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## Dr. Rizwan Qaiser Danish

CNIC: 34302-1878304-7

### Academic Qualifications

PhD (Management-HRM) <i>COMSATS Institute of IT, Lahore (ISO Certified)</i>	24 July, 2015	CGPA 3.55
MS –Management, <i>COMSATS Institute of IT, Lahore</i>	11 Sep, 2008	CGPA 3.00
Master of Business Administration, <i>Shah Abdul Latif University, Sindh.</i>	18 Feb, 2005	CGPA 3.76
Diploma in Intellectual Property Laws, <i>University of the Punjab, Lahore.</i>	2007	76%

### Research Work

- MS thesis, “Perceived Organizational Politics and Work Performance: An Empirical Evidence from Pakistan”.
- Prepared a research report on Packages Ltd. entitled “What Motivates Employees?”
- Studied and prepared a report on “HRM Policies and Functions” at Sapphire Textiles Ltd.
- Prepared a project “Automation of Payroll System” for a public service Organization.
- PhD thesis “Perceptions of Organisational Politics and Employees’ Performance; An Integrative Model of Pakistani Worksites”.

### Thesis Supervision

- Supervision of more than 120 Theses at MPhil/Master by Research for which scholars have been awarded degrees, 10 in process
- 3 PhD scholars have defended theses, 2 submitted thesis and 5 others are in process

### Citations

2612, h index 20, i10 index 45 as on 20-09-2020

RG SCORE 18.19

Researchgate profile: [https://www.researchgate.net/profile/Rizwan\\_Danish2](https://www.researchgate.net/profile/Rizwan_Danish2)

### Subjects Taught

Organisational Behaviour	(Graduate and Postgraduate Level)
Human Resource Management	(Graduate and Postgraduate Level)
Research Methods for Business	(Graduate and Postgraduate Level)
Advanced Research Methodology	(Postgraduate Level)
Change Management and Organisational Development	(Postgraduate Level)
Performance Management	(Graduate and Postgraduate Level)
Business Management	(Graduate and Postgraduate Level)
Management Theory and Practice	(Postgraduate Level)
Operations Management	(Graduate Level)
Strategic Management	(Graduate and Postgraduate Level)
Contemporary Issues in Business	(Graduate and Postgraduate Level)
Leadership and Team Building	(Graduate and Postgraduate Level)
Quantitative Techniques in Business	(Postgraduate Level)

## Publications

### 2008

1. Bodla, M. A. & **Danish, R. Q.** (2008a). The Perceptions of Organizational Politics and Work Performance: Exploring the Differences in Public and Private Sector, *The International Journal of Knowledge, Culture and Change Management*, 8(4), 123-131. (**HEC Recognised**) ABS, ABDC, SCOPUS
2. Bodla, M. A. & **Danish, R. Q.** (2008b). The gender differences in the relationship between perceptions of organizational politics and work performance, *The International Journal of Knowledge, Culture and Change Management*, 8(6), 9-18. (**HEC Recognised**) ABS, ABDC, SCOPUS

### 2009

3. Bodla, M. A. & **Danish, R. Q.** (2009). Politics and workplace: an empirical examination of the relationship between perceived organizational politics and work performance, *South Asian Journal of Management*, 16(1), 44-62. (**HEC Recognised**) ABDC
4. Malik, M. E., **Danish, R. Q.** & Ghafoor, M. (2009). Relationship between Age, Perceptions of Organizational Politics and Job Satisfaction, *Journal of Behavioural Sciences*, 19(1/2), 23-40. (**HEC Recognised**)

### 2010

5. Malik, M. E. Nawab, S., Naeem, B. & **Danish, R. Q.** (2010). Job Satisfaction and Organizational Commitment of University Teachers in Public Sector of Pakistan, *International Journal of Business and Management*, 5(6), 17-26. (**HEC Recognised**) ABDC
6. **Danish, R. Q.** & Usman, A. (2010). Impact of Reward and Recognition on Job Satisfaction and Motivation: An Empirical study from Pakistan, *International Journal of Business and Management*, 5(2), 159-167. (**HEC Recognised**) ABDC
7. Usman, A. & **Danish, R. Q.** (2010). Leadership Spirituality in Banking Professionals and Its Impact on Organizational Commitment, *International Journal of Business and Management*, 5(3), 185-193. (**HEC Recognised**) ABDC
8. Malik, M. E., **Danish, R. Q.** & Ali, U. (2010). Impact of Spiritual Consciousness on the Job Performance of Banking Executives, *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 142-158. (**HEC Recognised**)
9. Malik, M. E., **Danish, R. Q.** & Ali, U. (2010). Impact of Job Climate and Extrinsic Rewards on Job Satisfaction of Banking Executives; A Case of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 1(12), 125-139. (**HEC Recognised**)
10. Usman, A. & **Danish, R. Q.** (2010). Spiritual Consciousness in Banking Managers and Its Impact on Job Satisfaction, *International Business Research*, 3(2), 65-72. (**HEC Recognised**)
11. Malik, M. E., **Danish, R. Q.** & Usman, A. (2010). Impact of Service Quality of institution on Students' Satisfaction, *Journal of Management Research*. 2(2), 1-10. (**HEC Recognised**) ABDC

### 2011

12. Malik, M. E., **Danish, R. Q.** & Ali, U. (2011). Impact of Motivation to Learn and Job Attitudes on Organizational Learning Culture in a Public Service Organization of Pakistan, *African Journal of Business Management*, 5(3), 844-854. (**HEC Recognised**) SSCI IF 1.153
13. Usman, A., **Danish, R. Q.**, Waheed, N. & Tayyab, U. (2011). Moderating Effect of Employees' Education on relationship between Feedback, Job Role Innovation and Organizational Learning Culture, *African Journal of Business Management*, 5(5), 1884-1690. (**HEC Recognised**) SSCI IF 1.15

