



Dr. Fouzia Hadi Ali,
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Summary

Resourceful and innovative professional with about 21 years of academic career producing powerful learning opportunities for advanced-level postgraduate and doctoral program courses, academic & technical training. Recognized for teaching excellence based on technical, research, and design fundamentals. A strong proponent of sustainable business organizations. Research areas involve Sustainability Development Goals, their disclosures and their implementation in emerging economies. 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:

- Consultancy and Training
- Statistical Data Analyst
- Internal Control Reporting and Management through Simulation
- Research & Reporting
- Leadership & Mentoring

CONSULTANCY SERVICES

- **Certified Director approved by the Securities and Exchange Commission of Pakistan.**
- Providing mentoring services on behalf of the National Business Education Accreditation Council for the accreditation of business schools.
- Subject Expert for panel at the Punjab Public Service Commission.
- Provided training sessions at the Civil Services Academy, Lahore for the CSP probationary officers.

INDUSTRY LINKAGES AND PROJECTS

- **Project Coordinator, Collaborator with the London School of Economics (LSE) and the Massachusetts Institute of Technology (MIT)** on a research project on “the career outcomes of university graduates in Pakistan”.
- **Trainer/Mentor**, One Year Contract at Women Incubation Centre, Punjab Small Industries Corporation, Punjab, Pakistan
- **Project Coordinator**, Contract with Rozee.pk/Naseeb Online Services (Rozee.pk) for a Collaboration on a **World Bank Project**, Study title “**Pakistan Digital Jobs Platform and Voucher for Women’s Employment Activity**”
- **Principal Investigator**, Completed One Year Research Project on “Exploring Quantity and Quality of Occupational Health and Safety among listed Manufacturing Companies: A case of Lower-Middle-Income Countries. Principal Investigator, Ongoing One Year Project on “A Comparative Study of Occupational Health and Safety Disclosure between the Listed Companies of Manufacturing and Service Sector

PUBLICATIONS

2023

1.	Riaz, A. and Ali, F. H. (2023) What drives responsible innovation in polluting small and medium enterprises?: an appraisal of leather manufacturing sector, <i>Environmental Science and Pollution Research, Online First</i>	HEC:W, Impact Factor: 5.190 , Scopus & WOS
2.	Riaz, A., Ali, F. , Ashfaq, K., Bhatti, A., and Rehman, S. U. (2023) Eco-innovation of food processing and manufacturing SMEs, <i>British Food Journal, Online First</i>	HEC:W, Impact Factor: 3.224 , Scopus & WOS

2022

3. Farooq, S., Ahmad, A., Liaqat, F. and **Ali, F. H** (2022) Understanding Relevance of Business Environment for Financial Performance: The Case of Asian Non-Banking Microfinance Institutions, *Vision*, 1-11, *Online First* HEC:Y, SCOPUS & WOS
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2021

4. 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
5. **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, Impact Factor: **4.877** WOS, Scopus
6. 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**
7. 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
8. **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
9. Naseem, M., **Ali, F. H.**, and Saleem, M. (2021) The Impact of Online Convenience on Mobile Banking Adoption: The Sequential Mediation of Perceived Utilitarian Value and Perceived Hedonic Value. *Journal of Islamic Countries Society of Statistical Sciences*, 7(3), 335-354. HEC: Y
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2020

10. **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*. 6, 89. HEC: W, MDPI Impact Factor: 0.79
11. 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
12. **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
13. **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). HEC Y and Scopus Indexed HEC: X
14. 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
15. 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
16. 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
17. **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
18. **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
19. 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
20. 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
21. **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**
22. Arshad, F. **Ali, F. H.**, and Muneer, S. (2019) The National Finance Commission Awardand Centre Province Relationship: A Study of Pakistani Federal Structure HEC: X
23. **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**
24. 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
25. **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
26. **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
27. **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
28. **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
29. **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**
30. **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
31. 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
32. Bhatti, G. A, Islam, T., Mirza, H. H., and **Ali, F. H.** (2015) The Relationships between LMX, Job Satisfaction and Turnover Intention. *Science International*, 27(2), 1523-1526. HEC: X
33. **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, *International Journal of Business and Management*, 10(6), 239-250. Ulrich Periodicals
- 2012**
34. **Ali, F.**, Shafeeq, N. and Ali, M. (2012) Limited Stock Investments in Pakistan. *International Journal of Business and Management* 7(4), 133-144. Ulrich Periodicals,
- 2011**
35. **Ali, F.**, et al. (2011) Attraction of Students Towards Beauty Products. *Australian Journal of Business and Management Research*. 1(3), 104-108. Ulrich Periodicals HEC: Y

