



## ***Dr. Aamir Firoz Shamsi, PhD***

*C-144 Shamsi Society, Wireless Gate, Malir, Karachi*  
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### **CAREER OBJECTIVES**

To help individuals and organizations develop their potential and create efficient working environment through academic and administrative endeavors.

### **ACADEMIC QUALIFICATIONS**

2008-2014 PhD in Management Sciences, Hamdard University, Karachi  
1999-2002 PhD course work completed, IBA, Karachi  
2002-2004 MS in Management Science, SZABIST, 90 Clifton, Karachi.  
1996-1998 Master of Commerce (*Finance*), Karachi University (**1<sup>st</sup> class first, Gold Medalist**)  
1991-1994 Bachelor of Commerce (*B.Com*) Government National College, Karachi

### **CERTIFICATION**

- Project Management Professional (PMP) Exam Preparatory Course, 14 September 2014, from Consak Inc. Canada.
- Lean Management Certified (LMC), 20 September 2014, Consak Inc. Canada

### **PROFESSIONAL EXPERIENCE**

#### **TEACHING**

Sep 2009 till today

#### **BAHRIA UNIVERSITY, KARACHI CAMPUS**

Teaching Change Management, Project Management, OD, Entrepreneurship and electives of HR

**Cluster Head, Member of Board of Studies, Member of Advanced Research Committee and Program Coordinator of MSPM**

Jan 2005 to June 2008

#### **MOHAMMAD ALI JINNAH UNIVERSITY**

Taught Marketing, Finance, and Management courses as Assistant Professor. **Taught some electives of finance; Portfolio Management and Analysis of Financial Statements as well.** Promoted as Chairman, Banking & Finance and worked for one month.

May 2000 to Jan. 2005

#### **PAF-KARACHI INSTITUTE OF ECONOMICS & TECHNOLOGY**

Taught Finance & Accounting courses as permanent faculty and Head of Library Executive Committee and Patron of Finance Society. **Taught Cost & Managerial Accounting, FM, and Corporate Finance along with other core courses.**

Jan 1999 to April 2000

#### **IQRA UNIVERSITY (AMI)**

Taught Finance, Accounting, and Economics related courses as Permanent faculty member and **MBA Program Coordinator**

July 1998 to Dec 1999

## **UNIVERSITY OF KARACHI**

Taught finance courses as Adjunct Faculty Member in Department of Commerce, Petroleum Technology, and Department of Public Administration. **I taught Analysis of Financial Statements (Two Times) and Corporate Finance (three times) at Department of Public Administration.**

### **HEC TRAINED TEACHER**

I am HEC trained and certified instructor and completed one month long (160 hours) course of, “Professional Competency Enhancement Program for Teachers” held on June 27 to July 28, 2011

### **ACADEMIC ADMINISTRATION**

- **Member of Board of Advanced Studies** who is responsible to make academic decisions before it goes to the Academic Council of Bahria University.
- **Subject Group Leader (SGL/CH)** at Bahria University, 2010 till 2013, and responsible to manage the given courses and respective instructors (faculty) along with hiring and their evaluation and moderation of exam papers.
- **Member of Quality Management committee** at Bahria University that is working in guidelines of HEC to make Bahria University on of the model universities in Pakistan.
- **MBA Program Coordinator** at AMI, Iqra University, 1999 – 2000.
- **In-charge evening program**, PAF-KIET, Aug. 2000 – May 2001.
- **Head of Library Executive Committee**, PAF-KIET, 2001-2005.
- **Patron of Finance Society**, PAF-KIET, 2002-2005.
- **Senior member of interview panel and hiring committee** for faculty at MAJU
- **Supervision of examination and vigilance, MAJU, 2006 - 2009**
- Monitoring of faculty members for their evaluation, 2006 - 2009
- **Paper Setting and Moderation of examination papers of all management courses, 2006 - 2009**
- Responsible for arranging seminars to create linkage between MAJU and Industry.
- **Supervisor of final projects** at both MAJU, PAF-KIET and Bahria University, 2005 Till date.
- **Placement of students for internship.**
- **Group Leader** of conducting entrance test of: Quaid-e-Awam University, Nawabshah, Dawood Engineering College Karachi and Mohammad Ali Jinnah University, Karachi

