



Dr. KAMRAN AZAM

With over 23 years of experience as an Academician of Management. Professing the area of Strategic Management, HRM, OB, HRD, Leadership, and Project Management in the context of Climate Induced Disasters and Evolving Technologies. I have a proven track record of excelling in academia and possess a strong foundation in conducting high-quality research and effectively communicating findings. My expertise lies in utilizing data analysis tools to uncover insights and provide valuable contributions to the field. I have 66 Graduates at MS, MPhil and PhD level, consistent publications in Q1 journals with 1265 citations, 20 h index and i-10 index 29. I have been mobilizing resources for research projects and grants. Teaching as my life time passion has resulted in 40 courses. Programmatic development is what I enjoy the most; conceived and launched several BS and Graduate programs.

Universities Attended

- Universiti Teknologi, Malaysia (**THE Ranking – 35**)
- COMSATS Institute of IT (**THE Ranking – 80**)
- University of Management & Technology, Lahore (**THE Ranking – 201**)
- from RIPHAH International University, Islamabad

Personal Details

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Teaching Level:

BS, MBA, MS, MPhil and PhD

Universities Served:

- Universiti Teknologi, Malaysia,
- COMSATS University, Islamabad
- Quaid-i-Azam University, Islamabad
- National Defence University, Islamabad
- RIPHAH International University, Islamabad
- The University of Haripur
- The University of Peshawar
- Institute of Management Sciences, Peshawar
- The University of Agriculture, Peshawar

Academic Qualifications

1. I am a management graduate with PhD/MS dissertations and MBA Project in the area of identifying the Human Resource Development Needs of the Developmental Sector Organizations in the changing climate. I have done a PGD in Professional Ethics and Teaching Methodology as well.
2. Collaboration proposals accepted at world leading universities like MIT, Kings College London, Kyoto University Japan, Australian National University and University of East Carolina.

Experience (23 Years)

3. Assoc Prof and head of graduate programs at Institute of Management Sciences, University of Haripur w.e.f 13/08/2020. **THE Ranking – 251**
4. Tenure completed as Assoc Prof and HOD at Department of Leadership and Management Studies in National Defence University (3 years).
5. Served RIPHAH International University as a faculty member, Head of Research and Chair of Research Committee at the Faculty of Management Sciences (4.5 years).
6. Served COMSATS Institute of IT (Now COMSATS University of IT) as faculty member and researcher at Department of Management Sciences (5 years). **THE Ranking – 80**
7. Spent 5 years in the development sector in Executive Management (5 years).

Courses Taught

Taught 40 courses at BS, MS/MPhil and PhD levels, selected course titles are as follows:

8. Business Analytics in HRM, Organizational Behavior, Organizational and Group Dynamics, Human Resource Management, International HRM, HRM Policies & Practices, Project HR & Communication, Performance and Compensation Management,
9. Training and Development, Human Resource Development, Human Capital Development, Direct Research in HRD, Human Resource Development in Disaster Scenarios
10. Change Management & OD, Management and Organization, Classical & Contemporary Management, Cross Cultural Management,
11. Personal Management Skills, Leadership & Team Management, Islamic Leadership, Conflict and Crisis Management,
12. Advanced Research Methods, Business Research Methods and Report Writing, Advanced Qualitative Research Methods, Internship Report Writing
13. Business Strategy and Policy, Strategic Management, Business and Society, Business Communication, Economics of Business Strategy
14. Disaster Management Concepts and Perspectives, Emergencies Response Management, Conflict and Crisis Management, Project Management in Disasters, Local Governments, Organizational Theory and Public Management, Human Resource Development in Disaster Scenarios

Important URLs

- Scopus: <https://www.scopus.com/authid/detail.uri?authorId=57195631287>
- Web of Science: <https://www.webofscience.com/wos/author/record/D-7431-2019>
- Google: https://scholar.google.com/citations?hl=en&user=kRBFwFMAAA&view_op=list_works
- ORCID: <https://orcid.org/my-orcid?orcid=0000-0002-5188-8914>

Note: Complete list of Publications can be accessed on above links; while list of graduate supervision can be shared on demand

Memberships

- British Academy of Management
- Young Scientist: Chinese Academy of Sciences.

