

Dr Syed Sohaib Zubair



Contact

e-mail : sohaib.iqtm@pu.edu.pk
sohaib.zubair@ias.edu.pk
sohaib.ias@pu.edu.pk

Google Scholar Profile Link :

<https://scholar.google.com.pk/citations?user=3brc-tsAAAAAJ&hl=en>

Address

Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan.

Areas of Interest (Not Limited to)

- | | |
|---|--|
| <ul style="list-style-type: none">• Research Methods• Governance and Public Policy• Human Resource Management & OB• Development Management | <ul style="list-style-type: none">• Public Administration & Management• Organization Change & Development• Organization Theory• Performance & Compensation Management |
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Education

2015-2019	PhD Management <i>(CGPA: 3.61)</i> <i>Institute of Administrative Sciences,</i> <i>University of the Punjab, Lahore.</i>
2012 to 2014	M.Phil Management <i>(CGPA: 3.96)-1st Position</i> <i>Institute of Administrative Sciences,</i> <i>University of the Punjab, Lahore.</i>
2008 to 2012	Bs (Hons) in Management <i>(Specialization in Finance- CGPA: 3.66)</i> <i>Institute of Administrative Sciences,</i> <i>University of the Punjab, Lahore.</i>
2006 to 2008	*A-Levels <i>(Pre-Engineering)</i> LACAS, Lahore. 1C, 1D, 1E (70.45%)
2003 to 2006	*O-Levels <i>(Pre-Engineering)</i> LACAS, Lahore. 2A's, 5B's, 1C (76.2%)

Work Experience

A. University of the Punjab, Pakistan

- Assistant Professor (Institute of Administrative Sciences) July 2023 to Present**
- Assistant Professor (Department of Administrative Sciences-Jhelum Campus) February 2020 to July 2023

- iii. Visiting Lecturer (Institute of Administrative Sciences-Lahore)
- iv. Lecturer (Department of Administrative Sciences-Jhelum Campus) October 2019 to February 2020
- v. Visiting Lecturer (Department of Sports Sciences & Physical Education)
- vi. Visiting Lecturer (College of Statistical & Actuarial Sciences)
- vii. Visiting Lecturer (Institute of Business Administration)
- viii. Visiting Lecturer (School of Biochemistry and Biotechnology)
- ix. **Research Officer (Institute of Quality and Technology Management) October 2013-August 2018**
 - Served Institute of Quality and Technology Management as Research Officer. This position expected me to be involved full time in research. Other additional duties taken include:
 - **Course Instructor for MSC & MS Programs**
 - **Thesis Supervision/Co-Supervision**
 - *M.Sc.: 3*
 - *M.S/M.Phil:50*
 - **Administration**
 - Coordinator Examinations-Institute of Quality and Technology Management
 - Program Coordinator M.Sc. Quality and Performance Management and M.S/M.Phil. Total Quality Management programs
 - Admissions In-Charge

B. Siemens Pakistan Engineering Company Limited, Lahore-Pakistan

Commercial Intern (IA-DT)

July 2011

PhD Thesis Title

Contextual Analysis of Implementation of Tenure Track System in Higher Education Institutions of Pakistan: A Reform Perspective

Research Publications

1. **South Asian Journal of Business Studies (ISSN: 2398-628X-Emerald)** How does emotional intelligence influence self-efficacy among customer service representatives in Pakistan? Mediatory effects of emotional labour. EarlyCite.
Impact Factor: 2.4
2. **PLOS One (E-ISSN: 1932-6203)** How level 5 leadership escalates organizational citizenship behaviour in telecom sector of Pakistan? Exploring mediatory role of organizational dissent. **2022, 17(10), e0276622**
Impact Factor: 3.752
3. **Sage Open (ISSN: 2158-2440)** How Transformational Leaders Are Engaged in Work Settings During Episode of Covid-19? Exploring Mediating Effects of Structural Empowerment and Process Innovation. **2022,12(2),1-14.**
Impact Factor: 2.032
4. **Transnational Corporations Review (Print) ISSN: 1918-6444 (Online) ISSN: 1925-2099)** Influence of emotional intelligence on enterprise performance with mediating role of entrepreneurial resilience: a case of SMEs in Pakistan under the light of Covid-19. **2022.**
5. **Pacific Business Review International (ISSN: 0974-438X)** Employee Training and Financial Performance: Mediating Effects of Perceived Service Quality and Customer Satisfaction. **2021, 14(5). 68-81**
6. **Journal of Public Value and Administrative Insights (ISSN Online 2663-9181)** Capacity building of public officials: Challenges of public organizations in Pakistan. **2021, 4(3). 183-199.**