### **PROGRAM COORDINATOR OF MSPM**

I was assigned responsibility to launch a new program of MS in Project Management (Equivalent to M.Phil) and later on nominated as program coordinator of this program. For this program, syllabus development, recruitment and selection of the faculty, smooth launching and running of program and industry linkage were done by me, all alone, in support of top management.

### **PUBLISHED RESEARCH WORK**

1. “Role of empathy, communication, and participation in effective change”, published in Iqra Journal of Business and Management, Volume 4, No.01.
2. “Cultural Transformation at PSO”, published in Pakistan Business Review, Volume VII, No. 01
3. “Adaptability to Working Environment”, published in EcoVision, a journal of Iqra University, June 2000
4. “Factors influencing impulse buying behavior in Pakistan” published in Journal of Business Strategies, Vol 3, Number 1, June 2009, pp. 96 - 108
5. “Impact of demographic factors on consumer innovativeness: A study of consumer behavior.” published in Journal of Business Strategies, Vol 3, Number 1, June 2009, pp. 25 - 31

6. "Performance Management Techniques and Approaches for the Effective Organization Development Process – Gainsays and Effectuations", published in Journal of Business Strategies, Vol. 4, Number 2, December 2010, pp. 78 – 89
7. Karachi Milking Sector, Global Management Journal for Academic & Corporate Studies, Vol. 01, ISSN 2219-6145, Bahria University,
8. "Feasibility of HR department in a Public Sector University", published in Journal of Business Strategies, Vol. 6, Number 2, December 12, pp. 11 – 20
9. "Working off the Clock and Its Impact", published in Journal of Business Ethics (Springer Netherland), June 2013, <http://link.springer.com/article/10.1007%2Fs10551-013-1765-4>
10. "Corporate Governance in Pakistan: An Empirical Study", published in Transnational Corporations Review, volume 5, number 3, September 2013, pp. 46-59, <http://www.tnc-online.org/index.php/2012-08-26-21-41-56/articles/182-volume-5-number-3-september-2013>
11. "The Impact of Culture on the Perception of Employees and Organizational Productivity in Pharmaceutical Industries in Karachi", Global Management Journal for Academic & Corporate Studies (GMJACS), Volume 3, 2013, ISSN : 2219-6145.
12. "Stress Mitigation Protocol for CSS Aspirants", Global Management Journal for Academic & Corporate Studies (GMJACS), Volume 3, 2013, ISSN : 2219-6145.
13. "An Empirical Investigation of Relationship Between Financial Sector Development and Domestic Private Investment in Pakistan", Global Management Journal for Academic & Corporate Studies (GMJACS), Volume 3, 2013, ISSN : 2219-6145.
14. "India as an emerging economy, published in Transnational Corporations Review, volume 6, number 1, March 2014.
15. "Reflection of vision accomplishment through financial statements", Indus Journal of Management Sciences, volume 1, number 1, 2013
16. "Factors Affecting Vision: A Case Study of a Pharmaceutical Company", Indus Journal of Management Sciences, volume 1, number 2, 2013
17. "Inflation and Finance-Growth Nexus: A case Study of Pakistan", Global Management Journal for Academic & Corporate Studies (GMJACS), Volume 4 , 2014, ISSN : 2219-6145.
18. "The impact of the 360 degree feedback system on Employee Satisfaction in Higher Educational Institutes: An Analysis in the Public and Private Sectors of Sindh, Pakistan", NICE Research Journal in Social Sciences, Volume 7, 2014

### **PRESENTATION OF RESEARCH PAPER IN CONFERENCE**

Two papers were presented in a research conference held at Greenwich University in February 2012:

1. Feasibility of HR Department in a Public Sector University.
2. Stress Mitigation Protocol for CSS Aspirants.

### **SUPERVISION OF RESEARCH PROJECTS**

I have supervised more than 40 final projects/thesis of MBA students at PAF-Karachi Institute of Economics & Technology, Mohammad Ali Jinnah University (MAJU) and Bahria University.

