**RESUMÉ**

Name: Professor Hameed A.Bhatti

Mailing Address: 5-D, Faisal Alvi (Willoughby), Road,

Askari Apartments, Rawalpindi, Cantt.

Phone No: 0306-5341172

Email Address : prof.hameed.bhatti@gmail.com

**EDUCATIONAL QUALIFICATION**

* B.A. Philosophy (Psychology, Ethics) Political Science, English 1961

Government College Lahore, University of the Punjab.

* M.A. (Psychology) 1963

Government College Lahore, University of the Punjab.

* B.Sc. (War Studies including Social & Behavioural Sciences)

University of Karachi.

* B.B.A (Hons), Institute of Business Administration 1988

Karachi, University.

**PROFESSIONAL EXPERIENCE**

**PANELLIST VISITING PROFESSOR AT:**

1. FAST-National University (NUCES), Islamabad.
2. NUST, Islamabad.
3. Bahria University, Islamabad.
4. International Islamic University, Islamabad.
5. APCOMS, Rawalpindi Cantt.
6. Riphah International University, Rawalpindi.
7. Foundation University, Rawalpindi.

**38 years of teaching and 9 years of research and administrative experience. The break-up is giving below;**

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| **S#** | **Appointment** | **Institution/Organization** | **Duration** |
| 1. | Faculty Member | Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi, District Swabi, Khyber Pakhtunkhawa. | 1997-2005 |
| 2. | Project Director (Equivalent to Professor’s Rank) | Baqai Institute of Management Sciences, Baqai Medical University, Karachi | 1996-97 |
| 3. | Visiting Professor of Personnel Management (HRD&M) for MBA Courses | Washington University, Pakistan Campus, Karachi | 1996-96 |
| 4. | Visiting Professor of Behavioural Sciences (Business and Professional Ethics for BS/BBA (Hons) Courses) | Greenwich University, Clifton, Karachi | 1993-93 |
| 5. | Professor of Behavioural Sciences and Vice Principal (for CA Courses) | Institute of Chartered Accountants of Pakistan, Karachi | 1993-97 |
| 6. | Management Training and Selection Consultant | Atlas Autos (Honda), ANZ Grindlays Bank, Karim-Marla and Associates, Karachi | 1991-93 |
| 7. | Director and Professor of Organizational Behaviour and Management (BBA (Hons) Courses) | Institute of Management, Air War College, PAF-IBA, Karachi University, Karachi | 1989-91 |
| 8. | Professor of Management (Concurrent Appointment) for Officers Management Courses | PAF College of Staff Studies, Rear AHQs, Peshawar. | 1989-91 |
| 9. | Professor of Human Behaviour, Organizational Behaviour, and Business Communications (BBA (Hons) Courses | Institute of Management, Air War College, PAF-IBA, Karachi University, Karachi | 1983-89 |
| 10. | Vice Principal and Chief Instructor of Management, Personnel Management, Educational Psychology, Communication /Public Speaking Skills | School of Education and Management, PAF Base, Kohat | 1979-83 |
| 11. | Asst. Director Personnel Selection – Chief Job Analyst and President Trade Allocation Board | Air Headquarters, Peshawar | 1976-79 |
| 12. | Selection Psychologist | ISSB | 1976-76 |
| 13. | Personnel and Vocational Psychologist | Personnel Selection Team, PAF Base, Kohat | 1973-76 |
| 14. | Instructor of Management, Human Relations, Educational Psychology, Pedagogy | School of Education and Management, PAF Base, Kohat | 1967-73 |
| 15. | Instructor of Management, Human Relations, Educational Psychology, Pedagogy/Teacher Training | Swedish-Pakistani Institute of Technology, Landhi, Karachi | 1963-67 |

**RESEARCH AND PUBLICATIONS**

|  |  |  |
| --- | --- | --- |
| Human Resource Development and Management (HRD&M), (Doctoral Level Three-Volume Job Analysis Study Report) | Rear Air Headquarters, Peshawar and PAF Base, Kohat | 1973-82 |
| Research Guidance in Organisational Behaviour | Institute of Management, Air War College, PAF-IBA, Karachi University. | 1983-89 |

**AREAS OF SPECIALISATION**

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| **Business Management** | **Teacher Education** |
| **Behavioural-Philosophical Group** | History and Philosophy of Education |
| Organisational Behaviour | Pedagogy (The Science & Art of Teaching) |
| Psychology/Human Behaviour | Educational Psychology/Child Psychology |
| Ethics (from Islamic, Business, Engineering and Industrial Dimensions) | Educational Guidance and Counselling |
| Sociology | Curriculum Development |
| Consumer Behaviour | Course Planning |
| Marketing, Selling & Advertising | Teaching Aids and Educational Technology |
| Industrial, Personnel, Business & Managerial Psychology | Teacher Evaluation/Instructional Evaluation |
| Psycho-Technology | School Organisation |
| Ergonomics (Worker-Machine Interface) |  |
| Philosophy, Psychology, Sociology and Ethics of Art & Architecture |  |
| Philosophy, Psychology, Sociology and Ethics of Environment |  |
| Logic—Deductive and Inductive |  |
| Guidance and Counselling |  |
| Body (Non-Verbal) Language |  |
| Personal Management, Grooming and Personality Development |  |
| **Management Group** |  |
| Principles of Management |  |
| Human Resource Management/ Personnel Management |  |
| Job Analysis and Performance Management |  |
| Occupational Analysis of Technical Trades |  |
| Total Quality Management (TQM) |  |
| Analysis of Pakistani Industries |  |
| World Trade Organisation (WTO) |  |
| Defence Management (Taught Air War College-IBA, Karachi University) |  |
| **Miscellaneous Group** |  |
| Business Communications and Technical Report Writing |  |
| Phonetics, Linguistics, Presentation and Public-Speaking Skills |  |

