

Tahira Mubashar

Ph.D. Student

Institute of Psychology, Faculty of Human Sciences
Technical University Darmstadt, Germany
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Lecturer / Organizational Psychologist (On study leave)

Institute of Applied Psychology, Faculty of Life Sciences
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Research Interests

Industrial and Organizational Psychology

- Employee Work Attitudes and Behaviors
- Occupational Stress, Health and Wellbeing
- Leadership and Management
- Organizational Culture & Development

Application of Positive Psychology at Workplace

- Personality, Character Strengths and Psychological Capital

Human Resource Management and Development

- Performance Appraisal & Management
- Training and Development of Human Capital

Education

Apr 2017- to-date	Ph.D. Student, Technical University Darmstadt, Germany Dissertation: Character Strengths and their Outcomes at Individual and Organizational Level working under supervision of Prof. Dr. Claudia Harzer
Feb 2016 - Mar 2017	Ph.D. Student, University of Kassel, Kassel Germany Dissertation: Character Strengths and their Outcomes at Individual and Organizational Level working under supervision of Prof. Dr. Claudia Harzer
Oct 2012- Sep 2014	Master of Science in Industrial /Organizational Psychology, GC University, Lahore, Pakistan. (3.82 / 4 CGPA, first position holder) Dissertation: Authentic Leadership Practices, Psychological Capital and Workplace Happiness in University Employees completed under supervision of Dr. Kashif Fida
Oct 2003- Sep 2005	Master of Science in Applied Psychology, University of the Punjab, Lahore, Pakistan. (3.59 / 4 CGPA) Dissertation: Job Facet Satisfaction in Bank Managers completed under supervision of Prof. Dr. Rukhsana Kausar
Oct 2001- Sep 2003	Bachelor of Arts University of the Punjab, Lahore, Pakistan Majors: Psychology & Economics (First Division)
1999-2001	Higher Secondary School Certificate, Board of Intermediate and Secondary Education, Gujranwala, Pakistan (First Division: Grade A) (Majors: Psychology & Education)
2000	Diploma in Office Management (DOM)
Apr 1997- Mar 1999	Secondary School Certificate (SSC), Board of Intermediate and Secondary Education, Gujranwala, Pakistan (First Division: Grade A+) Humanities Group (General Science and Arts Subjects)

Professional Career

07/2009 -onwards	Lecturer (on study leave), Institute of Applied Psychology, University of the Punjab, Lahore, Pakistan
10/2018- 03/2019	Visiting Tutor , Technical University Darmstadt, Germany
10/2017- 03/2018	Visiting Tutor , Technical University Darmstadt, Germany
03/2006- 07/2009	Junior Manager Human Resource , Unilever Pakistan, Wall's Ice Cream Factory – Lahore, Pakistan
09/2008- 01/2009	Visiting Faculty Member , COMSATS Institute of Information Technology Lahore, Pakistan
08/2005- 02/2006	Visiting Faculty Member , GIFT University, Gujranwala, Pakistan

Funded Research Projects

2014-2015 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Development and Validation of Intervention for Employee Health and Wellbeing
2013-2014 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Antecedents and consequences of positive psychological capital in employees.
2012-2013 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Psychosocial and Behavioral Skill Profiling and its assessment in relation to Job Performance.
2011-2012 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Perception about female managers in male dominated industries of Pakistan: Role of stereotype beliefs and gender role egalitarian attitude.
2010-2011 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Locus of Control, Creativity and Professional Success: A Comparative Analysis of National and Multinational Companies.
2009-2010 Fiscal Year	Research grant approved by Research Evaluation Committee, University of the Punjab. Relationship of Organizational Justice Perceptions and Perceived Social Support to Organizational Commitment and Citizenship Behavior: The Mediating Role of Emotional Health.

List of Theses Supervised

Year	Program	Student Name	Thesis Topics
2016	M-Phil	Tayyeba Nusrat	Professional integrity, psychological capital and productive work behaviors in government sector employees
2016	M.Sc	Bazma Ashraf	Personal virtues, organizational culture as predictor of productive work behaviors
2016	M.Sc	Qurat ul Ain	Role of character strengths in flourishing of employees
	M.Sc	Sobia Ghafoor	Locus of control and decision-making styles in bank managers
2016	BS	Maria Zafar	Personality, Machiavellianism and cyber loafing among Information Technology company employees
2016	M.Sc	Maria Naseem	Mindfulness emotion regulation and resilience in medical and para medical trainees
2016	M.Sc	Fizza Azam	Self-Concept, peer influence, psychographics and consumer purchase decision in university students
2016	BS	Iqra Javed	Organizational safety climate, risk attitudes and employee wellness in chemical industries
2016	M.Sc	Najaf Batool	Gender stereotype threats in relation to growth and fixed mindset in working women
2015	MSc	Faiza Waris	Job demands, spillover between work and home and wellbeing of workers in private sector organizations
2015	MSc	Maliha Nisar	Relational concerns, excessive texting and social functioning in university students