7. **PLOS One** (E-ISSN: 1932-6203)
Impact Factor: 3.752 Public service motivation and organizational performance: Catalyzing effects of altruism, perceived social impact and political support. **2021, 16(12), e0260559.**
8. **Journal of Asian Finance, Economics and Business** (ISSN: 2288-4645) Orientation of Youth towards Social Entrepreneurship: An Empirical Study in Pakistan. **2021, 8(9) 67-77.**
9. **Cogent Business & Management** (ISSN: 2331-1975) Impact of Entrepreneurial Orientation Dimensions on Performance of Small Enterprises: Do Entrepreneurial Competencies Matter? **2021, 8(1), 1943241.**
10. **Public Administration Issues** (ISSN: 1999-5431) Ethical Risks In Public-Private Partnerships: The Case Of Lahore Waste Management Company. **2021, 5(Special Issue I N5), 56-72.**
11. **Management Research Review** (ISSN: ISSN: 2040-8269) Can adaptive–academic leadership duo make universities ready for change? Evidence from higher education institutions in Pakistan in the light of COVID-19. **2021, 44(11), 1478-1498.**
12. **Management Science Letters** (ISSN-1923-9343-Online 1923-9335-Print) Entrepreneurial self-efficacy and small business performance in Pakistan. **2021, 11 (6), 1715–1724.**
13. **Governance and Management Review** (ISSN- 2521-554X) Implementation of Tenure Track System Reform in Pakistan: A Contextual Analysis **2020, 5(2),158-173.**
14. **Journal of Public Value and Administrative Insight** (Online ISSN: 2663-9181) Perception of local government officials about role of local government system in achieving MDG'S specific to education and health. **2020, 3(3), 92-116.**
15. **Journal of Applied Economics and Business Studies** (ISSN (Online): 2663-693X) Service Quality Dimensions and Customer Satisfaction in online shopping: A customer's perspective. **2020, 4(1), 53-76.**
16. **European Journal of Business and Management** (ISSN (Paper)2222-1905 ISSN (Online)2222-2839) Organizational Culture as a Moderator Between Paternalistic Leadership Style and Organizational Commitment: A Case of Banking Sector, Pakistan. **2020, Vol 12(1), 41-54.**
17. **Pakistan Journal of Commerce and Social Sciences** (ISSN: 1997- Societal E-Readiness for E-Governance Adaptability in Pakistan. **2020, Vol14(1)273-299.**

8553)

18. Governance and Management Review (ISSN- 2521-554X)

Prospects for Online Grocery Shopping in Pakistan. **2019, Vol4(2) 76-91.**

19. South Asian Journal of Business Studies (ISSN: 2398-628X-Emerald)

An assessment of e-service quality, e-satisfaction and e-loyalty. **2019, Vol 8(3), 282-302.**

20. UCP Management Review (ISSN: 2518-8305-Print, ISSN: 2616-7409-online)

Online Buying Behavior: Prospects for Online Sale Promotions Strategies in Pakistan. **2019, Vol 3(1), 25-40.**

21. Governance and Management Review (ISSN- 2521-554X)

Impact of sales promotion on consumer buying behavior: a case of modern trade, Pakistan. **2019, Vol 4(1), 38-53.**

22. Pakistan Journal of Commerce and Social Sciences (ISSN: 1997-8553)

Mediating Role of Environmental Commitment between Green Organizational Identity and Green Innovation Performance. **2019, Vol 13(2), 385-408.**

23. International Journal of Research in Human Resource Management (P-ISSN: 2663-3213, E-ISSN: 2663-3361)

Sustainable development: The role of green HRM. **2019, Vol 1(2), 1-6.**

24. Pakistan Vision (ISSN- 1681-5742)

Governance Context of Higher Education Sector of Pakistan. **2019, Vol 20(1).**

25. Journal of Research Society of Pakistan (ISSN-0034-5431)

Towards a holistic model of Public Service Motivation: A Systematic Literature Review . **2018, Vol 55 (2), 179-192.**

