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Dr. Rizwan Qaiser Danish

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Academic Qualifications

PhD (Management-HRM) <i>COMSATS Institute of IT, Lahore</i>	CGPA 3.55
MS –Management, <i>COMSATS Institute of IT, Lahore</i>	CGPA 3.00
Master of Business Administration, <i>Shah Abdul Latif University, Sindh.</i>	CGPA 3.76
Diploma in Intellectual Property Laws, <i>University of the Punjab, Lahore.</i>	76%

Research Work

- MS thesis, “Perceived Organizational Politics and Work Performance: An Empirical Evidence from Pakistan”.
- Prepared a research report on Packages Ltd. entitled “What Motivates Employees?”
- Studied and prepared a report on “HRM Policies and Functions” at Sapphire Textiles Ltd.
- Prepared a project “Automation of Payroll System” for a public service Organization.
- PhD thesis “Perceptions of Organisational Politics and Employees’ Performance; An Integrative Model of Pakistani Worksites”.

Thesis Supervision (Graduate Level, for 18 years degree)

1. Master Degree, Impact of employee empowerment and organizational justice on job satisfaction: the moderating role of intrinsic motivation (Muhammad Mohsan)
2. Master Degree, Determinants of customer retention in telecommunication sector of Punjab (Adeel Attique)
3. Master Degree, Impact of organizational characteristics on organizational commitment; interactional role of self-monitoring (Sidra Ramzan)
4. Master Degree, Determinants and outcomes of employee engagement in services sector of Pakistan (Farid Ahmad)
5. Master Degree, Impact of training on job satisfaction, employee motivation and commitment in Banking sector of Punjab (Abdul Rauf)
6. Master Degree, Core Self-evaluation and work engagement, the determinants of Job satisfaction in service sector of Punjab (Qaiser Quyyum)
7. Master Degree, The Relationship between Employee Empowerment, Organizational Culture and Organizational Commitment in Manufacturing Sector (Shanzadi Ghulam Kalsoom)
8. Master Degree, Impact Of Organizational Climate On Organizational Citizenship Behaviour: Intervening Role Of Social Exchange (Aamir Shahzad)
9. Master Degree, The Effect Of Perceived Organizational Support And Job Attitudes On Employee Retention; Mediating Role Of Perceived Person Organization Fit In Banking Sector Of Lahore, Pakistan (Hina Munir)
10. Master Degree, Impact of Talent Management on Organizational Effectiveness; Mediating Role of Organizational Culture in Service Sector (Fariha Naqvi)

11. Master Degree, Mediating Effects of Organizational Citizenship Behavior in Psychological Empowerment and Perceived Organizational Support on Job Performance; A Comparative Study of Public and Private Universities (Amna Akram)
12. Master Degree, Impact Of Self Efficacy On Employees Job Performance: A Case Study Of Public Hospitals (Naseeb Sana)
13. Master Degree, Impact of Employee Engagement on Work performance; Mediating role of Core Self-Evaluation in Health Sector of Lahore, Pakistan (Atiq Razzaq)
14. Determinants of Customer Behaviours in telecommunication sector: An Empirical Research (Huba Shahbaz)
15. Master Degree, The Impact of Perceived Organisational Support and Psychological Empowerment on Job Satisfaction; The Mediating Effects of Organizational Citizenship Behaviour (Ambar Shakeel)
16. Master Degree, The impact of perceived Positive Attitude on employees' performance in Banking Professionals of Pakistan (Amina Afzal)
17. Master Degree, Impact of Self-monitoring on Task performance: mediating role of Social Exchange and Morale (SAJID ALI)
18. Master Degree, Impact of Job Characteristics, Employee Attitude and Organizational Politics on Turnover Intentions in Education Sector (Atiya Firdous)
19. Master Degree, Role of Psychological Wellbeing in Relating High Quality Interpersonal Relationship and Innovative Work Behavior (Ihtshaam Munir)
20. Master Degree, Impact Of Authentic Leadership On Followers Attitude And Behavior: Mediating Role Of Emotional Intelligence (Yusra Akbar)
21. Master Degree, Impact Of Authentic Leadership On Organizational Citizenship Behavior by using the Mediating effect of Psychological Ownership (Muhammad Rizwan)
22. Master Degree, Factors Effecting Pakistani Consumer's Online Privacy Concern and Their Willingness to Provide Personal Information (Shaista Munawar)
23. Impact of Talent Management on Innovative Work Behaviour: Mediation Role of Organisational Learning (Fatima Zafar)
24. The effects of Conflict and Benefits on Behavioural Outcomes of frontline Hotel employees (Rubeka Qurban)
25. HRM climate and Extra role performance of employees in service sector (Mamoona Safdar)
26. The impact of advertisement on customer satisfaction in telecom sector of Pakistan (Ahmad Zeeshan)
27. Impact of Intellectual Capital on Organizational Creativity Through Technical Innovation in Telecom Sector (Uzma Shaheen)
28. Impact of Job Crafting on Job Creativity Through Job Engagement; An Investigation in IT sector of Lahore (Ahmad Hayat)
29. Determinants of Customer Loyalty; A Case of Fast Food Hotel Industry in Pakistan (Muhammad Kamran Sarwar)
30. Impact of authentic leadership on OCB through Psychological Ownership (Rizwan Ahmad)
31. Impact of Organizational Learning on Adaptive Performance of employees through Motivation to Learn (Ali Ijaz Asim)
32. Relationship between Organisational Justice and Employee Morale: Mediating Role Of Employee Wellbeing In Public And Private Hospitals (Nimra Yousaf)
33. Impact of Consumer Characteristics And Social Impacting Factors On Green Buying Intentions (Amna Riaz)
34. Brand Preference in Telecom Sector of Pakistan (Sabar Ali)