14. **Danish, R. Q.** & Munir, Y. (2011). Employee's Participative Behavior in Managerial Decision Making and Its Impact on Organizational Outcomes, *Business and Social Sciences Review*, 1(2), 4-13. **(HEC Recognised)**
15. Bodla, M. A. & **Danish, R. Q.** (2011). Moderating Role of Social Exchange Perceptions between Perceived Organizational Politics and Antisocial Behavior, *Journal of Economics and Behavioural Studies*, 3(5), 279-286. **(HEC Recognised)**
16. Malik, E., Ali, R, Ghafoor, M. M. & **Danish, R. Q.** (2011). Perception of Job Psychology Moderating Role of Age on relationship between Job Climate, Extrinsic Rewards and Job Satisfaction, *World Applied Sciences Journal*, 13(6), 1367-1374. **(HEC Recognised)**  
**MASTER JOURNAL LIST**
17. Usman, A., Ghafoor, M. M. & **Danish, R. Q.** (2011). Impact of Motivation to Learn, Organisational Commitment and Job Satisfaction on Organizational Learning Culture: A case of Pakistan, *Business & Management Quarterly Review*, 2(3), 108-115. **(HEC Recognised)**
18. Malik, E., **Danish, R. Q.**, & Munir, Y. (2011). Employees Turnover Intention: Is this HR Failure or Employee's better employment opportunity? *International Conference on Innovation, Management and Services*. Singapore: IEDRC, IACSIT Press, Singapore, Vol. 14, 326-331. **(HEC Recognised)**
19. Malik, E., **Danish, R. Q.**, & Munir, Y. (2011). The Impact of Leader's Emotional Quotient on Organizational effectiveness. *International Journal of Business and Social Sciences*, 2(18), 114-118. **USA. (HEC Recognised)**
20. Nawaz, R., Nawaz, M. M. and **Danish, R. Q.** (2011). Role of Leadership to Nurture Creativity in Organizations, *Business and Social Sciences Review*, 1(5), 5-15.
21. Nawaz, M. M., **Danish, R. Q.** and Munir, Y. (2011). Analyzing Supply Chain Management Success Factors: A Case Study from Pakistan, *Business and Social Sciences Review*, 1(5), 16-28.

## **2012**

22. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). The Role of Transformational Leadership and Emotional Quotient in Organizational Learning. *World Applied Sciences Journal*, 16(6), 814-818. **(HEC Recognised)** **MASTER JOURNAL LIST**
23. Bodla, M. A., **Danish, R. Q.** Nawaz, M. M. (2012). Mediating role of Organizational Politics between Job Characteristics and Morale, *African Journal of Business Management*, 6(15), 5185-5192. **(HEC Recognised)** **SSCI (IMPACT FACTOR 1.153)**
24. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). Indicators of Learning Organization in Higher Education Institutes: A Correlational Study. *International Journal of Innovation, Management and Technology*, 3(2), 117-120.
25. **Danish, R. Q.**, Rehman, S. & Munir, Y. (2012). The Impact of Motivation on Employee's Commitment: An Evidence from Public and Private Sectors of Pakistan. *World Review of Business Research*, 2(1), 109-118. **MASTER JOURNAL LIST**
26. **Danish, R. Q.**, Munir, Y. and Butt, S. S. D. (2012). Moderating role of organizational culture between knowledge management and organizational effectiveness in service sector, *World Applied Sciences Journal*, 20(1), 45-53. **(HEC Recognised)** **MASTER JOURNAL LIST**
27. Malik, E., **Danish, R. Q.**, & Munir, Y. (2012). The Impact of Pay and Promotion on Job Satisfaction: Evidence from Higher Education Institutes of Pakistan. *American Journal of Economics*, Special Issue, 6-9.
28. **Danish, R. Q.**, Nawaz, M. M. & Munir, Y. (2012). Impact of Knowledge Management Practices on Organizational Performance; An Empirical Evidence from Pakistan, *International Journal of Scientific & Engineering Research*, 3(8), 1-6.

## 2013

29. Bodla, M. A., Ali, H. & **Danish, R. Q.** (2013). Role of Spiritual Leaders in Enhancing Employee's Performance, *Journal of Basic and Applied Scientific Research*, 3(3), 117-122. **(HEC Recognised) MASTER JOURNAL LIST**
30. Ilyas, A., **Danish, R. Q.**, Nasir, H., Hussain, F., Malik, M. R. & Munir, S. (2013). Factors affecting the Customer Acceptance of E-Banking in Pakistan, *Journal of Basic and Applied Scientific Research*, 3(6), 474-480. **(HEC Recognised) MASTER JOURNAL LIST**
31. Khan, K, **Danish, R. Q.**, Munir, Y. (2013). Association of Organizational Stress, Knowledge Management, and Organizational Change with Organizational Effectiveness, *South Asian Studies*, 28(2), 265-306. **(HEC Recognised)**
32. **Danish, R. Q.**, Munir, Y, Nazir, S., Abbasi, H. and Hunbal, H. (2013). Effect of Knowledge Sharing, Participative Decision Making and Transformational Leadership on Organization Performance, *World Applied Sciences Journal*, 24(10), 1339-1347. DOI 10.5829/idosi.wasj.2013.24.10.1739 **(HEC Recognised) MASTER JOURNAL LIST**
33. Bodla, M. A., & **Danish, R. Q.** (2013). The Use of Influence Tactics in Politicized Organizations: A Look from Gender Perspective, *Information Management and Business Review*, 5(9), 456-462. **(HEC Recognised)**
34. **Danish, R. Q.**, Ramzan, S. & Ahmad, F (2013). Effect of Perceived Organizational Support and Work Environment on Organizational Commitment; Mediating Role of Self-Monitoring, *Advances in Economics and Business*, 1(4), 312-317. DOI: 10.13189/aeb.2013.010402.

## 2014

35. **Danish, R. Q.**, Ahmad, F. Ramzan, S. & Khan, M. A. (2014). Determinants of Employee Engagement in Service Sector of Pakistan, *Universal Journal of Management*, Vol 2, No. 2, 64-71.
36. **Danish, R. Q.**, Munir, Y, Ishaq, I. & Arshad, A. (2014). Role of Organizational Learning, Climate and Justice on Faculty Members' Extra-Role Performance, *Journal of Basic and Applied Scientific Research*, Vol 4, No 1, 9-14. **MASTER JOURNAL LIST**
37. **Danish, R. Q.**, Munir, Y, Kausar, A., Jabbar, M. & Munnawar, N. (2014). Impact of Change, Culture and Organizational Politics on Organizational Learning, *Review of Contemporary Business Research*, 3(1), 115-126.
38. **Danish, R. Q.**, Khan, M. K., Nawaz, M.M. Munir, Y, & Nisar, S. (2014). Impact of knowledge sharing and transformational leadership on organizational learning, *Journal of Quality and Technology Management*, 10(1), 59-67. **(HEC Recognised)**
39. Tariq, I, Humayon, A. A., Bhutta, M. A. & **Danish, R. Q.** (2014). Impact of Effective Advertisement on Brand Equity and Brand Switching Behavior: Study of Food and Beverages Industry in Emerging Market, *Research Journal of Recent Sciences*, Vol. 3, Issue 6, 40-45. **(HEC Recognised) MASTER JOURNAL LIST**
40. Ishaq, M. I, **Danish, R. Q.**, Bhutta, M. A. & Humayon, A. A. (2014). Importance of Servicescape in Services Industries, *Journal of Basic and Applied Scientific Research*, 4(4), 164-168. **(HEC Recognised) MASTER JOURNAL LIST**
41. Ishaq, M. I, **Danish, R. Q.**, Bhutta, M. A. & Humayon, A. A. Hussain, N. M. (2014). Role of Corporate Image, Product Quality and Customer Value in Customer Loyalty: Mediating Role of Customer Satisfaction, *Journal of Basic and Applied Scientific Research*, 4(4), 89-97. **(HEC Recognised) MASTER JOURNAL LIST**
42. Mahmood, H. K., Hashmi, M. S., Shoaib, M., **Danish, R. Q.**, & Abbas, J. (2014). Impact of TQM Practices on Motivation of Teachers in Secondary Schools: An Empirical Evidence from Pakistan, *Journal of Basic and Applied Scientific Research*, 4(6), 1-8. **(HEC Recognised) MASTER JOURNAL LIST**

43. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2014). Relationship between Organisational Politics Perceptions and Employees' Performance; Mediating Role of Social Exchange Perceptions, *Pakistan Journal of Commerce and Social Sciences*, 8(2), 426-444. (**HEC Recognised**) **MASTER JOURNAL LIST, SCOPUS**
44. **Danish, R. Q.**, Butt, .A. A. & Butt, S. A. (2014). Factors of Knowledge Management in Banking Sector of Pakistan, *Journal of Management Information System and E-Commerce*, 1(1), 41-49.
45. **Danish, R. Q.** & Aslam, N. (2014). Employees Perceptions of Organizational Politics and Stress at Workplace; A Comparative Study of Public and Private Sector Universities, *Research Journal of Recent Sciences*, 3(7), 44-52. **MASTER JOURNAL LIST**
46. **Danish, R. Q.** & Akram, A. (2014), Determinants of FDI in Pakistan; An Empirical Analysis, *Journal of International Business and Economics*, 2(2), 61-70.
47. Yousaf, S, Humayon, A. A., Rashid, I. Ahmad, M. & **Danish, R. Q.** (2014). Factors Affecting Retention of Female Employees in Organizations, *Journal of Basic and Applied Scientific Research*, 4(7), 1-9. **MASTER JOURNAL LIST**
48. **Danish, R. Q.**, Saeed, I., Mehreen S. M., Aslam, N. & Shahid, A. U. (2014). Spirit at Work and Employee Engagement in Banking Sector of Pakistan, *Journal of Commerce*, 6(4), 22-31.
49. **Danish, R. Q.**, Aslam, M. Cheema, A. S. & Hasan, U. (2014). The Impact of Transformational Leadership and Employee Commitment on Organizational Citizenship Behavior, *The Science International*, 26(5), 2451-2455. (**HEC Recognised**) **MASTER JOURNAL LIST**

## 2015

50. **Danish, R. Q.**, Ramzan, S. & Ahmad, F. (2015). Effect of Formalization on Organizational Commitment; Interactional Role of Self-Monitoring in the Service Sector, *American Journal of Economics, Finance and Management*, 1(4), 229-235.
51. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2015). Perceived Organizational Politics and Employee Morale Mediating Role of Social Exchange Perceptions, *European online Journal of Natural and Social Sciences*, 4(1), 66-75. **MASTER JOURNAL LIST**
52. **Danish, R. Q.**, Khan, M. K., Shahid, A. U Raza, S. I. & Humayon, A. A. (2015). Effect of Intrinsic Rewards on Task Performance of Employees; Mediating Role of Motivation, *International Journal of Organizational Leadership*, 4, 33-46. **MASTER JOURNAL LIST, SCOPUS**
53. **Danish, R. Q.**, Shahid, A. M. N. Aslam, Afzal, M., Ali, Y. (2015), Relationship between Job performance, Job Involvement and Career Salience of employees in education sector of Pakistan, *American Journal of Educational Research*, 1(2), 19-23.
54. **Danish, R. Q.**, Shahid, A. M. N. Aslam Ameer, A. (2015), The Impact of Pay Satisfaction and Job Stress on Job Satisfaction in Pakistani firms, *American Journal of Economics, Finance and Management*, 1(3), 207-210.
55. **Danish, R. Q.**, Humayon, A. A., Shahid, A., Waqas, A., Murtaza, G. (2015). Relationship between Perceived Organizational Support and Organizational Citizenship Behavior; A study of Employees in National Highway Authority of Pakistan, *American Journal of Economics, Finance and Management*, 1(3), 195-199.
56. **Danish, R. Q.**, Ahmad, F. & Ateeq, A. (2015). Factors Affecting Customer Retention in Telecom Sector of Pakistan, *American Journal of Marketing Research*, 1(2), 28-36.
57. **Danish, R. Q.**, Draz, U., Ali. H. Y. (2015). Impact of Organizational Climate on Job Satisfaction and Organizational Commitment in Education Sector of Pakistan, *American Journal of Mobile Systems, Applications and Services*, 1(2), 102-109.

58. **Danish, R. Q.**, Aslam, N., Shahid, A., U., Bashir, B., Tariq, S. (2015). Impact of Team Characteristics on Team Performance in Banking Sector of Pakistan, *The Journal of Commerce*, 7(4), 183-199.
59. **Danish, R. Q.** Usman, A. & Ali, H. Y. (2015). Association of Affective Commitment with Organizational Citizenship Behaviour and Task Performance of Employees in Banking Sector, *Journal of Yasar University*, 10/Special Issue, 56-67.

