

# Dr. ZAHID ALI MEMON

Associate Professor and Co-Director, MUISTD  
(Higher Education Commission (HEC) Approved PhD. Supervisor)



## CONTACT DETAILS:

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Name (as in Passport) : Zahid Ali  
Surname : Memon  
**Date of Birth** : 25-12-1973  
**N.I.C Number** : 41204-7214963-5  
**Passport Number** : **AM0209632**  
**Languages known** : Sindhi, Urdu, English, Chinese  
**Field of Qualification** : Management Sc. / Science and Technology Policy  
**Marital Status** : Married

## Educational Qualifications:

Certificate / Degree	Name of Institute	Year of Passing	Div: / Grade
Matriculation	BISE, Hyderabad, Pakistan	1988	'A' Grade
Intermediate	BISE, Hyderabad, Pakistan	1990	'A' Grade
B.E.(Computer Systems)	MUET, Jamshoro, Pakistan	1997	1 <sup>st</sup> Division
MSc. (Science and Technology Policy)	SPRU, University of Sussex, Brighton, UK	2005	Pass
PhD (Management Science)	School of Management and Economics, Beijing Institute of Technology, Beijing, China	2014	Pass

**PHD TOPIC:** INTEGRATING CORPORATE SOCIAL RESPONSIBILITY (CSR) WITH BUSINESS AND MANAGEMENT EDUCATION: CASE OF PAKISTANI AND CHINESE UNIVERSITIES

## INTERNATIONAL RESEARCH JOURNAL AFFILIATIONS

1. Associate Editor, IGI Global's *International Journal of Sustainable Entrepreneurship and Corporate Social Responsibility (IJSECSR)* with effect from June 2017.
2. Reviewer of '*Journal of Cleaner Production*' from 2016

## **HEC RECOGNIZED NATIONAL RESEARCH JOURNAL AFFILIATIONS**

1. MEMBER EDITORIAL BOARD / PEER REVIEW COMMITTEE IBT JOURNAL OF BUSINESS STUDIES (Y CATEGROY)
2. REVIEWER SMIU JOURNAL
3. REVIEWER MEHRAN UNIVERSITY RESEARCH JOURNAL (X CATEGORY)
4. MEMBER EDITORIAL ADVISORY BOARD JOURNAL OF BUSINESS STRATEGIES-JBS, GREENWICH UNIVERSITY (Y CATEGORY)

## **Conference Secretary STIPM16**

Worked as Secretary for ‘International Conference on Science, Technology and Innovation Policy and Management (STIPM16)’ held on 15-16 November 2016 at Mövenpick Hotel Karachi. The conference was organized by MUISTD, MUET, Jamshoro.

## **MEMBER PHD ASSESSMENT COMMITTEE**

1. Invited by Dr. Tom Børsen, Department of Development and Planning, **Aalborg University, Copenhagen, Denmark** as member PhD. assessment committee. Evaluated thesis pertaining to ‘corporate social responsibility’ submitted report and participated in public defence on 13 March, 2017 at Aalborg University.
2. Internal Examiner for PhD thesis evaluation at Mehran University. Thesis was titled as ‘Impact of WTO on Textile industry in Pakistan’ in 2015
3. External evaluator for PhD thesis at IBA, University of Sindh. The thesis was titled as ‘Investigating impact of training on Employees’ performance: A case study of NGOs at Hyderabad region’.

## **Advanced Course / Trainings conducted as resource person / Guest speaker**

1. Adjunct faculty at USPCAS-W. Teaching ‘Water Policy, Law and Community’ course to Masters Students.
2. Training imparted on ‘Interview Skills’ in capacity building workshop for undergraduate students of MUET in 2017
3. Lecture delivered on ‘Strategic Management’ at ORIC in 2017
4. Lecture delivered on ‘Entrepreneurship’ during professional development of MUET faculty held at ORIC from 18-22 December, 2017
5. Invited as guest speaker at GIFT University, Gujranwala to give a talk on ‘Business Ethics and Corporate Social Responsibility’ on 6 January, 2018
6. Invited by IBA AMAN Centre for Entrepreneurial Development as guest speaker on Friday 9 February, 2018 to deliver a lecture on ‘Corporate Social Responsibility’ to students attending course on ‘Science, Technology and Entrepreneurship Program’ (STEP).