35. Factors Affecting Customer Loyalty And Satisfaction In Telecom Sector Of Pakistan; Mediating Role Of Customer Bonding (Hafiz Javaid)
36. Role of Intrinsic And Extrinsic Factors In Improving Knowledge Sharing: A Process Model (Salman Ahmad)
37. Impact of Job Stressors on Stress through Person Organisation Fit (Mehwish Iqbal)
38. Evaluation of Food Purchasing Behaviour of Consumers from Super Market: A Descriptive Study (Muqqadas Iqbal)
39. Sequential Combination of Consumer Experience And Its Impact On Repurchase Intentions (Asma Ghafoor)
40. Practices and Implementation of CSR in Hotel Industry: A descriptive Analysis (Sonia Sultan)
41. Intrinsic Factors affecting Impulsive Buying Behaviour Through the Mediation of Urge to Buy (Saman Farzand)
42. Determinants of intention to Purchase through Propensity to Self-Reliance; An Empirical Evidence from food Sector Sialkot (Rana Mujahid Ali)

Citations

572, h index 9, i10 index 9 as on 13-03-2016

RG SCORE 12.22, Total Impact 9.76

Researchgate profile: https://www.researchgate.net/profile/Rizwan_Danish2

Subjects Taught

Organisational Behaviour	(Graduate and Postgraduate Level)
Human Resource Management	(Graduate and Postgraduate Level)
Research Methods for Business	(Graduate and Postgraduate Level)
Advanced Research Methodology	(Postgraduate Level)
Change Management and Organisational Development	(Postgraduate Level)
Performance Management	(Graduate and Postgraduate Level)
Business Management	(Graduate and Postgraduate Level)
Management Theory and Practice	(Postgraduate Level)
Operations Management	(Graduate Level)
Strategic Management	(Graduate and Postgraduate Level)
Contemporary Issues in Business	(Graduate and Postgraduate Level)

Publications

2008

1. Bodla, M. A. & **Danish, R. Q.** (2008a). The Perceptions of Organizational Politics and Work Performance: Exploring the Differences in Public and Private Sector, *The International Journal of Knowledge, Culture and Change Management*, 8(4), 123-131. (HEC Recognised) **ABS, ABDC**
2. Bodla, M. A. & **Danish, R. Q.** (2008b). The gender differences in the relationship between perceptions of organizational politics and work performance, *The International Journal of Knowledge, Culture and Change Management*, 8(6), 9-18. (HEC Recognised) **ABS, ABDC**

2009

3. Bodla, M. A. & **Danish, R. Q.** (2009). Politics and workplace: an empirical examination of the relationship between perceived organizational politics and work performance, *South Asian Journal of Management*, 16(1), 44-62. (HEC Recognised) **ABDC**

4. Malik, M. E., **Danish, R. Q.** & Ghafoor, M. (2009). Relationship between Age, Perceptions of Organizational Politics and Job Satisfaction, *Journal of Behavioural Sciences*, 19(1/2), 23-40. (**HEC Recognised**)

2010

5. Malik, M. E. Nawab, S., Naeem, B. & **Danish, R. Q.** (2010). Job Satisfaction and Organizational Commitment of University Teachers in Public Sector of Pakistan, *International Journal of Business and Management*, 5(6), 17-26. (**HEC Recognised**) **ABDC**
6. **Danish, R. Q.** & Usman, A. (2010). Impact of Reward and Recognition on Job Satisfaction and Motivation: An Empirical study from Pakistan, *International Journal of Business and Management*, 5(2), 159-167. (**HEC Recognised**) **ABDC**
7. Usman, A. & **Danish, R. Q.** (2010). Leadership Spirituality in Banking Professionals and Its Impact on Organizational Commitment, *International Journal of Business and Management*, 5(3), 185-193. (**HEC Recognised**) **ABDC**
8. Malik, M. E., **Danish, R. Q.** & Ali, U. (2010). Impact of Spiritual Consciousness on the Job Performance of Banking Executives, *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 142-158. (**HEC Recognised**)
9. Malik, M. E., **Danish, R. Q.** Ali, U. (2010). Impact of Job Climate and Extrinsic Rewards on Job Satisfaction of Banking Executives; A Case of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 1(12), 125-139. (**HEC Recognised**)
10. Usman, A. & **Danish, R. Q.** (2010). Spiritual Consciousness in Banking Managers and Its Impact on Job Satisfaction, *International Business Research*, 3(2), 65-72. (**HEC Recognised**)
11. Malik, M. E., **Danish, R. Q.** & Usman, A. (2010). Impact of Service Quality of institution on Students' Satisfaction, *Journal of Management Research*. 2(2), 1-10. (**HEC Recognised**) **ABDC**