2015	MSc	Adeela Shahbaz	Organizational justice perception, organizational cynicism and turnover intention in employees of Information Technology companies
2015	MSc	Benish Naseem	Assessment and intervention of public speaking anxiety and self-concept
2015	MSc	Syeda Zahra Ali	Psychosocial aspects of adaption in International students in governments and private universities of Pakistan
2015	BS	Hajra Akram	Self-silencing, psychological distress and quality of marital life in married couples
2015	MSc	Saleha Munawar	Occupational stress and interpersonal conflicts in employees of packaging industry
2015	BS	Fasiha Shafiq	Affective forecasting organizational compensation program and retirement apprehension in employees approaching retirement in public organization
2015	MSc	Sumaira Rafique	Psychosocial demands, emotional exhaustion, and work wellness in employees
2014	BS	Amna Anwar	Workplace bullying and health related outcomes in employees of telecom industry
2014	BS	Namra Rehman	Job stress, psychological capital and turnover intentions among employees of hospitality industry.
2014	MSc	M. Ashfaq	Organizational communication structure and relational dynamics in employees of national and multinational companies.
2014	MSc	M. Shahid	Perceived leadership practices, workplace happiness and quality of work life in teachers of post-graduate colleges

2014	MSc	Sadia Malik	Positive organizational behavior and psychological empowerment in managers of non-governmental organizations.
2014	MSc	Izzah Amtul Aziz	Stressors and work motivation in overtime working employees.
2014	MSc	Sania Habib Kayani	Consumer socialization and psychographics of fast food customers.
2014	BS	Seemal Mazhar Khan	Perceived organizational justice, trust and employee engagement in bank managers.
2013	MSc	Afreen Komal	Sources and symptoms of job stress in non-teaching and administrative staff of a public sector university.
2013	MSc	Hira Sherwani	Time management factors and job performance in non-teaching employees of public sector universities.
2013	MSc	Khadija Abbasi	Organizational gender diversity management practices and gender sensitization in teaching and non-teaching staff of the public sector universities
2013	MSc	Rabia Mir	Communication skills, professional grooming, mannerism and job performance of non-teaching university employees.
2013	MSc	Shanza Usman	Social competence, social capital and psychological wellbeing in university employees.
2013	BS	Vicor Solomon	Mental toughness and competition stress among cricketers.
2013	BS	Seema Mujahid	A short term intervention of bullying behavior in government school students
2012	MSc	Soulat Khan	Anger, emotional distress and suicidal ideation in

			university students with mild psychological problems.
2012	MSc	Beenish Mobeen	Parenting styles, social competence and self-discipline in college students.
2012	MSc	Hira Aziz	Self-perception and perception about female managers in Pakistani societies.
2012	BS	Sumera Siddique	Perceived stigma and treatment compliance in patients diagnosed with schizophrenia
2012	MSc	Sumbal Adeeb	Personality traits, Facebook compulsions and academic engagement of students
2012	MSc	Farah Jamil	Perceived inter parental conflicts and aggression in adolescents.
2012	MSc	Samina Bibi	Personality traits and adjustment of boarding students
2011	MSc	Nida Zafar	Emotional distress and coping strategies in university students after the death of parental figure
2011	MSc	Fatima Kazmi	Self-esteem and life satisfaction in old age people living in old homes and with intact families
2011	MSc	Madeeha Zaheer	Health locus of control and quality of life in patients suffering from gastrointestinal cancer
2010	MSc	Amber Ijaz	Employee need fulfillment and organizational commitment in employees of public and private sector organizations
2010	MSc	Aneeza Abdullah	Health safety attitude and job performance among the employees of national and multinational companies
2010	MSc	Momina Masood	Job strain, perceived social support and occupational stress in textile sector.

Publications

Articles Published in Journals (Peer Reviewed)

Hazer, C., Mubashar, T. & Dubreuil, P. (2017). Character strengths and strength-related person-job fit as predictors of work-related wellbeing, job performance, and workplace deviance. *Wirtschaftspsychologie*, 3, 23-38.

Rehman, N. & Mubashar, T. (2017). Job Stress, Psychological Capital and Turnover Intentions in Employees of Hospitality Industry. *Journal of Behavioral Sciences*, 27 (2), 59-79.

