

**AMANI MOAZZAM BAIG MIRZA**

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**EDUCATION**

PhD Administrative Sciences (Management) December 2012

Institute of Administrative Sciences, University of the Punjab Lahore

Dissertation title: Gender and Organizational Practices in Public Sector Organizations: A Case of University of the Punjab, Lahore.

Supervisor: Professor Dr. Nasira Jabeen

M COM 2001

Hailey College of Commerce, University of the Punjab, Lahore

Major: Finance

BCOM 1999

Hailey College of Commerce, University of the Punjab, Lahore

**PROFESSIONAL EXPERIENCE**

Assistant Professor (TTS) June 2013- present

Institute of Administrative Sciences, University of the Punjab

Assistant Professor Ad Hoc Feb 2013-June 2013

Institute of Administrative Sciences, University of the Punjab

Lecturer Contract April 2011- Feb 2013

Institute of Administrative Sciences, University of the Punjab

**RESEARCH EXPERIENCE**

Doctoral Researcher 2008-2012

Institute of Administrative Sciences, University of the Punjab

- Conducted a research project under the supervision of Dr. Nasira Jabeen titled: Gender Stereotypes and Women in Management: A case of the banking sector of Pakistan 2009

- Under supervision of Dr. Nasira Jabeen conducted doctoral research using University of the Punjab as a case. The study focused on organizational practices especially in public sector and possible influence of gender. 2012

## RESEARCH SUPERVISED

### MSHRM/MPA/MPhil thesis

- Studying the Relationship between Organizational Trust, Organizational Justice and Job Satisfaction
- The Influence of Organizational Culture on Employee Engagement and Turnover Intention Link: A Case Study
- Employee Religiosity: Impact on Job Stress and Job Satisfaction
- E-Tax Website Quality: An Evaluation Framework
- Impact of Authentic Leadership on Employee Wellbeing and Work-Life Balance: The Mediating Role of Psychological Capital
- Impact of Organizational Trust on The Relationship between Organizational Justice and Organizational Commitment: A Case of University of Sargodha
- The Relationship between Talent Management and Turnover Intentions
- Impact of Higher Education Institutions Brand Image on Employability of Graduates with Mediating Role of Academic Planning: A Public and Private Sector Debate
- Worker's Perception about Effective Role of HRM Practices in Designing & Implementing OHS: A Case of Kohinoor Mills Limited
- Role of Culture on Women's Participation in Decision Making in Telecom Sector in Lahore.
- An Investigation of Leader-Member Exchange and its Outcome; Career Motivation: A Case of Ganga Ram Hospital
- Relationship between Perceived Employability and Subjective Career Success: Mediating Role of Work Life Balance
- Influence of Personality Traits on Organizational Identification: Moderating Role of Work Design (Livestock and Dairy Development Department, Punjab)
- Measuring Citizen's Satisfaction of Information and Communication Technology (ICT) Services at E-Khidmat Center Punjab
- Influence of Leadership Styles (Transactional and Transformational) on Job Satisfaction
- Studying the Influence of Empowering Leadership on Perceived Leadership Effectiveness: Psychological Empowerment as a Mediator
- Examining the Relationship between Servant Leadership and Ethics of Employees with the Mediating Role of Leader Identification
- The Effect of Gender Stereotyping on Organizational Citizenship Behavior: Role of Organizational Justice in Civil Service of Pakistan
- Implementation Gaps in Workplace Harassment Act: A case of HEI's of Pakistan
- Flexible working arrangements, Discourse or Reality: A gendered Analysis of Higher Education Institutions
- Role of Gender on Work-Life Conflict and its Relationship Job Performance: A Study of Lahore Parking Company

- Impact of GHRM Practices on Employees' Job Performance Moderating role of Green lifestyle
- Impact of Ethical Leadership on Employee Creativity with the role of Psychological Empowerment and Motivation (Intrinsic, Controlled Extrinsic Motivation and Autonomous Extrinsic Motivation): A moderated double mediation model
- Influence of Cyber-loafing on Organizational citizenship behavior (OCB) in software houses of Lahore

#### PhD Supervision

- Career Patterns of Women in Pakistan: A Study of Health Sector (In Process)
- Innovation Management in Education Sector of Pakistan : Perceived Institutional Support Perspective (In Process)

#### PUBLICATIONS

Mirza, M.B. Amani and Jabeen, N. (2011). Gender Stereotypes and Women in Management: A Case of the Banking Sector of Pakistan. *International Journal of South Asian Studies*, Vol. 26, No.2, pp. 259-284.