2011

12. Malik, M. E., **Danish, R. Q.** & Ali, U. (2011). Impact of Motivation to Learn and Job Attitudes on Organizational Learning Culture in a Public Service Organization of Pakistan, *African Journal of Business Management*, 5(3), 844-854. (**HEC Recognised**)
13. Usman, A., **Danish, R. Q.**, Waheed, N. & Tayyab, U. (2011). Moderating Effect of Employees' Education on relationship between Feedback, Job Role Innovation and Organizational Learning Culture, *African Journal of Business Management*, 5(5), 1884-1690. (**HEC Recognised**) **ISI indexed**
14. **Danish, R. Q.** & Munir, Y. (2011). Employee's Participative Behavior in Managerial Decision Making and Its Impact on Organizational Outcomes, *Business and Social Sciences Review*, 1(2), 4-13. (**HEC Recognised**)
15. Bodla, M. A. & **Danish, R. Q.** (2011). Moderating Role of Social Exchange Perceptions between Perceived Organizational Politics and Antisocial Behavior, *Journal of Economics and Behavioural Studies*, 3(5), 279-286. (**HEC Recognised**)
16. Malik, E., Ali, R, Ghafoor, M. M. & **Danish, R. Q.** (2011). Perception of Job Psychology Moderating Role of Age on relationship between Job Climate, Extrinsic Rewards and Job Satisfaction, *World Applied Sciences Journal*, 13(6), 1367-1374. (**HEC Recognised**) **ISI indexed**
17. Usman, A., Ghafoor, M. M. & **Danish, R. Q.** (2011). Impact of Motivation to Learn, Organisational Commitment and Job Satisfaction on Organizational Learning Culture: A case of Pakistan, *Business & Management Quarterly Review*, 2(3), 108-115. (**HEC Recognised**)

18. Malik, E., **Danish, R. Q.**, & Munir, Y. (2011). Employees Turnover Intention: Is this HR Failure or Employee's better employment opportunity? *International Conference on Innovation, Management and Services*. Singapore: IEDRC, IACSIT Press, Singapore, Vol. 14, 326-331. **(HEC Recognised)**
19. Malik, E., **Danish, R. Q.**, & Munir, Y. (2011). The Impact of Leader's Emotional Quotient on Organizational effectiveness. *International Journal of Business and Social Sciences*, 2(18), 114-118. **USA. (HEC Recognised)**
20. Nawaz, R., Nawaz, M. M. and **Danish, R. Q.** (2011). Role of Leadership to Nurture Creativity in Organizations, *Business and Social Sciences Review*, 1(5), 5-15.
21. Nawaz, M. M., **Danish, R. Q.** and Munir, Y. (2011). Analyzing Supply Chain Management Success Factors: A Case Study from Pakistan, *Business and Social Sciences Review*, 1(5), 16-28.

2012

22. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). The Role of Transformational Leadership and Emotional Quotient in Organizational Learning. *World Applied Sciences Journal*, 16(6), 814-818. **(HEC Recognised) ISI indexed**
23. Bodla, M. A., **Danish, R. Q.**, Nawaz, M. M. (2012). Mediating role of Organizational Politics between Job Characteristics and Morale, *African Journal of Business Management*, 6(15), 5185-5192. **(HEC Recognised) ISI indexed**
24. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). Indicators of Learning Organization in Higher Education Institutes: A Correlational Study. *International Journal of Innovation, Management and Technology*, 3(2), 117-120.
25. **Danish, R. Q.**, Rehman, S. & Munir, Y. (2012). The Impact of Motivation on Employee's Commitment: An Evidence from Public and Private Sectors of Pakistan. *World Review of Business Research*, 2(1), 109-118. **ISI indexed**
26. **Danish, R. Q.**, Munir, Y. and Butt, S. S. D. (2012). Moderating role of organizational culture between knowledge management and organizational effectiveness in service sector, *World Applied Sciences Journal*, 20(1), 45-53. **(HEC Recognised) ISI indexed**
27. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). The Impact of Pay and Promotion on Job Satisfaction: Evidence from Higher Education Institutes of Pakistan. *American Journal of Economics*, Special Issue, 6-9.
28. **Danish, R. Q.**, Nawaz, M. M. & Munir, Y. (2012). Impact of Knowledge Management Practices on Organizational Performance; An Empirical Evidence from Pakistan, *International Journal of Scientific & Engineering Research*, 3(8), 1-6.

2013

29. Bodla, M. A., Ali, H. & **Danish, R. Q.** (2013). Role of Spiritual Leaders in Enhancing Employee's Performance, *Journal of Basic and Applied Scientific Research*, 3(3), 117-122. **(HEC Recognised) ISI indexed**
30. Ilyas, A., **Danish, R. Q.**, Nasir, H., Hussain, F., Malik, M. R. & Munir, S. (2013). Factors affecting the Customer Acceptance of E-Banking in Pakistan, *Journal of Basic and Applied Scientific Research*, 3(6), 474-480. **(HEC Recognised) ISI indexed**
31. Khan, K, **Danish, R. Q.**, Munir, Y. (2013). Association of Organizational Stress, Knowledge Management, and Organizational Change with Organizational Effectiveness, *South Asian Studies*, 28(2), 265-306. **(HEC Recognised)**
32. **Danish, R. Q.**, Munir, Y, Nazir, S., Abbasi, H. and Hunbal, H. (2013). Effect of Knowledge Sharing, Participative Decision Making and Transformational Leadership on Organization Performance, *World Applied Sciences Journal*, 24(10), 1339-1347. DOI 10.5829/idosi.wasj.2013.24.10.1739 **(HEC Recognised) ISI indexed**