**GUEST SPEAKER AND VISITING PROFESSOR AT:**

* Southeastern University Washington D.C, Karachi Campus
* Greenwich University, Clifton, Karachi.
* National Defence University (NDU), Islamabad.
* Pakistan Institute of Management, Clifton, Karachi.
* Institute of Business Administration (MBA Courses), Karachi, University Karachi.
* Indus School of Art and Architecture, Clifton, Karachi.
* Department of International Relations, Karachi University, Karachi
* PIA Training Center (Senior Officers Management Courses), Karachi
* Joint Services Staff College, Rawalpindi
* Management Services Division, Cabinet Secretariat, Karachi (For Senior Officers Management Courses)
* Management Association of Pakistan (MAP), Karachi
* National Institute of Labour Administration and Training (NILAT), Karachi
* Atlas Honda Ltd, Karachi
* ANZ Grindlays Bank Ltd, Karachi
* Jaffer Brother Ltd, Karachi
* Institute of Chartered Accountants, Karachi
* OGDC Institute (Senior Management Courses)
* Municipal Training and Research Institute, Clifton, Karachi
* National Development Finance Corporation (NDFC), Karachi
* Pakistan Institute of Development Banking, Karachi
* Army School of Logistics, (For Seniors Officers Leadership Courses), Kuldana, Murree
* Staff College, Muslim Commercial Bank, (Senior Officers Leadership and Management Courses) Karachi
* Sindh Employees Social Security Institution (SESSI), (Senior Social Welfare Officers Leadership and Management Courses), Karachi
* Society for Training and Development, (Senior Bank Officers Leadership and Management Courses), Karachi
* PAF Institute of Aviation Safety Officers Leadership and Safety Management Courses), Masroor Base, Karachi
* Quaid-e-Azam University, Islamabad
* WISE Post-Graduate Girls College, Gulberg, Lahore
* Educational Leadership Course for College Faculty and Management, PAF College, Masroor, Karachi
* Senior Leadership and Management Course, Ordnance School, Pakistan Army, Malir, Karachi
* Educational Leadership Lecture for the Teaching and Management Staff, The Lahore Lyceum, Lahore
* Senior Officers Leadership and Management Course, PICIC Institute of Management, Karachi
* Educational Leadership Course for Senior Executives - District Education Officers, British Council, (DFIT-UK), Peshawar
* Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi, K.P
* Institute of Leadership and Management (ILM), Lahore

**PROFESSIONAL LECTURES/TALKS DELIVERED AND COURSES CONDUCTED AT:**

* National Institute of Psychology, Center of Excellence, Quaid-e-Azam University, Islamabad
* Pakistan Psychological Association Conference, Karachi.
* PAF Seminar on Psychological Services and Personnel Research, Peshawar
* Seminar on Psychological Services in Pakistan, Air Force, PAF Base, Masroor, Karachi
* Junior Command and Staff School, Shahrah-e-Faisal, Karachi
* International Seminar conducted by the Society of Pakistan English Language Teachers (SPELT), Karachi

**CONSULTANCY AND ADVISORY SERVICES**

* Consultant to the United Bank Ltd, Pakistan in Human Relations, I was invited by its then President Mr. Agha Hassan Abidi
* Consultant to the SMARS INTERNATIONAL for Consumer Behaviour and Marketing Psychology Research, Karachi
* Honorary Panellist/Advisor to BBC World Service Programme for Audience Research evaluating the linguistic and phonetic standards of its English speaking broadcasters, commentators and speakers
* Honorary consultant to McGraw Hill Book Company for Management Publications, Karachi
* Honorary consultant to Maxwell-Macmillan International Publishing Group for Publication on Behavioural Sciences and Management, Karachi
* Honorary consultant to Feroz Sons (Pvt.) Limited on Management Publications, Karachi
* Provided Honorary advisory services to the Civil Aviation Training Institute Hyderabad for equipping its Library with Management books
* Provided Honorary advisory services to Baqai Medical College and Fahmi Health Education Centre, Karachi
* Honorary Consultant to the Lahore Lyceum, Lahore

**COURSES, WORKSHOPS, NATIONAL AND INTERNATIONAL CONFERENCES ATTENDED:**

Attended over 60 courses, workshops and seminars on Managerial Behavioural Sciences, Management, Organisational Behaviour and Education. A few of them are listed below:

