

Dr. Shadab Mohd Khan

Assistant Professor (HRM)
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EDUCATION

Ph.D.	2025
Department of Management Studies, Jamia Millia Islamia University, Delhi (A Central University) Title: Influence of Personality Traits and Skills on Social Entrepreneurial Intention: An Empirical Study	
Master of Business Administration	2018
CGPA 8.47/10, First Class Department of Management Studies, Jamia Millia Islamia University, Delhi (A Central University)	
Bachelor in Electronics and Communication Engineering	2014
Percentage: 62.30% First Class UPTU, Lucknow	

ACADEMIC WORK EXPERIENCE

- Assistant Professor (HRM) at Centre for Distance Education, Jamia Millia Islamia, New Delhi (January 2026 – Present)
- Visiting Faculty for MBA (Executive) at Department of Management Studies (DMS), Jamia Millia Islamia, New Delhi (September 2024 – Present)
- Guest Faculty at Delhi Skill and Entrepreneurship University, Vivek Vihar Campus, New Delhi (August 2024 – January 2026)
- Academic Counsellor at Centre for Distance Education, Jamia Millia Islamia, New Delhi (December 2024 – Present)

INTEREST

- **Academic Interest:** Human Resource Management and Development, Organizational Behavior, Compensation and Reward Management, Leadership, and Labour Legislations.
- **Research Interest:** Personality Traits, Skills, Social Entrepreneurship, Entrepreneurial Intentions, Tourism Entrepreneurship.

PUBLICATIONS

- Sunayana, Shadab Mohd Khan, Arshia Arora (2025). Breaking Barriers: Women's Spiritual Liberation in Contemporary India. *Journal of Indian Knowledge Systems and Contemporary Learnings*, 1(1), 1-10. <https://doi.org/10.64006/iks/1101>.
- Vorina, A., Manzoor, M., Laskar, H. R., Siriman, N., Singh, D., Khan, S. M., ... & Asthana, S. (2025). A Stochastic Behavioral-Financial Framework For Modeling Responsible Tourism Dynamics. *Global & Stochastic Analysis*, 12(6). <https://doi.org/10.64837/Gsa.12.6.4>.
- Sunayana, Khan, S. M., Naushad, M., & Siddiqui, T. A. (2025). From Traits to Intentions: How Personality Shapes Social Entrepreneurship in Tourism. *Prabandhan: Indian Journal of Management*, 18(9), 8–28. <https://doi.org/10.17010/pijom/2025/v18i9/174841>
- Somi Waseem zaidi, Shadab Mohd Khan, Mohd Azeem, Obaidul Ola (2025). “Examining the Influence of Organizational Work Climate on Employee Performance in India”. *Business Strategy and Management Insights*, 1(1), 78-87. <https://doi.org/https://doi.org/10.64006/bsmi/1106>.
- Sunayana, Khan, S. M., & Arora, A. (2025). Breaking Barriers: Women's Spiritual Liberation in Contemporary India, *Journal of Indian Knowledge Systems and Contemporary Learnings*, 1(1), 01-09. <https://doi.org/10.64006/jetim/1101>.
- Vorina, Anton, et al. (2025). A Stochastic Behavioral-Financial Framework for Modeling Responsible Tourism Dynamics. *Global and Stochastic Analysis*, 12(6), 33-43. <https://doi.org/10.64837/GSA>.
- Sunayana, & Khan. (2025). Integrating norm activation and planned behavior theories to predict tourists' pro-environmental actions: A multivariant approach. *Business Strategy and Management Insights*, 1(2), 1–12. <https://doi.org/10.64006/bsmi/1201>.
- Sunayana & Khan, SM. (2022). Thematic analysis of E-learning experiences during the Covid-19: An entrepreneurial students' perspective. *Stochastic Modelling & Applications*, 26(3), Part-1, 497-508.
- Sunayana & Khan, SM. (2022). Tourism social entrepreneurship: A bibliometric analysis of academic contributions. *Stochastic Modelling & Applications*, 26(3), Part-7, 225-235.
- Sunayana & Khan, SM. (2020). Social entrepreneurship and social business: A comparative review. *Sahulat Journal of Microfinance*, 8(1), 63-72.
- Siddiqui, KI, Khan, SM, & Haidary, AH (2019). Financial Inclusion and Entrepreneurship: A Gender-based Logit Analysis. *Sahulat: A Journal of Interest Free Microfinance*, 7(2), 59-65.
- Sunayana & Khan, SM. (2019). Trends in social entrepreneurship: A systematic review. *Think India Journal*, 22(1), 1685-1701.

