Philosophy*; Vol. 12, No. 3, 2019, (312-328). <https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijmcp>.
13. **Rashid, S. Baloch; et al. (2019)**. “The contribution of intellection about selection and recruitment process criterion in student career choice persistency”. *Journal of Counseling & Development*. Vol. No. V, Feb 2019, (p. 121-148).
14. **Rashid, S. Baloch; et al. (2019)**. “Organizational Obscurantism: Synthesizing prosocial lies with interpersonal relationship at workplace”. *Int. J. Work Organization and Emotion*, Vol.10, No2, 2019. (P.162-175). http://www.inderscience.com/accept.php?request=232254_292842

15. **Rashid, S. Baloch; et al. (2018)**, “The role of familial support to the students about selection and recruitment process of their favorite career”. Journal of Career Development – ScholarOne; JCD-2017-0184. <https://mc.manuscriptcentral.com/jcdjournal>.
16. **Rashid, S. Baloch; et al. (2018)**. “Low intrinsic motivation of blue-collar employees as repercussion of the musculoskeletal disorders: An empirical study of sugar factories of Sindh, Pakistan”, Journal of Physiotherapy Vol. No. IV, Oct 2018 (p. 88-102).
17. **Rashid, S. Baloch** and Naimatulla Shah, N. (2017), “Are retirement intentions and behaviours in ageing employees instinctive? An empirical study conducted in sugar factories, from Sindh, Pakistan” Int. J. Work Organization and Emotion, Inderscience Enterprises Ltd. Vol. 8, No. 2, 2017. <http://www.inderscienceonline.com/doi/pdf/10.1504/IJWOE.2017.086419>
18. **Rashid, S. Baloch** and Shah, N. (2014), “The Significance of awareness about selection and recruitment processes in students’ career decision-making”, European Scientific Journal, Vol, 10 (14), No.14 ISSN: 1857 – 7881; p. 536-552 <https://eujournal.org/index.php/esj/article/view/3426>
19. **Rashid, S. Baloch; Shah, N. and Panhwar, K. N. (2014)** “The relationship of slack resources with subjective wellbeing at work: empirical study of sugar mills from Pakistan”; International Strategic Management Review 2 (2014) 89–97, ELSEVIER <http://www.sciencedirect.com/science/article/pii/S2306774814000192>
20. **Rashid, S. Baloch (2014)**. “Aging Employees’ Retirement Perceptions, Intentions and behaviors”. Published in proceedings of Pakistan Society of sugar technologists (PSST) annual convention in Lahore proceedings.
21. **Rashid, S. Baloch (2013)**, “Talent retention approaches are only determinant for the capacity improvement in Pakistan sugar industry”. International Journal of Management Education Vol.2, (p.114-131) ISSN:1472-8117, <http://www.sciencedirect.com/journal/article/doi/pdf/10.1011/IJME.2013.086419>
22. **Rashid, S. Baloch (2012)**, “The impact of Superordinate’s commitment on subordinate performance”. Published in proceedings of Pakistan Society of sugar technologists (PSST) annual convention in Karachi proceedings.

Published in Pakistani Journal

23. **Rashid, S. Baloch and Yasmeen Z. J (2011)** “Career development within SIKa perspective, case study of Sindh, Pakistan”. Grass Roots, Vol. No. XLIV, December 2011(p. 61-78). <https://sujo.usindh.edu.pk/index.php/Grassroots/article/view/3017>.

BOOKS

1. **Rashid, S. Baloch (2023)**, HRM in Public Administration, ISBN # 978-969-8920-06-7
2. **Rashid, S. Baloch (2020)**, “Business and Corporate law at a glance”, ISBN # 978 - 969 - 8920 - 2.
3. **Rashid, S. Baloch (2007)**, “Tarraqi wa Nazm-e-Insani Wasaeel”, ISBN # 978 - 969 - 8920 - 00 - 5.
(First book ever written in URDU language on Business Administration / Management).
4. **Rashid, S. Baloch (2009)**, “The Industrial Referee” 0092-42-7355323. ISBN# 978 - 969 - 8920 - 01 - 2.
5. **Rashid, S. Baloch (2020)**, Managing and organizing Human performance at Healthcare and Hospitality sectors”, ISBN # 978 - 969 - 8920 - 02 -9.
6. **Rashid, S. Baloch (2022)**, “Sahib (PBUH), ISBN # 978 - 969 - 8920-04-3.
7. **Rashid, S. Baloch (2022)**, “Mukamal Udhoora”, ISBN # 978 - 969 - 8920-05-0.
8. **Rashid, S. Baloch (2022)** “Bhook or Khuda” ISBN # 978 - 969 - 8920-04-3.

