



Dr. Fouzia Hadi Ali
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SUMMARY

Resourceful and innovative professional with about 20 years of an academic career producing powerful learning opportunities for advanced-level graduate and postgraduate courses, educational facilities and academic & technical training. Recognized for teaching excellence based on technical, research, and design fundamentals. Strong follow-through, administrative and time management capabilities. Highly articulate, demonstrating refined interpersonal skills across all levels and backgrounds. Confident, positive and professional. Energized for new challenges. Core competencies include:

- Statistical Data Analyst
- Curriculum Development
- Lesson Design & Development
- Extra-Curricular Initiatives
- Research & Reporting
- Leadership & Mentoring

AREAS OF EXPERTISE

- Pursued new learning tools to enhance educational and professional-technical programs.
- Expert in data analysis using software such as *SPSS, AMOS, NVIVO and PLS-SEM*
- Participated in multi-class, multi-age activities to increase student interpersonal skills.
- Designed lesson plans catering to student interests and diverse individual needs, dramatically improving student performance in reading.
- Develop and deliver coursework and training materials designed for the effective education of the intended audience.
- Effectively implemented available lesson plans to ensure continuity of instruction.

ACADEMIC EXPERIENCE

<i>Assistant Professor – Hailey College of Commerce, University of the Punjab, Lahore</i>	<i>2014 – to date</i>
<i>Lecturer - Hailey College of Commerce, University of the Punjab Lahore</i>	<i>2002 to 2014</i>
<i>Lecturer - Garrison Post Graduate College for Women Lahore</i>	<i>2000 to 2002</i>

KEY INTEREST AREAS

- Production and Operations Management
- Project Management
- Quantitative Techniques / Management Science Applications
- Training Need Assessment
- Curriculum Design
- Advanced Research Methodology
- Data Analysis in Business

EDUCATIONAL PROFILE

Doctor of Philosophy (PhD), Hailey College of Commerce, University of the Punjab, Lahore	2015
M. Phil, Business Administration Institute of Business Administration, University of the Punjab, Lahore	2011
Master of Commerce, Accounting & Finance (Gold Medalist) Hailey College of Commerce, University of the Punjab, Lahore	2000
Bachelor of Commerce Hailey College of Commerce, University of the Punjab, Lahore	1997

HONORS AND AWARDS

Gold Medal, University of the Punjab - Awarded two gold medals on securing the first position in M.Com program of the University

PUBLICATIONS

2021

1. Ali, M. Islam, M. T., and **Ali, F. H.** (2021) Corporate Social Responsibility and Work Engagement: The Mediating Roles of Compassion and Psychological Ownership, *Asia-Pacific Social Science Review*, 21(3), 196-213. HEC: X, SCOPUS
2. **Ali, F. H.**, Liaqat, F., Azhar, S. and Ali, M. (2021) Exploring the Quantity and Quality of Occupational Health and Safety Disclosure among Listed Manufacturing Companies: Evidence from Pakistan, a Lower-Middle Income Country. *Safety Science*, 143, Published Online. HEC: W WOS, Impact Factor: 4.877
3. Liaqat, F., Mahmood, K. and **Ali, F. H.** (2021) Demographic and socio-economic differences in financial information literacy among university students. *Information Development*, 37(3), 376-388. WOS*, Impact Factor: 2.049
4. Ali, M. Islam, M. T., **Ali, F. H.**, Raza, B., and Kabir, G. (2021) Enhancing Nurses Well-being Through Managerial Coaching: A Mediating Model, *International Journal of Human Rights in Healthcare*. 14(2), 143-157. HEC: X, SCOPUS
5. **Ali, F. H.**, Barkaat, J. Ali, M. and Aamir, M. (2021). Pre-COVID Performance and Risk Assessment of Asset Management Companies: Evidence from an Emerging Market, *Lahore Journal of Business*, 9(2), 1-17. HEC: Y,