33. Bodla, M. A., & **Danish, R. Q.** (2013). The Use of Influence Tactics in Politicized Organizations: A Look from Gender Perspective, *Information Management and Business Review*, 5(9), 456-462. **(HEC Recognised)**
34. **Danish, R. Q.**, Ramzan, S. & Ahmad, F (2013). Effect of Perceived Organizational Support and Work Environment on Organizational Commitment; Mediating Role of Self-Monitoring, *Advances in Economics and Business*, 1(4), 312-317. DOI: 10.13189/aeb.2013.010402.

2014

35. **Danish, R. Q.**, Ahmad, F. Ramzan, S. & Khan, M. A. (2014). Determinants of Employee Engagement in Service Sector of Pakistan, *Universal Journal of Management*, Vol 2, No. 2, 64-71.
36. **Danish, R. Q.**, Munir, Y, Ishaq, I. & Arshad, A. (2014). Role of Organizational Learning, Climate and Justice on Faculty Members' Extra-Role Performance, *Journal of Basic and Applied Scientific Research*, Vol 4, No 1, 9-14. **ISI indexed**
37. **Danish, R. Q.**, Munir, Y, Kausar, A., Jabbar, M. & Munnawar, N. (2014). Impact of Change, Culture and Organizational Politics on Organizational Learning, *Review of Contemporary Business Research*, 3(1), 115-126.
38. **Danish, R. Q.**, Khan, M. K., Nawaz, M.M. Munir, Y, & Nisar, S. (2014). Impact of knowledge sharing and transformational leadership on organizational learning, *Journal of Quality and Technology Management*, 10(1), 59-67. **(HEC Recognised)**
39. Tariq, I, Humayon, A. A., Bhutta, M. A. & **Danish, R. Q.** (2014). Impact of Effective Advertisement on Brand Equity and Brand Switching Behavior: Study of Food and Beverages Industry in Emerging Market, *Research Journal of Recent Sciences*, Vol. 3, Issue 6, 40-45. **(HEC Recognised) ISI indexed**
40. Ishaq, M. I, **Danish, R. Q.**, Bhutta, M. A. & Humayon, A. A. (2014). Importance of Servicescape in Services Industries, *Journal of Basic and Applied Scientific Research*, 4(4), 164-168. **(HEC Recognised) ISI indexed**
41. Ishaq, M. I, **Danish, R. Q.**, Bhutta, M. A. & Humayon, A. A. Hussain, N. M. (2014). Role of Corporate Image, Product Quality and Customer Value in Customer Loyalty: Mediating Role of Customer Satisfaction, *Journal of Basic and Applied Scientific Research*, 4(4), 89-97. **(HEC Recognised) ISI indexed**
42. Mahmood, H. K., Hashmi, M. S., Shoaib, M., **Danish, R. Q.**, & Abbas, J. (2014). Impact of TQM Practices on Motivation of Teachers in Secondary Schools: An Empirical Evidence from Pakistan, *Journal of Basic and Applied Scientific Research*, 4(6), 1-8. **(HEC Recognised) ISI indexed**
43. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2014). Relationship between Organisational Politics Perceptions and Employees' Performance; Mediating Role of Social Exchange Perceptions, *Pakistan Journal of Commerce and Social Sciences*, 8(2), 426-444. **(HEC Recognised)**
44. **Danish, R. Q.**, Butt, .A. A. & Butt, S. A. (2014). Factors of Knowledge Management in Banking Sector of Pakistan, *Journal of Management Information System and E-Commerce*, 1(1), 41-49.
45. **Danish, R. Q.** & Aslam, N. (2014). Employees Perceptions of Organizational Politics and Stress at Workplace; A Comparative Study of Public and Private Sector Universities, *Research Journal of Recent Sciences*, 3(7), 44-52. **ISI indexed**
46. **Danish, R. Q.** & Akram, A. (2014), Determinants of FDI in Pakistan; An Empirical Analysis, *Journal of International Business and Economics*, 2(2), 61-70.

47. Yousaf, S, Humayon, A. A., Rashid, I. Ahmad, M. & **Danish, R. Q.** (2014). Factors Affecting Retention of Female Employees in Organizations, *Journal of Basic and Applied Scientific Research*, 4(7), 1-9. **ISI indexed**
48. **Danish, R. Q.**, Saeed, I., Mehreen S. M., Aslam, N. & Shahid, A. U. (2014). Spirit at Work and Employee Engagement in Banking Sector of Pakistan, *Journal of Commerce*, 6(4), 22-31.
49. **Danish, R. Q.**, Aslam, M. Cheema, A. S. & Hasan, U. (2014). The Impact of Transformational Leadership and Employee Commitment on Organizational Citizenship Behavior, *The Science International*, 26(5), 2451-2455. (**HEC Recognised**) **ISI indexed**