RESEARCH SUPERVISION

- ➔ MBA Theses at Faculty of Management Sciences, Indus University, Karachi
- ➔ BBA Research Projects at Faculty of Management Sciences, Indus University, Karachi
- ➔ MBA Research Theses at Indus University, Karachi.

SIGNIFICANT DUTIES AND RESPONSIBILITIES

DEPARTMENT LEADERSHIP

- Work with faculty, students, and staff to establish and maintain a long-term vision for the department that is consistent with the departmental, college, and university missions
- BASR, Academic Council, BOS, BOF, MOUs, Scheduling, Curriculum, Discipline, Distance learning, etc
- Serve as a liaison between the department and other units of the institution
- Ensure departmental compliance with College, University, System, and HEC rules and regulations
- Faculty meetings on a regular basis and Students Counseling

FACULTY RESPONSIBILITIES

- Taught numerous courses per semester and, as appropriate for the size and scope of the department
- Participate in research and scholarly activities in the discipline
- Participate and assist department faculty in university and community service activities as appropriate

DEPARTMENT CURRICULUM: DESIGNING AND DEVELOPMENT

- Oversee curriculum development and revisions for the department
- Review and assess academic programs offered by the department
- Assess general education outcomes in core courses taught within the department
- Initiate new academic programs and projects when appropriate
- Participation in the Board of Studies, BASR, Selection Board, Syndicate, and Academic Council
- Designed, developed, and offered courses within PG Diploma in Employment Laws, Industrial Relations, and Employee Development.
- Course Designer, writer, and editor for the course on HR Analytics.
- Modifications in the curriculum for and taught MBA. and B.B.A.
- Coursework modifications for M.Phil. and Ph.D. Students.

DEPARTMENT OPERATIONS

- Manage course schedules that serve program and student needs
- Manage course registrations and instructor assignments
- Oversee the department's fiscal operations; develop and regularly monitor the department's budget
- Helping in implementing policies related to HEC and their associated bodies like NBEAC, and CIEC.
- Meeting with Parents and discussing their ward's academic and non-academic issues
- Review and revise department information published in the university catalog
- Manage the maintenance of departmental print and electronic records, including websites

ONLINE / VIRTUAL CLASSES PRESENTED (ZOOM & CAMTASIA)

- Conducted Online semester via Zoom
- Conducted Sessional, Mid Term, and Final Exam Assignments and quizzes Online
- Supervised and Managed Business Department for Online Learning
- Managed visiting and permanent faculties payroll and Teaching Hours

PERSONNEL

- Evaluate faculty and staff performance
- Support and oversee the overall development of the department faculty and staff
- Recruit, appoint, and supervise department staff and student assistants
- Review faculty and staff grievances within the department

TEACHING: CONFERENCES, SEMINARS, WORKSHOPS, LECTURES, KEYNOTE ADDRESSES

1. **Participated** in “China Pakistan tropical arid non-wood forest science and technology exchange activity, conference at Central south University of Forestry and Technology; October 26-27, 2021.
2. **Participated** in “Facebook Marketing Strategies for SMEs”, organized by SMEDA, on 1-2 October 2021.
3. **Conducted** 4-days seminar on “Introduction to Industrial Relations Skills”, Hasham Institute of Technology, Tando Allahyar, and Karachi, January 24-28, 1999.