Moazzam, A. and Jabeen, N. (2014). Politics in Academia: A case of University of the Punjab. *New Horizons*, Vol.8, No. 2, pp.65-79.

Rehman, H. , Moazzam. A. and Ansari, N. (2015). Role of Micro-finance institutions in women empowerment: A case study of Akhuwat Pakistan. *International Journal of South Asian Studies*, Vol. 30, No.1, pp.107-125.

Mubashar, Umm-e-Farwa and Moazzam, A. (2015). Employee Religiosity: Impact on Job Stress and Job Satisfaction. *New Horizons*, Vol. , No. , pp.

Moazzam, A. , Jabeen, A., Ansari, N. and Salman, Y. (2015). Mentoring, Networking and Politicking in Higher Education Institutions of Pakistan. *Global Management Journal for Academic and Corporate Studies*.

Qadar, S., Moazzam, A. and Ansari, N. (2016). E-Tax website quality: An Evaluation Framework. *Journal of Information Management and Libraries*, Vol. 16.

Ansari, N., Jabeen, N., Moazzam, A. and Salman, Y. (2016). Female Career Progression: A Gender stratification view. *Pakistan Journal of Social Sciences*, Vol.36, No.2.

Ansari, N., Moazzam, A., Jabeen, N. and Salman, Y. (2016). Gender and Perceptions of Organizational Justice. *Pakistan Journal of Women Studies Alam-e-Niswan*, Vol. 23, No. 1.

Lashari, M.; Moazzam, A.; Salman, Y.; and Irfan, S. (2016). Impact of Organizational Trust on Organizational justice and Organizational Commitment: A Case of University of Sargodha. *Journal of Research Society of Pakistan*, Vol. 53, No.2.

Ansari, N.; Jabeen, N; Moazzam, A. and Salman, Y. (2016). Diversity Management: Towards a Theory of Gender Sensitive Practices. *Bulletin of Education and Research*, Vol.38, No.2.

Ghafoor, M.S., Ansari, N. and Moazzam, A. (2017). The Effect Of Financial Compensation And Perceived Career Progression On Employee Turnover Intentions With Self Actualization As A Mediator. *Governance and Management Review*, Vol.2, No.1.

Riaz, H.; Jabeen, N.; Salman, Y., Ansari, N. and Moazzam, A. (2017). A study of Higher Education Reforms in Pakistan: Key Reforms and Drivers. *Journal of Research Society of Pakistan*, Vol. 54, Issue.2, pp.71-87.

Qazi, Q. A.; Ansari, N. and Moazzam, A. (2018). Women's Reaction to Gender Pay Gap: A study of the Pakistan Telecommunication Sector. *Pakistan Journal of Women's Studies*, Vol. 25, Issue.2.

Zubair, S. S.; Salman, Y.; Irfan, S.; Jabeen, N. and Moazzam, A. (2018). Towards a Holistic Model of Public Service Motivation: A Systematic Literature Review. *Journal of Research Society of Pakistan*, Vol. 55, Issue.2, pp. 179-192.

## CONFERENCE PRESENTATIONS

### International Conferences

Attended and Presented a paper at Global Conference of Business and Social Sciences (GCBSS, 2014) at Kuala Lumpur Malaysia on 16-17 Dec 2014.

Attended and presented paper in Sydney International Business and Research Conference (SIBRC, 2015) organized by Australian Academy of Business and Leadership on April 17-19, 2015.

Attended and Presented paper at British Academy of Management (BAM) Conference held at Newcastle University UK, 5<sup>th</sup>-7<sup>th</sup> September 2016.

Attended and participated at 19<sup>th</sup> Annual Dilemmas for Human Services International Research Conference held at Northampton University UK, 9<sup>th</sup>-10<sup>th</sup> September 2016.

Attended and Presented at the International Research Society of Public Management Conference (IRSPM) at University of Corvinus Budapest Hungary, 20-22 April 2017.

Attended and Presented at the British Academy of Management (BAM) Conference held at Warwick University UK, 5-7<sup>th</sup> September 2017.

Attended and Participated at the International Research Society of Public Management Conference (IRSPM) at University of Edinburgh UK, April 2018.

Attended and Participated at the British Academy of Management (BAM) Conference held at Aston University UK, 3<sup>rd</sup>-5<sup>th</sup> September 2019.