## 2016

60. **Danish, R. Q.**, Latif, Y., Nawaz, M. M., Ammar, P. & Razzaque, A. A. (2016). Core Self-Evaluation, Mediator For Improved Work Performance Through Employee Engagement: Evidence From Health Sector In Punjab, Pakistan, *The Science International*, 28(3), 3157-3161. . **MASTER JOURNAL LIST**
61. **Danish, R. Q.**, Holbrook, A., Latif, Y., Ali, S., Shaheen, U. (2016). Impact of Intellectual Capital on Organizational Creativity Through Technical Innovation in Telecom Sector, *Journal of Statistics*, 23, 50-66. **(HEC Recognised)**
62. Shahid, A. U., **Danish, R. Q.**, Humayon, A., Bhuttah, M. M., Imran, M. (2016). The effect of social relationships on the innovative behaviour of employees mediated by psychological wellbeing in pharmaceutical industry of Pakistan, *European online Journal of Natural and Social Sciences*, 5(2), 335-341. . **MASTER JOURNAL LIST (HEC Recognised)**
63. Rizwan, M. Humayon, A. A., Shahid, A. A. Tufail, S., **Danish, R. Q.**, Muneeb, H. M. (2016) The Effect of Job crafting on Job creativity through Job Engagement; A case of Banking Sector of Vehari, Pakistan, *European online Journal of Natural and Social Sciences*, 5(4), 1005-1011. . **MASTER JOURNAL LIST**
64. **Danish, R. Q.**, Latif, Y., Ali, S., Zeeshan, A. (2016). Impact of Advertisement on Customer Satisfaction in Telecom Sector of Pakistan, *Journal of Statistics*, 23, 17-31. **(HEC Recognised)**
65. Ramzan, S., **Danish, R. Q.**, Ali, H. (2016). Impact of Organizational Learning on Adaptive Performance: A Dimension-wise study on Chemical Industry of Pakistan, *South Asian Journal of Banking and Social Sciences*, 2(2), 66-82.

## 2017

66. Ahmad, I., Nawaz, M. M., **Danish, R. Q.**, Usman, A. & Shoukat, Z. (2017). Objectives of Islamic banks: a missive from mission statements and stakeholders' perceptions, *Journal of Islamic Accounting and Business Research*, 8(3), 284-303. **(HEC Recognised X) ABDC, ESCI EMERALDINSIGHT**
67. **Danish, R. Q.**, Din, S. M., Munir, A., Saleem, R. & Kiyani, R. (2017). Generation y seeking and sharing dining experience on social networking sites, *UCP Management Review*, 1(2), 79-96.
68. **Danish, R. Q.**, Ramzan, M, Latif, Y. Humayon, A. A., Latif, A., & Rauf, A. (2017). Relationship among Leadership Style, Leadership Ethics and Transformational Leadership with Organizational Citizenship Behavior in Pakistani Firms, *International Journal of Modern Research in Management*, 1(1), 58-68.
69. **Danish, R. Q.**, S. Ahmad, Humayon, A. A. Aslam, N. (2017). Antecedents of Job turnover in educational sector of Pakistan, *International Journal of Organizational Leadership*, Vol. 6 Issue 1, p89-101. 13p, **ESCI (HEC Recognised X category)**
70. Rizwan, M., Hassan, M., **Danish, R. Q.** & Riaz, A. (2017). Impact of Consumer's Characteristics and Social Influence Factors on Green Purchasing Intentions, *Pakistan Journal of Life and Social Sciences*, 15(2), 24-30. **MASTER JOURNAL LIST, SCOPUS (HEC Recognised)**

71. Khan, M., Ahmad, I., **Danish, R.Q.** & Ramzan, M. (2017), Necessitating Human Resource Management Model in South Asia: A Rationale Perspective, *South Asian Studies; A Research Journal of South Asian Studies*, 32(2), 495-504. **(HEC Recognised X category)**
72. **Danish, R.Q.**, Gohar, A., Ahmad & Shokat, S. (2017). Mediating role of Work Engagement in the Relationship between Job satisfaction and Turnover Intentions: An empirical evidence from Hospitals in Lahore, *The International Journal of Management Research & Emerging Sciences*, 7(1), 78-105. **(HEC Recognised)**

## 2018

73. Sair, S. A. and **Danish, R. Q.** (2018). Determinants of M-commerce Adoption Intention: The Mediation Effect of Personal Innovativeness, *Pakistan Journal of Commerce and Social Sciences*, 12(2), 501-520. **(HEC recognised Y Category)**
74. Ali, H. F., Zia-ur-Rehman, Sohail, M. A., Ahmad, B. **Danish, R. Q.** and Ahmad, S. (2018). Identifying Factors Affecting Neuro Marketing With Mediating Role Of Normative Influence, *Global Journal of Engineering Science and Research Management*, 5(9), 55-61. UGC Approved Journal
75. **Danish, R. Q.**, Khan, M. K., Ghaffoor, M. M., I. Ahmad, Humayon, A. A. & Saqib, A. (2018). Impact of Brand Loyalty in Assessing Purchase Intentions of a Customer: A Study of Automobile Industry in South Asian Perspective, *South Asian Studies*, 33(2), 347-364. **(HEC recognised X Category)**
76. **Danish, R. Q.**, Humayon, A. A., Iqbal, H. J., Raza, S. Shahid, J. (2018). The Impact of Service Quality and Service Value on Customer Satisfaction through Customer bonding, *European Online Journal of Natural and Social Sciences*, 7(1s), *Special Issue on New Trends in Business, Economics and Management*, 40-47. **(HEC recognised X Category)**
77. **Danish, R. Q.**, Ali. M., Mehmood, T., Qaseem, S. Ali, H. F. Ahmad, M. B. (2018). The Impact of Perceived Organisational Politics on Employees Performance through Emotional Intelligence: Moderating Role of Political Skills, *Journal of Harmonized Research in Management*, 4(4), 136-148. UGC Approved Journal
78. **Danish, R. Q.** Shakir, W., Tariq, S., Ali, H. F., Khan, M. A. & Shahid, R. (2018). Determinants of Loyalty through customer satisfaction; evidence from Fast Food Industry of Lahore, Pakistan, *International Journal of Scientific & Engineering Research*, 9(12), 10-28. UGC Approved Journal
79. Arshad, A & **Danish, R. Q.** (2018). Mediated moderated model of customer loyalty of cellular network in Lahore, Pakistan, *International Journal of Scientific & Engineering Research*, 9(12), 951-970. UGC Approved Journal
80. Nazir, M. S., Mahmood, J., Mirza, H. H., Ahmad, I., **Danish, R. Q.** & Abbas, F. (2018). Identification of rationale bubbles in emerging markets of SAARC. *Journal of the Research Society of Pakistan*, 55(2), 232-242. **(HEC recognised X Category)**

## 2019

81. Ahmad, A., **Danish, R. Q.**, Ali, S. A., Ali, H. F. Humayon, A. A. (2019). A Comparative Study of Banking Industry Based on Appraisal System, Rewards and Employee Performance, *SEISENSE Journal of Management*, 2(1), 4-14.
82. Ahmad, M. U., **Danish, R. Q.**, Ali, H. F., Shahid, R., Khan, M. A., Nadeem, K. (2019). Impact of Training and Supervisor Support on Organizational Commitment with mediating role of Job Satisfaction, *European online Journal of Natural and Social Sciences*, 8(1), 25-33. **MASTER JOURNAL LIST**