2020

6. **Ali, F. H.**, Ali, M., Malik S. Z., Hamza, M. A. and Ali, H. F. (2020) Managers' Open Innovation and Business Performance in SMEs: A Moderated Mediation Model of Job Crafting and Gender. *Journal of Open Innovation, Technology, Markets and Complexity*. 2020, 6, 89; Doi:10.3390/Joitmc6030089Www.Mdpi.Com/Journal/Joitmc HEC: W, MDPI Impact Factor: 0.79
7. Mehta, A. M., **Ali, F. H.**, Farooq, S. and Tariq, M. (2020) Dynamic managerial capabilities, competitive advantage and business performance: an integrative model, literature review and research propositions, *Academy Of Strategic Management Journal*, 19(4). HEC: X
8. **Ali, F. H.**, Mehta, A. M., Naqvi, F. N. and Maryam, S. Z. (2020) Predicting work performance: A paradigm shift from organization's empowerment to employee's autonomous strategy, *Academy of Strategic Management Journal*, 19(4). HEC: X
9. **Ali, F. H.** and Mehta, A. M. (2020) Risk management amidst Covid-19 by Pakistani universities: A study of University of the Punjab. *Journal of Management Information and Decision Sciences*, 23(3). Y and Scopus Indexed
10. Farooq, M., Ahmad, N. M., Mushtaq, A. Q., Ahmad, R., **Ali, F. H.** and Mujahid, A. B. (2020) Role of Women at Top Management in Public Sector Universities of Islamabad, Pakistan. *Journal of the Research Society of Pakistan*, 57(1), 181-194. HEC: X

11. Maryam, S. Z., **Ali, F.**, Rizvi, M., and Farooq, S. (2020) Demonstrating the Motivational Scale for commitments toward teachers' turnover intentions using Self-Determination Theory: A case of Higher Education Institutions in Pakistan. *International Journal of Educational Management*. 35(2), 365-381. Scopus and WOS Indexed HEC: X
12. Naz, A., Farooq, S., Lodhi, R. N., **Ali, F. H.** and Maryam, S. Z. (2020) Awareness, understanding and usage of Islamic banking products and services: A case of customers' satisfaction towards Islamic banking in Pakistan. *Islamic Banking and Finance Review*. 21(2),273-286 HEC: Y
13. **Ali, F. H.**, Farooq, S. and Naqvi, F. N. (2020) Can cognitive crafting enhance business performance? the mediating role of employee ambidexterity in the context of Small and Medium Enterprises, *International Journal of Management Research and Emerging Sciences*, 10(2), 85-95. HEC: Y
14. **Ali, F. H.**, Qazi, A. A., Farooq and Gull, S. (2020) Examining the antecedents and consequence of smartphone loafing at workplace: testing a moderated sequential mediation model. *International Journal of Management Research and Emerging Sciences*, 10(1), 156-167. HEC: Y
15. **Ali, F. H.** Qazi, A. A. and Naqvi, F. N. (2020) Improving Organizational Climate Perceptions Through Organization's Retention Strategy. The Moderating Role Of Organizational Hierarchy, *International Journal Of Management Research And Emerging Sciences*, 10(3), 10-15. HEC: Y
16. Farooq, S., Ramzan M. **Ali, F. H.**, and Rashid, H. A. (2020) Analyzing the Efficiency of Health Care in Pakistan: An Application of Data Envelopment Analysis to Rural Health Centers in Punjab, *Pakistan Vision*, 21(2), 273-286. HEC: Y
17. Ali, M., **Ali, F. H.**, Raza, B., Ali, W. (2020) Assessing the Mediating Role of Work Engagement Between the Relationship of Corporate Social Responsibility with Job Satisfaction and Organizational Citizenship Behavior, *International Review of Management and Marketing*, 10(4), 1-10. Scopus Indexed
18. **Ali, F. H.** and Mehta, A. M. (2020) Is smartphone loafing energizing, creative, innovative and productive at the workplace? *Academy of Marketing Studies Journal*. 24(3). Scopus Indexed
- 2019**
19. Arshad, F. **Ali, F. H.**, and Muneer, S. (2019) The National Finance Commission Award and Centre Province Relationship: A Study of Pakistani Federal Structure HEC: X
20. **Ali, F. H.** and Qazi, A. A. (2019) Can Social Media Platforms Enable Co-Creation as a Tool in Political Marketing? The South Asian Context. *South Asian Studies*, 34(1), 81-102. HEC: X
- 2018**
21. Ahmed, I., Rehman, W.U., **Ali, F.**, Ali, G., and Anwar, F. (2018) Predicting Employee Performance through Organizational Virtuousness- Mediation by affective Well-Being and Work Engagement. *Journal of Management Development*. 36(6), 493-502. ESCI, SCOPUS
22. **Ali, F. H.** and Qazi, A. A. (2018) Exploring the Awareness of China Pakistan Economic Corridor: A Stakeholder's Perspective. *South Asian Studies*, 33(1), 97-116. HEC: X
23. **Ali, F. H.** and Qazi, A. A. (2018) The Role of Creative Self-Efficacy and Intrinsic Motivation in Delighting Customers: The Mediating Role of Positive Psychological Capital. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 78-93. SCOPUS Indexed HEC: Y
24. **Ali, F. H.**, Naz, F. and Qazi, A. A. (2018) Assessing the Antecedents of Work Performance among Health Care Practitioners: Testing a Partial Least Squares Structural Equation Modeling Sequential Model. ESCI* and HEC: Y
25. **Ali, F. H.**, and Qazi, A. A. (2018) Are Social Networking Sites Suitable for Formal Learning among Business Research Students? A Mixed Method Experimental Approach. *Bulletin of Education and Research*, 40(1), 281-299. HEC: Y
26. **Ali, F. H.**, Rizavi, S. S., Ahmed, I., and Rasheed, M. (2018) Effects of Perceived Organizational Support on Organizational Citizenship Behavior – Sequential Mediation By Well-Being and Work Engagement. *Journal of the Punjab University Historical Society*, 31(1), 61-69. HEC: Z
- 2015**
27. **Ali, F.** and Muqadas, S. (2015) The Impact of Brand Equity on Brand Loyalty: The Mediating Role of Customer Satisfaction. *Pakistan Journal of Commerce and Social Sciences*, 9(3), 890-915. HEC: Y
28. Islam, T., **Ali, F. H.**, Aamir, M., Khalifah, Z., Ahmad, R., and Ahmad, U. N. U. B. (2015). Employees' Perception of CSR and Organizational Citizenship Behavior. *Science International*, 27(3), 9417-9419. HEC: X