4. **Presented** a one-day Pre-Conference Workshop on “Attitude, knowledge and Skills; Problems & Solutions”, Hasham Institute of Technology, Tando Allahyar, and Karachi, February 18, 1999.
5. **Conducted** 3 days seminar on “How to Communicate in the court of law as a representative HR and IR manager”. Hasham Institute of Technology, Karachi, March 1-2, 2000.
6. **Presented** a keynote address on “Concept & Considerations in Legal Research”, Hasham Institute of Technology, Karachi, March 27, 2000.
7. **Conducted** 2-days seminar on “Progressive Disciplinary Actions; Enquiry proceeding”, Hasham Institute of Technology, Karachi, August 7, 2000.
8. **Conducted** 1-day seminar on “Legal Case analytics in an organization”, Hasham Institute of Technology, Karachi, September 11, 2000.
9. **Conducted** 1-day seminar on “Major clauses of companies’ law- Pakistan” Hasham Institute of Technology, Karachi, April 23, 2001.
10. **Conducted** 1-day seminar on “Important Motivational Tools for inquiry officers of the organization”, Hasham Institute of Technology, Karachi, July 11, 2001.
11. **Presented** a keynote address on “Effective Use of Performance Reviews”, Hasham Institute of Technology, Karachi, July 27, 2001.
12. **Presented** a keynote address on “Motivation by attentive and careful listening”, Hasham Institute of Technology, Karachi, September 21, 2001.
13. **Conducted** 1-day seminar on “Career Development Mechanism: Review of Succession Planning”, Hasham Institute of Technology, Karachi, November 23, 2001.
14. **Conducted** 1-day seminar on “Important Parts of labour legislations: Management friendly clauses”, Hasham Institute of Technology, Karachi, January 5, 2002.
15. **Conducted** 1-day seminar on “Health & Safety Concerns at Mechanical Workplaces”, Mehran Sugar Mills Limited, Karachi, March 22, 2002.
16. **Conducted** 1-day seminar on “Basic Concepts in Compensation Administration”, Mehran Sugar Mills Limited, Karachi, May 11, 2002.
17. **Conducted** 2-days seminar on “Maintaining Industrial Relations: A win-win approach”, Mehran Sugar Mills Limited, Karachi, June 24, 2002.
18. **Conducted** 1-day seminar on “Contemporary approaches in Modern Human Resource Management”, Mehran Sugar Mills Limited, Karachi, August 03, 2002.
19. **Conducted** 1-day seminar on “Islamic Perspective of HRM in Modern Human Resource Management”, Mehran Sugar Mills Limited, Karachi, September 8, 2002.
20. **Conducted** 1-day seminar on “HRM & Development: Objectives & Responsibilities”, Mehran Sugar Mills Limited, Karachi, February 2, 2003.
21. **Conducted** 1-day seminar on “Job Designing & Participatory Management”, Mehran Sugar Mills Limited, Karachi, April 18, 2003.
22. **Conducted** 1-day seminar on “Human Resource Planning: Analysis of seasonal Factories”, Mehran Sugar Mills Limited, Karachi, May 2, 2003.
23. **Conducted** 1-day seminar on “Training: Train the Trainer concepts and consideration”, Mehran Sugar Mills Limited, Karachi, July 8, 2003.
24. **Presented** a keynote address on “Management & Organization Development”, Officers of Bawany Sugar Mills, Talhar, November 12, 2003.
25. **Presented** a keynote address on “Employee & Employment Principles”, Dewan Sugar Mills, Badin, February 7, 2004.
26. **Presented** a keynote address on “History of Industrial Relations laws in Pakistan”, Dewan Sugar Mills, Badin, February 24, 2004.

