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MUHAMMAD MUSARRAT NAWAZ

OBJECTIVE

I want to serve the society through contribution to knowledge and research.

CURRENT STATUS

LECTURER

Hailey College of Commerce, University of the Punjab, Lahore

Visiting LECTURER

Institute of Business Administration, University of the Punjab, Lahore

Visiting LECTURER

University of Central Punjab, Lahore

Deputy Editor (The Journal of Commerce)

Hailey College of Commerce, University of the Punjab, Lahore

Member Thesis Committee (Final Thesis Master of Commerce)

Hailey College of Commerce, University of the Punjab, Lahore

Coordinator Events Management Society (EMS) Extracurricular Activities

Hailey College of Commerce, University of the Punjab, Lahore

QUALIFICATION

🎓 Ph. D Scholar (Management)

COMSATS Institute of Information Technology, Lahore

🎓 MS (Management) ([Semester System + Dissertation](#)) CGPA 3.38

COMSATS Institute of Information Technology, Lahore

🎓 MBA (Marketing) ([Semester System](#)) CGPA 3.89

Institute of Business Administration. University of the Punjab, Lahore

🎓 Master of Commerce ([Semester System](#)) CGPA 3.40

Hailey College of Commerce, University of the Punjab, Lahore.

RESEARCH

(2011). Impact of stress on job performance of employees working in banking sector of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 3(2), 1982-1991

(2011). Student's perspective of service quality in higher learning institutions; an evidence based approach, *International Journal of Business and Social Sciences*, 2(11). 159-164

(2011). Teaching quality in higher education: what do we need to improve?, *Interdisciplinary Journal of Research in Business*, 1(4), 37-42

(2011). Impact of personality traits on entrepreneurial intentions of university students, *Interdisciplinary Journal of Research in Business*, 1(4), 51-57

(2011). Transformational, transactional and laissez-faire style of teaching faculty as predictor of satisfaction and extra effort among the students: evidence from higher education institutions, *Interdisciplinary Journal of Research in Business*, 1(4), 130-135

(2011). Comparative significance of four perspectives of balanced scorecard, *Interdisciplinary Journal of Contemporary Research in Business*, 3(1), 981-993

- (2011). Explicit and implicit factors of job satisfaction: a combination that works, *Interdisciplinary Journal of Contemporary Research in Business*, 2(12), 577-586
- (2011). Job satisfaction of middle level managers in pharmaceutical industry of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(12), 587-599
- (2011). How customer satisfaction affects performance of Islamic banks in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(9), 182-188
- (2010). Future and prospects of bond market development in Pakistan: A review, *Interdisciplinary Journal of Contemporary Research in Business*, 2(8), 256-263
- (2010). Relationship between service quality and performance of Islamic banks in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(7), 193-199
- (2010). Determinants of stock price volatility in Karachi Stock Exchange: the mediating role of corporate dividend policy, *International Research Journal of Finance and Economics*, 55, 100-107
- (2010). The determinants of mutual fund growth in Pakistan, *International Research Journal of Finance and Economics*, 54, 75-84
- (2010) Relationship between economic growth and stock market development, *African Journal of Business Management*, 4(16), 3473-3479
- (2010). 'interpersonal factors and tendencies to knowledge sharing among students: A case of Punjab university' Proceedings of knowledge economy and congress, 28-31 October 2010, Istanbul, TURKEY
- (2010), Organizational Climate (OC) as Employee's Satisfier: Empirical Evidence from Pharmaceutical Sector, *International Journal of Business and Management*, Vol.5, No.10, 214-222
- (2010) "Comparative significance of the four perspectives of Balanced Scorecard", Presented in Annual Hawaii International Business Research Conference 27-28 September, Honolulu, Hawaii
- (2010) "Satisfaction as an outcome of communication and organizational structure: An outcome based approach", *Interdisciplinary Journal of Contemporary Research in Business*, 2(5), 249-257
- (2010) "How organizations evaluate their trainings? An evidence from Pakistani Organizations", *Interdisciplinary Journal of Contemporary Research in Business*, 2(5), 162-179
- (2010) "Style of faculty members as predictor of satisfaction and extra effort: evidence from institutes of higher learning", *European Journal of Social Sciences*, 15(2), 44-50
- (2010) "Determinants of students' entrepreneurial career intentions: evidence from business graduates", *European Journal of Social Sciences*, 15(2), 14-22
- (2010) "Role of faculty members in nurturing future leaders; an empirical study of institutes of higher learning", presented in the International Conference on Education and New Learning Technologies (EduLEARN10), July 05-07, International Association of Technology, Education and Development (IATED), Barcelona, SPAIN
- (2010), Balanced Scorecard and SKANS School of Accountancy, *International Conference on Innovation in Higher Education*, 6-10 June, Dubai, UNITED ARAB EMIRATES
- (2010) Perceptions of middle level managers regarding organizational work climate: An exploratory study of pharmaceutical industry in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(2), 361-377
- (2010) "Balanced Scorecard: is it a spontaneous performance measurement tool",