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| Strategic Human Resource Management Course. (One-Week Duration) | Pennsylvania State University and Pakistan Institute of Management, Sheraton Hotel, Karachi | 1987 |
| Course on Training and Training Techniques (Two-Week Duration) | Pakistan Institute of Management, Karachi | 1971 |
| Junior Command and Staff Course. (Seven-Week Duration) | Pakistan Air Force Shahrah-e-Faisal, Karachi | 1973 |
| Instructional Techniques-cum-Training Supervisors Course. (Three-Week Duration) | School of Education and Management, PAF Base, Kohat | 1980 |
| Course on Management of the Training Functions. (Two-Week Duration) | Pakistan Institute of Management, Karachi | 1981 |
| Course on Management Excellence (One-Week Duration) | Pakistan Steel Mills, Karachi | 1989 |
| Training Workshop on Procurement of Works and Consultants’ Services World Bank-Financed . (One-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 1997 |
| Training Workshop on Procurement of Gods, Works, and Consultants’ Services under the World Bank- Financed Projects. . (One-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 1998 |
| Training Workshop on Productivity Improvement Through Effective Maintenance. (One-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 1998 |
| Advanced Training Workshop on Procurement of Large Works under the World Bank Financed-Projects. (One-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 1999 |
| Training Workshop on Total Quality Management (TQM) . (One-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 2000 |
| Training Workshop on Quality Management Tools (Three-day Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 2000 |
| Training Workshop on Solid Waste Management (For Environmental Pollution Control) (Two-Week Duration) | Islamic Development Bank, Jeddah held at GIKI Topi, Khyber Pakhtunkhwa | 2001 |

**REPORTS AND ARTICLES PUBLISHED**

* A Two-Volume research report titled “The Human Factor in Techno-Industrial Environment” It is an HRD & M-based research project sponsored by the Rear AHQs, Peshawar.
* A research report titled “The Human Factors in PAF Logistics”.
* “Manual of Management” for the College of Staff Studies, Rear Air Headquarters, Peshawar
* A research report on “Vocational/Technical Training” Swedish-Pakistani Institute of Technology, Landhi, Karachi
* A number of articles on behavioural sciences, educational, industrial organisational and managerial psychology published in the professional journals and leading English newspapers of Pakistan.

**CURRICULUM DEVELOPMENT FOR SENIOR MANAGEMENT COURSES FOR THE FOLLOWING**

* Behavioural Sciences and Management for National Defence University, Islamabad, (For Brigadiers/Commodores/Air Commodores and 20-Scale Officers).
* Behavioural Sciences (Nine Courses in all) for NIPA, Karachi (for Senior Federal Government Officers).
* Defence Management Sciences for Joint Services Headquarters, Chaklala (for Brigadiers/Commodores/Air Commodores and 20-Scale Officers).
* Management Courses for Senior Officers of the College of Staff Studies, Rear Air Headquarters, Peshawar.
* Communication and Management Courses for Senior Officers of the Institute of Defence Management Air War College, PAF, Karachi.

**MEMBERSHIP OF LEARNED BODIES**

* Member, Management Association of Pakistan (MAP) 1987
* Member, Pakistan Institute of Management (PIM) 1985
* Member, Royal Aeronautical Society - R.Ae.S. (PAK) 1985
* Founder Member of Pakistan Psychological Association, Karachi 1964
* Founder Member of the Society for the Advancement of Training, Karachi. 1964
* Member of Old Ravians Association, Karachi 1963
* Member, Society of Pakistan English Language Teachers (SPELT, Karachi) 1988
* Founder Member of Pakistan Counselling Association, Karachi 1988
* Member of English Speaking Union of Pakistan 1985

(A Worldwide Union whose Patron-in-Chief is Duke of Edinburgh)

**MISCELLANEOUS EXPERIENCE**

* Acted as judge for the Inter-Collegiate English Debates in Karachi.
* Interviewed over 5000 PAF recruits, airmen and technicians for their trade allocation, guidance and counselling
* Interviewed about 300 POWs, (Officers and Airmen) of 1971 War for their clearance, guidance, counselling and rehabilitation.
* Placed on the VIP Mailing List by the McGraw Hill and Maxwell Macmillan International Publishing Groups (Textbooks are gifted to me for review, guidance and sales promotion).

**A FEW “SUPERLATIVES” AND “FIRSTS”**

* Youngest guest speaker of the county; made my debut for the United Bank Ltd. Staff College in 1966 at the age of 26.
* The first person with Behavioural Sciences background teaching and doing research in the field of Management and Behavioural Sciences for the last forty seven years i.e., 1963-2011
* The first Pakistani who has conducted three-volume scientific research in Human Factors in techno-industrial environments through the tool of Job Analysis.
* The youngest paid consultant at the age of 26 rendered Human Relations consultancy services to the management of the United Bank Ltd, Head Office, Karachi on the invitation of its then president Mr. Agha Hassan Abidi in 1967.