



Dr. Noor Ahmed Brohi

📍 Khairpur, 66020 Sindh Pakistan

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PROFESSIONAL SUMMARY

Pragmatic professional with solid experience in leadership roles. Adept at implementing strategic business plans, driving growth and improving operations. Skilled in financial management and stakeholder relations. Collaborative and dedicated to building and leading talented and motivated individuals.

SKILLS

- Creativity and Innovation
- Regulatory Compliance
- Faculty Management
- Consensus Building
- Curriculum Implementation
- Course Development
- Resource allocation
- Problem-solving
- University Teaching
- Leadership
- Interpersonal

WORK HISTORY

CHAIRPERSON/ASSISTANT PROFESSOR

09/2020 to CURRENT

Department of Management Sciences and Technology, Begum Nusrat Bhutto Women University

- Assume leadership responsibility for the department's research, teaching, and service initiatives
- Communicate the department's goals and the actions or requests taken to achieve them, and foster an environment that fosters creativity and innovation, as well as excellent professional influence
- In cooperation with the dean's office, coordinate the unit's educational programs with the faculty, schedule courses, and assign instructors to these courses
- In collaboration with other departments/areas/programs and the dean's office, track course registrations and make necessary revisions to course schedules and instructor assignments
- Oversee the seminar series, lectures, and other activities that take place in the department.

DIRECTOR OF THE OFFICE OF THE RESEARCH, INNOVATION AND COMMERCIALIZATION

11/2023 to CURRENT

Begum Nusrat Bhutto Women University

- Oversee the planning, development, and execution of research programs and projects
- Foster a culture of research excellence and collaboration among faculty, researchers, and students
- Lead efforts to secure external research funding through grant applications and collaborations with government agencies, industry partners, and other funding sources
- Establish and nurture collaborations and partnerships with other academic institutions, industry, and research organizations
- Promote interdisciplinary research initiatives

- Develop and implement programs to enhance the research capabilities of faculty, researchers, and students
- Provide support for professional development, training, and mentorship in research-related activities.

DIRECTOR HR

03/2021 to 10/2021

The Begum Nusrat Bhutto Women University

- Provide strategic direction for the university's human resources function, aligning HR initiatives with organizational goals and fostering a positive work culture
- Develop, implement, and revise HR policies and procedures to ensure compliance with legal requirements and alignment with industry best practices
- Oversee the recruitment and selection process, ensuring the attraction and retention of high-quality faculty and staff
- Develop effective strategies for talent acquisition and workforce planning
- Manage employee relations, conflict resolution, and disciplinary processes
- Promote a positive and inclusive work environment, addressing employee concerns and grievances
- Implement training and development programs to enhance the skills and capabilities of staff
- Facilitate professional growth and succession planning initiatives
- Lead the design and implementation of performance management systems, including goal setting, performance evaluations, and feedback mechanisms
- Ensure fair and transparent performance appraisal processes
- Manage employee benefits programs, including health insurance, retirement plans, and other perks
- Ensure compliance with regulatory requirements and communicate effectively with employees regarding their benefits
- Develop and implement initiatives to promote diversity, equity, and inclusion within the university
- Foster an inclusive culture that values and respects individual differences.

ASSISTANT PROFESSOR

11/2019 to 08/2020

Department of Business Administration, Shaheed Benazir Bhutto University

- Teaching responsibilities in the Department of Business Administration.

ASSISTANT PROFESSOR

07/2019 to 11/2019

Faculty of Management Sciences, ILMA University

- Teaching responsibilities in the Faculty of Management Sciences.

RESEARCH ASSOCIATE

07/2015 to 07/2019

Faculty Of Economics And Management, UPM | Malaysia

- Collaborated with multidisciplinary teams to drive project success and achieve objectives.
- Presented research findings at industry conferences, increasing visibility for the organization.
- Authored and co-authored multiple peer-reviewed journal articles, establishing expertise in the field.

- Managed complex databases to ensure accuracy and accessibility of critical information.
- Trained and mentored junior researchers, fostering a collaborative work environment that promoted knowledge sharing.
- Provided technical guidance on experimental design and data interpretation issues for team members as needed.