29.	Bhatti, G. A, Islam, T., Mirza, H. H., and Ali, F. H. (2015) The Relationships between LMX, Job Satisfaction and Turnover Intention. <i>Science International</i> , 27(2), 1523-1526.	HEC: X
30.	Ali, F. (2015) The Effect of Job Characteristics on Managers' Intent to Leave the Organization: The Mediating Role of the Four Dimensions of Organizational Commitment, <i>International Journal of Business and Management</i> , 10(6), 239-250.	Ulrich Periodicals
2012		
31.	Ali, F. , Shafeeq, N. and Ali, M. (2012) Limited Stock Investments in Pakistan. <i>International Journal of Business and Management</i> 7(4), 133-144.	Ulrich Periodicals,
2011		
32.	Ali, F. , et al. (2011) Attraction of Students Towards beauty Products. <i>Australian Journal of Business and Management Research</i> . 1(3), 104-108.	Ulrich Periodicals HEC: Y
33.	Ali, F. , et al. (2011) The Effect of Job Stress and Job Performance on Employee's Commitment. <i>European Journal of Scientific Research</i> . 60(2), 285-294.	Impact Factor: 0.736 Ulrich Periodicals HEC: Y

* WOS: Web of Science, ESCI: Emerging Sources Citation Index

CONFERENCE PRESENTATIONS

- “Harassment At Work Place On Women In Pakistan: An Exploratory Study,” Paper presented in Eurasia Business and Economic Society, Istanbul, Turkey, May 2012.
- “Impact of Working Capital Management on Profitability of Textile sector of Pakistan,” Paper to be presented in 4th International Conference of the South Asian Chapter of AGBA SAICON-2012, December 2012.
- “The Impact of E-Banking on the Overall Performance of the Banks,” Paper presented at Eurasia Business and Economic Society, held from 11th to 13th January 2013, in Rome, Italy.
- “Assessing knowledge base and Trends regarding Corporate Social Responsibility among Companies,” Paper presented at The International Academy of Business and Public Administration Disciplines, held at Orlando, Florida from 2nd -5th January 2014.
- “Usage of Social Networking Sites (SNS) for Punjab University M Phil- Level Business Research Students,” presented a paper at the 4th International Conference on Education (ICORE) held on 23rd-25th, November 2016.
- Best Paper Award at International Conference on Banking, Insurance & Business Management, held on 14-15 December 2017.
- Participated in the International Conference on Business Education: Creating Impact with CPEC held on 5-6 February 2018.
- Presented Paper at the 7th Asian Management Research & Case Conference, 2018, held on 23-24 July, 2018, organized by Lahore University of Management Sciences.
- Guest Speaker on a One-Day Seminar on “China Pakistan Economic Corridor” held on 5th April 2018.
- Participated in a Two-Day Conference on “China Pakistan Economic Corridor: Managing the Change”, held on 17-18 January, 2019 organized by Lahore University of Management Sciences.
- Presented Paper in a Two-Day International Conference on “Contemporary Issues in Management & Administrative Sciences” held on 26-28th March 2019 organized by Lahore College for Women University, Lahore.
- Presented Paper in a Two-Day International Conference on “Gender, Work and Society” held on 27-28th April, 2019 organized by Lahore University of Management Sciences.
- Presented Paper in a Two-Day International Conference “Global Conference on Business Management and Social Sciences” held on 8-9th August 2020 organized by, Academy of Business Management.
- Two Papers Presented and Awarded Best Paper Award in a Two-Day International Conference, ICBC, “Creating Opportunities from Uncertainties” held on 24-25th November, 2020 organized by Hailey College of Commerce, University of the Punjab, Lahore.
- Organized a Conference on “Legacy of Zaheer-ud-Din Muhammad Babur and its Relevance in Contemporary Relations between Pakistan and Uzbekistan” held on February 11th, 2021.
- Session Chair at “International Conference and Graduate Colloquium” held on 4th and 5th April, 2021 organized by Hailey College of Commerce, University of the Punjab, Lahore.
- Best Paper Award at the “1st International Conference on Business Administration” held on 11th and 12th June, 2021 organized by Institute of Business Administration, University of the Punjab, Lahore.
- Guest Speaker at the Two-Day Online International Conference “ Progressive Role of Women in the Changing