### Paper Presentation at National Conferences

Attended and Participated on 1<sup>st</sup> International HEC Conference on Social Science Research 18-20 April 2011 at Islamabad, Pakistan.

Attended and presented 1st International Research Conference on Economics, Business and Social Sciences April 12-13, 2016. Held at School of Economics, Bahauddin Zakariya University Multan Pakistan

Attended and Presented International Conference on Global Gender Perspective organized by LCWU in collaboration with George Washington University, 14-16<sup>th</sup> November 2016.

Presented at SEDC International Conference on Gender, Work and Society organized by Lahore University of Management (LUMS), 22-23 April 2017.

Presented at SEDC International Conference on Gender, Work and Society organized by Lahore University of Management (LUMS), 22-23 April 2019.

#### Conferences attended

Participated in Asian Leadership and HRM Summit at Avari Lahore, Pakistan on August 21, 2014.

Attended South Asia Conclave & Golf Tournament, Innovating for Growth at Royal Palm and Country Club, Lahore on 20<sup>th</sup> November 2014.

Women Leadership Summit: New Age Leadership, The Gender of Talent organized by Nutshell Forum & Jang Group at Pearl Continental Hotel, Lahore on May 23, 2015.

#### Conferences Organized

- National conference organized by Institute of Administrative Sciences in collaboration with PHEC on “Emerging trends in Governance and Management” 19<sup>th</sup>-21<sup>st</sup> May 2016
- International Conference organized by Institute of Administrative Sciences on “Governance, Management and HR: Strategic directions” 19<sup>th</sup>-21<sup>st</sup> March 2018

#### WORKSHOPS

Gender Mainstreaming in the Project Cycle (TA 4602-PAK) held on 24-26 Nov 2009, Lahore, Pakistan; organized by Asian Development Bank (ADB) in support to implementation of Gender Reform Action Plans (GRAP).

National Workshop by HEC “ Writing Research Grant Proposal” held on 16-17 April 2011 at Islamabad.

Attended Workshop on Qualitative Research and NVivo usage, held at IQTM, University of Punjab March 2012.

Attended Workshop organized by ORIC on Quantitative Data Analysis and SPSS usage, October 2012.

Attended a Workshop at University of Malaya, Kuala Lumpur Malaysia organized by Gatr Enterprises on “How to Publish in High Impact Factor ISI Journals” on 19-20 Dec 2014.

Women Empowerment and Leadership, Two day workshop by COMSATS Institute of Information Technology at Faletti's Hotel Lahore on February 19-20, 2015.

Attended workshop on Structural Equation Modeling on AMOS at IIMS University of the Punjab. 2016

Attended Workshop on the usage of SPSS PROCESS Plug in's at the University of Management Sciences. 2016

Training on Effective Implementation of Anti sexual harassment legislation organized by Mehergarh: A center for learning. 2017

Directors Training Program Session 1 Avari Hotel Lahore 3-4 Oct 2019

#### SPEAKER

HEC workshop organized for University Administrative Staff by the University of the Punjab Lahore

Training on Effective Implementation of Anti sexual harassment legislation on HEI's faculty, organized by Institute of Administrative Sciences, University of the Punjab

#### HONORS AND AWARDS

Recipient of HEC Indigenous Scholarship for PhD Scholars 2004

Best Paper award at SEDC International Conference on Gender, Work and Society organized by Lahore University of Management (LUMS), 22-23 April 2019.

#### PROFESSIONAL SERVICE

Managing Editor

Governance and Management Review 2016- present

- Research Journal initiated by Institute of Administrative Sciences, University of the Punjab, Lahore
- Process manuscripts submitted for publication
- Oversee production and publication procedures.
- Maintain editorial correspondence with prospective contributors.
- Manage publicity and advertising.

External Thesis Examiner

- Been providing services as MS/MPhil/PhD thesis examiner to different Universities including:

1. UMT
2. UCP
3. Virtual University
4. UET
5. LCWU

#### Reviewing for Journals

- Journal of Management Review
- Organization Theory Review
- Baltic Journal of Management
- Journal of South Asian Development

#### UNIVERSITY SERVICE

- Programme Coordinator to MPhil Management at Institute of Administrative Sciences, University of the Punjab, Lahore June 2019- present
- Institute of Administrative Sciences Focal person to ORIC at University of the Punjab
- Institute of Administrative Sciences Focal person External Linkages office University of the Punjab

#### PROFESSIONAL MEMBERSHIPS

- Member British Academy of Management (BAM)
- Member International Research Society of Public Management (IRSPM)