2015

50. **Danish, R. Q.**, Ramzan, S. & Ahmad, F. (2015). Effect of Formalization on Organizational Commitment; Interactional Role of Self-Monitoring in the Service Sector, *American Journal of Economics, Finance and Management*, 1(4), 229-235.
51. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2015). Perceived Organizational Politics and Employee Morale Mediating Role of Social Exchange Perceptions, *European online Journal of Natural and Social Sciences*, 4(1), 66-75. **ISI indexed**
52. **Danish, R. Q.**, Khan, M. K., Shahid, A. U Raza, S. I. & Humayon, A. A. (2015). Effect of Intrinsic Rewards on Task Performance of Employees; Mediating Role of Motivation, *International Journal of Organizational Leadership*, 4, 33-46.
53. **Danish, R. Q.**, Shahid, A. M. N. Aslam, Afzal, M., Ali, Y. (2015), Relationship between Job performance, Job Involvement and Career Salience of employees in education sector of Pakistan, *American Journal of Educational Research*, 1(2), 19-23.
54. **Danish, R. Q.**, Shahid, A. M. N. Aslam Ameer, A. (2015), The Impact of Pay Satisfaction and Job Stress on Job Satisfaction in Pakistani firms, *American Journal of Economics, Finance and Management*, 1(3), 207-210.
55. **Danish, R. Q.**, Humayon, A. A., Shahid, A., Waqas, A., Murtaza, G. (2015). Relationship between Perceived Organizational Support and Organizational Citizenship Behavior; A study of Employees in National Highway Authority of Pakistan, *American Journal of Economics, Finance and Management*, 1(3), 195-199.
56. **Danish, R. Q.**, Ahmad, F. & Ateeq, A. (2015). Factors Affecting Customer Retention in Telecom Sector of Pakistan, *American Journal of Marketing Research*, 1(2), 28-36.
57. **Danish, R. Q.**, Draz, U., Ali. H. Y. (2015). Impact of Organizational Climate on Job Satisfaction and Organizational Commitment in Education Sector of Pakistan, *American Journal of Mobile Systems, Applications and Services*, 1(2), 102-109.
58. **Danish, R. Q.**, Aslam, N., Shahid, A., U., Bashir, B., Tariq, S. (2015). Impact of Team Characteristics on Team Performance in Banking Sector of Pakistan, *The Journal of Commerce*, 7(4), 183-199.
59. **Danish, R. Q.** Usman, A. & Ali, H. Y. (2015). Association of Affective Commitment with Organizational Citizenship Behaviour and Task Performance of Employees in Banking Sector, *Journal of Yasar University*, 10/Special Issue, 56-67.

2016

60. **Danish, R. Q.**, Latif, Y., Nawaz, M. M., Ammar, P. & Razzaque, A. A. (2016, in press). Core Self-Evaluation, Mediator For Improved Work Performance Through Employee Engagement: Evidence From Health Sector In Punjab, Pakistan, *The Science International*, 28(2) **ISI indexed**

61. **Danish, R. Q.**, Holbrook, A., Latif, Y., Ali, S., Shaheen, U. (2016, accepted). Impact of Intellectual Capital on Organizational Creativity Through Technical Innovation in Telecom Sector, *Journal of Statistics*, 23 (**HEC Recognised**)
62. **Danish, R. Q.**, Latif, Y., Ali, S., Zeeshan, A. (2016, accepted). Impact of Advertisement on Customer Satisfaction in Telecom Sector of Pakistan, *Journal of Statistics*, 23(**HEC Recognised**)
63. Ahmad, I., Nawaz, M. M., **Danish, R. Q.**, Usman, A. & Shoukat, Z. (2016, in press). Objectives of Islamic banks: a missive from mission statements and stakeholders' perceptions, *Journal of Islamic Accounting and Business Research* (**HEC Recognised**) **ABDC, ISI indexed**
64. **Danish, R. Q.**, Latif, Y., Ammar, P. & Zafar, F. (2016, in press). Impact Of Talent Management Dimensions On Innovative Work Behavior: Mediation Of Organizational Learning, *The Science International*, 28(2) **ISI indexed** (**HEC Recognised**)
65. Shahid, A. U., **Danish, R. Q.**, Humayon, A., Bhuttah, M. M., Imran, M. (2016). The effect of social relationships on the innovative behaviour of employees mediated by psychological wellbeing in pharmaceutical industry of Pakistan, *European online Journal of Natural and Social Sciences*, 5(2), 335-341. **ISI indexed** (**HEC Recognised**)
66. **Danish, R. Q.**, Munir, Y & Easha, M. (2016, under review). The Role of Organizational Learning, Organizational Culture, Organizational Politics on Organizational Effectiveness: Evidence from Pakistan
67. **Danish, R. Q.**, Ramzan, S. Ahmad, F. & Khan, M. A. (2016, under review). Empowerment, Justice and Job Satisfaction: Does Intrinsic Motivation Moderate the Relationship in Service Sector of Pakistan?
68. **Danish, R. Q.**, Ramzan, S. Ahmad, F. & Khan, M. A. (2016, under review). Are Engaged Employees More Satisfied and Personally Attached? A Process Model Approach.
69. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2016, under review). Perceptions Of Organisational Politics And Employees' Performance: A Mixed Method Approach, *Journal of Organizational Behavior Management*, **ISI indexed** (**HEC Recognised**)
70. **Danish, R. Q.**, Khan, M. K., Ahmad, F. Humayon, A. A. (submitted, 2016). Relationship among Leadership Style, Leadership Ethics and Transformational Leadership with Organizational Citizenship Behavior in Pakistani Firms, *South Asian Studies*, (**HEC Recognised**)
71. **Danish, R. Q.** & Munir, H. (submitted, 2016). The Effect of Perceived Organizational Support and Job Attitudes on Employee Retention; Mediating Role of Perceived Person-Organization Fit in Banking Sector of Lahore, Pakistan, *Pakistan Business Review* (**HEC Recognised**)
72. Rashid H., **Danish, R. Q.**, Draz, U., Ali, J. (2016, In press). Impact of Core Self Evaluation on Staff's Morale and Organizational Climate in Education Sector of Lahore, Punjab, Pakistan
73. **Danish, R. Q.**, Naqvi, F. (2016, under review). Talent management and organizational effectiveness; how organizational culture intervenes in service sector, *Journal of Commerce*, 7(1)
74. Kanwal, Latif, Mahmood, Sarwar, **Danish, R. Q.**, Rehman (2016, submitted), Incentives, Mediator between SCM Implementation and Positive Workplace Attitude: An Empirical Proof from Pakistani Courier Companies, *Pakistan Economic and Social Review* (**HEC Recognised**)
75. Ramzan M. A., Mahmood, A. Danish, R. Q. Latif, M. Y. (2016, submitted), Impact of Creativity on Entrepreneurial Intentions through Self-Efficacy: A Study of Business Graduates and Businessmen in Pakistan,