(2010) "Impact of service quality of short messaging service on customers' retention; an empirical study of cellular companies of Pakistan", *International Journal of Business and Management*, 5(6), 154-160

(2010), "Transformational Leadership Style and its Relationship with Satisfaction", *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 370-381

(2010), "Impact of demographical factors and extent of SMS usage on customer satisfaction and retention; an empirical study of cellular companies", *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 159-168

(2010) "Impact of Service Quality on Customers' Satisfaction: Empirical Evidence from Telecom Sector of Pakistan", *Interdisciplinary Journal of Contemporary Research in Business*, 1(2), 98-113

(2010) "Comparative Study of Full Range Leadership Model Among Faculty Members in Public and Private Higher Education Institutes and Universities", *International Journal of Business and Management*, 5(4), 208-213

(2010) "Effects of Motivational Factors on Employee Job Satisfaction: A Case Study of the University of the Punjab, Pakistan", *International Journal of Business and Management*, 5(3), 70-80

**EXPERIENCE/
INTERNSHIP**

Four Years work experience with "**Hailey College of Commerce, University of the Punjab**", at Lahore, as "Lecturer (Human Resource Management)"

One years Teaching experience with "**King's College**", at Lahore, as "Visiting Lecturer Economics and Management"

One years Teaching experience with "**The Global Institute**", at Lahore, as "Visiting Lecturer Finance and Management"

Two years work experience with "**Communicare (Pvt) Limited**", at Lahore, as "Controller Finance and Accounts"

Three months internship with "Water And Power Development Authority, (WAPDA), at WAPDA House, Lahore.

Three Months internship with **MIMA Cotton Mills**, Head office at Lahore.

Co Qualification

- **Workshop on RESEARCH MANAGEMENT.**
IQTM, University of the Punjab, Lahore.
- **Workshop on Structural Equational Modeling using AMOS.**
COMSATS Institute of Information Technology, Lahore.
- **Post Graduate Diploma in Business Administration**
Institute of Business Administration. University of the Punjab, Lahore.
- **Certificate in Research Methods and Data Analysis**
Institute of Education and Research, University of the Punjab, Lahore.
- **Certificate in Computer Application in Business.**
Hailey College of Commerce, University of the Punjab. Lahore.
- **Diploma in Office Management.**
Pakistan Institute of Professional Executives, Lahore.

AREAS OF INTEREST

Human Resource Management, Organizational Behavior, Research

COMPUTER SKILLS

Complete Command over Windows, Mac OSX, MS Office, Internet, SPSS, AMOS

PERSONAL

Male, 28 years of age, Pakistani

REFERENCE

Prof. Dr. Liaqat Ali
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Hailey College of Commerce, University of the Punjab, Lahore.
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