83. **Danish, R. Q.**, Ali, N., Ali, H. F, Humayon, A. A., Ahmad, M. A. & Gohar, A. (2019). Spirit and Innovation at Work in Software Houses of Pakistan: How Does Job Satisfaction Intervene the Relationship? *European online Journal of Natural and Social Sciences*, 8(1), 66-78. **MASTER JOURNAL LIST**
84. **Danish, R. Q.**, Fatima , Shahar, Ali, H. F. & Humayon, A. A. (2019). Supervision Support and Turnover Intention: Impact of Employee’s Training in Banking Sector of Pakistan, *European online Journal of Natural and Social Sciences*, 8(2), 25-33. **MASTER JOURNAL LIST**
85. **Danish, R. Q.**, Shahid, R. & Ali, H. F. (2019). Factors Affecting Life Satisfaction of Employees under Financial Threat, *SEISENSE Journal of Management*, 2(1), 85-98.
86. **Danish, R. Q.**, Qaseem, S., Mehmood, T., Ali. M., Ali, H. F. & Shahid, R. (2019). Work Related Stressors and Teachers’ Performances: An Evidence from College Teachers Working in Punjab, *European Scientific Journal*, 15(4), 158
87. **Danish, R. Q.**, Hafeez, S. Ali, H. F., Shahid, R. & Nadeem, K. (2019). Impact of Online Consumer Reviews on Hotel Booking Intentions: The Case of Pakistan, *European Scientific Journal*, 15(7), 144-159.
88. **Danish, R. Q.**, Asghar, JKA, Mehmood, T., Ali. M., Ali, H. F. & Qaseem, S. (2019). Impact of Personality Characteristics on Innovative Work Behavior through Emotional Labor in Education Sector of Pakistan, *European online Journal of Natural and Social Sciences*, 8(2), 70-75. **MASTER JOURNAL LIST**
89. **Danish, R. Q.**, Javaid, Z., Ali, H. F., Shahid, R., Mehta, A. M., & Aftab, N. (2019). Impact of Abusive Supervision on Organizational Citizenship Behavior with the mediating role of Organizational Justice: a study of individuals working in private sector firms of Pakistan. *European Online Journal of Natural and Social Sciences: Proceedings*, 8(2 (s)), 119-128. **MASTER JOURNAL LIST**
90. Anwar, Z, Asghar, Khan, K., **Danish, R. Q.** (2019). Corporate Governance and Cost of Equity: Evidence from Asian Countries, *Journal of Political Studies*, 26(1), 207-230. **IBSS, HEC X category**
91. **Danish, R. Q.**, Asghar, J., Ahmad, Z. and Ali, H. F. (2019). Factors affecting "entrepreneurial culture": the mediating role of creativity, *Journal of Innovation and Entrepreneurship*, 1-12. DOI: 10.1186/s13731-019-0108-9 **SPRINGERLINK, SCOPUS**
92. Nadeem, K., Riaz, A. & **Danish, R. Q.** (2019). Influence Of High-Performance Work System On Employee Service Performance And OCB: The Mediating Role Of Resilience, *Journal of Global Entrepreneurship Research*, (2019) 9:13, **Emerging Sources Citation Index, ProQuest ABI/INFORM X**

## 2020

93. Ali, H. Y., **Danish, R. Q.** and Haq, M. A. (2020). How corporate social responsibility boosts firm financial performance: The mediating role of corporate image and customer satisfaction, *Corporate Social Responsibility and Environmental Management*, 27(1), 166-177. <https://doi.org/10.1002/csr.1781> **IF: 5.513, WILEY, SSCI**
94. Hussain, I., Mu, S., Mohiuddin, M., **Danish, R. Q.**, & Sair, S. A. (2020). Effects of Sustainable Brand Equity and Marketing Innovation on Market Performance in Hospitality Industry: Mediating Effects of Sustainable Competitive Advantage. *Sustainability*, 12(7), 2939. <https://doi.org/10.3390/su12072939> (IF 2.592)
95. Hussain, I., **Danish, R., Q.** Ali, S. S., & Muneeb Mehta, A. (2020). Empirical Study of the Impact of Brand Name on Market Performance through Sustainable Competitive



- Advantage and Brand Loyalty as Moderator in Pakistani Context. *European Online Journal of Natural and Social Sciences*, 9(1), pp-30.
96. Ullah, S. & **Danish, R. Q** (2020). The Impact of Green Entrepreneurial Orientation on Firm Performance through Green Innovation: The Moderating Role of Strategic Green Marketing Orientation, *European Online Journal of Natural and Social Sciences*, 9(2), pp-306-318.
  97. **Danish, R. Q.**, Ali, H., F. Mehta, A. M., Ahmad, B.M. & Ali, M.. (2020). Impact of Ethical Leadership on Organizational Commitment and Organizational Citizenship Behavior with Mediating role of Intrinsic Motivation, *International Review of Management and Marketing*, 10(4), 25-30. (HEC Recognised X category)
  98. **Danish, R. Q.**, & Ahmad, S. (2000). Destructive Leadership and Counterproductive Work Behavior with Mediation Mechanism of Information Silence: Evidence from Tanner Sector of Pakistan, *International Review of Management and Marketing*, 10(4), 83-88. (HEC Recognised X category)
  99. **Danish, R. Q.**, Mehta, M. A., Malik, Q. Saleem, H. Naqvi, F. N. & Ahmad, F. (2020). Are Engaged Employees More Satisfied and Personally Attached? A Process Model Approach. *Academy of Strategic Management Journal*, 19(3) (HEC Recognised X category)
  100. Younus, S. & **Danish, R. Q** (2020). Destructive Leadership Constructs and Counterproductive Work Behavior: Evidence from Tanner Sector of Pakistan; *Orient Research Journal of Social Sciences*, Vol. X, No. Y, xxx (HEC Recognised Y Category).
  101. Younus, S. & **Danish, R. Q.**, Sair, S. A., Ramzan, M. & Shekh, L. (2020). Relationship of Machiavellian Leadership to Counterproductive Work Behavior with Mediating Mechanism of Justice Perceptions: Evidence from Tanner Sector of Pakistan, *Academic Journal of Social Sciences*, 4(3), (HEC Recognised Y category)
  102. **Danish, R. Q.**, Mehta, M.A., Ramzan, M. Usman, A. Mansoor, I. (2020). Relating Market Orientation to Sales Person Outcome Performance: Empirical Evidence from Pharmaceutical Industry, *Academy of Strategic Management Journal*, 19(5) (HEC Recognised X category).