EDUCATION

Ph.D. | Management 07/2019

Putra Business School, University Putra Malaysia, Malaysia

- Degree Awarded with Gold Certificate for Best PhD student
- Thesis Statement: Servant Leadership, Psychological Safety, Psychological Capital, Regulatory Focus and Turnover Intention among Nurses in Pakistan

MBA | Human Resource Management 10/2015

Putra Business School, University Putra Malaysia, Malaysia

- Member of Putra Student Association, 2014 to 2019
- Executive Committee (Events), Putra Student Association 2015-2016
- General Secretary, UPM International Students Association (UPMISA)

MBA | Finance 12/2021

Shah Abdul Latif University, Khairpur, Sindh Pakistan

- 3.73 GPA



BPA | Public Administration 08/2009

Shah Abdul Latif University, Khairpur, Sindh Pakistan

- 3.61 GPA

LANGUAGES

Urdu: Native language

Urdu:	C2	English:	C2
			
Proficient		Proficient	

Sindhi: C2



Proficient

LIST OF PUBLICATIONS

- Abbasi, K., Alam, A., Brohi, N. A., & Nasim, S. (2023). Further evidence on non-audit fees: using the context of female directors on audit committees. *Journal of Financial Reporting and Accounting*.
- Abbasi, K., Alam, A., Brohi, N. A., Fiza, M., Nasim, S., & Brohi, I. A. (2023). The Cash Holdings of Fintechs and SMEs: Evidence from OECD Countries. In *The Fintech Disruption: How Financial Innovation Is Transforming the Banking Industry* (pp. 329-347). Cham: Springer International Publishing.
- Brohi, N. A., Mehmood, S. A., Erri, M. A., Mushtaque, T., Shah, I. A., & Khuhro, M. A. (2021). Compassionate Leadership is Key to Success: Role of Servant Leadership Style in Predicting Employees Trust in Leadership, Psychological Safety, and Turnover Intention. *Elementary Education Online*, 20(5), 5662-5672. (X Category)

- Abbasi, K., Alam, A., Brohi, N. A., Brohi, I. A., & Nasim, S. (2021). P2P lending Fintechs and SMEs' access to finance. *Economics Letters*, 109890. (W Category)
- Zeeshan, S., Ahmed, N., imma, N. S., anna, H. O. J. O., & jantan, A. H. Direct, Indirect and Conditional Factors Explaining Turnover Intention Among Pakistani Bank Employees. (Y Category)
- Brohi, N. A., Khuhro, M. A., Jamali, M., Shah, I. A., & Hussain, A. (2021). I am of value to the organization : The Role of Servant Leadership in Predicting Psychological Capital and Turnover Intention among School Teachers in Pakistan. *Elementary Education Online*, 20(5), 5344–5360. <https://doi.org/10.17051/ilkonline.2021.05.600> (X Category)
- Shah, I. A., Khaskheli, G. A., Alkilany, S. B., Brohi, N. A., & Tunio, R. A. (2021). Efficiency Measurement of Universities in Sindh through Total Quality Management Practices. *Elementary Education Online*, 20(5), 4654–4658. <https://doi.org/10.17051/ilkonline.2021.05.513> (X Category)
- Soomro, R. B., Brohi, N. A., Memon, K. M., & Gilal, R. G. (2020). Measuring Customer Satisfaction When Dining at a Casual Restaurant: An Application of Kisang's Model. *Sukkur IBA Journal of Management and Business*, 6(2), 1. <https://doi.org/10.30537/sijmb.v6i2.485> (Y Category)
- Brohi, N. A., Jantan, A. H., Qureshi, M. A., Jaffar, A. R. Bin, Ali, J. Bin, & Hamid, K. B. A. (2018). The Impact of Servant Leadership on Employees Attitudinal and Behavioral Outcomes. *Cogent Business & Management*, (2), 1–17. <https://doi.org/10.1080/23311975.2018.1542652> (X Category)
- Qureshi, M. A., Qureshi J. A., Thebo, J. A., Shaikh, G. M., Brohi, N. A., & Qaiser, S (2019). The nexus of Employee's Commitment, Job Satisfaction, and Job Performance: An Analysis of FMCG Industries of Pakistan. *Cogent Business & Management* (X Category)
- Brohi, N. A., Jantan, A. H., Mehmood, S. A., Khuhro, M. A., & Akhtar, M. S. (2018). Does Servant Leadership Behavior Induces Positive Behaviors? A Conceptual Study of Servant Leadership, Psychological Safety, and Turnover Intention. *International Journal of Engineering and Technology (UAE)*. (Y Category)
- Qureshi, M. A., Hamid, K. B. A., Jeihoony, P., Ali, R., Brohi, N. A., Magsi, R., & Shah, S. M. M. (2018). Is Supervisor Support Matter in Job Satisfaction? a Moderating Role of Fairness Perception Among Nurses in Pakistan. *Academy of Strategic Management Journal*, 17(6), 1–10. (X Category)
- Mehmood, S. A., Nadarajah, D., Akhtar, M. S., Brohi, N. A., & Khuhro, M. A. (2018). A Conceptual Framework Explaining the Impact of Perceived Career Growth and Organisational Justice on Intention to Stay Among City Traffic Police Lahore. *International Journal of Engineering and Technology-UAE*, 7(33), 22–28. (Y Category)
- Memon, M., Ahmed, F., Qureshi, M. A., & Brohi, N. A. (2018). Effectiveness of Psychometric Testing in Recruitment Process. *Journal of Organizational Behavior Researches*, 3(1), 293–306. (Y Category)

