

KHALIQ UR REHMAN



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ACADEMIC QUALIFICATION

PHD IN ENTERPRISE MANAGEMENT

School of Management, | Wuhan University of Technology [2017-2022]

MASTER OF BUSINESS ADMINISTRATION, (MBA/MS), HRM (CGPA 3.21/4.00)

Government College University | Faisalabad, Pakistan [2009-2013]

ACADEMIC EXPERIENCE

Teacher (Undergraduate Programs)

Wuhan University of Technology (WHUT)

Sep 2017 – July 2021

Wuhan, CHINA

COURSES TAUGHT:

- Organizational Behaviour
- Human Resource Management
- Business Research Method

Teaching Assistant (MS/MPhil)

National University of Modern Languages (NUML)

Feb 2013 – Jan 2014

Faisalabad, PAKISTAN

COURSES TAUGHT:

- Learning Organization
- International HRM

PROFESSIONAL EXPERIENCE

Research Associate

Centre for Executive Education [CEE] UMT

[Nov2016 – AUG 2017]

As Research Associate, I am responsible for performing the following duties

- Assist Directors in having International Research Collaborations for CEE Academics
- Research on best international practice on corporate training and OD interventions
- Help trainers in instructional design for training content, activities, simulations, and cases
- Analyze training feedback for monitoring and evaluation purposes using SPSS
- Preparing of News Bulletins on a periodical basis
- Attending strategic level meetings with the Executive director and directors of CEE to chart the strategic direction for the firm.
- Researching and developing different training frameworks, models, and process flow diagrams based on literature findings.

Key Achievements:

- **Developed content and Instructional design for 13 Customized and Open Enrolment training**

- **Delivered complete consultancy plan for International research collaboration**

HR Executive

Dawn Bread

[MARCH 2014 – FEB 2015]

During my service as an HR executive, I performed the following duties

- Help HR Manager in Initiating recruitment process
- Conducted recruitment and selection interviews for entry-level (temp) employees (i.e., Salesman, helper, drivers) and provided the necessary inputs during the hiring process of permanent employees
- Maintaining HR records related to compensation, health, and medical insurance
- Incorporated necessary documentation & orientation during selection & separation of staff
- Communicated the organization's HR policies to the employees
- Prepared salary statements every month
- Handle full and final settlement of the employees
- Resolving grievances or queries of employees
- Conducted Training Need Assessments (TNA) regularly
- Assisted training sessions conducted in-house

Key Achievements:

- **Successfully implemented SAP**
- **Prepared complete database of 2000 employees working at Dawn Bread**

RESEARCH WORK PUBLICATIONS

W Category

1. Bajwa, S. U., Kitchlew, N., Shahzad, K., & Rehman, K. U. 2015. Brief Communication: Phronesis Knowledge as Enabler of Intuitive Decision Making. *Knowledge Organization*, 42(1): 40-49.
2. Shahzad, K., Bajwa, S. U., Ansted, R. B., Mamoon, D., & Khaliq ur, R. (2016). Evaluating human resource management capacity for effective implementation of advanced metering infrastructure by electricity distribution companies in Pakistan. *Utilities Policy*, 41, 107-117.
3. Shehzad, K., Xiaoxing, L., Arif, M., Rehman, K. U., & Ilyas, M. (2020). Investigating the Psychology of Financial Markets During COVID-19 Era: A Case Study of the US and European Markets. *Frontiers in Psychology*, 11(1924). doi: 10.3389/fpsyg.2020.01924
4. Rehman, K. U., Mata, M. N., Martins, J. M., Mariam, S., Rita, J. X., & Correia, A. B. (2021). SHRM Practices Employee and Organizational Resilient Behavior: Implications for Open Innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(2), 159. doi:10.3390/joitmc7020159
5. Rehman, K. U., Aslam, F., Mata, M. N., Martins, J. M., Abreu, A., Morão Lourenço, A., & Mariam, S. (2021). Impact of Entrepreneurial Leadership on Product Innovation Performance: Intervening Effect of Absorptive Capacity, Intra-Firm Networks, and Design Thinking. *Sustainability*, 13(13), 7054. doi:10.3390/su13137054

X Category

6. Bajwa, S. U., Kitchlew, N., Shahzad, K., & Rehman, K. U. (2018). Public-Private Partnership (PPP) as an interdependent form (I-Form) organization. *International Journal of Public Administration*, 41(11), 859-867.

7. Aslam, F., Aimin, W., Li, M., & Ur Rehman, K. (2020). Innovation in the Era of IoT and Industry 5.0: Absolute Innovation Management (AIM) Framework. *Information*, 11(2), 124.
8. Rehman, K. U., & Galib, M. A. (2021). Social Value Creation Through Social Entrepreneurship: Intervening Effect Of Entrepreneurial Resilience, Education And Pro-Social Behavior. *Webology (ISSN: 1735-188X)*, 18(3), 328-350.