#### **2020 (In Process)**

103. **Danish, R. Q.**, Hafeez, S., Ali , H., F. Ullah, M. S. Syed, , Bhatti, O. K. (2020, accepted). The impact of bricolage and green entrepreneurial orientation on competitive advantage through green innovation in SMEs of Pakistan, **Sustainability**,
104. Younas, S., **Danish, R. Q.**, Sair, S., A. Rahi, S. (2020, accepted). Mediating role of Information silence between destructive leadership and counterproductive work behavior: Evidence from Tanner sector of Pakistan, **International Journal of Business Excellence**,
105. **Danish, R. Q.**, Latif, M. Y. & Munir, H. (2020). The Effect of Perceived Organizational Support and Job Attitudes on Employee Retention; Mediating Role of Perceived Person-Organization Fit in Banking Sector of Lahore, Pakistan, *Pakistan Business Review*, 18(5)(HEC Recognised)
106. Rashid H., **Danish, R. Q**, Draz, U., Ali. J. (2020, In press). Impact of Core Self Evaluation on Staff's Morale and Organizational Climate in Education Sector of Lahore, Punjab, Pakistan
107. **Danish, R. Q.**, Latif, Y., Naqvi, F. (2020, in press). Talent Management: A Source of Organizational Effectiveness, *Pakistan Journal of Social and Clinical Psychology*, 7(1)

108. Ramzan, M. **Danish, R. Q.**, Yousaf, T. (2020, in review). Impact of relationship marketing activities on relationship continuity Study in Lahore's healthcare sector, *Lahore Journal of Business*,
109. **Danish, R. Q.**, Rizwan, M. & Salman, M. (2019, accepted). Role of Intrinsic and Extrinsic Factors in improving Knowledge Sharing: A Process Model Approach, *NUML International Journal of Business & Management*
110. **Danish, R. Q.**, Safdar, M. (2019, submitted). Impact of HRM Climate on Extra Role Performance of Employees Through Job Attitudes in Service Sector
111. Ramzan, S. & **Danish, R. Q.** (2019, under review). Organizational Learning and Adaptive Performance through the lens of Employee Engagement: A Study on Chemical Industry of Pakistan
112. **Danish, R. Q.**, Aslam, N. Shoukat, S., Ahmad, A. Ghafoor, S. (2019). An Exploratory Study of the Factors affecting the Online Shopping in Pakistan,
113. **Danish, R. Q.**, Ahmad, A., Jabbar, F. (2019, under review). Empirical Investigation of Factors affecting Consumers' Impulsive Buying Behavior through Urge to Purchase., *Global Management Journal for Academic & Corporate Studies*
114. **Danish, R. Q.**, Latif, Y., Ammar, P. & Zafar, F. (2019, in press). Impact Of Talent Management Dimensions On Innovative Work Behavior: Mediation Of Organizational Learning,
115. **Danish, R. Q.**, Munir, Y & Easha, M. (2019, under review). The Role of Organizational Learning, Organizational Culture, Organizational Politics on Organizational Effectiveness: Evidence from Pakistan
116. **Danish, R. Q.**, Ramzan, S. Ahmad, F. & Khan, M. A. (2019, under review). Empowerment, Justice and Job Satisfaction: Does Intrinsic Motivation Moderate the Relationship in Service Sector of Pakistan?
117. Ahmad, M. B. **Danish, R. Q.**, Ali, H. F. & Shahid, R. (2020). Impact of Workplace Bullying & Employee Silence on Workplace Deviance with Mediating Role of Stress, *Frontiers in Psychology*
118. Bodla, M. A., Afza, T., & **Danish, R. Q.** (2019, under review). Perceptions Of Organisational Politics And Employees' Performance: A Mixed Method Approach, *Journal of Organizational Behavior Management, ISI indexed (HEC Recognised)*
119. Ishaq, I, Ishaq, N. ,**Danish, R. Q.** (2019, in press). Testing Multidimensional Green Brand Equity in Cross Cultural Study, *Technological and Economical Development of Economy, IF 2.628*
120. **Danish, R. Q.**, Ishaq, I. Ahmad, B. & Ali, N. (2019, under review). The Mediating Role Job Satisfaction in Spirit and Innovation at Work among IT Project Managers, *International Journal of Project Management, IF 4.034*
121. Nadeem, K. Riaz, A, **Danish, R. Q.** (2019, submitted). The Relationship between Work Values, Affective Commitment, Emotional intelligence and Employee Engagement: A Moderated Mediation Model
122. Sarfraz, M., Qun, W., Rauf, A., Amin, W. & **Danish, R. Q.** (2019, Accepted). Contemplating The Effectiveness of Training and Faithfulness on Nurses Motivation; Mediating Role of Career Fulfilment, *International Journal of Environmental Research and Public Health*

### Research Projects

- (2013) Perceived Organisational politics and stress among University teachers in Pakistan, funded by University of the Punjab.

- (2014) Determinants of employee turnover; A comparative study of public and private sector
- (2015) Impact of Strategic Management on Employees Performance in Higher Education Institutes of Pakistan
- (2016) Study of the Effects of Compensation Offerings on Turnover Intentions of Educational Managers of Punjab: A Multilevel Analysis
- (2017) Examining Factors Affecting The Acceptance And Adoption Of Mobile Commerce Through The Consumers' Lens In Pakistan University Of The Punjab

### Workshops Attended

- Workshop on How to Make Effective Project Proposal? Organized By CIIT Lahore, 2007.
- Workshop on Effective Development of MCQs, organized by Virtual University of Pakistan, 2008.
- Workshop on *Literature Review and Referencing*, Organized by IBA and DLIS, PU, 2009.
- Research Workshop, *Introduction to Structural Equation Modeling Using AMOS*, 23-24<sup>th</sup> April, 2010 at COMSATS Institute of Information Technology, Lahore, Pakistan.
- Research Workshop, *Developing Literature Review*, 31-12-2009 at COMSATS Institute of Information Technology, Lahore, Pakistan.
- Workshop on *SPSS* Organized by CIIT Lahore.
- Presented in workshop on Literature Review & Managing References Using EndNote® Software, April 1, 2011, Organized by IBA and DLIS, University of the Punjab.
- Organized One Day Training on *Legal Requirements of a New Business*, 22<sup>nd</sup> March, 2011, jointly organized by University of the Punjab, Gujranwala Campus and SMEDA.
- Organized One Day Seminar on *Role of Intellectual Property for establishing New Business Ventures*, 25<sup>th</sup> May, 2011, jointly organized by University of the Punjab, Gujranwala Campus and IPO.
- Participated in seminar “Effective Management- perspectives on Performance Measurement, Negotiation and Cultural Awareness” 14 June, 2012, organised by Gift University, GRW.
- Participated in Workshop on “*Qualitative Research using NVivo 9 software*” March 17, 2012 organized by IQTM, University of the Punjab, Lahore.
- Participated in Workshop on *Mastering Web Searching Skills and Research Ethics (Plagiarism)*, Feb, 9, 2013, organised by Hailey College of Commerce, University of the Punjab, Lahore.
- Participated in Workshop on *Mixed Methods Research using SPSS & NVivo Software*, 23 November, 2013, organised by Office Of Research Innovation & Commercialization (ORIC), University of the Punjab, Lahore.