## **Membership and Registration:**

- Registered with Pakistan Engineering Council under registration No. COMP/697.
- Member Alumni Association, Science Policy Research (SPRU), University of Sussex, UK.
- Member Board of Studies, Mehran University Institute of Science, Technology and Development, Jamshoro.

**Short courses:**

- Done a 20-hour **Oral English course** jointly organized by MUET and **British Council**.
- Participated and qualified a course on Instructional Techniques conducted by Pakistan Navy.

**Advanced Course / Trainings**

Participated in the **2<sup>nd</sup> International Course on Renewable Energies** (Wind energy), Resource assessment, Data processing, Feasibility studies, Interpretation, Design and Application, held in **Istanbul, Turkey** from May 21-30, 2007. The Higher Education Commission (HEC) sanctioned Rs. 104,000/- to undertake the visit to Turkey.

Participated in the training course on **Design and Evaluation of Innovation Policy in Developing Countries**. United Nations University UNU-Merit, Netherlands and COMSTECH, Islamabad jointly organized the course on 7-12 December, 2009 at COMSTECH Secretariat, Islamabad, PAKISTAN.

Participated in a training program on **“Introducing the Concept of Intellectual Property and IP Road Show”** funded by the Tertiary Education Support Program (TESP) of Higher Education Commission (HEC). The training was held from **June 08, 2015 to June 11, 2015** at Main Campus, Institute of Business Administration (IBA), Karachi.

Five-Day training on ‘Active Citizenship’ organized by British Council and Higher Education Commission of Pakistan. Held from 31 August To 4 September, 2015.

**Two day training by HEC** on ‘Development of Effective and Efficient Career Counseling Centers at Public-Sector Education Institutions (HEIs) in Pakistan.’ The main aim of this project is to train the nominated staff of the public sector HEIs’ in developing efficient & effective career counseling centers in their respective institutions. The training was held on **April 3 - 4, 2017 at the Mehran Hotel, Main Shahra-e Faisal Karachi.**

Participated in **“International Entrepreneurship Educators Symposium”**, held on 10<sup>th</sup> and 11<sup>th</sup> August, 2018 at the Institute of Business Administration, Karachi.

**Job Experience:**

<b>Organization</b>	<b>Post / Designation</b>	<b>From</b>	<b>To</b>
National Development Finance Corporation (NDFC), Institute of Computer Sciences, Nawabshah, Sindh, Pakistan	Instructor	17th March, 1998	6th Nov. 1998
Department of Computer Science /I.T, Cadet College Petaro, Sindh, Pakistan	Lecturer /Head of Department	7 <sup>th</sup> November 1998	29 <sup>th</sup> May, 2003

Mehran University Institute of science, Technology and Development (MUISTD), Mehran University of Engineering and Technology (MUET), Jamshoro Sindh, Pakistan	Teaching and Research Associate (B-17)	30 <sup>th</sup> May 2003	15 <sup>th</sup> April, 2007
MUISTD, MUET, Jamshoro Sindh, Pakistan	Deputy Secretary (B-18) (Additional charge)	27 <sup>th</sup> December, 2004	30 August, 2010
MUISTD, MUET, Jamshoro, Sindh, Pakistan	Assistant Professor (B-19)	16 <sup>th</sup> April, 2007	4 August, 2016
MUISTD, MUET, Jamshoro, Sindh, Pakistan	<b>Associate Professor</b> (B-20)	5 <sup>th</sup> August, 2016	<b>To date</b>
MUISTD, MUET, Jamshoro, Sindh, Pakistan	<b>Secretary (B-19)</b> (Additional charge)	28 <sup>th</sup> August, 2014	31 Jan., 2018
MUISTD, MUET, Jamshoro	<b>Co-Director</b>	1 Feb., 2018	<b>To date</b>

**Nature of job:**

***As Associate Professor (with effect from 05.08.2016 to date)***

Teaching postgraduate courses in Business Ethics and Corporate Social Responsibility, science, technology and innovation Policy. Public Policy, Sociology, Business and Management, Management, Corporate Governance,

**As Secretary – Additional post (with effect from 28 August, 2014 till 31 Jan, 2018)** Reporting to the Director of the Institute on overall administration, correspondence, liaison with R&D organizations, and admission of postgraduate students in research degree and taught programs offered by the Institute.