Y Category

9. Rehman, K. U., & Saeed, Z. (2015). Impact of dynamic capabilities on firm performance: Moderating role of organizational competencies. *Sukkur IBA Journal of Management and Business*, 2(2), 20-42.
10. Syed, A. R., Rehman, K. U., & Kitchlew, N. (2018). Impact of perceived leadership style on employees' work stress: Moderating and mediating role big 5 personality traits. *Paradigms: A Research Journal of Commerce, Economics, and Social Sciences*, 12, 6-15.
11. Hafeez, I., Yingjun, Z., Hafeez, S., Mansoor, R., & Rehman, K. U. (2019). Impact of workplace environment on employee performance: mediating role of employee health. *Business, Management and Education*, 17(2), 173-193.
12. Rehman, K., Hafeez, I., Aslam, F., Maitlo, Q., Syed, A. (2020). The Mediating Role of Trust and Organizational Commitment in the Relationship between Strategic Human Resource Management and Knowledge Sharing. *Iranian Journal of Management Studies*, 13(4), 565-586. doi: 10.22059/ijms.2020.281138.673632
13. Maitlo, Q., Hafeez, I., Rehman, K. U., Pacho, F. T., & Shaikh, H. A. (2020). Impact of supervisor's AMO on Employee's Satisfaction with PMSS: Mediating Role of Employee's Perception of PMSS. *SALU-Commerce & Economics Review*, 6(1), 133-147.
14. Ali, Q., Bajwa, S. U., & Rehman, K. U. (2021). Adoption Of Knowledge Management In Pakistan: An Investigation Of Critical Success Factors. *Journal on Innovation and Sustainability RISUS*, 12(1), 159-169.

Conference Papers

15. Rehman, K. U. (2019). *Mediating Effect of Innovative Work Behavior in Relationship between High Performance Work System and Sustainable Organizations Performance: Evidence from Service Sector of Pakistan*. Paper presented at the BAM2019 Conference, Birmingham, United Kingdom.

RESEARCH SERVICES EXPERIENCE (EDITOR)

- SAGE Open Journal (Published by Sage Journals)
- Journal of Business and Management Sciences (by Science Publications USA)
- Journal of Business Management and Administration (ISSN 2329-2954)

RESEARCH SERVICES EXPERIENCE (REVIEWER)

- Academy of Management Annual Meetings
- International Journal of Organizational Analysis (by Emerald Insight)
- Journal of Business Economics and Management (by Taylor & Francis)
- South Asian Journal of Business Studies (by Emerald Insight)
- International Journal of Entrepreneurial Venturing (by InderScience)
- International Journal of Electronic Customer Relationship Management (by InderScience)
- Journal of Management Sciences (Local HEC Recognized Journal)

PROFESSIONAL COURSES

- 21 Days course on “Advance Quantitative Research Techniques” at The Edu-station
- 3 Months Online Course on Advance “Statistical Learning” from Stanford University
- 3-month online course on the “Global Human Capital Trends Course” from School of Professional Studies, Columbia University
- Completed Interactive courses offered by Elsevier Publishing Campus
 - *Making sense of science stories*
 - *Publishers: origins, roles, and contributions*
 - *The journal publishing cycle*
 - *Preparing your manuscript*
 - *Structuring your article*
 - *Using proper scientific language*
 - *Author rights: Content ownership*
 - *Authorship and responsibilities*
 - *How to write a lay summary: Improving research impact*
 - *How to review a manuscript*
 - *The reviewing process*

PROFESSIONAL MEMBERSHIPS

- Academy of Business and Scientific Research (ABSR)
- Production and Operation Management Society (POMS)
- International Economics Development and Research Centre (IEDRC)
- Mixed Methods International Research Association (MMIRA)
- Shanghai Cooperation Organization Learning (SCOLAR) Network
- International Society for Development and Sustainability (ISDS)
- International Society for Professional Innovation Management (ISPIM)

CONFERENCES AND WORKSHOPS

PARTICIPATION IN WORKSHOPS

- One day Workshop on “Advance Research Methodology” at University of Central Punjab
- Two Day workshop on “How to get published in Academic Journals” organized by National Digital Library Program of HEC and Cambridge University Journals, held at UMT Lahore
- One Day workshop on “Managing Literature Review and Qualitative Research Through NVivo” at University of management and Technology Lahore
- One day Seminar on “How to write a Research Paper for High Impact Factor Journals” organized by Lahore School of Management, held at University of The Punjab Lahore
- One Day workshop on “Developing Work Plan for Applied Research” at University of management and Technology Lahore
- One Day workshop on “Structured Thinking and Writing for Publication” at University of management and Technology Lahore
- Two Day work shop on “Workshop on Exploring Anthropology & Ethnographic Research” at University of management and Technology Lahore

CONFERENCES ORGANIZED

- One day “South Asian Colloquium on Doctoral Programs” at hotel Pearl Continental, Lahore
- Two days “3rd NBEAC’s Deans & Directors Conference” at hotel Pearl Continental, Lahore
- One day “1st National SME Conference” at hotel Pearl Continental, Lahore
- Two days 2nd SME Conference International” at hotel Pearl Continental, Lahore

AREAS OF INTEREST

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|-----------------------------|---------------------------|------------------------|
| ▪ Entrepreneurship | ▪ Social Entrepreneurship | ▪ Institutional Theory |
| ▪ Human Resource Management | ▪ Organization Theory | ▪ Leadership |
| ▪ Training and Development | ▪ Knowledge Management | ▪ Business Strategy |

LANGUAGE PROFICIENCY

	<u>SPEAKING</u>	<u>LISTENING</u>	<u>READING</u>	<u>WRITING</u>
English	Fluent	Fluent	Fluent	Fluent
Urdu	Native	Native	Native	Native
Punjabi	Native	Native	Native	Native

REFERENCES

- | | |
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