27. **Presented** a keynote address on “Human Capital or Labour Power”, Bawany Sugar Mills, Talhar, April 16, 2004.
28. **Presented** a keynote address on “Making and Dissolution of Unions”, Dewan Sugar Mills, Badin, April 29, 2004.
29. **Presented** a keynote address on “Negotiations Techniques: Dealing with harsh Union leaders”, Bawany Sugar Mills, Talhar, May 9, 2004.
30. **Presented** a keynote address on “Collective Bargaining and Agreements”, Bawany Sugar Mills, Talhar, June 12, 2004.
31. **Presented** a keynote address on “The Contract: Drafting of effective Contract”, Bawany Sugar Mills, Talhar, June 16, 2004.
32. **Presented** a keynote address on “Pressure Tactics by the CBA & Management”, Dewan Sugar Mills, Badin, August 18, 2004.
33. **Presented** a keynote address on “The Social Justice and Management’s Responsibilities”, Bawany Sugar Mills, Talhar, November 16, 2004.
34. **Presented** a keynote address on “Progressive Disciplinary Actions in the Organization”, Avari Towers Hotels, Karachi, February 17, 2005.
35. **Presented** a keynote address on “Effective Departmental Inquiry Procedures”, Avari Towers Hotels, Karachi, March 22, 2005.
36. **Presented** a keynote address on “Termination of Employment: Rules, tips and trends”, Avari Towers Hotels, Karachi, April 28, 2005.
37. **Presented** a keynote address on “Role of effective communication strategy in Managing Human Resources”, Avari Towers Hotels, Karachi, June 3, 2005.
38. **Presented** a keynote address on “Human Performance Technology”, Beach Luxury Hotel, Avari Towers Hotels, Karachi, September 6, 2005.
39. **Presented** a keynote address on “Introduction to HRM”, Pakistan Institute of Tourism & Hotel Management, Karachi, November 22, 2005.
40. **Presented** a keynote address on “Selection & Recruitment Methods and Considerations”, Pakistan Institute of Tourism & Hotel Management, Karachi, November 24, 2005.
41. **Presented** a keynote address on “Productivity Improvement Measures and Programs”, Pakistan Institute of Tourism & Hotel Management, Karachi, December 12, 2005
42. **Conducted** 1-day seminar on “Human Resource Auditing”, Beach Luxury Hotel, Avari Towers Hotels, Karachi, December 29, 2005.
43. **Conducted** 1-day seminar on “HRM in Hotel Industry”, Avari Towers Hotels, Karachi, January 17, 2006.
44. **Conducted** 1-day seminar on “F&B staff motivational tools”, Avari Towers Hotels, Karachi, Feb15, 2006.
45. **Conducted** 1-day seminar on “How to make an effective and immediate decision: Four steps strategy”, Beach Luxury Hotel, Avari Towers Hotels, Karachi, March 7, 2006.
46. **Conducted** 1-day seminar on “Role of Welfare & Entertainment in Employees management”, Beach Luxury Hotel, Avari Towers Hotels, Karachi, April 11, 2006
47. **Conducted** 1-day seminar on “Leadership Contract & Essentials: By: Stephen R Covey (Explained in Urdu Language)”, Mehran Sugar Mills Limited, Karachi, August 17, 2010.
48. **Presented** a paper on “Managing Teamwork with Individualism”, in 45th Convention of Pakistan Society of Sugar Technologists, – Avari Lahore, August 3, 2010.
49. **Conducted** 1-day seminar on “Employee, employer, and organization relationship: Humanistic Approach”, Shahtaj Sugar Mills, Mandi Bahudin, Punjab, October 19, 2010.
50. **Conducted** 1-day seminar on “Employee, employer, and organization relationship: Humanistic Approach”, Shakargunj Sugar Mills, (BHONE) Punjab, October 20, 2010.

51. **Conducted** 1-day seminar on “Employee, employer, and organization relationship: Humanistic Approach”, Shakargunj Sugar Mills, (JHUNG) Punjab, October 21, 2010.
52. **Conducted** 1-day seminar on “Students’ Career Decision Making Ability - 8th Grade to Higher School”, Sargodhian Spirit Trust College, Rashidabad, Tando Allahyar, August 17, 2012.
53. **Presented** a paper on “The retirement sensitivity: Aging employees’ retirement perceptions and its impact at workplace”, in 48th Convention of Pakistan Society of Sugar Technologists, – Hotel PC, Rawalpindi, September 16, 2013.
54. **Presented** a paper on “Talent retention approaches are only determinants for the capacity improvement in Pakistan sugar mills”, in 49th Convention of Pakistan Society of Sugar Technologists, – Hotel PC, Lahore, August 11, 2014.
55. **Presented** a paper on “Organizational Obscurantism: Synthesizing prosocial lies with interpersonal relationship”, in 50th Convention of Pakistan Society of Sugar Technologists, – Hotel PC, Lahore, September 20, 2016.
56. **Presented** a paper on “Effects of top management team conflict on organization's decision-making ability and executive retention programs: (an empirical study from sugar mills)”, in 51st Convention of Pakistan Society of Sugar Technologists, – Mövenpick Hotel, Karachi, October 1, 2018.
57. **Conducted** a 2-days seminar on “Cost and Impacts for online Training”, Mehran Sugar Mills, Karachi, October 21, 2018.
58. **Conducted** a 4-days tutoring and counselling workshop for the Apprentices and Management trainees in Engineering department, Mehran Sugar Mills Limited, Tando Allahyar, November 16-21, 2018.
59. **Tutored** the course on ‘Employment law and Environmental laws with sampling methodologies, organized by MPK Law College, Indus Hotel, Hyderabad, February 3-7, 2019.