**Participation in Committees / Conferences**

- Nominated by Sindh Textbook Board as member National Review Committee to Review a Book on Computer Science, Published by Oxford University Press. The Review meeting was held from 13<sup>th</sup> to 18<sup>th</sup> February, 2002 at Ministry of Education Curriculum Wing Sector H-9 **Islamabad**. The Book was reviewed as per National Curriculum.

- Participated in 26<sup>th</sup> National Conference of **British Wind Energy** Association (BWEA26), held on 7 & 8 July, 2004 at **Manchester** International Convention Centre (MICC), UK.

### Research papers presented in conferences/workshops

- Research paper on '*Viability and development of wind energy resources as alternative energy sources*' was selected for presentation at a workshop on Renewable Energy Sector under WSSD plan of implementation, held on 1 & 2 February, 2005 at Hotel Margala, Islamabad, under the auspices of Ministry of Environment, Government of Pakistan.
- A paper co-authored with other colleagues titled as '*Recent Developments in Management of Technology: Education and Training*' was selected for presentation in an International conference on 'Innovations in Information Technology (IIT,05)', held on 26<sup>th</sup> to 28<sup>th</sup> September, 2005 at Emirates Tower Hotel, Dubai, UAE. The conference was organized by the College of Information Technology, UAE University.

### Research papers published

1. Memon, Z., A. Rashdi, R. (2008). Knowledge proximity and technological relatedness in offshore oil and gas and offshore wind technology in the United Kingdom. *International Journal of Technology Management and Sustainable Development IJTM* Volume 7.1 in May, 2008. Available on line in PDF format at: <http://www.intellectbooks.co.uk/journals/view-Article.id=6369/>
2. Muhammad Aamir Obaid Khattak, Yuanguan She, Memon, Z., A. Nausheen Syed, Shariq Hussain and Muhammad Irfan (2013). Investigating critical success factors affecting ERP implementation in Chinese and Pakistani enterprises. *International Journal of Enterprise Information Systems (IJEIS)*. Online at: <http://www.irma-international.org/viewtitle/79144/>
3. Memon, Z., A., Yi-Ming Wei, Mark Gregory Robson, Muhammad Aamir Obaid Khattak. (2014). Keeping track of 'corporate social responsibility' as a business and management discipline: case of Pakistan. *Journal of Cleaner Production* 74, 27-34. Online at: <http://www.sciencedirect.com/science/article/pii/S0959652614002893>
4. Ahmed, S., Khan, M., A., Memon, Z., A., Siddiqui, F. u., H. 2014. Organizational Culture and its Impact on Employee Career Progression in Public Sector Organizations in Pakistan. *IBT Journal of Business Studies* 10 (2), 56-70. Online available at: <http://ibt.edu.pk/qec/jbs/10.2/5.Organizational%20Culture%20and%20Its%20Impact%20on%20Employee%20Career%20Progression%20in%20Public%20Sector%20Organizations%20in%20Pakistan.pdf>

