

## **HINA MUNIR**

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### **Academic Qualifications**

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| ▪ <i>PhD Management Science</i><br>(Northwestern Polytechnical University, Xi'an China)                    | 2015-2019 |
| ▪ <i>M.com (3.5 yrs. Hons.) / M.phil</i><br>(Hailey College of Commerce, University of the Punjab, Lahore) | 2010-2014 |
| ▪ <i>B.com IT</i><br>(Queen Mary College Lahore)   | 2008-2010 |

### **Previous Career History**

- Lecturer (CFE group of colleges from 20<sup>th</sup> Aug. 2014 to 30<sup>th</sup> Jun. 2015)
- Lecturer (Al-Muzamil academy from 15<sup>th</sup> Aug. 2010 to 20<sup>th</sup> Dec. 2012)
- Lecturer (ideal academy from 10<sup>th</sup> Sep. 2010 to 30<sup>th</sup> Nov. 2012)

### **Dissertation Topics**

**PhD:** Disentangling the effect of personal entrepreneurial characteristics to understand entrepreneurial intentions of university students; with specific reference to China and Pakistan

**Masters:** The effect of perceived organizational support and job attitudes on employee retention; mediating role of perceived person organization fit in banking sector of Lahore Pakistan.

### **Publications**

1. **Hina Munir**, Cai Jianfeng, Sidra Ramzan (2019), "Personality traits and theory of planned behavior comparison of entrepreneurial intentions between an emerging economy and a developing country", International Journal of Entrepreneurial Behavior & Research, Vol. 25 Issue 3, pages 554-580 (SSCI, IF=2.391).
2. **Munir, H.**, Jianfeng, C. Miao, W. and Ramzan, S. (2019), "Human Capital and Theory of Planned Behavior: Unraveling Entrepreneurial intentions of IT students in Pakistan", Journal

of Entrepreneurship and Business Innovation, 6(2), 23-46 (Google Scholar).

3. Sidra Ramzan, ChenGuang Liu, **Hina Munir** et al. "Assessing young consumers' awareness and participation in sustainable e-waste management practices: a survey study in Northwest China", Environment Science and pollution Research (2019) <https://doi.org/10.1007/s11356-019-05310-y> (**SCI, IF= 2.9**).
4. Arfat Y, Basra MAR, Shahzad M, Majeed K, Mahmood N, **Munir H** (2017). miR-208a-3p suppresses osteoblast differentiation and inhibits bone formation by targeting ACVR1. Mol Ther Nucleic Acids. 2018;11:323–36 (SCIE).
5. Mahmood, N., Jianfeng, C., **Munir, H.**, Yanran, M., Cai, Y. (2016), "Incubators, SMEs, and Economic Development of China. International Journal of Multimedia and Ubiquitous Engineering", 1(1), 311-318 (EI).
6. Mahmood, N., Jianfeng, C., Jamil, F., **Munir, H.**, Lu, J. (2015), "Snapshot of technology business incubators in China", International Journal of U- and E- Service, Science and Technology, 8(7), 235-242 (EI).
7. Mahmood, N., Jianfeng, C., **Munir, H.**, and Yasir, N. (2016). "Impact of Factors that Inhibit the Drive of Entrepreneurship in Pakistan: Empirical Evidence from Young Entrepreneurs and Students". International Journal of U- and E- Service, Science and Technology, 9(12), 163–174 (EI).
8. Mahmood, N., Jianfeng, C., **Munir, H.**, and Jamil, F "Rationalizing Job Satisfaction: A Empirical Study among College Teachers in Private Sector of Pakistan" 2016 (EI).
9. Mahmood, N., Jamil, F., **Munir, H.**, Yasir, N. and Jianfeng, C., "Business Incubators and Challenges: Evidences from Pakistan" (EI).
10. Mahmood, N., Jianfeng, C., **Munir, H** "Opinion of startups in exemplifying role of business incubators in sustaining their survival and growth: Empirical evidence from Pakistan" International Journal of u- and e- Service, Science and Technology, vol. 12, no. 1, (2017) (EI).

### **Papers Presented at Conferences**

11. **Hina Munir**, Cai Jianfeng, "Entrepreneurial characteristics and traits: A gender comparative study" presented at POMS 2018 international Conference, **Granada Spain**.
12. **Hina Munir**, Cai Jianfeng, "Influence of Social Factors on Entrepreneurial Intentions: a Comparative Study of University Students in two Regions" presented at POMS 2018

international Conference, **Granada Spain**.