ONLINE TUTORIALS AND LECTURES ON HR & MANAGEMENT

Business & Corporate law 1	https://www.youtube.com/watch?v=uV1N6iYHDOY&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf
Business & Corporate law 2	https://www.youtube.com/watch?v=TYhrSxUc_lg&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=2
Business & Corporate law 3	https://www.youtube.com/watch?v=8UdbGTydvh8&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=3
Salary & Compa Ratio	https://www.youtube.com/watch?v=zmldwhZwdA&list=PLHCoibXtpHmiTumBFvc7doeDGHYlm23g&index=8
Performance Appraisal	https://www.youtube.com/watch?v=tYz6ORL9fGE&list=PLHCoibXtpHmiTumBFvc7doeDGHYlm23g&index=11
Law Defined	https://www.youtube.com/watch?v=Ec6t7Y2xOi4&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=4
Classification of Law	https://www.youtube.com/watch?v=yFc3usri3P8&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=8
Theories	https://www.youtube.com/watch?v=DEtfnTKibYs&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=11
Judiciary in Pakistan	https://www.youtube.com/watch?v=TYhrSxUc_lg&list=PLHCoibXtpHIM6vhvQcw5KLIXokXSCYHf&index=2
Pay for Knowledge	https://www.youtube.com/watch?v=UFToTOPJAd0&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=1
Salary & Bands	https://www.youtube.com/watch?v=Y82MhD45hrc&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=2
Salary with Bandings	https://www.youtube.com/watch?v=7ihximuofFs&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=3
Salary & Provincial Laws	https://www.youtube.com/watch?v=wQy8Kc9aoKg&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=5
Training & Learning	https://www.youtube.com/watch?v=gEKJl9KkQaw&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=4
Companies Act	https://www.youtube.com/watch?v=k9QW1m3_LwM&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=6
Salary and salary Structure	https://www.youtube.com/watch?v=UZiZvwmN7c8&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=8
Labour & Compensation	https://www.youtube.com/watch?v=MUbeGY01oI0&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=9
Employee’s Salaries	https://www.youtube.com/watch?v=bwsX7FSapZs&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=10
Salaries’ Systems	https://www.youtube.com/watch?v=IRjdy1njo&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=13
International Compensation	https://www.youtube.com/watch?v=Rgo_TR85b2s&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=20
Bell Curve in PMS	https://www.youtube.com/watch?v=6gOOhBSayNU&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=19
Good PMS	https://www.youtube.com/watch?v=FRMpKRCIBy0&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=14
Criterion in PMS	https://www.youtube.com/watch?v=o8LHIMKcFGQ&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=15
Training & Development	https://www.youtube.com/watch?v=DGLUg7aATAI&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=12
Training & Development 2	https://www.youtube.com/watch?v=YT2jomfgxvU&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=11
Property Laws	https://www.youtube.com/watch?v=78dpcPEzV2Q&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=16
Property Laws 2	https://www.youtube.com/watch?v=Ec7NUsGvth8&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=17
Webinar Edu in Covid 19	https://www.youtube.com/watch?v=35PK3wJC67g&list=PLHCoibXtpHn5YcLyzB_YYkUMuiPGZ6Y0&index=21

Education vs Knowledge	https://www.youtube.com/watch?v=4qLXHv-zlwM&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=1
Skill & Character	https://www.youtube.com/watch?v=ZWYbF9fo-s&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=15
What are Lies?	https://www.youtube.com/watch?v=3NbFCidoYAk&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=17
Webinar Industry & Covid	https://www.youtube.com/watch?v=iAwmVDxVJOs&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=20
Father & Children	https://www.youtube.com/watch?v=ln4Hlm74SRE&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=22
Knowledge, Skill Character	https://www.youtube.com/watch?v=jrQrOepV1sM&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=23
Education vs Ignorance	https://www.youtube.com/watch?v=cob5tA5Msk&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=24
Change Mind & Destiny	https://www.youtube.com/watch?v=gFN9g5uODME&list=PLHCoibXtpHnrIhJMVqf5E_G5opnzpZkT&index=27
Potential and Education	https://www.youtube.com/watch?v=NSlox0yaTAW&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=33
Life Objectives	https://www.youtube.com/watch?v=bSc6a4RYyBk&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=38
Retirement	https://www.youtube.com/watch?v=CDStCg090ql&list=PLHCoibX-tpHnrIhJMVqf5E_G5opnzpZkT&index=41
IBM:SPSS: Statistics	https://www.youtube.com/watch?v=JC08VD5QFKg&list=PLHCoibX-tpHnXAbNb1e8QtRivE32usNZV
IBM:SPSS: AMOS	https://www.youtube.com/watch?v=eLYQ0uQsTH8&list=PLHCoibX-tpHnFNDe7IJfEcuYox381X5A

IBM: SPSS: Statistics, IBM: SPSS: AMOS; IBM: SPSS: Modeler and more than 160 Instructional, Academic and Motivational Videos at
<https://www.youtube.com/@DrRashidAliBaloch/videos>