

Muhammad Aqeel Awan

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EDUCATION

London School of Economics & Political Science (LSE) PhD Management (Organisational Behaviour) MRes Management (Organisational Behaviour)	London, UK 2023-present 2021-2023
Lahore School of Economics MPhil Development Studies	Lahore, Pakistan 2018
Lahore University of Management Sciences (LUMS) BSc (honours) Economics and Politics	Lahore, Pakistan 2014

RESEARCH INTERESTS

Precarity; Meaning of Work; Work Identity; Stigma; Qualitative Methods.

DISSERTATION

How workers engage with precarious work?

Committee: Lourdes Sosa (LSE); Niranjan Janardhanan (LSE).

PUBLICATIONS

Awan, M.A & Pianezzi, D. (2023). Constructing subjects that matter: A case of conditional recognition for Pakistani Khawajasiras. ***Gender, Work, and Organization***, 30(3): 1124-1141.

Ashraf, M.J., Pianezzi, D. & **Awan, M.A.** (2023). Doing Transgender 'Right': Bodies, Eroticism and Spirituality in Khwajasira Work. ***Human Relations***, 76(2): 286-309.

RESEARCH UNDER REVIEW

Awan, M.A. & Janardhanan, N.S. *Precarious livelihoods and work meanings. *Administrative Science Quarterly*. 1st Revise & Resubmit.

*Title of the paper has been replaced to protect blind review.

WORKS IN PROGRESS

Awan M.A. & Saeed, S. Course against discourse: Aurat march and the social practices in Pakistan. *Conference paper accepted – additional data collection planned*. Target Journal: *Organization Science*

Soane, E, Janardhanan, N.S., **Awan, M.A.**, Aufegger, L., & Bicknell, C. Decision making discussions amidst crises. *Data Analysis & Writing stage*. Target Journal: *Administrative Science Quarterly*.

Awan M.A. Guided by Passion or Money: Navigating entrepreneurial identity amidst uncertainties. *Data Analysis & Writing stage.*

Awan M.A., Khan, U.A., & Pletneva, L.. Recovery workers' calling and disidentification from 'junkie' stigma. *Data collection ongoing.*

Awan M.A. & Khan, U.A. When the stigmatised do not perceive stigma. *Theoretical paper – writing in process.*

Awan M.A. & Janardhanan. Agency among the marginalised. *Theoretical paper – writing in process.*

Awan M.A. & Khan, U.A. Agency, fate and meaning making among brick kiln workers. *Proposal/ethics review approved, Data collection in early stages*

Awan, M.A. Unmaking of an Entrepreneur. *Proposal / ethics review approved, Data collection in early stages.*

FELLOWSHIPS, GRANTS, & AWARDS

LSE Department of Management Conference fund (£1,500)	2025
LSE Post Graduate Travel award (£1,000)	2025
Humane Studies Fellowship: After Entrepreneurship Challenges PDW (\$2,100)	2024
LSE Post Graduate Travel award (£1,000)	2024
LSE Department of Management Conference fund (£1,500)	2024
Winner of the Academy of Management Carolyn B Dexter Award	2023
Finalist for the Managerial and Organisational Cognition Best Diversity Paper	2023
Humane Studies Fellowship – Conference Expense Award (\$750)	2023
LSE Post Graduate Travel award (£1,000)	2023
LSE Department of Management Conference fund (£1,500)	2023
LSE MRes/PhD Studentship	2021-2026
Gold Medal in MPhil	2019
Lahore School of Economics Dean's Honours List	2019
Lahore School of Economics scholarship	2016-2018
LUMS National Outreach Program (NOP) scholarship	2010-2014
Punjab College (higher secondary education) scholarship	2008-2010

CONFERENCES & WORKSHOPS PARTICIPATION

Awan, M.A & Saeed, S. Course against discourse: Aurat march and the social practices in Pakistan. 85th Annual Meeting of the Academy of Management at Copenhagen, Denmark, 25th to 29th July, 2025.

