

Mahvish Kanwal Khaskhely

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Personal Statement: *I am a motivated, adaptable, and passionate teacher. I seek to inspire positive change in people's perspectives towards life and society by inculcating the traits of tolerance and empathy inside and outside the classroom.*

ACADEMIC QUALIFICATION

Degree	Year	Institution	GRADE/CGPA
Ph.D	2023	SZABIST, Karachi	3.63
IELTS	2023	British Council	8 Band
MBA(HRM)	2012	Bahria University, Karachi	3.86(Magna cum Laude)
BBA(HRM)	2010	Bahria University, Karachi	3.47

ELECTIVES & MAJOR COURSES

- Job Analysis & Design
- Recruitment & Selection
- Conflict Management
- Global Governance & Development
- Training & Development
- Qualitative Research Methods
- Strategic HRM
- Leadership
- Performance Management
- Advanced Research Methods and Techniques
- Strategic Compensation Management
- Organizational Behavior
- Organizational Theory
- Entrepreneurship
- Marketing Management
- Advanced Quantitative Research Methods
- Advanced Research Philosophy

WORK EXPERIENCE



- 7.5 years teaching experience at MUISTD, Mehran University of Engineering and Technology. Taught courses including Tools of Innovation Management, Employee Training, and Development, Principles of Marketing, Marketing Management, Conflict Management, Human Resource Management, Strategic HRM and OBL.

Job Description includes:

- To engage with the broader scholarly and professional communities including other academic institutions and industries.
- To supervise or co-supervise Masters Students.
- To assist in the development of learning materials, preparing schemes of work, and maintaining records to monitor student progress, achievement and attendance.
- Provide students with timely and objective oriented feedback in relation to examination performance.

- To participate in seminars aimed at sharing research outcomes
- To provide counseling & support to students.
- Other activities like drafting timetables, preparing Board of Studies agendas, facilitating training workshops, arranging academic trips, and MBA research seminars.
- To prepare Memorandum of Understanding documents for official linkages with industries, Research Institutions, and other national and international academic institutions.
- Undertake such other appropriate duties as directed by the Head of Department in line with the contract of employment.

- 2014 Sept till July 2015: worked as marketing Coordinator at Alpha Container Industries: 


Key Roles:

- Quotation to clients.
- Order review
- Job creation on the inventory software.
- Coordinate with the Planning Department regarding material and line availability.
- Provide tentative delivery schedule to client.
- Ensure that payments are received on time.
- Achieve and maintain a healthy balance of account receivables and finished goods target.
- Customer Services: Act as a liaison between the company and the client.

- May 2014 till August 2014: **HR Executive at Manpower Export Placement Corporation.** 

Key Roles:

- Talent Acquisition
- Marketing the company to potential clients
- Advertising for diverse positions
- Filtering the Resumes
- Conducting Interviews with the candidates and recording the assessments.
- Meeting the demand of clients with the appropriate Human Resource.

- May 2014 till August 2014: Also, served at United Nations Association as a Corporate Social Responsibility Manager (Not for Profit Entity) 

Key Roles:

- Marketing the organization,
- Correspondence with Relevant Institutions,
- Planning and working on projects with a social cause.

- July 2010 – Sept. 2010: 7 weeks internship at **Damco Pakistan**
- July 2009 – Sept. 2009: 6 weeks internship at **Pakistan Steel**

MAJOR CONFERENCES/PROJECTS/PUBLICATIONS

- **2013:** MK Khaskhely, AF Shamsi, M Faraz, R Bashir. (2013). Stress Mitigation Protocol for CSS Aspirants. Global Management Journal for Academic & Corporate Studies 3 (1), 67.
- **2018:** Presented paper titled: “An Exploration into the Interior Sindh’s wooden furniture industry through the theoretical lens of Porterian Cluster- A case of Khairpur Mirs” in 1st International

workshop on Industrial Clusters under the theme of “Industrial Clusters and Regional Development- A case for Sindh”

- **2019:** Baladi, N; Channar, P; Khaskhely, M; Channar, S. (2019). Best Strategies to Recruit International Students: A Case of Business Institutes in Pakistan. *International Journal of Management and Emerging Sciences (IJMRES)* Volume 9 (1).
- **2020:** Khaskhely, M; Shamsi, A; Channar, S; Naqvi, I. (2020). Unheard voice of a talented woman subject to double discrimination: narratives of womanhood with physical constraints and her unique learning experiences in *International Journal of Psychosocial Rehabilitation*, Vol. 24, Issue 06.
- **2021:** Jamali, A; Bhutto, A; Khaskhely, M; Sethar, W. (2022). Impact of leadership styles on faculty performance: Moderating role of organizational culture in higher education. *Management Science Letters*. Volume 12.
- **2021:** Naqvi, I; Khaskhely, M; Ameen, T; Khan, S. (2021). The decline of Jute Industry in Pakistan: An Analysis through Historical Perspective and Recommendations for its Revival. *Journal of Historical Studies*. Volume VII. No. 2. (July-Dec 2021). Pp (19-35).
- **2021:** Naqvi, I; Khaskhely, M; Khaskhely, A; Mangrio, W. (2021). An analysis of Cotton Value Chain of Sindh Province: An Analysis for the Textile Industrial Cluster Development. *Journal of Applied and Emerging Sciences*. 11(2) <http://dx.doi.org/10.36785/jaes.112503>
- **2021:** Khaskhely, M; Naqvi, I; Isran, M. (2021). An exploration into the wooden furniture industry through the theoretical lens of porter’s cluster- a case study of Khairpur Mirs. *Journal of Social Sciences and Humanities*. 60 (2). 91-111.
- **2021:** Khaskhely, M; Khan, N; Qazi, S. (2021). Contribution of employee green values in...a conceptual nexus. *Journal of Tianjin University Science and Technology*. Vol:54 (11). DOI 10.17605/OSF.IO/52ZTA. (**impact factor 0.56**)
- **2022:** Khaskhely et al. (2022). Understanding the impact of Green human resource management Practices- Evidence from Manufacturing Sector. *Frontiers in Psychology* Volume (13). Article 844488 (**Impact factor 3.8**)
- **2022:** Kamran, Shah M., Mahvish K. Khaskhely, Abdelmohsen A. Nassani, Mohamed Haffar, and Muhammad M.Q. Abro. (2022) "Social Entrepreneurship Opportunities via Distant Socialization and Social Value Creation" *Sustainability* 14, no. 6: 3170. <https://doi.org/10.3390/su14063170> (**Impact factor 3.89**).
- **2023:** Kamran, S. M., Nassani, A. A., Abro, M. M. Q., Khaskhely, M. K., & Haffar, M. (2023). Government as a Facilitator versus Inhibitor of Social Entrepreneurship in Times of Public Health Emergencies. *International Journal of Environmental Research and Public Health*, 20(6), 5071. [10.3390/ijerph20065071](https://doi.org/10.3390/ijerph20065071) (**Impact factor 4.61**).