Skills

- MS Office
- SPSS
- NVIVO

Languages

- English
- Urdu
- Pashto

Publications, Graduate Research Supervision and Training

15. Published more than 60 papers and edited special issues in recognized, peer reviewed journals and presented at Int'l Conferences.
16. Attained a cumulative impact factor of 60. Published 14 Papers in Q1 Journals and 3 papers in Q3 Journals. Scopus 540, h-Index 13; WOS 460, h-Index 12.
17. Supervised 67 PhD/MS /MBA graduates in the areas of HRM, OB, DM Project Management and Public Policy
18. Developed six level train the trainers (TOT) for emergency/disaster managers and frontline workers in the wake of climate change related environmental hazards.

Recent Articles in Scopus Journals

19. From Conflict to Climate Future: Unraveling the Nexus between Warfare and Environmental Degradation. Sustainable Futures, Vol: 9, 100525, URL: <https://doi.org/10.1016/j.sfr.2025.100525>.
Scopus Ranking: 46/289 and 84th Percentile in Management of Technology & Innovation. <https://www.scopus.com/sourceid/21101065044#tabs=1>
20. Balancing Growth and Sustainability: The Impact of Greenfield Investment on trade adjusted carbon emissions". "Sustainable Futures" Vol: 8, 100253. URL: <https://doi.org/10.1016/j.sfr.2024.100253>.
21. Fostering sustainable tourism in Pakistan: Exploring the influence of environmental leadership on employees' green behavior. "Business Strategy and Development" Vol: 7, Issue: 1, e328. URL: <https://onlinelibrary.wiley.com/doi/10.1002/bsd2.328>
Scopus Ranking: 144/478 and 69th in Strategy and Management, <https://www.scopus.com/sourceid/21100976150>
22. Beyond Climate Change: Examining the Role of Environmental Justice, Agricultural Mechanization, and Social Expenditures in Alleviating Rural Poverty. "Sustainable Futures" Vol: 06, 100130. DOI: <https://doi.org/10.1016/j.sfr.2023.100130>.

Research Funding, Conferences and Memberships

23. Resource mobilization of PKR 20 million with active projects of PKR 6.7 Million.
24. I am young scientist of the Integrated Research in Disaster Risk (IRDR) sponsored by Chinese Academy of Sciences and UNISDR.
25. In this regard our research group has won an International Center of Excellence of IRDR to be established in Pakistan.
26. Member of the British Academy of Management, presented a paper at BAM Annual Conference, 2-4 Sept, 2020. Title of the paper was "Risk Management in Modern World Projects – A Systematic Literature Review".
27. Organized 5th ICOBM Karachi, 11-12 March, 2015 and 4th International Water Conference as conference secretary, followed by a special issue as guest editor of an HEC recognized journal

Institutional and Academic Programmatic Development

28. Curriculum upgradation of BBA, MBA, BS LMS, MS PM, MS, MPhil and PhD Management Sciences and Leadership, in the diverse specializations of Strategic Leadership, Strategic Management, Supply Chain Management, DM, Tourism and Hospitality Management.
29. Introduced BS in Industrial Management and enriched the BS/MS/MPhil and PhD programs at IMS, UOH.
30. At NDU, the LMS Deptt has won first position in interdepartmental ranking based on outstanding performance, during my tenure as HOD-LMS in 2018.
31. Focal Person and convener of NBEAC Accreditation Committee at IMS, UOH. NBEAC follows the standards of AACSB.
32. Achieved top ranking in research component in NBEAC Accreditation of FMS RIPHAH.
33. Pioneered MS in Disaster Management (DM) and MS in Healthcare Management in Islamabad.
34. Completion of a Pilot Project on establishing a Faculty Development Center at NDU.

References: To be furnished on demand.