- Shah, I. A., Ahmed, F., Rafi, K., & Brohi, N. A. (2021). “Why does Organizational Justice matters into the Perception of Burnout? Evidence from HEIs in Pakistan. *Journal of Critical Reviews*, 8 (Y Category)
- Shah, I. A., Khuhro, R. A., Brohi, N. A., Khuhro, M. A., & Musvi, S. S. A. (2021). Job embeddedness at the millennium: A critical assessment of 10 years approach for turnover. *SALU-Commerce and Economics Review* Accepted (Y Category)
- Brohi, N. A., Abdullah, M. M. Bin, Khan, A. M., Dahri, A. S., Ali, R., & Markhand, K. H. (2018). Communication Quality, Job Clarity, Supervisor Support and Job Satisfaction among Nurses in Pakistan: The Moderating Influence of Fairness Perception. *International Journal of Academic Research in Business and Social Sciences*, 8(5), 1–6. <https://doi.org/10.6007/IJARBSS/v8-i5/4078> (ERA Indexed)
- Brohi, N. A., Jantan, A. H., Sobia, Akhtar, M. S., & Pathan, T. G. (2018). Does Servant Leadership Style Induce Positive Organisational Behaviors? A Conceptual Study of Servant Leadership, Psychological Capital, and Intention to Quit Relationship. *Journal of International Business and Management*, 1(1), 1–11.
- Brohi, N. A., Pathan, T. G., Khuhro, M. A., Mehmood, S. A., Akhtar, M. S., & Tee, K. K. (2017). An Empirical Study of Contemporary HR Roles in Malaysian Context. *Science International*, 29(6), 1207–1214.
- Ahmed, A., Khuwaja, F. M., Brohi, N. A., & Othman, I. bin L. (2018). Organizational Factors and Organizational Performance: A Resource-Based view and Social Exchange Theory Viewpoint. *International Journal of Academic Research in Business and Social Sciences*, 8(3), 579–599. <https://doi.org/10.6007/IJARBSS/v8-i3/3951> (ERA Indexed)
- Shah, S. M. M., Ali, R., Dahri, A. S., Brohi, N. A., & Maher, Z. A. (2018). Determinants of Job Satisfaction among Nurses: Evidence from South Asian Perspective. *International Journal of Academic Research in Business and Social Sciences*, 8(5), 19–26. <https://doi.org/10.6007/IJARBSS/v8-i5/4082> (ERA Indexed)
- Qureshi, M. A., Shah, S. K. B., Brohi, N. A., Soomro, A. B., & Mushtaque, T. (2019). Impact of Job Clarity on Nurses’ Job Satisfaction: A Moderating Role of Fairness Perception. *International Business Research*, 12(4), 187–195. <https://doi.org/10.5539/ibr.v12n4p187> (ERA Indexed)

SCHOLARLY CONTRIBUTIONS

- Associate Editor of Humanities and Social Sciences Communications (Scimago Q2; JCR 3.5 IF)
- Reviewer for esteemed peer-reviewed journals such as Sage Open (SSCI), Management Research Review (SSCI) and Leadership & Organization Development Journal (SSCI)

REFERENCES

- Dr Faizan Ali, Ph.D., CHIA., CHE
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School of Hospitality & Tourism Management
University of South Florida
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- Prof. Dr. Amer Hamzah
Professor Management Sciences
VERITAS University College Malaysia
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