



Dr. Muhammed Rizwan N K

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Dr. Muhammed Rizwan N K earned his Ph.D. in Management (HR & Organizational Behaviour) from the Department of Management Studies, Pondicherry University. His doctoral research focuses on the generational diversity in the workplace, revealing the subtleties of intergenerational interactions and how work values and personality traits shape employees' work-life integration behaviours. It explores how individual characteristics drive the preferences for balancing work and life. He holds a Master's Degree in Commerce (Business Management) from Jamia Millia Islamia, New Delhi, where he graduated with a gold medal for first rank - and an MBA in Human Resource Management from Pondicherry University. A two-time recipient of the UGC Junior Research Fellowship (Commerce, 2018; Management, 2024), he has presented his research at leading national and international conferences. His broader research interests encompass work-life dynamics and integration practices; diversity and inclusion; workplace motivation and experience; and the future of work.

Educational Qualifications

❖ **Ph.D. in Management**, Pondicherry Central University - 2025

Thesis: Seniors to Gen Z: Unveiling Work Values, Personality Traits, and Their Impact on Work- Life Integration through Engagement and Meaningful Work.

Supervisor: Dr. R. Chitra Sivasubramanian, Professor, Department of Management Studies

❖ **Master of Commerce (Business Management)**, Jamia Millia Islamia University

❖ **Master of Business Administration (HRM)**, Pondicherry University

❖ **Bachelor of Commerce (Finance)**, University of Calicut

Experience

❖ **Dean Academics**, Sirajul Huda Institute of Management Studies (SHIMS) Oct 2025 – Jan 2026

- Led the overall academic strategy for the MBA programme, ensuring alignment with industry expectations and institutional vision.
- Strengthened academic governance by leading Academic Council/Board of Studies meetings and implementing policies for quality enhancement.
- Managed end-to-end academic operations including timetabling, examinations, evaluation processes, and academic audits.

- Designed and delivered courses, guiding student mentoring, academic counselling, grievance resolution, and initiatives to enhance academic performance.
- Monitored programme outcomes, analysed academic performance metrics, and executed continuous quality improvement plans.
- Ensure compliance with regulatory and accreditation standards and prepare supporting documentation.

❖ **Visiting Professor**, PMA SAFI HR Institute - 2025

- Taught the course 'Quantitative Research' to PGCM Public Policy, Social Enterprise Management Students.
- Independently designed and structured the course syllabus to align with program learning outcomes and industry relevance.
- Mentored students in advanced quantitative analysis using SPSS, SmartPLS, and Excel, encompassing regression, ANOVA, and structural equation modeling (SEM).

❖ **Assistant Professor**, Department of Commerce (Finance), SAFI Institute of Advanced Study - 2024 – 2025

- Taught undergraduate and postgraduate courses in Marketing, HRM, Accounting and Finance, including core subjects such as Financial Accounting, Cost Accounting, and Corporate Accounting.
- Delivered specialized courses such as Investment Management and Financial Management, focusing on portfolio theory, security analysis, risk-return trade-off, capital budgeting, and corporate finance decisions.

Achievements

- ❖ Junior Research Fellowship (JRF) in Commerce by UGC (2018)
- ❖ Junior Research Fellowship (JRF) in Management by UGC (2024)
- ❖ Gold Medalist for First Rank, Master's Degree, Jamia Millia Islamia, New Delhi (2019)
- ❖ UGC – NET in Commerce & Management
- ❖ Best Undergraduate Student of the Year -2017, SAFI

Technical Skills

SPSS, SmartPLS, IBM AMOS, EViews, Stata, QDA Miner, VOSviewer, Atlas.ti, R Studio

Professional Memberships

- ❖ Member, National HRDN, Membership ID: IA/CHN/131943/29062025/29062026

Area of Interests

- ❖ Organizational Behaviour and HRM
- ❖ Work-Life Dynamics and Integration Practices
- ❖ Diversity and Inclusion
- ❖ Workplace Motivation & Employee Experience
- ❖ Future of Work & Organizational Culture

Publications

- ❖ NK, Muhammed Rizwan, and Chitra Sivasubramanian. Remote work and employee well-being: The blurred work-life boundaries (2022). *Asian Journal of Management and Commerce*.
- ❖ AI Governance in Corporate Leadership: A Systematic Review of Ethical Challenges, Accountability, and Best Practices. (2025). *International Journal of Advances in Management and Economics*.
- ❖ Value-Driven Integration: The Engagement Nexus between Work Values and Work-Life Integration in the Service Sector. *IIMB Management Review*, Elsevier (UR)
- ❖ Editor-in-Chief, Emerging Paradigms in Business: Artificial Intelligence, Sustainability and Transformative Technologies. ISBN 978-93-343-4631-2.
- ❖ A Review of the Work Values, Work-life Integration and Meaningful Work among Generations in the Workplace: The Moderating Effect of Personality Traits, Muhammed Rizwan N. K. and Chitra Sivasubramanian. *Business Beyond Borders*, ISBN: 978-81-970159-9-1.
- ❖ Navigating the Generational Divide: Socioeconomic Influences, Meaningful Work, and Engagement-Driven Integration. *Journal of Intergenerational Relationships*, Taylor and Francis (UR)
- ❖ Trait-Fueled Integration: Revealing Personality Pathways to Work-Life Integration through Engagement. *SN Business and Economics*, Springer (UR)

Working Papers:

- Silent Revolt: Moral Disengagement as the Process Linking Psychological Contract Breach and Quiet Quitting
- Perceptions of Justice, Cynical Responses, and the Rise of Quiet Quitting: Examining Psychological Capital's Buffering Role.

Presentations

- ❖ TIES International Conference on 2024: Business Beyond Borders, VESIM Mumbai, April 2024.
- ❖ National Seminar on Interest Free Microfinance & Sustainable Development, SAFI Institute of Advanced Study, University of Calicut, October 2024.
- ❖ International Conference on Environmental Issues in Business and Roadmap for Innovative Solutions (ICEIB – 2022).
- ❖ Chaired SAFCOM International Conference on the Future of Business: Artificial Intelligence, Sustainability and Novel Developments, January 2025.

Workshops & Training

- 9 Day International Workshop on Research Development Program and Scholar Wellness Program
- Faculty Development Program – 10 Days, SAFI Institute of Advanced Study
- Five Day EDP on Research & Analytics Tools – Department of Management Studies, Pondicherry University
- SPSS for Research – Bogdan Anastasiei – Certification
- Google's Project Management Certification
- National Workshop on Financial Empowerment and Financial Securities Market, AMFI & Mangalore University