

Dr. Muhammad Mudassar Ghafoor
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Department of Commerce,
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OBJECTIVE

My main objective is to work as a member of a team in a well-reputed and dynamic organization, where I can broaden my horizon by complementing my theoretical knowledge by practical experience which has the potential to unearth individual excellence. An organization, that provides me with the opportunity to apply my technical, management, decision-making and communication skills, to produce satisfying, innovative and successful solutions to problems that may be faced.

PERSONAL INFORMATION

- Father Name: Ghafoor Ahmad
- Sex: Male
- Date of Birth: 12th December, 1979
- Nationality: Pakistani
- Domicile: Punjab

ACADEMIC BACKGROUND

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| PH.D in Human Resource Management | 2009-14 |
| ▪ University of Dundee, Scotland, United Kingdom | |
| M. Phil in Management Sciences | 2004-07 |
| ▪ 1 st Division | |
| ▪ National University of Modern Languages, Islamabad | |
| MBA in Marketing | 2000-02 |
| ▪ 1 st Division | |
| ▪ University of Agriculture, Faisalabad | |
| Bachelor of Commerce | 1997-2000 |
| ▪ 1 st Division | |
| ▪ University of the Punjab, Lahore. | |
| Diploma in Commerce | 1995-97 |
| ▪ 1 st Division | |
| ▪ Punjab Board of Technical Education, Lahore | |
| Matriculation in Science | 1993-95 |
| ▪ 1 st Division | |
| ▪ BISE, Gujranwala. | |

TEACHING INTEREST

Marketing, Management, Business Research Methods, Human Resource Management, Strategic Management and Human Resource Development.

ACADEMIC EXPERIENCE

- Assistant Professor, July 2009 to date at University of the Punjab, Gujranwala Campus
- Lecturer, July 2005 to July 2009 at University of the Punjab, Gujranwala Campus
- Lecturer, October 2002 to June 2005 at Private sector Colleges at Gujranwala and Rawalpindi, Punjab, Pakistan.
- Examiner, University of the Punjab, Lahore
- Paper setter, University of the Gujrat, Gujrat

ADMINISTRATIVE EXPERIENCE

- Incharge, Department of Commerce, University of the Punjab, Gujranwala Campus since July 2013 to date.
- Incharge, Department of Business Administration, University of the Punjab Gujranwala Campus since July 2005 to February 2014.
- Chairman Disciplinary Committee, University of the Punjab Gujranwala Campus
- Chairman Sports Society, University of the Punjab Gujranwala Campus.
- Chairman Admission Committee, University of the Punjab Gujranwala Campus.
- Member purchase and canteen committee, University of the Punjab, Gujranwala Campus

PUBLICATIONS

1. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Rizwan Qaiser Danish, (2009) , "Relationship between Age, perception of Organizational Politics and work Performance", *Journal of Behavioral Sciences*, 19 (1/2), pp. 23-40. **Pakistan (Recognized "X" Category by HEC)**
2. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Salman Naseer Adil, (2009),"Organizational Effectiveness : A Case Study of Telecommunication and Banking Sector of Pakistan", *Fareast Journal of Psychology Business* , Vol. 2 No 1, Issue 3, pp. 37-48. **Hong Kong (Recognized "Y" Category by HEC)**
3. **Muhammad Mudasar Ghafoor**, Ali Usman, Rizwan Qaiser Danish, (2011), "Impact of Motivation to Learn, Organizational Commitment and Job Satisfaction on Organizational Learning Culture", (2011), *Business and Management Quarterly Review*, 2 (3), 108-115, ISSN, pp. 2180-2777. **Malaysia (Recognized "Y" Category by HEC)**
4. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Rabia Ali and Rizwan Qaiser Danish, (2011), "Perception of Job Psychology: Moderating Role of Age on Relationship Between Job Climate, Extrinsic Rewards and Job Satisfaction", *World Applied Science Journal*, Vol. 13 , Number 6, pp. 1367-1374. **Australia Thomson and ISI Indexed (Recognized "X" Category by HEC)**
5. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashid Iqbal, (2012), "Impact of brand image, service quality and price on customer satisfaction in Pakistan Telecommunication sector", *International Journal of Business and Social Science*, Vol. 3 , Number 23, pp. 123-129. **United States of America (Recognized "Y" Category by HEC)**

