

Tooba Hashmi

Lecturer

Mehran University Institute of Science, Technology & Development (MUISTD), Mehran University of Engineering & Technology (MUET), Jamshoro- Sindh-Pakistan-Asia

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EDUCATION

Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology (SZABIST)- Hyderabad Master of Business Administration (MBA)- Finance	Pakistan	<i>Jan 2015 – May 2016</i> <i>CGPA-3.58 / 4</i>
Bahria University- Karachi-Pakistan Bachelor of Business Administration (BBA)- Finance		<i>Sept-2007 – July-2011</i> <i>CGPA-3.43 / 4</i>
Board of Intermediate & Secondary Education- Hyderabad-Pakistan Intermediate (Pre-Engineering)		<i>Aug-2004– July-2006</i> <i>Marks 825/100</i>

TEACHING EXPERIENCE

Lecturer, Mehran University Institute of Science, Technology & Development (MUISTD)	<i>Jan 2019- Present</i>
<ul style="list-style-type: none">▪ Delivering lectures in undergraduate (BBA) and Post-graduate (MBA) Programs▪ Responsible for Pre-assessment of curriculum for any revision in the undergraduate program▪ Developed the curriculum of the BBA Program on Objective based education (OBE)▪ Major Subjects Taught: Principles of Accounting, Financial Accounting, Cost Accounting, Introduction to Business Finance, Financial Management, Banking Regulations and Policies, Analysis of Financial Statements, Entrepreneurship & Leadership.	

Mentor/Supervisor Mehran University Institute of Science, Technology & Development (MUISTD)

Jan 2019- Present

- Program Coordinator of BBA program for counselling and academic issues.
- Research supervision of final year students of master's Program.

Lecturer, Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology (SZABIST)- Hyderabad

Aug 2018- Jan 2019

- Delivering the lectures in the undergraduate program (BBA)
- To participate in student activities and any internal matter assigned by SZABIST management.
- Former Member of SZABIST Finance Society.
- Successfully conducted Public Speaking Contest among students as a part of Learn Fest
- **Major Subjects Taught:** Financial Accounting, Cost Accounting, Business Law, Business Ethics

ADDITIONAL RELEVANT EXPERIENCE

ISO Secretary- MUISTD (ISO 9001-2015)	<i>Sept 2019- Feb 2022</i> <i>Aug 2023- Present</i>
<ul style="list-style-type: none">▪ Responsible for conducting Departmental Management Review Committee meetings.▪ Conducted 32-Internal Quality Audit (IQA) at the Electronics Department, 32IQA at the Directorate of Finance, 34th at Controller of examination at Mehran University of Engineering & Technology▪ Focal person for Self-Assessment Review Reports (SAR) of the Institute▪ Member of "Assessment Team" to review Self-Assessment Review Reports the reports of US-Pakistan Center of Advance Studies in Water.	

General Banking Officer/Operations Manager- MCB Bank Limited

Dec 2012 – April 2015

- Responsible for Remittance Management, Account Opening, Term Deposits, Reconciliation of daily reports, Reporting to State MCB's Head Office and monitoring of regulatory compliance & control in daily branch operations.

RESEARCH EXPERIENCE

PUBLICATIONS

- Khaskheli, M. K., Qazi, S. W., Khan, N. R., **Hashmi, T.**, & Chang, A. A. R. (2022). Understanding the Impact of Green Human Resource Management Practices and Dynamic Sustainable Capabilities on Corporate Sustainable Performance: Evidence From the Manufacturing Sector. *Frontiers in Psychology*, 13, 844488.
- Sindhiya, S; **Hashmi, T**; Khaskheli(2022) , M. An Investigation of Bank's Non-Performing Loans-A study of Microfinance Banks from Microeconomic and Macro Economic Perspective towards sustainability & Financial Inclusion. *Global Journal for Management & Administrative Sciences*. Vol III. No.1.Pp(79-95)
- Keerio, A; Talpur, A; **Ameen, T**; Mari, H. (2021). Impact of Cashflow Management Practices on Financial Performance of Cement Manufacturing Firms: A Comparative study of Pakistan & India. *Journal of Accounting and Finance in Emerging Economies*. Volume 7: Issue 3, 2021
- U. A. Chang, A. B. Talpur, A. Chang and **T. Hashmi**, "Sustainable Supply Chain Management Practices and Firm Performance: Evidence from Small and Medium Enterprises of Pakistan," 2020 IEEE 13th International Colloquium of Logistics and Supply Chain Management (LOGISTIQUA), Fez, Morocco, 2020, pp. 1-8,

CONFERENCE PRESENTATION

- Qureshi, M., and **T. Hashmi**. "Impact of Macroeconomic Factors on Non-Performing Loans of Commercial Banks of Pakistan." *3rd International Conference on Experiential Learning*. Karachi: Institute of Business Management, 2018.

CONFERENCE ATTENDED

- Attended two days International Conference on "Industrial Clusters in Sindh Fostering Research & Development" at Mehran University of Engineering & Technology (MUET), Jamshoro-Pakistan *May 2019*
- Attended a One-Day International Conference on "Experiential Learning" at the Institute of Business Management (IoBM), Karachi, Pakistan *Oct 2018*