76. **Danish, R. Q.**, S. Ahmad, Humayon, A. A. Aslam, N. (2016). Antecedents of Job turnover in educational sector of Pakistan
77. **Danish, R. Q.**, Rizwan, M., Riaz, A. (2016, submitted). Impact of Consumer's Characteristics and Social Influence Factors on Green Purchasing Intentions
78. **Danish, R. Q.**, Javid, H. M., Yasir, H. M. (2016, submitted). The Impact of Service Quality and Service Value on Customer Satisfaction through Customer bonding
79. Ramzan, M. **Danish, R. Q.**, Yousaf, T. (2016, in review). Impact of relationship marketing activities on relationship continuity Study in Lahore's healthcare sector, *Lahore Journal of Business*,
80. **Danish, R. Q.**, Salman, M. Draz, U. (2016, under review). Role of Intrinsic and Extrinsic Factors in improving Knowledge Sharing: A Process Model Approach
81. **Danish, R. Q.**, Safdar, M. (2016, submitted). Impact of HRM Climate on Extra Role Performance of Employees Through Job Attitudes in Service Sector
82. **Danish, R. Q.**, Khan, M. K., Ahmad, F. Humayon, A. A. (submitted, 2015). Predicting Leadership Style, Leadership Ethics and Transformational Leadership with Organizational Citizenship Behavior in Pakistani Firms, *The Science International*, **ISI indexed**

Research Projects

- (2013) Perceived Organisational politics and stress among University teachers in Pakistan, funded by University of the Punjab.
- (2014) Determinants of employee turnover; A comparative study of public and private sector
- (2015) Impact of Strategic Management on Employees Performance in Higher Education Institutes of Pakistan
- (2016) Study of the Effects of Compensation Offerings on Turnover Intentions of Educational Managers of Punjab: A Multilevel Analysis

Workshops Attended

- Workshop on How to Make Effective Project Proposal? Organized By CIIT Lahore, 2007.
- Workshop on Effective Development of MCQs, organized by Virtual University of Pakistan, 2008.
- Workshop on *Literature Review and Referencing*, Organized by IBA and DLIS, PU, 2009.
- Research Workshop, *Introduction to Structural Equation Modeling Using AMOS*, 23-24th April, 2010 at COMSATS Institute of Information Technology, Lahore, Pakistan.
- Research Workshop, *Developing Literature Review*, 31-12-2009 at COMSATS Institute of Information Technology, Lahore, Pakistan.
- Workshop on *SPSS* Organized by CIIT Lahore.
- Presented in workshop on Literature Review & Managing References Using EndNote® Software, April 1, 2011, Organized by IBA and DLIS, University of the Punjab.
- Organized One Day Training on *Legal Requirements of a New Business*, 22nd March, 2011, jointly organized by University of the Punjab, Gujranwala Campus and SMEDA.