6. **Muhammad Mudasar Ghafoor**, Muhammad Ehsan Malik and Hafiz Kashif Iqbal, (2012), "Leadership and Personality traits as determinants of organizational citizenship behavior (OCB) in Banking Sector of Pakistan", *World Applied Science Journal*, Vol. 20, Issue 8, pp. 1152-1158. **Australia Thomson and ISI Indexed (Recognized "X" Category by HEC)**
7. **Muhammad Mudasar Ghafoor**, (2012), "Role Of Demographic Characteristics on Job Satisfaction", *Farest Journal of Psychology and Business*, Vol. 6, No. 1, pp. 30-45. **Hong Kong (Recognized "Y" Category by HEC)**
8. Hafiz Kashif Iqbal, **Muhammad Mudasar Ghafoor**, Saleh Shehbaz, (2013), "Impact of Demographic Factor on store selection: An insight in Pakistani Society", *Journal of Marketing Management*, Vol. 1, Issue 1, pp. 34-45. **United Kingdom Taylor and Francis online (Ebscohost), impact factor journal 0.7.**
9. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashid Iqbal, (2013), "Impact of Job Overload and Work Schedule Flexibility on Job Satisfaction: An insight into education and banking sector of Pakistan", *International Review of Social Sciences and Humanities*, Vol. 5, No. 1, pp. 38-47. **India (Recognized "Y" Category by HEC)**
10. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashid Iqbal, Qasim Alim Hira Humbal, Muhammad Numan and Bilal Ahmad, (2013), "Impact of brand image an advertisement on consumer buying behavior", *World Applied Science Journal*, Vol. 23 , Issue 1, pp. 117-122. **Australia Thomson and ISI Indexed (Recognized "X" Category by HEC)**
11. Muhammad Ehsan Malik, Hafiz Kashid Iqbal, **Muhammad Mudasar Ghafoor**, (2013), "Impact of HR practices on job satisfaction: An empirical evidence from corporate sector of Punjab-Pakistan", *Interdisciplinary Journal of Contemporary Research In Business*, Vol. 5 , No. 2, pp. 442-454. **United States of America (Recognized "Y" Category by HEC)**
12. **Mudasar Ghafoor**, Alqa Ashraf, Iqra Sajid and M. Azeem, (2014), "Antecedents and Consequences of Work Family Conflict", *European Journal of Business and Management*, Volume 6, Number 4, pp. 153-160. **(Recognized "Y" Category by HEC)**
13. **Mudasar Ghafoor**, Sadaf Amjad, Maria Zafar and M. Azeem, (2013), "The Impact of Employee Empowerment on achievement motivation and contextual performance of employee: A case Banking sector in Pakistan", *Farest Journal of Psychology and Business*, Vol. 13, No. 1, pp. 42-50. **Hong Kong (Recognized "Y" Category by HEC)**
14. **Muhammad Mudasar Ghafoor**, Iqra Iqbal, Amina Chaoudhary and M. Azeem, (2013), "Attitude towards computer learning: A case of public and private sector Institutions", *Interdisciplinary Journal of Contemporary Research In Business*, Vol. 5, N. 3, pp. 402-408. **United Kingdom (Recognized "Y" Category by HEC)**
15. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashif Iqbal, Unzila and Aysha, (2014), "The Impact of Advertisement and Consumer Perception on Consumer Buying Behavior" *International Review of Social Science and Humanities*, Volume 6, Number 2, pp. 55-64. **India (Recognized "Y" Category by HEC)**
16. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashif Iqbal, (2013), "Importance of Brand Awareness and Brand Loyalty in assessing purchase intentions of consumers", *International Journal of Business and Social Science*, Vol. 4 , Number 5, pp. 167-171. **United States of America (Recognized "Y" Category by HEC)**

17. Muhammad Aslam Khan, Nadeem Iqbal, Muhammad Arif Khattak and **Muhammad Mudasar Ghafoor**, (2012) "Constructive relationship between employee's adaptability and performance builds up new trends and practices in Pakistani organizations", *European Journal of Social Sciences*, Vol. 32. No. 4. pp. 598-606. **Seychelles (Recognized "Y" Category by HEC)**
18. Muhammad Asher, **Muhammad Mudasar Ghafoor**, Esha Munir and Sadia Hafeez, (2013), "The Impact of Perceptions of Training on Employee Commitment and Turnover Intention: Evidence from Pakistan", *International Journal of Human Resource Studies*, Volume 3, Number 1, pp. 74-88. **United States of America (Recognized "Y" Category by HEC)**
19. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Muhammad Asher, Arooje and Anum, (2013), "The Impact of Training Perceptions on Employee Attitudes", *American Journal of Scientific Research*, Issue 87, pp. 164-173. **Seychelles Thomson and ISI Indexed (Recognized "X" Category by HEC)**