36. **Ali, F., et al.** (2011) The Effect of Job Stress and Job Performance on Employee's Commitment. *European Journal of Scientific Research*. 60(2), 285-294.

Impact
Factor: 0.736
Ulrich
Periodicals
HEC: Y

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

RESEARCH BASED IT SKILLS

- Statistical Package for Social Sciences (SPSS)
- Analysis of Moment Structures (AMOS)
- Partial Least Squares (PLS SEM)
- STATA
- MS Visio (Process Flow Chart)
- Microsoft Word, Excel, PowerPoint and Google Excel Sheet Management
- Endnote (Referencing)

WORKSHOPS CONDUCTED/CONFERENCES ORGANIZED

- Organized/Conference Chair a Three-Day International Conference on “Significance of the Belt and Road Initiative in Regional Connectivity” 6th – 8th July, 2022 at the Regional Integration Centre in Collaboration with the Embassy of Republic of China to Pakistan.
- Co-Organizer. 2nd International Conference & Graduate Colloquium and 3 Minute Thesis Competition organized at Hailey College of Commerce, University of the Punjab, Lahore. Held on 14th and 15th March, 2022.
- Conducted One-Day Workshop on “Innovation and Creativity in Products/Services. Product Characteristics and Features. Women Incubation Centre, Punjab Small Industries Corporation, Lahore on 19th Jan., 2022.
- Guest Speaker, One-Day University Workshop on “Non-Traditional Security Challenges” organized by the Centre for Global and Strategic Studies (CGSS) and Hanns Seidel Foundation, Pakistan held on 9th December, 2021. Session Topic: “Role of Pakistan’s academic networks in emerging NTS threats: Constructive Engagement in Policy Orientation Process”
- 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.
- 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 “Complex Model Testing through Smart PLS SEM” jointly organized by ORIC and Hailey College of Commerce, Lahore on 1st March, 2021.
- 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 “Biostatistics” held at Ameer Ud Din Medical College, General Hospital, Lahore on 19th April 2018.
- 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 “Statistics Made Easy” held at Pakistan Institute of Fashion Design on 24th December 2016.
- Conducted One-Day Workshop on “Statistical Analysis Using SPSS” held at Lahore General Hospital on 23rd December 2016.
- 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.

EDUCATIONAL PROFILE

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

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 are 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>Associate Professor – Hailey College of Commerce, University of the Punjab, Lahore</i>	<i>2022 to Date</i>
<i>Assistant Professor – Hailey College of Commerce, University of the Punjab, Lahore</i>	<i>2013 to 2022</i>
<i>Lecturer - Hailey College of Commerce, University of the Punjab Lahore</i>	<i>2002 to 2013</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