Socio-Economic and Political Dynamics of the World” held on 9th and 10th August, 2021, organized by Centre for Global & Strategic Studies (CGSS), Islamabad.

WORKSHOPS CONDUCTED

- Conducted a Two-Day Multidisciplinary International Workshop through Webinar on “Model Building Techniques, Factor Analysis and SEM using SPSS & AMOS” held on 13th-14th May 2015.
- Conducted a Two-Day Multidisciplinary International Workshop through Webinar on “SPSS Essentials – Statistical Analysis Made Easy” held on 16th-17th June 2015.
- Conducted One-Day Workshop on “Structural Equation Modeling” held at Virtual University of Pakistan on 29th, October 2015.
- Conducted One-Day Workshop on “Statistical Analysis Using SPSS” held at Lahore General Hospital on 23rd December 2016.
- Conducted One-Day Workshop on “Statistics Made Easy” held at Pakistan Institute of Fashion Design on 24th December 2016.
- Conducted One-Day Workshop on “Biostatistics” held at Ameer Ud Din Medical College, General Hospital, Lahore on 19th April 2017.
- Conducted One-Day Workshop on “Biostatistics” held at Ameer Ud Din Medical College, General Hospital, Lahore on 19th April 2018.
- Conducted One-Day Online Workshop on “NBEAC Quality Standards 1 to 9” in collaboration with National Business Education Accreditation Council, HEC, Islamabad on 10th November, 2020.
- Conducted One-Day Workshop on “Complex Model Testing through Smart PLS SEM” jointly organized by ORIC and Hailey College of Commerce, Lahore on 1st March, 2021.
- Conducted One-Day Workshop on “Innovation and Creativity in Products/Services. Product Characteristics and Features. Women Incubation Centre, Punjab Small Industries Corporation, Lahore on 14th Sep., 2021
- Conducted One-Day Workshop on “The Role of Securities and Exchange Commission of Pakistan in Achieving the Global Agenda 2030”, Securities and Exchange Commission of Pakistan, Islamabad on 10th November, 2021.
- Conducted One-Day Online Workshop on “Designing a Business Plan for Long Term Success”, Organized by, Embassy of Uzbekistan to Pakistan, Islamabad on 16th November, 2021.

TRAININGS AND WORKSHOPS PARTICIPATED

Date	Name of Workshop	Organizer
14 th -18 th December, 2020	Directors Training Program	<i>Institute of Business Administration, Karachi.</i>
14 th -15 th December, 2019	Advanced Structural Equation Modeling	<i>Pak Institute of Statistical Training and Research, Lahore</i>
18 th April, 2019	Reinventing Finance for a Digital World	<i>CIMA, Pakistan</i>
25 th July, 2019	Training Needs Assessment Workshop Organized by Civil Services Academy, Walton Campus Lahore	<i>Civil Services Academy, Walton Lahore.</i>
31 st Aug – 1 st Sep 2019	Two-Day Workshop on Python for Data Science	<i>Kinnaird College for Women, Lahore</i>
26 th - 28 th March, 2019	2 nd International Conference on Contemporary Issues in Management & Administrative Sciences (CIMAS)	<i>Lahore College for Women University, Lahore.</i>
1 st -2 nd August, 2018	Two-Day Workshop on “Strategic Planning of a Business School”	<i>NBEAC HEC</i>
5 – 6 February 2018	Reaccreditation – A way forward towards continuous improvement	<i>National Business Education Accreditation Council, HEC</i>
20 – 21 March 2018	Governance, Management, and HR: Strategic Directions	<i>Institute of Administrative Sciences, University of the Punjab</i>
23-25 August 2017	Humanity, Altruism & Citizenship in Pakistan	<i>Ministry of Human Rights, GOP</i>
10 – 11, May 2017	Financial Planning and Investment	<i>Securities & Exchange Commission of Pakistan</i>
7 – 8 September 2016	International Workshop on Research Proposal Writing and Fund Winning Strategies	<i>Research Center for Training and Development</i>