- Organized One Day Seminar on *Role of Intellectual Property for establishing New Business Ventures*, 25th May, 2011, jointly organized by University of the Punjab, Gujranwala Campus and IPO.
- Participated in seminar “Effective Management- perspectives on Performance Measurement, Negotiation and Cultural Awareness” 14 June, 2012, organised by Gift University, GRW.
- Participated in Workshop on “*Qualitative Research using NVivo 9 software*” March 17, 2012 organized by IQTM, University of the Punjab, Lahore.
- Participated in Workshop on *Mastering Web Searching Skills and Research Ethics (Plagiarism)*, Feb, 9, 2013, organised by Hailey College of Commerce, University of the Punjab, Lahore.
- Participated in Workshop on *Mixed Methods Research using SPSS & NVivo Software*, 23 November, 2013, organised by Office Of Research Innovation & Commercialization (ORIC), University of the Punjab, Lahore.
- Indigenous on campus training program December 8-12, 2014, IAS, University of the Punjab, Lahore.
- Organised a seminar on “Leadership in 21st Century” at Hailey College of Commerce, University of the Punjab, February 14, 2015.
- Participated in a Workshop on Qualitative Data Analysis using NVivo Software, organised by IB and M, UET and HEC on 7-8 February, 2015.
- Attended Seminar on “Research Methodologies; Breaking the myths and Benefits of Patents” at Hailey College of Commerce, University of the Punjab, February 07, 2015.
- Attended Seminar on “Power of Hope” at Hailey College of Commerce, University of the Punjab, January 31, 2015.
- Attended “Entrepreneurship Basics Course” organized by Intel Pakistan Corporation at Hailey College of Commerce, University of the Punjab, April 12, 2015
- Attended Patents and their Outcomes and How to write a research paper for high impact factor journals organized by Hailey College of Commerce, University of the Punjab, January 24, 2015.

International Conferences

- Presented Paper at International Conference on Business and Management, Brunei, Darussalam. 8-9th January, 2008, Proceedings 34-35.
- Presented Paper 4th Annual International Research Conference on Management and Finance, 11th December, 2009 in University of Colombo, Sri Lanka.

- Presented Paper at Eighth International Conference on Knowledge, Culture and Change in Organizations, 5-8 August, 2008 at Cambridge University, UK.
- Presented Paper at Second Annual International Conference on Global Business, Riyadh, Saudi Arabia, June 16-18, 2010.
- Presented Paper at International Conference on Applied Business Research, Ras Al Khaimah, United Arab Emirates, November 29-December 3, 2010.
- Presented Paper at International Conference on Ethics and Professionalism, Bangi-Putrajaya, Kuala Lumpur, Malaysia, December, 2010.
- Presented Paper at Global Business & Social Science Research Conference. June 20-21, 2011, Radisson Blue Hotel, Beijing, China.
- Presented Paper at International Conference on Innovation, Management and Services. ICIMS 2011, 16-18 September, 2011, Singapore: IEDRC
- Presented Paper at The 8th International Post Graduate Research Colloquium, Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand, September 22-23, 2011.
- Presented paper at Eurasia Business and Economics Society, EBES-2012 Conference, Antalya, Turkey, 13-14 January, 2012.
- Presented Paper at Global Conference on Academic Research 2012, Kuala Lumpur, Malaysia, 8-11 June, 2012.
- Presented Paper at Third Asia Pacific Conference, Kuala Lumpur, Malaysia, 8-11 March, 2013.
- Presented Paper at 21st International Business Research Conference 10 - 11 June, 2013, Ryerson University, Toronto, Canada.
- Presented Paper at Istanbul International Conference on Business and Economics, 2-3 August, 2013, Istanbul, Turkey.
- Presented Paper at Social Responsibility Education and Practice (SREP, 2014), 3-5 July, 2014, Izmir, Turkey.
- Presented Paper at International Symposium on Business and Management, (ISBM, Fall, 2014), 12-14, November, Meiji University, Tokyo, Japan.
- Presented Paper at 22nd International Conference on Contemporary Issues in Business, 7-10 October, 2015, Rapid city South Dakota, USA.

Local Conferences

- Participated in National Conference on “*Gender Issues in 21st Century in Pakistan*”, Centre for Clinical Psychology, May, 16, 2007, University of the Punjab, Lahore.
- Participated in International Conference, *CICM Management for Humanity and Prosperity* organized by COMSATS, 2-3-January 2008, Lahore.
- Presented Paper at International Conference on Business and Technology (ICBT-2008), 5-6 April, 2008 Iqra University, Islamabad.
- Participated in 24th AGM & Conference of the Pakistan Society of Development Economists, Islamabad, 31st March-2nd April, 2009.
- Presented Paper at *Applied Business Research Conference* at International Islamic University 9th- 10th December, 2009.
- Participated in Entrepreneurs and Professionals Conference 21st May, 2010, Institute of Administrative Sciences, University of the Punjab, Lahore.
- Participated in The LUMS International Marketing Colloquium 26-27 Feb, 2011, LUMS, Lahore.
- Participated in International Conference, ICMBEE, SAICON, Management for Humanity and Prosperity organized by COMSATS, Lahore, December 28-29, 2011, Lahore.
- Participated in Global Conference on Islamic Finance GFIF, organized by COMSATS, Lahore, 11-13 March, 2013, Lahore, Pakistan
- Participated in Fifth International Marketing Congress (MARCON 2014) on March 10 & 11, 2014, Pearl Continental Hotel, Lahore organised by Marketing Association of Pakistan.
- Participated in Global Conference on Islamic Finance GFIF, organized by COMSATS, Lahore 10-12 March, 2014, Lahore, Pakistan
- Participated in 6th International Conference SAICON, Ingenuity, Integrity and Inspiration; the survival of the fittest, organized by COMSATS, Islamabad, August, 11-13, 2014, Lahore.
- Cross Disciplinary Research Conference, CRC 2014, “Emerging perspectives for research in social sciences, management and ICT”, 6-7 December, 2014, Global Institute, Lahore.
- Participated in 7th International Conference SAICON, Meeting the Challenge; Navigating the future, organized by COMSATS, Islamabad, August, 19-21, 2015, Lahore.
- Paper presented in 1st Multi-Disciplinary Research Conference (MDRC), University of Sargodha, Mandi Bahauddin Campus, 19 September, 2015.
- Participated in 5th AMDIP – Lahore School of Economics Conference on Management Challenges and Business Transformation held on 20th - 22nd November, 2015 at the Lahore School of Economics, Main Campus, Burki Road, Lahore