TRAINING, EVENTS & EXTRACURRICULAR ACTIVITIES

- Till 2012: Member of a community “Helping Hands of Bahria University”
- In 2015-16: Part of United Nations Association of Pakistan.
- Member of Alumni Association of Globelics Academy

Current:

- **2016:** Organizer stage committee 2 days International Conference on Science, Technology Innovation and Policy Management (16-17 Nov. 2016) organized by Mehran University Institute of Science, Technology and Development.
- **2017:** 4 days Microteaching training held by MUET ORIC (2017).
- **2017:** Facilitator and part of organizing team in 3 days Professional Development Program MUET (An Australian project of South and West Asia).
- **2018:** Participated in 2 days Smart PLS-SEM workshop at IBA Sukkur (March 2018).
- **2018:** Organizer and participant of 2 days International Workshop on Industrial Clusters (22-23 November 2018)
- **2018:** Guest speaker of a Motivational talk to the audience on career development and professionalism at Quaid-e-Awam University of Engineering, Science & Technology (Dec. 2018).
- **2019:** Guest speaker for Digital Skills boot camp organized by Office of Research and Innovation Center (ORIC)- MUET.
- **2019:** July 13-22nd attended Globelics Ph.D. Academy summer school in Tampere, Finland.
- **2021:** (5th June) part of Judges panel in the elevator pitch round for Jamshoro Center of National Expansion plan of NICs.
- **2021:** (3rd Dec) panelist and speaker at 3rd global CSR summit held in Marriot Karachi.
- **2023:** As per the quality objective 2022-23 of the Directorate of Human Resources of MUET, conducted a Skill Development training session for officers and supporting staff on 6 February 2023 at Prof. Dr. Haji Mahmood Memon Senate Hall, MUET.
- **2023:** (14th Dec) conducted workshop as a Resource Person on CV writing and Interview Skills for students and faculty.
- **2023:** (21st Dec) conducted a session on Tools and Techniques for generating innovative business ideas for “The Entrepreneur's Path" workshop for faculty and Trainers.

SUPERVISION (COMPLETE)

- **(2018)** Co-Supervised MS Research titled “Acceptance and Adaptability of Modern Human Resource Management Practices in Agriculture: An attempt towards Farmers’ sustainable Livelihood.”

(2018) Supervised MS Research titled “Students’ Perception towards Teacher Evaluation: Assessing the Role of Impression Management”

- (2018) Co-Supervised MS Research titled “Causes, Effect and impact of Interpersonal Conflict at Workplace: Case Study of LUMHS, Jamshoro.”
- (2019) Co-supervised MBA Research titled “Analysis of Entrepreneurial Intentions among Science, Technology, Engineering, Mathematics (STEM) Undergraduates.”
- (2019) Co-supervised MBA Research titled “An Investigation of the modern production process through regional innovation system: A case of motorbike firms clustered in Hyderabad, Pakistan.”
- (2020) supervised MBA Research titled: Career selection of females through representing the moderating roles of social norms (A case of Higher Education Institutions in Pakistan).
- (2020) Supervised MBA Research titled: Evaluating the Determinants of Work-Life Balance and Its Impact on Job Satisfaction.
- (2020) supervised MBA Research titled: Career selection of females through representing the moderating roles of social norms (A case of Higher Education Institutions in Pakistan).
- (2021) Co-supervised MS Research titled The Impact of Leadership Styles on Faculty Performance: A Mediating Role of Organizational Culture in Higher Education.
- (2023) supervised MBA Research titled, The Impact of The Political and Economic System on Human Development Index: A Classification of Pakistan, India and Bangladesh

STRENGTHS

- Strong verbal / written communication
- Strong work ethics, work well with others
- Resourceful, Responsible and dedicated
- Enjoy learning new things

SKILLS

Microsoft office

Google Drive, LinkedIn

SPSS/ PLS SEM & AMOS, NVivo software

Mendeley, Zotero and Endnote Reference Management software

REFERENCES

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