

CURRICULUM VITAE

Zahra Ishtiaq Paul

Lecturer, Institute of Administrative Sciences

University of the Punjab, Lahore, Pakistan

Mobile #: +92 321-5405707

zahra.ias@pu.edu.pk

Education

PhD: Course work completed, thesis in progress.

MPhil./M.S. (HRM)(2nd position) : Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan, 2007.

B.S. (Hons) (Gold Medalist): Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan, 2005

F.S. (Pre-Medical) Government College for Women, Jhelum, Pakistan, 2001.

Matric (Science). Beacon House Public School, Islamabad, Pakistan, 1999.

Experience

Lecturer, Institute of Administrative Sciences, University of the Punjab, Lahore, (Since January 4, 2010).

Visiting Faculty, Institute of Business & Management, University of Engineering & Technology, Lahore, (2010-2012).

Visiting Faculty, Taught Business law & Auditing to B.Com classes in WINGS College Of Commerce, Jhelum, (2008-2009).

Internship, ABN AMRO Bank Lahore, July 2004.

Research Grants

Research Grant availed for fiscal year 2012-2013

Research Grant availed for fiscal year 2013-2014

Research Grant availed for fiscal year 2014-2015

Received Merit Scholarship for consecutive three years for highest CGPA in B.S.(hons).

Gold Medal received for securing top position in B.S.(Hons).

Courses Taught

Principles of Management

Organizational Behavior

Human Resource Management

Strategic Human Resource Management

Strategic Management

Introduction to Social Research

Research Methods & Techniques

Statistics

Business Law

Auditing

Research Supervision

- Fatima Irfan 2018. Work Life balance and it's Impact on Employee Engagement with the mediating role of Interpersonal Conflict, MPA (18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).
- Palvisha Farooq 2016. Effects of Technical and Vocational Training on Poverty Reduction: A Case of Punjab Skills Development Fund Scheme, MPA (18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).
- Sehrish Fatima 2016. Linking HRM Practices With Organizational Performance In A Public Sector Organization Of Pakistan: A Case Of Sui Northern Gas Pipelines Limited, MPA (18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).
- Tasneem, Shabbir 2014. Factors Influencing Effectiveness Of Teacher Training In Public Sector: A Case Of Department Of Special Education, Government Of Punjab, MPA (18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).
- Farah, Masood 2014. Assessment Of HRM System Of Public Sector Organization Using Common Assessment Framework (CAF): A Case Of Wapda, MPA(18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).
- Shireen, Hassan 2014. Decentralization in Public Sector, MPA (18 years) thesis completed at Institute of Administrative Sciences (Principal Supervisor).

- Rahat ul Ain, 2014. Public Service Motivation Level: A Case of Civil Servants of Punjab Government, MPA (18 years), thesis completed at Institute of Administrative Sciences (Co-Supervisor).

Publications

Publications in HEC-Recognized Journals

Paul, Z.I., Rathore, K. and Sial, M. A. (2019). Reviewing the Workforce Diversity in Public Administration: A South Asian Perspective (1975—2019). *Journal of Political Studies*, 26(2), pp. 203-234.

International

DEVOLUTION: A REALITY OR RHETORIC CASE OF 2001 DEVOLUTION IN ENVIRONMENTAL PROTECTION DEPARTMENTS, PAKISTAN, *paper published as part of the proceedings of 2017 International Public Management Network Conference, Shanghai, China, August 16-18, 2017*

HUMAN RESOURCE MANAGEMENT PRACTICES AND PERCEIVED ORGANIZATIONAL SUPPORT: A DEEPER EXAMINATION, *paper published as part of the proceedings of 7th Biennial Conference of the Academy of World Business, Marketing and Management Development, pp. 309-324, Cracow, Poland, July 18-21, 2016*

REGULATION AND GOVERNANCE: A CASE OF SERVICE DELIVERY ORGANIZATIONS IN PAKISTAN, *abstract published as part of the proceedings of International conference on advances in Education and Social Sciences, Istanbul, Turkey, Oct. 12-14, 2015*

National

Public Service Motivation And The Big Five Personality Traits: The Case Of Provincial Services Of Pakistan, Paper published, in, *Journal of Research (Humanities)*, 2015
(Co-Authored Dr. Nasira Jadoon, Dr. Zafar Iqbal Jadoon and Ms. Rahat ul Ain)

FACTOR'S UNDERLYING TEACHER'S TRAINING EFFECTIVENESS: A CASE OF GOVERNMENT OF THE PUNJAB, PAKISTAN, *abstract published as part of the proceedings of 4th International Conference on Research in Education (ICORE 2016), p. 60, Institute of Education and Research, University of the Punjab, Lahore, Nov. 23-25, 2016*

DECENTRALIZATION IN PUBLIC SECTOR, *abstract published as part of the proceedings of IAS National Conference on Emerging Trends in Governance and Management in Pakistan, pp. 309-324, Pearl Continental, Lahore, May 20-21, 2016*

Trainings Attended

HRDC New Faculty Orientation Program, HRDC, IAS, PU, Lahore, July 5-8, 2010

Faculty Development Program, Association of Management Development Institutions in Pakistan (AMDIP), Jan 9-10, 2013

References

Dr. Kashif Rathore

Incharge Director-IAS

Ph # 92- 42-99231812