26. Sukkur IBA Journal of Management and Business – SIJMB (ISSN Paper: 2313-1217, Online: 2410-1885)

Authentic Leadership and Organization Citizenship Behavior: A Case of Pakistani Electronic News Media Industry. **2018, Vol 5 (1), 16-32.**

27. Industrial Engineering Letters (ISSN Paper: 2224-6096, Online: 2225-0581)

Impact of Transactional Leadership and Transformational Leadership on Employee Performance: A Case of FMCG Industry of Pakistan. **2018, Vol 8 (3), 23-30.**

28. Pakistan Business Review

Non-Financial Incentive System and Organizational Commitment: An Empirical Investigation. **2016, Vol 18 (1), 55-75.**

(ISSN: 1561-8706)

29. Journal of Business Strategies Synergic relationship between Total Quality Management and Marketing Management in creating Customer's Value. **2015, Vol.9 (2), 99-114.**

(ISSN: 1993-5765)

30. New Horizons Evaluation of Tenure Track System in Higher Education Institutions in Pakistan: An HRM Perspective. **2015, Vol.9 (2), 29-60.**

(ISSN:1992-4399)

31. Research on Humanities and Social Sciences Police Violence in Pakistan: Forms and Justifications. **2014, Vol.4 (27), 63 - 68.**

(ISSN: 2224-5766 Paper ,
2225-0484 Online)

32. Information and Knowledge Management Job Analysis and Performance Management in Pakistan Army: A Strategic Human Resource Management Perspective. **2014, Vol.4 (10), 51-58.**

(ISSN: 2224-5758 Paper,
2224-896X Online)

33. Pakistan Journal of Commerce and Social Sciences Good Governance: Pakistan's Economic Growth and Worldwide Governance Indicators. **2014, Vol. 8 (1), 258- 271.**

(ISSN: 1997-8553)

34. Journal of Business and Economics Total Quality Management in Public Sector Higher Education Institutions. **2013, Vol.5 (1), 24-55.**

(ISSN: 2075-6909)

Conference Proceedings

- **London, U.K:** Training and Development: A Review of Shaukat Khanum Memorial Cancer Hospital and Research Centre. **2015 International Business Conference June 7-11, 2015. The Clute Institute, 217-224.**
- **Lahore, Pak:** Water Quality Perception among Students: A Public Health Concern. **2017 International Conference on Management, Business & Technology (ICMBT-2017) March 12-15, 2017. IB&M, UET, 159-163.**

Reviewed Papers for

- South Asian Journal of Business Studies (Emerald)
- International Journal of Organizational Analysis (Emerald)
- Journal of Business & Economics (Pakistan)
- Asia Pacific Management Review (Elsevier)
- Journal of Entrepreneurship in Emerging Economies (Emerald)
- Sukkur IBA Journal of Management and Business (Pakistan)
- Paradigms (Pakistan)
- Journal of Research in Marketing and Entrepreneurship (Emerald)
- Jurnal Pengurusan (Malaysia)
- Journal of Public Value and Administrative Insight (Pakistan)
- Leadership & Organizational Behavior Journal (Pakistan)
- Journal of Independent Study and Research-Management, Social Sciences and Economics (JISR-MSSE) (Pakistan)

- Journal of Management & Organization (Cambridge)
- Applied Economics incorporating Applied Financial Economics (Taylor and Francis)
- Journal of Applied Research in Multidisciplinary Studies (JARMS-Pakistan)
- SAGE Open (SAGE)

I.T Skills

- SPSS & AMOS
- NVIVO
- SMART-PLS
- MS Office

Achievements & Honors

- Session Chair at 6th International Virtual Conference on “Managing Business in a Covid-19 Era: Challenges and Opportunities (23rd March 2021), Skyline University College, Sharjah, UAE.
- First Position and Roll of Honor in M.Phil Management Program
- Member of the Organizing Team of 1st “IAS Youth Forum” (2010)

*(% ACCORDING TO THE IBCC EQUIVALENCE CERTIFICATES PAKISTAN).