- Participated in 3rd International Conference on Research in Education, ICORE2015, Institute of Education and Research, 24-26 November, 2015.
- Paper presented in First International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology and Social Sciences (NCBA&E – Areopa – Conference, 2015), 19-20 December, 2015.

Distinctions

- Third position in Gujranwala Board in Matriculation Examination.
- Second Position in MBA in Shah Abdul Latif University.
- Third position in Diploma of Intellectual Property Laws (PU).
- Certificate of Distinction from Chenab Listeners Club of Pakistan.
- Won Research Productivity Awards by CIIT during 2008, 2009, 2010, 2011, 2012, 2013.
- Research Incentive Award, PU 2010.
- Research Incentive Award, PU 2011.
- Research Incentive Award, PU 2012.
- Research Incentive Award, PU 2013.
- Performance Evaluation Award for year 2012 on the basis of good performance
- Performance Evaluation Award for year 2013 on the basis of good performance
- Performance Evaluation Award for year 2014 on the basis of good performance
- Performance Evaluation Award for year 2015 on the basis of good performance
- Best paper award 21st International Business Research Conference 10 - 11 June, 2013, Ryerson University, Toronto, Canada.

Professional Experience (Permanent)

- **Jan, 2004 – Aug, 2007**

Worked as Lecturer at College of Management Sciences and Information Technology, Lahore.

- **Aug, 2007- Jan, 2009**

Worked as E- Lecturer at Virtual University of Pakistan.

- **Dec, 2008- Feb, 2010**

Worked as Incharge/Lecturer Department of Business Administration, Punjab University Gujranwala Campus.

- **Feb, 2010-to date**

Working as Assistant Professor, Hailey College of Commerce, University of the Punjab, Lahore, Pakistan

Professional Experience (Visiting)

COMSATS Institute of Information Technology, Lahore

Institute of Business and Management, University of Engineering and Technology, Lahore

University of Sargodha, Lahore Campus

Global Institute, Lahore

National University of Modern Languages, Lahore.

Short Courses

- Fluent English Course (2 and half months) from Kipling Centre, Lahore. December 5, 2003.
- 12 weeks Certificate Course in Journalism from NIJ, Islamabad April-June, 1994.

- 12 weeks Certificate Course in Practical Skills in Research Methods and Data Analysis 23-6-2006 to 12-8-2006 Eight Weeks Organized By Institute of Education & Research, PU.

Professional Affiliation/Membership

- Member Harvard Business Review Group, USA
- Member Asian Academy of Management
- Member, Eurasian Business and Economics Society, EBES, Turkey
- Member Academy of Management (AOM) Group, USA
- Member Mixed Method International Research Association, USA
- Fellow, International Science Congress Association, India
- Member, Pakistan HR Forum
- European Academy Of Management (Applied)
- Member, Workforce Management
- Member, Society for Applied Anthropology, USA
- Member, Higher Education Teaching and Learning Group
- Member, Structural Equation Modeling (SEM)
- Member, Young Writers Association, Lahore.
- Member, Old Ravian Union, GCU Lahore.
- Member, Purchase Committee, PUGC.
- Focal Person, Punjab educational endowment fund scholarship (PEEF) since 17-11-2009.
- Member, International Society for Development and Sustainability ISDS, Japan.
- Member, Australian Academy of Business Leadership, Australia

Membership Editorial/Review Boards

- Associate Editor, International Journal of Knowledge, Culture & Change in Organizations, Australia.
- Member International Journal of Human Resource Management, ISI Indexed
- Member, Review Board, Educational Research, Journal of Interscience.org.
- Chairman, Sports Society, Punjab University Gujranwala Campus, from 2009- 2011.
- Member, Review Board, JOURNAL OF PUBLIC ADMINISTRATION AND POLICY RESEARCH, INDEXED IN ISI WEB OF KNOWLEDGE
- Member, Review Board, The Administrative Issues Journal: Education, Practice, and Research
- Member, Review Board, Journal of Commerce, Punjab University.
- Member, Review Board, World Applied Sciences Journal, ISI indexed

Evaluator/Examiner

- Paper setter and External Examiner, Quaid-i-Azam University, Islamabad.
- Paper setter and External Examiner, Government College University, Faisalabad.
- Paper setter and External Examiner, University of Sargodha.
- Paper setter and External Examiner, University of Azad Jammu and Kashmir, Muzaffarabad

Computer Skills

SPSS 16, 18, 19, 20, AMOS 16, 18, NVIVO 10, Endnotes, MS Office 2003, 2007, 2010, Windows 2007, Vista, XP, 2000, Visual Basic, Internet and E-mail Applications

References

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Lahore, Pakistan (drmalikehsan@hotmail.com) +923008455453