5. Azeem, M., Memon, Z., A., Tahir, H., (2014), Empirical Evidence of Lay-off Survivor Sickness Syndrome in Pakistan. *IBT Journal of Business Studies* 10 (2), 56-70. Online available at: <http://ibt.edu.pk/qec/jbs/10.2/8.%20Lay-off%20Survivor%20Sickness%20Syndrome%20among%20Survivors%20of%20Pakistan.pdf>
6. Memon, Z. A., Bhutto, A., Chanar, Z. A. and Robson, M. G. (2015), 'Finding "corporate social responsibility" research trends and content in Chinese universities: A literature review', *International Journal of Technology Management & Sustainable Development*, 14: 3, pp. 179–204, doi: 10.1386/tmsd.14.3.179\_1. Available Online at: <http://www.ingentaconnect.com/content/intellect/tmsd/2015/00000014/00000003/art0002?crawler=true>
7. Qureshi, Q. A., Bhutto, A., Memon, Z. A. 2015. Factors affecting transfer of training at work place: Study of SSGC, Hyderabad. *IBT Journal of Business Studies* 11 (1) pp. 89-103. Online available at: <http://ibt.edu.pk/qec/jbs/11.1/8.%20Factor%20Effecting%20Transfer%20of%20Training%20at%20Workplace%20Study%20of%20SSGC,%20Hyderabad.pdf>
8. Memon, Z., A., Bhutto, A., Jhatial, A., A., (2015). Furnished houses for foreigners: discovering a niche market round the corner. *Grassroots. Volume 49, No .II.* Available online at: <http://sujo.usindh.edu.pk/index.php/Grassroots/article/view/2114/1856>
9. Samejo, Z., A., Memon, Z., A., Mangrio, W., B. (2015). Impact of United Nations' 'Food for Education' Program on primary Education: Case of District Tharparkar and Umar Kot. *NICE Research Journal of Social Sciences. Volume 8, Issue 2015.* Available online at: <http://nicerjss.com/index.php/nicerjss/article/view/15>
10. Khuhro, S., A., P., Memon, Z., A., Mangrio, W., B., Khuhro, I., A., (2015). Investigating status of 'corporate social responsibility' policies and practices: Case study of small and medium enterprises in Jamshoro and Hyderabad districts. *IBT Journal of Business Studies. Vol.11, No.2.* Available online at: <http://ibt.edu.pk/qec/jbs/11.2/18.%20Investigating%20Status%20of%20Corporate%20Social%20Responsibility%20Policies%20&%20Practices%20Case%20Study%20Of%20Small%20&%20Medium%20Enterprises%20in%20Jamshoro%20&%20Hyderabad%20Districts.pdf>
11. Shah, A., A., Bhutto, A., Memon, Z. A. (2016). Solar Thermal Technologies Dynamics and Strategies for Market Creation in Sindh. *MUET Research Journal.* Available online at: <http://oaji.net/articles/2015/2712-1451504895.pdf>
12. Memon, Z., A., Dars, J., A., Mangrio, W. B., Bhutto, A., Robson, M., G., (2016). Corporate Social Responsibility Practices in Multinationals and Large Enterprises in Pakistan: Assessing Commitment to the United Nations Global Compact. *International Journal of Sustainable Entrepreneurship and Corporate Social Responsibility*, Vol. 1, No.1. Online at:

<http://www.igi-global.com/article/corporate-social-responsibility-practices-in-multinationals-and-large-enterprises-in-pakistan/172164>

13. QAZI ABRO, ZAHID A. MEMON, ASIF ALI SHAH, AND IFFAT BATOOL NAQVI (2017). Antecedents of Enterprise Resource Planning and its Impact on Firm Performance with Supply Chain Integration as Mediating factor. *Mehran University Research Journal of Engineering & Technology*, Volume 36, No. 2, April, 2017 [p-ISSN: 0254-7821, e-ISSN: 2413-7219]. Available online at: [http://publications.muett.edu.pk/article\\_detail\\_abstract.php?p\\_id=1502](http://publications.muett.edu.pk/article_detail_abstract.php?p_id=1502)
14. Salah Shaikh, Zahid A. Memon, Asif Ali Shah (2017). Adoption and impact of quality assurance processes in higher education institutions of Jamshoro Education City. *Grassroots*, Special Issue, pp. 220-235. ISSN 1726-0396. Available online at: <http://sujo.usindh.edu.pk/index.php/Grassroots/article/view/3105/2323>
15. Qurat -ul-Ain Talpur, Aashiq Jhatial, Ghulam Murtaza, Zahid A. Memon, Huma Bukhari (2017). The Relationship between Employees' Training and their Performance in Public Universities in Pakistan. *NICE Research Journal of Social Sciences*. Vol.9. pp. 47-60. Available online at: <http://nicerjss.com/index.php/nicerjss/article/view/89>
16. A. A. SHAH, S. AMBREEN, S. SHAFQAQ, Z. A. MEMON (2017). Identification of Hurdles in Establishing Technological Innovation System (TIS) for Solar Thermal Technologies (STTs) in Sindh. Vol 49, No 2 (2017) Sindh University Research Journal-SURJ (Science Series). Available online at: <http://sujo.usindh.edu.pk/index.php/SURJ/article/view/3319/2401>
17. A. A. SHAH, S. AMBREEN, S. SHAFQAQ, Z. A. MEMON (2017). Tracing the Functional Dynamics of Technological Innovation System (TIS) for Solar Thermal Technologies (STTs) in Sindh. Vol. 49, No 3 (2017) Sindh University Research Journal-SURJ (Science Series). Available online at: <http://sujo.usindh.edu.pk/index.php/SURJ/article/view/3649/2510>
18. ALI, Akhtiar; MEMON, Zahid A.; NAQVI, Iffat Batool. Synthesizing corporate social responsibility concepts and its impact on building soft image for firms: **NICE Research Journal of Social Science**. Volume 10, no. 1, p. 121-141, Dec. 2017. Available at: <<http://nicerjss.com/index.php/nicerjss/article/view/106>>
19. Iffat Batool Naqvi, **Zahid A. Memon**, 2018. Upgrading of Developing Countries Industrial Clusters' Firms: Conceptual-Theoretical Framework. *International Journal of Knowledge-Based Development*. Vol. 9. No.1