Awan, M.A. & Janardhanan, N.S. Fishing (for) Identity: Intergenerational work identity among fathers and sons. Symposium title: Parent(-ing) at Work: How Employees Navigate Parenthood at Work. 85th Annual Meeting of the Academy of Management at Copenhagen, Denmark, 25th to 29th July, 2025.

Awan, M.A., Khan, U.A., & Pletneva, L. How workers facilitate clients' disidentification from stigmatised identities. Symposium title: The Good, the Unconscious, and the Dynamic: Rethinking Disidentification at Work. 85th Annual Meeting of the Academy of Management at Copenhagen, Denmark, 25th to 29th July, 2025.

Awan, M.A & Janardhanan, N.S. Work Engagement and Multiple Work Identities: Livelihood construction amidst precarity. 83rd Annual Meeting of the Academy of Management at Boston, USA,

4th to 8th August, 2023. (**Carolyn Dexter Award Winner**)

Awan, M.A & Janardhanan, N.S. Work Engagement and Multiple Work Identities: Livelihood construction amidst precarity. 10th Annual Paper Development Workshop at the University of Edinburgh Business School, 6th March, 2023.

Awan, M.A & Janardhanan, N.S. Resigning to Fate: Job and career crafting amid multiple precarity. Positive Organizations Scholarship (POS) Conference, 2021. Ann Arbor, Michigan, US, 21-22 June 2021.

Ashraf, M.J., Pianezzi, D. & Awan, M.A. "Accounting for Transgenders: Khwajasira Community in Pakistan," 11th International Critical Management Studies Conferences – CMS 2019, at Milton Keynes, UK, on 27-29 June 2019.

TEACHING EXPERIENCE

*London School of Economics & Political Science (LSE)	London, UK
Operations Management, 4.7/5**	2024 & 2025
Leadership in Organisations, 4.4/5**	2023 & 2024
Management of Organisations, 4.7/5.0**	2022 & 2023
Introduction to Quantitative Analysis, 4.6/5.0	2022

*At LSE, a Graduate Teaching Assistant teaches 'seminar classes.'

**The evaluation score noted here is average score across multiple years of teaching the course.

RESEARCH POSITIONS

London School of Economics & Political Science (LSE)	London, UK
Research Assistant	2022-2025
LSE Changemakers' Supervisor	2022-2023
LSE Eden Centre Research Officer	2023-2024

Annual Status of Education Report (ASER)	Lahore, Pakistan
Research Analyst	2020-2021

Lahore University of Management Sciences (LUMS)	Lahore, Pakistan
Research Associate	2015, 2017, 2019-2020

Lahore School of Economics	Lahore, Pakistan
Research Assistant	2017-2018

NEWSPAPERS/MAGAZINE OP-EDS

The News International	Pakistan
Fate of the Fisherman	10 Apr 2022
Floods and Discourse	06 Aug 2021
The Political Economy of Environmental Protection	30 Nov 2019
Problem of Categorisation	23 Jun 2018
Between you and me	23 Nov 2017
The Climate Question	20 Sep 2017
Climate and Inequality	14 Sep 2017
Perils of Food Security	27 Jul 2017
The Burden of Thirst	20 Jul 2017
Recipe of Urban Development	02 Jul 2017
A Question of Autonomy	16 May 2017
How to Save the Planet	06 May 2017
The Profit Motive	15 Apr 2017

The Friday Times

Discourse arounds Floods is Changing, Policies are not
Living in Karachi's Katchi Abadis
Patriarchy's Play
A Language for CPEC

Pakistan
06 Aug 2021
26 Feb 2021
21 Jun 2019
29 Jun 2018

PROFESSIONAL MEMBERSHIP

Academy of Management

PROFESSIONAL SERVICE

Reviewer: AOM annual meetings (OB and MOC)