- Indigenous on campus training program December 8-12, 2014, IAS, University of the Punjab, Lahore.
- Organised a seminar on “Leadership in 21<sup>st</sup> Century” at Hailey College of Commerce, University of the Punjab, February 14, 2015.
- Participated in a Workshop on Qualitative Data Analysis using NVivo Software, organised by IB and M, UET and HEC on 7-8 February, 2015.
- Attended Seminar on “Research Methodologies; Breaking the myths and Benefits of Patents” at Hailey College of Commerce, University of the Punjab, February 07, 2015.
- Attended Seminar on “Power of Hope” at Hailey College of Commerce, University of the Punjab, January 31, 2015.
- Attended “Entrepreneurship Basics Course” organized by Intel Pakistan Corporation at Hailey College of Commerce, University of the Punjab, April 12, 2015
- Attended Patents and their Outcomes and How to write a research paper for high impact factor journals organized by Hailey College of Commerce, University of the Punjab, January 24, 2015.
- Attended Workshop on Multilevel SEM using MPLUS, Organised by University of Central Punjab, March 22, 2017
- Participated in workshop on *Lets plan year 2018*, organised at Hardees, 24 December, 2017, Lahore
- Participated in workshop on Zotero software, HCC, PU Lahore.
- Participated in 3 day workshop on NVIVO11 Plus at Superior University, Lahore, 3-5 May, 2018.
- Participated in training program on Mutual Funds Distribution and Sales organised by Institute of financial Markets of Pakistan in Lahore in June 2018.
- Attended 6<sup>th</sup> Pak China Business forum Industrial Expo September 14-16, 2018 organised by COMSATS University Lahore.
- Participated one day training workshop on career counselling organised by CCPC at IER University of the Punjab, Lahore on 26 November 2018.
- Conducted on day training workshop on Business research Using Software Riphah School of Business and Management, Riphah International University, Lahore 5<sup>th</sup> January 2019.
- Participated on One Day Training Workshop on SCOPUS database,,, 20 February, 2019 Punjab University Library, Lahore.
- Conduced training at Bahawalpur Women University, 16 March 2019.

## **International Conferences**

- Presented Paper at International Conference on Business and Management, Brunei, Darussalam. 8-9<sup>th</sup> January, 2008, Proceedings 34-35.
- Presented Paper 4<sup>th</sup> Annual International Research Conference on Management and Finance, 11<sup>th</sup> December, 2009 in University of Colombo, Sri Lanka.
- Presented Paper at Eighth International Conference on Knowledge, Culture and Change in Organizations, 5-8 August, 2008 at Cambridge University, UK.
- Presented Paper at Second Annual International Conference on Global Business, Riyadh, Saudi Arabia, June 16-18, 2010.
- Presented Paper at International Conference on Applied Business Research, Ras Al Khaimah, United Arab Emirates, November 29-December 3, 2010.
- Presented Paper at International Conference on Ethics and Professionalism, Bangi-Putrajaya, Kuala Lumpur, Malaysia, December, 2010.
- Presented Paper at Global Business & Social Science Research Conference. June 20-21, 2011, Radisson Blue Hotel, Beijing, China.
- Presented Paper at International Conference on Innovation, Management and Services. ICIMS 2011, 16-18 September, 2011, Singapore: IEDRC
- Presented Paper at The 8<sup>th</sup> International Post Graduate Research Colloquium, Behavioral Science Research Institute, Srinakharinwirot University, Bangkok, Thailand, September 22-23, 2011.
- Presented paper at Eurasia Business and Economics Society, EBES-2012 Conference, Antalya, Turkey, 13-14 January, 2012.
- Presented Paper at Global Conference on Academic Research 2012, Kuala Lumpur, Malaysia, 8-11 June, 2012.
- Presented Paper at Third Asia Pacific Conference, Kuala Lumpur, Malaysia, 8-11 March, 2013.
- Presented Paper at 21st International Business Research Conference 10 - 11 June, 2013, Ryerson University, Toronto, Canada.
- Presented Paper at Istanbul International Conference on Business and Economics, 2-3 August, 2013, Istanbul, Turkey.
- Presented Paper at Social Responsibility Education and Practice (SREP, 2014), 3-5 July, 2014, Izmir, Turkey.
- Presented Paper at International Symposium on Business and Management, (ISBM, Fall, 2014), 12-14, November, Meiji University, Tokyo, Japan. (HEC funded)

- Presented Paper at 22<sup>nd</sup> International Conference on Contemporary Issues in Business, 7-10 October, 2015, Rapid city South Dakota, USA. (HEC funded)
- Paper presented at 19<sup>th</sup> International QMOD/ICQSS 2016 International Conference Quality and Service Sciences 21-23 September, 2016 at University Roma Tre, Rome, Italy. (HEC funded)
- Presented Paper at 24<sup>nd</sup> International Conference on Contemporary Issues in Business, 7-10 October, 2017, Rapid city South Dakota, USA. (PHEC funded)
- Presented paper in 4<sup>th</sup> International Annual Conference on Business Research and Management Practice in Global Environment from 17-19 May 2018 organized by Alliant International University, San Diego, USA. (HEC funded)
- Presented paper in ‘Melbourne International Business and Social Science Conference 2018’. 27-10-2018 to 28-10-2018 Melbourne, Australia. (HEC funded)
- Presented paper in 5<sup>th</sup> Annual International Conference on Management and Leadership Practices, May 16-17, 2019 organised by California School of Management and Leadership, Alliant International University, San Diego, USA. (PU funded)
- Presented paper in 3<sup>rd</sup> World Conference on Technology, Innovation and Entrepreneurship, June 21-23, 2019, Organised by Istanbul University, Istanbul, Turkey.
- Presented paper in 10<sup>th</sup> International Conference on Systematic Innovation, 8<sup>th</sup>-11<sup>th</sup> July, 2019 organised by Management School, The University of Liverpool, United Kingdom.
- Paper presented in ABRM-ZGU 9<sup>th</sup> International Conference on Restructuring of the Global Economy (ROGE) 8-9 July, 2019, University of Oxford, Said Business School, Oxford, UK.
  - Paper presented at Academy of International Business Southeast USA (AIB-SE) annual conference, October 17-19, 2019, San Antonio, TEXAS, USA.