Usman, S., & Mubashar, T. (2015). Social Competence, Social Capital and Psychological Wellbeing in University Employees. *Faran Journal of Social Sciences*. 3 (2) 114-131

Zafar, N., Mubashar, T., Tariq, S., Masood, S., Kazmi, F., Zaman, H., & Zahid, A. (2014) Self-Esteem and Job Satisfaction in Male and Female Teachers in Public and Private Schools. *Pakistan Journal of Social and Clinical Psychology*. 12 (1) 46-50

Zafar, N. & Mubashar, T. (2012). Emotional Distress and Coping Strategies among University Students after the Death of Parental Figure. *Journal of behavioral science*, 22 (3)

Articles published in Conference Proceedings

Khan, S. & Mubashar, T. (2014). Anger, Emotional Distress and Suicidal Ideation in University Students with Mild Psychological Disorders, Proceeds of International Conference of Economics, Social Sciences and Languages, ICEHM, Singapore.

Wajahat, A., Kanwal, A., Amanatullah, A., Ishaq, M., Tufail, S., Javed, Z., & Mubashar, T. (2012). Effect of positive and negative mood on learning in elementary students, Proceeds of 2nd Post-Graduate Students Conference. Institute of Education & Research, University of the Punjab, Lahore, Pakistan.

Book Chapters

Mubashar, T. (2013). Justice Perceptions, Organizational Commitment and Citizenship Behavior in Employees of National and Multinational Companies, In McCarthy, S., Jaafar, J., Kamal, A., & Zubair, A. (EDs). *Psychology at Work in Asia*, (pp. 149-169). Cambridge Scholars. Publishing. ISBN (10): 1-4438-4253-2, ISBN (13): 978-1-4438-4253-2

Conference Presentations

Mubashar, T. (2018, June). *Character Strengths in Pakistan: Role of Possession and Application of Character Strengths in Productive and Counterproductive Work Behaviors*. Paper presented at 9th European Conference on Positive Psychology, Budapest, Hungary.

Mubashar, T. (2016, June). *Character Strengths and wellbeing of Students with Dual Burden of Study and Work*. Paper presented at 8th European Conference on Positive Psychology, Angers, France.

Mubashar, T. (2015, March). *Perceived organizational justice, trust and employee engagement in bank managers*. Paper presented at International Conference of Psychology, University of Punjab, Pakistan.

Mubashar, T. (2015, March). *Mental Toughness and Competition Stress in Cricketers*. Paper presented at International Conference of Psychology, University of Punjab, Pakistan.

Mubashar, T. (2015, March). *Psychographics and Consumer Decision Making' at international conference of Psychology*. Paper presented at International Conference of Psychology, University of Punjab, Pakistan.

Mubashar, T. (2014, December). *Job Stress, Psychological Capital and Turnover Intentions in Employees of Hospitality Industry*. Paper presented at International Journal Conference of Arts and Sciences, Freiburg, Germany.

Mubashar, T. (2014, November). *A Short-Term Intervention of Bullying Behavior in Government School Students*. Paper presented at International Conference on Educational Psychology, NIP, Islamabad, Pakistan.

Mubashar, T. (2014, May). *Anger, Emotional Distress and Suicidal Ideation in University Students with Mild Psychological Disorders*. Paper presented at International Conference of Economics, Social Sciences and Languages, ICEHM, Singapore, Pakistan.

Mubashar, T. (2014, May). *Inter-parental Conflicts and Aggression in Adolescents*. Paper presented at International Conference on Social Psychology, GC University, Lahore, Pakistan.

Mubashar, T. (2014, April). *Perceived Stigma and Treatment Compliance in Patients*

diagnosed with Schizophrenia. Paper presented at International Conference on Clinical Psychology outside Clinic, University of the Punjab, Lahore, Pakistan.

Mubashar, T. (2013, November). *Gender Differences in Self-esteem and Job Satisfaction in Teachers from Public and Private Schools*. Paper presented at Centenary Kinnaird Multidisciplinary Research Conference, Lahore, Pakistan.

Mubashar, T. (2012, December). *Self-Perception and Others-Perception of Female Managers in Male Dominated Industries of Pakistan*. Paper presented at International Conference of Applied Psychology (ICAPP), University of the Punjab, Lahore, Pakistan.

Mubashar, T. (2012, November). *Organizational justice perception, citizenship behavior in organizational commitment in employees*. Paper presented at International Conference of Organizational Psychology, National Institute of Psychology, Islamabad, Pakistan.

Mubashar, T. (2007,). *Comparative Study of job facet satisfaction in Bank Managers*. Paper presented at International Conference on New Trends in Psychological Research, University of the Punjab, Lahore, Pakistan.

Mubashar, T. (2006,). *Occupational Stress and Job Performance*. Paper presented at International Conference on Psychology, University of South Asia, Lahore, Pakistan

Professional Affiliations & Corporate Linkages

- Executive Member, Pakistan Psychological Association (Lahore Chapter)
- Member, Pakistan Psychological Association
- Member Pakistan Psychologists Council
- Member, Lahore HR Forum, Pakistan
- Member, FOCUS GROUP at Packages Pvt. Limited, Pakistan
- Member, National Outreach Program, Pakistan