RESEARCH CO-SUPERVISION

- **Hasan Shoukat: (2023)** Impact of Structural Determinants on Financial Variables: Evidence from Dairy Industrial Cluster of Hyderabad, MBA (Finance)
- **Urooj Fatima (2023)** Analysis of the Impact of the Public Health Support Program to enhance the Risk pooling for Senior Citizens of Sindh, MBA (Finance)
- **Afqaue Ali (2023)** Analysis of Sales Growth and Firm Size and its Impact on Sustainability Practices of the Oil and Gas Sector of Pakistan, MBA (Finance)
- **Komal Soomro (2023)** Trade-off between Health hazards and workers' well-being in the Bangle industry. A Case Study of Hyderabad District, MBA (Finance)
- **Faraz Ali (2023):** Investigating Factors Towards Adoption of Mobile Wallet Payment Service, MBA(Finance)
- **Asadullah (2023)** Determinants of Dividend Policy and Its Impact on Firms Value: An Evidence of Automobile Sector of Pakistan, MBA (Finance)
- **Suad Sindhiya (2022)**, "An Investigation of Banks' Non-Performing loans: A study of Microfinance Banks from Micro & Macro perspective", MBA (Finance).
- **Adil Ali Keerio (2022)**, "Impact of Cash flow management practices on firm's financial performance. A comparative study between two countries, MBA(Finance).
- **Farman Ali (2021):** An assessment of cashflow volatility impact on financial leverage: Evidence from the textile industry of Pakistan. MBA(Finance)

- **Uzair Ahmed Chang (2020):** Sustainable Supply Chain Management Practices and Firm Performance: Evidence from SMEs. MBA (Finance)

INVITED TALKS

- Panelist at the competition “Zindagi Prize” to assess the viability of new start-ups. *March 21st, 2023*
- Two-hour session delivered on “Basics of Financial Statement” to the 2nd cohort of startups at National Incubation Center MUET, under the National Expansion plan of PITB *July 19th, 2022.*

RELEVANT RESEARCH SKILLS

- **Microsoft Excel** – Performed descriptive statistics on MS Excel
- **SPSS** – Performed multiple tests on primary data.
- **E-Views**- Executed Statistical tests on secondary data.

ADDITIONAL SKILLS AND COURSES

Associateship of Institute of Bankers Pakistan accredited by Chartered Banker Institute (UK)

Dec 2014

- AIBP Banking Certification (Corporate and Banking Law, Financial Planning & Budgeting, Advance Risk Management, Anti-Money Laundering Measures and Business Ethics, Strategic Hum Resource Management)
- Cleared all subjects in 1st Attempt.
- Received reward of Rs.150, 000 from MCB Bank

Junior Associateship of Institute of Bankers Pakistan accredited by Chartered Banker Institute (UK)

Nov 2012 – Dec 2013

- JAIBP Banking Certification was comprised of three different Stages.
- Cleared all stages in 1st Attempt.
- Received Cash reward of Rs. 225,000(accumulative) from MCB Bank

RELEVANT TRAINING RECEIVED

RESEARCH

Seven Days online workshop on “Building Community Resilience through Integrated and Applied Social Science Research” administered by The United States Educational Foundation in Pakistan (USEFP), In Collaboration with The Department of Public Administration, University of Karachi and Institute for Immigration Research (IIR) George Mason University. *Aug 2021 – Sept 2021*

Highlights

- Building Community Resilience- An approach to support SDGS
- Research Philosophy & Design
- Research tools & Hypothesis
- Referencing Tools & Styles
- Statistical Package for Social Science

ACADEMIC

Six Weeks Skill Based Faculty Development Program at NAHE (National Academy of Higher Education by HEC (Higher Education Commission of Pakistan) at Islamabad *July 2019 – Aug 2019*

Highlights

- **Teaching & Learning**- The focus was on MICROTEACHING, principles, models, elements of effective teaching, domain & types of learning, objective-based learning, assessment, and evaluation techniques based on Bloom’s taxonomy.
- **Research**- Basic Research tools, preparation of research proposal, research publication and presentation, stakeholder-driven research, achieving research grant, and industry and academia linkage were the center of discussion.

- **Leadership & Governance-** Basic leadership skills, bridging between administration and academia, academic governance and representation, skills required to govern the bodies, meeting with Vice Chancellors of different universities of Pakistan.

CORPORATE

Six months Induction Training as Trainee Business Officer (TBO Batch-42) by MCB BANK Limited

May 2012 – Nov 2012

Highlights

The training was comprised of classroom lectures and on-the-job placement in bank branches during training. There were mainly three modules.

- **Branch Banking-** Account opening, Customer relationship management, handling of cheque books and ATM, Remittance management, lockers, different Operations manual, managing profitability of branch etc.
- **Credit-** Consumer credit, corporate commercial credit, microfinance, agriculture credit, lines of credit, Customer suitability, credit risk management, credit policy of MCB Bank, Credit handbook reviewed etc.
- **Trade-** Letter of Credit and its types, Letter of Guarantee, Factoring/Bills Discounting, INCO TERMS, UCP, URR, Negotiable instruments, SWFT etc.

HONOUR & AWARDS

ACADEMIC

- **MUET Jamshoro**
Session Secretary at 1st International Conference on Women Development in Engineering, Science and Technology held at Mehran University of Engineering & Technology, Jamshoro. *Sep 2023*
- **SZABIST Hyderabad**
The name appeared on Chancellor's Honor roll for securing a GPA above 3.5 in MBA. *Feb 2017*

CORPORATE

- **MCB Spot Award by MCB Bank Limited** *June 2014*
In appreciation of the outstanding commitment to quality service & excellence
- **Certificate of Participation- MCB Bank Limited** *Nov 2012*
Upon successful completion of six months' induction training at MCB Staff College Karachi.
- **Certificate of Commendation MCB Bank Limited** *Nov 2012*
For securing 2nd position at MCB Staff College Karachi in the whole Southern Region for six months' induction training
Received Rs.15,000 Cash Reward for securing a position.

REFEREES

- **Prof. Dr.Asif Ali Shah**, Mehran University Institute of Science, Technology & Development, 92-333-2621622
asifali.shah@faculty.muett.edu.pk
- **Dr. Iffat Batool Naqvi**, Mehran University Institute of Science, Technology & Development, 92-333-2656487
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