INTERNATIONAL CONFERENCES

1. Dr. Muhammad Mudasar Ghafoor, (2015), "Antecedents and Consequences of Job Satisfaction: Evidence from Pakistani Universities", accepted 2nd 21st Century Academic Forum Conference at Harvard which was held on 8-10 March at Harvard University USA.
2. Participated as a **Session Chair** in 4th International Conference on Information Communication and Management (ICICM) 2014 that was held at Geneva, Switzerland.
3. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Mahsum Naseem, " Organizational effectiveness with reference to Employees Performance and Motivation" , 1st International Applied Business Research Conference, 21st February 2009, International Islamic University Islamabad.
4. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Nida Iqbal, "Leadership Attitudinal Effect on Organizational Performance", 1st International Applied Business Research Conference, 21st February 2009, International Islamic University Islamabad.
5. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Rizwan Danish, Presented paper at 4th Annual International Research Conference on Management and Finance, 11th December 2009 in University of Colombo, Srilanka.
6. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Hafiz Kashif, "Leadership and Personality Traits as Antecedents of Organizational Citizenship Behavior (OCB) in Banking Sector of Pakistan" accepted for presentation at the EBES 2012 Istanbul Conference. The Conference was held on May 24th, 25th, 26th, 2012 at the Taksim Nippon Hotel, In Istanbul, Turkey.
7. Prof. Dr. Muhammad Ehsan Malik, **Muhammad Mudasar Ghafoor**, Ali Usman, "Impact of Motivation to learn , Organizational Commitment and job Satisfaction on Organizational learning culture" , accepted in International Conference on Business and Economics which was held on 14-16 march, 2011, New Orleans Marriot Trench Quarter New Orleans, Louisiana State United States of America (U.S.A).

THESES SUPERVISED MBA (1.5 YEARS) EQUIVALENT TO M.PHIL

1. Rubia Nawaz, (2013), *An Empirical investigation of Knowledge management capabilities, organization learning and organizational effectiveness in higher education of Pakistan*, (unpublished dissertation), Department of Business Administration, University of the Punjab, Gujranwala Campus.
2. Bakhtawar Javaid, (2013), *Incivility at workplace: An empirical investigation of its antecedents and consequences in healthcare sector of Punjab, Pakistan*, (unpublished dissertation), Department of Business Administration, University of the Punjab, Gujranwala Campus.
3. Esha Munir, (2013), *Antecedents and Consequences of workplace isolation in Pharmaceutical companies of Punjab, Pakistan*, (unpublished dissertation), Department of Business Administration, University of the Punjab, Gujranwala Campus.
4. Arooj Fatima, (2013), *The antecedents and consequences of workplace learning and empirical examination of the banking sector of Pakistan*, (unpublished dissertation), Department of Business Administration, University of the Punjab, Gujranwala Campus.
5. Amina Arshad, (2013), *Occupational Burnout, Mediating and Moderating analysis of healthcare services of Punjab, Pakistan*, (unpublished dissertation), Department of Business Administration, University of the Punjab, Gujranwala Campus.

LANGUAGES

- English: Fluent in reading, writing, speaking and listening.
- Urdu: Proficient in reading, writing, listening and speaking
- Punjabi: Speaking, Reading and listening.

ACHIEVEMENTS

- Throughout first division in academic career
- First position holder thrice in the selection board of University of the Punjab, Lahore
- Conducted interviews as subject specialist for Basic Pay Scale 17 with DCO Gujranwala
- Participated as member board of directors in a meeting with Commissioner Gujranwala

INTERESTS & HOBBIES

- Book Reading
- Cricket

REFERENCE

Prof. Dr. Mujahid Kamran, Vice Chancellor, University of the Punjab, Lahore.

Prof. Dr. Muhammad Ehsan Malik Director General, University of the Punjab, Gujranwala Campus.