### **RESEARCH WORK FOR CORPORATE SECTOR**

- I have worked on a research report of ESRA funded by US Aid. The objective was to know the existing facilities in ICT, all over Pakistan.
- I recently conducted field research about Karachi Milk Sector for ECDI, Karachi.
- There was an assignment of a corporation intended to find the consumer feedback about their bills. Study was conducted from the platform of Four Corners group.
- A study was conducted for NGORC and I was involved to compile the data and report writing regarding women empowerment.

### **REFeree OF RESEARCH PAPERS**

- I am serving as referee (Evaluator) of research papers from the platform of Institute of Business Management (CBM) and have evaluated four research papers so far.
- I am recently selected as member of review committee for **GMJACS**; the journal of Management Science Department, Bahria University, Karachi Campus.
- I am member of review panel and evaluator at Indus Journal Management Sciences, which is a journal of Indus University, Karachi

### **TRAINING**

- I have conducted training in Pakistan Custom House Training Center on “Motivation”
- One training on “Communication and Managerial Soft Skills” at M/S Contact Plus.
- Conducted several training sessions in the **Human Resource Department of PNS Rahnuma** on “Time Management, Leadership and Motivation, Change and Stress Management, and Process Management”.
- Conducted more than six trainings on women entrepreneurship form the platform of M/S ECDI.
- Conducted two days training on change management at Hamdard Foundation, December 2008.

### **ECDI**

Working as Senior Trainer and heading training department at M/S ECDI, Karachi, on a Canadian Funded Project of M/S MEDA & CIDA. My core responsibilities include:

- Training of trainers of different associated NGOs
- Planning, mentoring and monitoring of the participants performance and contribution
- Reporting to the President and Canadian Partners
- Conducting some field visits to ensure the implementation of training stuff.

### **CONSULTANCY**

#### **Dec 1999 to date**

I have been working as Management and Education Consultant with a consulting group KSBS. Some of my projects are:

- ISO certification for Mehran Tanker Company (MTC)
- Prepared NOC application for IMIS.
- Provided consultancy to a private group for establishing a training institute
- Consultancy provided to Comecs and AMI, during their establishment phase.
- Consultancy for data base management to improve the productivity of sales force of Biovista Pakistan (a pharmaceutical company).
- Doing Research for finding new business opportunities for M/S Sukkur Beverages Pvt. Ltd.
- Involved with Sharp Image in implementing, “Balanced Scorecard”, a performance management tool for the 70-person organization

### **WORKSHOP**

I successfully conducted four workshops on change management in August 2005, March 2006, November 2006, and February 2008.

### **CO-CURRICULAR ACTIVITIES**

- Attending and arranging seminars
- Reading subject related articles and other reading materials
- Participating twice as guest in live talk show at FM 103..

### **SOCIAL SERVICE**

I have been involved in numerous social services in the society. The total number of social projects of different nature is more than 34.

## **PERSONAL DATA**

Father's Name	Ferozuddin Shamsi
Postal Address	C 144 Shamsi Housing Society, Wireless Gate, Malir Karachi.
Marital Status	Married having four children
Date of Birth	28 April 1971 (43 years)
I.D Card No.	42201-0487529-1
Domicile	Karachi

## **REFERENCES**

- Dr. Iqbal Ahmed Panhwar, Dean Faculty of Management Sciences, Bahria University. Ph: 99240002 – 6, Cell: 0300-3657851, iqbalahmed945@gmail.com
- Mr. Shadab Fariduddin, Director, Four Corners Group, Cell: 0334-3657850, sfuddin@gmail.com