Students under supervision in PhD programs

<b>Sr. No</b>	<b>Name</b>	<b>Program</b>	<b>Topic</b>	<b>Supervision</b>	<b>Year of registration</b>
01	Mr. Muhammad Nadeem Jahangeer	PhD-STIP	Entrepreneurship	Supervisor	2017
02	Mr. Kazi Mehar Ali	PhD-STIP	Bio fuels	Supervisor	2017
03	Ms. Sadia Akhund	PhD Management Sciences	Tracing sustainability in higher education courses: MUET	Supervisor	2017
04	Mr. Waqar Ahmed Sethar	PhD-STIP		Co-Supervisor	2017
05	Mr. Ghulam Hussain Buledi	PhD-SIP	Solid waste policies	Co-Supervisor	2016
06	Ms. Sheena Pitafi	PhD Management Sciences	Corporate Social Responsibility (CSR) in oil and gas sector in Pakistan: Perceptions, drivers, barriers and bottlenecks	Supervisor	2017
07	Mr. Saeed Ahmed Channar	PhD - STIP		Supervisor	2017

### MS / MBA Students Supervised

<b>Sr. No</b>	<b>Name</b>	<b>Program</b>	<b>Topic</b>	<b>Supervision</b>	<b>Year of completion</b>
01	Mr. Zulifaqar Ali Samejo	MS-STP	Impact Of World Food On Program Education In Pakistan, Case Study Of District Umerkot & Tharparkar	Co-Supervisor	2013
02	Mr. Farhan-Ul-Furqan	MS-STP	Impediments In Harnessing Coal Potential In Pakistan Case Study Of Thar Coal Reserves	Supervisor	2012
03	Mr. Adnan Mahar	MS-STP	E-Government Services In Pakistan , A Citizen's Perspective	Supervisor	2012
04	Mr. Salahudin Shaikh	MS-STP	Quality Enhancement Policy Of Higher Education Commission And Its Impact On Universities	Supervisor	2013
05	Mr. Shah Muhammad Kamran	MS-STP	Factors Causing The Formation Of Industrial Cluster In Hyderabad, A Case Study Of Motorcycle Manufacturing Industry	Co-Supervisor	2013



06	Mr. Zahid Hussain Sahito	MS-STP	Awareness And Use Of Electronic Journals By The Post Graduate Students, A Case Study Of MUET Jamshoro	Supervisor	2017
07	Mr. Muhammad Sohrab	MS-HRM	Adopting Green HRM Practices In Business School Of Jamshoro And Hyderabad	Co-Supervisor	2016
08	Ms. Hina Arejo	MS-HRM	Impact Of Talent Management Practices On Employee Engagement , A Case Study Of Hyderabad Fast Food Chains Restaurant	Co-Supervisor	2017
09	Ms. Anum Ahmed	MS-HRM	The Relationship Between Work Stress & Job Satisfaction Of FCPS Postgraduate Students In LUMHS	Co-Supervisor	In progress
10	Mr. Awais Iqbal Chandio	MS-HRM	Impact Of University Brand Name On Student Decision Making	Supervisor	2017
11	Bilal Ali Memon	MBA	Key success and failure factors of RO plants: Case of Hyderabad	Supervisor	In progress
12	Ghulam Ali Rahoo	MBA	Retails outlets in Hyderabad and various payment methods	Supervisor	In progress
13	MS. Hoor Memon	MBA		Co-Supervisor	
14	Ms. Hina Baloach			Co-Supervisor	

**Countries visited:** United Kingdom, Bahrain, Turkey, China, Sri Lanka and Denmark