BOOK CHAPTER

- Sunayana & Khan, SM. (2025). Exploring the Social Objectives of Entrepreneurship Students in the aftermath of Trauma. In Authors (Neha Seth & Priyanka Yadav), *Transformative Business Research: Integrating Sustainability and Growth Strategies pp 188-199, Bloomsbury India Book with ISBN:978-93-61314-67-4*, 33-42.

- Sunayana & Khan, SM. (2021). Entrepreneurship in India: A GEM data-based approach. In Authors (Tahir Ahmad Wani & Arif Anwar), *Contemporary business trends: Pre and post COVID-19 Scenario* (pp. 37-49), Bloomsbury India Book with ISBN: 978-93-5435-026-9.

CONFERENCE PAPERS

- Sunayana & Khan, SM. (January,2025). Artificial Intelligence and Inclusive Social Entrepreneurship: Opportunities and Ethical Challenge. Presented at the *International Conference on Empowering Viksit Bharat@2047: Innovations in Finance, Inclusion & Economic Growth* (13th -14th February, 2025), Department of Management Studies and Industrial Engineering, IIT Dhanbad, India.
- Sunayana & Khan, SM. (July,2023). Navigating Change: The transformative journey of entrepreneurship students in the face of Covid-19. Paper presented at the *International Conference on Contemporary Business Trends* (9th-13th July, 2023), Department of Humanities, Social Sciences and Management, NIT Srinagar, India.
- Sunayana & Khan, SM. (September, 2022). A shift in social intentions of entrepreneurship students due to Covid-19: A thematic analysis. Paper presented at the *International Conference on Sustainability and Digitalization* (28th-29th September, 2022), Jamia Hamdard, India.
- Sunayana & Khan, SM. (February,2022). Academic contributions in woman entrepreneurship research: A bibliometric analysis. Paper presented at the *International Conference on Vision 2070: Achieving Sustainability Through Management and Technology* (5th February, 2022), Asian Business School, India.
- Sunayana & Khan, SM. (January,2022). Scholarly contributions in tourism social entrepreneurship research: A bibliometric analysis. Paper presented at the *International Conference on Enterprise and Entrepreneurialism in Hospitality* (28th -30th January, 2022), Department of Tourism and Hospitality, JMI, India.
- Sunayana & Khan, SM. (November,2021). Online class experiences of entrepreneurship students during the Covid-19. Paper presented at the *Global Strategic Management Conference 2021: Workplace Digitization - Challenges, Opportunities, and Future Trends* (19th-21th November, 2021), Delhi Metropolitan Education, India.
- Sunayana & Khan, SM. (January,2021). An overview of entrepreneurial activities in India and Pakistan. Paper presented at the *International Conference on Contemporary Business Trends* (16th -17th January, 2021), Department of Humanities, Social Sciences and Management, NIT Srinagar, India,.
- Sunayana & Khan, SM. (November,2019). A systematic review of social entrepreneurship. Paper presented at the *International Conference on VUCA* (23th-24th, November, 2019), MIET Business School, India

FDP

- Two Week Refresher Course on Data Analysis with Statistical Methods held from 21st December, 2020 to 03rd January, 2021, MHRD Sponsored Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching (PMMMNTT), Organized by Teaching Learning Centre, Ramanujan College, University of Delhi along with Indian Accounting Association, NCR Chapter.
 - FDP on "Research Methodology: Tools & Techniques", Organized by IILM College of Engineering and Technology from 18-22 May, 2020.
 - FDP on “Structural Equation Modelling”, Organized by Department of Management Studies, Faculty of Management Studies, Jamia Millia Islamia, New Delhi, from 17th - 19th May, 2023.
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