13. Danish, RQ, Hymayon AA, **Munir H**, “The Effect of Perceived Organizational Support and Job Attitudes on Employee Retention; Mediating Role of Perceived Person Organization Fit in Banking Sector of Lahore, Pakistan” presented at International Business and Contemporary Issues in Business in Rapid City At: South Dakota (2015).
14. Nazim, M, Rasool, Y. **Munir Hina** et al. “Ranking of Barriers Faced by Real Time Women Entrepreneurs in Pakistan using FAHP Approach” presented at 1st International Conference on Diversity and Social Inclusion (2020).

### **Papers Under Review**

15. Disentangling the effect of personal abilities and socio-demographic variables on entrepreneurial intentions: implications for entrepreneurship pedagogy, Journal of Global Entrepreneurship Research (2019).
16. Do Real Time Women Entrepreneurs Encounter the Barriers? An Emerging Economy Perspective, Journal of Sociology (2019).
17. What impacts the adoption of online e-waste collection platform: An empirical study of Chinese millennials, Management of Environmental Quality (2020).

### **Workshops Attended**

- “How to publish successfully”, organized by school of management Northwestern Polytechnical University.
- “Low carbon society and corporate social responsibility practices worldwide”, organized by school of management Northwestern Polytechnical University.
- “How to write systematic literature review”, organized by school of management Northwestern Polytechnical University.
- “Quantitative research techniques in management” organized by school of management Northwestern Polytechnical University.
- Attended seminar on “the belt and Road: international student entrepreneurship competition” organized by Northwestern Polytechnical University, Xi’an Shaanxi, China.
- Attended seminar on “the role of high-skilled foreign labor in startup performance: evidence from two natural experiments” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.

- Attended seminar on “New world order and the role of China” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.
- Attended seminar on “Decision support systems: A group perspective” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.
- Attended seminar on “managing up: a preliminary study” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.
- Attended workshop on “How to write papers and how reviewers review papers by Journal of Management Studies” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.
- Attended workshop on “Introduction to System Dynamics by Martin Kunc, Warwick Business School, UK” organized by school of management, northwestern Polytechnical University, Xi’an Shaanxi, China.

## **Academic Research Projects**

- Prepared a project on “Effect of perceived organizational support on employee turnover: in telecommunication sector”
- Prepared a research report on “Chinese managers’ market orientation and ability to deliver service quality”
- Prepared a research project on “Impact of cost and volume profit analysis and margin of safety in manager’s decision making”
- Prepared a literature review report on “Perceived organizational support: A literature review on theoretical perspective, antecedents, consequences and dimensions”
- Prepared a research report on “Social structure, reasonable gain, and entrepreneurship in Africa”
- Prepared a review report on “Review of classical management theories”
- Prepared a research report on “Determinants of employee retention in private organizations of Pakistan”

## **Editorial Advisory Board/Membership**

Currently offering services as reviewer in

- Journal of Entrepreneurship in Emerging Economies
- Management Decision
- International Journal of Gender and Entrepreneurship
- Small Enterprise Research
- Journal of Global Entrepreneurship Research

- Journal of Entrepreneurship and Business Innovation

## **Courses**

PLS-SEM (Basic and Advance), by Smart PLS online Academy

## **Software Proficiency**

- *Advanced Proficiency*  
Smart PLS, Amos and SPSS
- *Intermediate Proficiency*  
N Vivo

## **Honors and Awards**

- 2015-2019 Full funded Scholarship for PhD Management Science and Engineering program at Northwestern Polytechnical University, Xian Shaanxi, China..
- 2012-2014 Internal merit scholarships for all two years in M.com 3.5 years.

## **Subjects Taught**

Introduction to Business (Graduate Level)  
Money Banking and Finance (Graduate level)  
Financial Accounting (Graduate Level)  
Business Statistics and Mathematics (Graduate Level)  
Business Math & Statistics (Intermediate Level)  
Commerce (Intermediate Level)  
Banking (Intermediate Level)

## **Research Interests**

- Entrepreneurship
- Entrepreneurial intentions
- Cognition
- Personality
- Gendered entrepreneurship
- Entrepreneurial decision making
- Women entrepreneurial barriers
- Business incubation
- Industry-university linkage
- Emerging and developing economies

## **Personal Information**

- **Citizenship:**  
*Pakistani*
- **Languages:**  
*English (fluent)*  
*Urdu (native)*  
*Chinese – studied 6 months in school (Intermediate)*

## **References**

Dr. Rizwan Qaiser Danish, Associate Professor, Hailey College of Commerce, University of the Punjab Lahore, [rdanish2000@yahoo.co.uk](mailto:rdanish2000@yahoo.co.uk) +923217969935  
Prof. Dr. Cai Jianfeng, Northwestern Polytechnical University Xi'an Shaanxi, China,  
[caijf@nwpu.edu.cn](mailto:caijf@nwpu.edu.cn)