11-12 August 2016	Model Building Technique and Structure Equation Modeling (Advanced Variance Based Predictive Analysis)	Research Center for Training and Development
3-4 June 2016	Research & Inferential Statistics	Research Center for Training and Development
29-30 January 2016	How to Combine Multiple Research Methods- Practical Triangulation	Research Center for Training and Development
19-20 September 2014	IBM SPSS Statistics Level 1 Preparatory Course	Research Center for Training and Development
24 th October 2012	Mastering Applied Regression and ANOVA Analysis The 9-Cases of Regression and 8-Cases of ANOVA	Research Center for Training and Development
10 th December 2011	Reliability and Validity in Research	Institute of Research Promotion and University of Management and Technology
29 th January 2010	Publishing Your Research	Management Science Department, COMSATS L, Lahore
1 st January 2010	Developing Literature Review	Institute of Research and Promotion Management Science Department, COMSATS L, Lahore
31 st May 2008	Optimizing Use of Online Resources & Using Endnote ® Software citing and Referencing	Institute of Research and Promotion Textile Productivity Center (UMT)
12 & 19 April 2008	Case Study Method – Teach & Write	Institute of Research and Promotion Center for Management Excellence & Research
7 th March to 26 th April 2008	Quantitative Technique Analysis	Textile Productivity Center (UMT), Aftab Associates
24 th - 25 th March 2008	Planning and Budgeting Skills for Educational Institutions	Institute of Research and Promotion Akida Management Consultants
26 th – 27 th August 2008	Workshop on Recent Developments in Survey Sampling	Hailey College of Commerce, University of the Punjab, Lahore. Center for Advanced Studies in Mathematics(LUMS)

RESEARCH EXPERIENCE

- Supervised above 100 M Com (18 years) students thesis (Equivalent to M Phil) as a Research Supervisor
- Supervised 100 Internship Reports of M Com (16 years) students for each year for 6 years.
- Supervised some research projects as class assignments in the research methods class.

CONSULTANCY SERVICES

- **Certified Director approved by the Securities and Exchange Commission of Pakistan.**
- Providing training programs for effective management of entities.
- Providing data analyses consultancy services to different professional disciplines including medical academicians and media personnel etc.
- Providing mentoring services on behalf of the National Business Education Accreditation Council for the accreditation of business schools.
- Providing training sessions at the Civil Services Academy, Lahore for the probationary officers.

ADDITIONAL SKILLS

- Classroom Evaluation Instruction
- Student Evaluation
- Individualized and Small Group
- Integration of Subjects
- Classroom Management
- Curriculum Evaluation
- Supportive Counseling
- Lecture Techniques
- Lesson Plans

PAPER SETTING

- Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Research Methods for Business
- Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Operation and Production Management
- Head Examiner and paper setter Punjab University Annual B Com and M Com Examination for the subject of Application of Inferential Statistics in Business
- Paper Setter and Examiner for the subject of Project Management at Virtual University, Lahore.

ADMINISTRATIVE POSITIONS AT UNIVERSITY LEVEL

- **Former Chairperson**, the University Club, University of the Punjab.
- **Former Director**, Directorate of External Linkages, University of Punjab.
- **Former Director**, Alumni Association, University of the Punjab
- **Director**, Regional Integration Center, University of the Punjab,
- **Coordinator**, Training and Development, Accreditation and QEC, Hailey College of Commerce, University of the Punjab

LINKAGES ESTABLISHED

- Successfully established collaborations with 20 international universities/institutions (fifteen with China and one each with Iran, Dubai, Gambia, Netherlands, Canada, and Turkey). Additionally, a total of 27 MoUs have also been signed with national universities/institutions in a variety of disciplines.

ACCREDITATION LINKAGE

- Member Peer-Review team under the umbrella of the National Business Education Accreditation Council (NBEAC), HEC.

ACADEMIC EVENTS MANAGEMENT

- Member of the Organizing Committee of South Asian Management Forum held in March 2019.
- Arranged different events at the University and College level.

REFERENCES

Available upon request