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.
- Guest Speaker at International Conference on Pak-Sino Partnership, Prospects and Challenges in Higher Education Collaboration organized by Bahria University, Islamabad. Topic” Commercialization of Applied Research through BICs/STPs of the Partner Universities” held on 9th September, 2021.
- Co-organizer and Moderator, International Conference on “Pakistan-Eurasian Heartland Connectivity: Towards Socio-Economic, Academic and Legal Cooperation” jointly organized by Area Study Centre, Peshawar University, Peshawar and Regional Integration Centre, University of the Punjab, Lahore, held on 21st and 22nd September, 2021.
- Session Chair, 2nd International Conference on Business and Commerce — striving for a Better Normal organized by Hailey College of Commerce, University of the Punjab, Lahore, held on 26th and 27th November, 2021.
- Session Chair, International Conference on Banking, Insurance and Business organized by, Hailey College of Banking and Finance, University of the Punjab, Lahore, held on 29th and 30th December, 2021.
- Moderated, International Scientific Conference on, “Great Commander, Thinker and Poet Zahir-ud-din Muhammad Babur: Symbol of Friendship of Uzbekistan and Pakistan” organized by Embassy of Uzbekistan at Pak-China Friendship Centre, Islamabad. Held on 1st March, 2022.
- Participated, 9th Deans & Directors Conference “Increasing the Impact and Relevance of Business Schools in Pakistan” organized by NBEAC, Islamabad. Held on 15th March, 2022.
- Co-organized, 2nd International Conference & Graduate Colloquium and 3 Minute Thesis Competition, organized at Hailey College of Commerce, University of the Punjab, Lahore. Held on 14th & 15th March, 2022.
- Organized/Conference Secretary, International Conference on “Significance of the Belt and Road Initiative in Regional Connectivity” organized at the Regional Integration Centre, University of the Punjab, Lahore. Held on 6th, 7th, & 8th July, 2022.
- Organized & Moderated a One-day Workshop on “Understanding China’s Governance System & Development Model” in collaboration with the Embassy of Republic of China to Pakistan, Islamabad. Held on 2nd February, 2023.

- Session Chair at the 1st International Conference on Business, Technology & Social Sciences, organized by University of the Punjab, Gujranwala Campus. Held on 7th & 8th, February, 2023.

TRAININGS AND WORKSHOPS PARTICIPATED

Date	Name of Workshop	Organizer
27 th July – 19 th August, 2022 (4 weeks)	Internal Control Through Simulation	<i>Evolve Learning Hub</i>
25 th -26 th July, 2022	Incubation Management Training	<i>Ideagist</i>
20 th July, 2022	Case Teaching Workshop	<i>Evolve Learning Hub</i>
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)	<i>Research Center for Training and Development</i>
3-4 June 2016	Research & Inferential Statistics	<i>Research Center for Training and Development</i>
29-30 January 2016	How to Combine Multiple Research Methods- Practical Triangulation	<i>Research Center for Training and Development</i>
19-20 September 2014	IBM SPSS Statistics Level 1 Preparatory Course	<i>Research Center for Training and Development</i>
24 th October 2012	Mastering Applied Regression and ANOVA Analysis The 9-Cases of Regression and 8-Cases of ANOVA	<i>Research Center for Training and Development</i>
10 th December 2011	Reliability and Validity in Research	<i>Institute of Research Promotion and University of Management and Technology</i>
29 th January 2010	Publishing Your Research	<i>Management Science Department, COMSATS L, Lahore & Institute of Research and Promotion</i>

<i>1st January 2010</i>	Developing Literature Review	<i>Management Science Department, COMSATS L, Lahore & Institute of Research and Promotion Textile Productivity Center (UMT) & Institute of Research and Promotion Center for Management Excellence Research</i>
<i>31st May 2008</i>	Optimizing Use of Online Resources & Using Endnote ® Software citing and Referencing	<i>Textile Productivity Center (UMT), Aftab Associates & Institute of Research and Promotion Akida Management Consultants & Hailey College of Commerce, University of the Punjab, Lahore. Center for Advanced Studies in Mathematics(LUMS)</i>
<i>12 & 19 April 2008</i>	Case Study Method – Teach & Write	
<i>7th March to 26th April 2008</i>	Quantitative Technique Analysis	
<i>24th - 25th March 2008</i>	Planning and Budgeting Skills for Educational Institutions	
<i>26th – 27th August 2008</i>	Workshop on Recent Developments in Survey Sampling	

RESEARCH EXPERIENCE

- Supervised above 100 M Com (18 years) student's thesis (Equivalent to M Phil) as a Research Supervisor
- Supervised 150 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.

ADDITIONAL SKILLS

- Classroom Evaluation Instruction
- Student Evaluation
- Individualized and Small Group Instruction
- 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
- **Incharge Director**, Regional Integration Center, University of the Punjab
- **Former Coordinator**, Training and Development, and QEC, Hailey College of Commerce, University of the Punjab.
- **Coordinator**, Accreditation, Hailey College of Commerce, University of the Punjab

LINKAGES ESTABLISHED

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- 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 28 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