### Local Conferences

- Participated in National Conference on “*Gender Issues in 21<sup>st</sup> Century in Pakistan*”, Centre for Clinical Psychology, May, 16, 2007, University of the Punjab, Lahore.
- Participated in International Conference, *CICM Management for Humanity and Prosperity* organized by COMSATS, 2-3-January 2008, Lahore.
- Presented Paper at International Conference on Business and Technology (ICBT-2008), 5-6 April, 2008 Iqra University, Islamabad.
- Participated in 24<sup>th</sup> AGM & Conference of the Pakistan Society of Development Economists, Islamabad, 31<sup>st</sup> March-2<sup>nd</sup> April, 2009.

- Presented Paper at *Applied Business Research Conference* at International Islamic University 9<sup>th</sup>- 10<sup>th</sup>December, 2009.
- Participated in Entrepreneurs and Professionals Conference 21<sup>st</sup> May, 2010, Institute of Administrative Sciences, University of the Punjab, Lahore.
- Participated in The LUMS International Marketing Colloquium 26-27 Feb, 2011, LUMS, Lahore.
- Participated in International Conference, ICMBEE, SAICON, Management for Humanity and Prosperity organized by COMSATS, Lahore, December 28-29, 2011, Lahore.
- Participated in Global Conference on Islamic Finance GFIF, organized by COMSATS, Lahore, 11-13 March,2013, Lahore, Pakistan
- Participated in Fifth International Marketing Congress (MARCON 2014) on March 10 & 11, 2014, Pearl Continental Hotel, Lahore organised by Marketing Association of Pakistan.
- Participated in Global Conference on Islamic Finance GFIF, organized by COMSATS, Lahore 10-12 March, 2014, Lahore, Pakistan
- Participated in 6<sup>th</sup>International Conference SAICON, Ingenuity, Integrity and Inspiration; the survival of the fittest, organized by COMSATS, Islamabad, August, 11-13, 2014, Lahore.
- Cross Disciplinary Research Conference, CRC 2014, “Emerging perspectives for research in social sciences, management and ICT”, 6-7 December, 2014, Global Institute, Lahore.
- Participated in 7<sup>th</sup> International Conference SAICON, Meeting the Challenge; Navigating the future, organized by COMSATS, Islamabad, August, 19-21, 2015.
- Paper presented in 1<sup>st</sup> Multi-Disciplinary Research Conference (MDRC), University of Sargodha, Mandi Bahauddin Campus, 19 September, 2015.
- Participated in 5th AMDIP – Lahore School of Economics Conference on Management Challenges and Business Transformation held on 20th - 22nd November, 2015 at the Lahore School of Economics, Main Campus, Burki Road, Lahore
- Participated in 3<sup>rd</sup> International Conference on Research in Education, ICORE2015, Institute of Education and Research, 24-26 November, 2015.
- Paper presented in First International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology and Social Sciences (NCBA&E – Areopa – Conference, 2015), 19-20 December, 2015.
- Paper presented in 4th International Conference on Research in Education, ICORE2016, Institute of Education and Research, 23-25 November, 2016
- Participated in 8<sup>th</sup> International Conference SAICON, organized by COMSATS, Islamabad, 24-26 August, 2016

- Participated in 4<sup>th</sup> international conference on contemporary issues in business management organised by UCP Business School and KEDGE Business School, France on March 21-22, 2017
- Paper presented in 1<sup>st</sup> International Conference on Emerging Issues in Management Sciences organised by Lahore College for Women University, 18-20 July, 2017.
- Session Chair at ICMR, 8-9 December, 2017, Superior University, Lahore
- Presented paper in International Journalism Conference, 9-11<sup>th</sup> December, 2017, PC, Lahore
- Participated at 1st World Islamic Economics and Finance Conference (WIEFC - 2018) "Developing Economy of Islam with Islamic Finance" organized by Minhaj University, 3-4, January, 2018
- SBP on Islamic finance, Lahore.
- Participated in "7th Invention to Innovation Summit 2018" on March 7-8, 2018 organized by ORIC, University of the Punjab.
- Participated in International Conference Governance, Management and HR: Strategic Directions on March 20-21, 2018 organized by Institute Administrative Sciences, University of the Punjab.
- SEEKH training on Entrepreneurship FCU, April 2018.
- Session Chair at ICMR, 29-30 November, 2018, Superior University, Lahore
- Paper presented at ICMR, 29-30 November, 2018, Superior University, Lahore
- Presented paper at CBIBM organised by Hailey College of Banking and Finance, University of the Punjab, Lahore 12-13 December, 2018.
- Session Chair at CBIBM organised by Hailey College of Banking and Finance, University of the Punjab, Lahore 12-13 December, 2018.
- Presented paper at NCBAE 17th International Conference on Statistical Sciences, January 21-23, 2019, Lahore, Pakistan.
- Presented paper and session chair at 2<sup>nd</sup> International Conference on Contemporary issues in management and Administrative Sciences at LCWU, 26-28 March 2019, Lahore, Pakistan.
- Session Chair at CBIBM organised by Hailey College of Banking and Finance, University of the Punjab, Lahore 12-13 December, 2019.
- Paper presented at CBIBM organised by Hailey College of Banking and Finance, University of the Punjab, Lahore 12-13 December, 2019.
- Session Chair at ICMR, 30<sup>th</sup> November to 1<sup>st</sup> December, 2019, Superior University, Lahore



- Paper presented at ICMR, 30<sup>th</sup> November to 1<sup>st</sup> December, 2019, Superior University, Lahore

### **Distinctions**

- Third position in Gujranwala Board in Matriculation Examination.
- Second Position in MBA in Shah Abdul Latif University.
- Third position in Diploma of Intellectual Property Laws (PU).
- Certificate of Distinction from Chenab Listeners Club of Pakistan.
- Won Research Productivity Awards by CIIT during 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015.
- Research Incentive Award, PU 2010.
- Research Incentive Award, PU 2011.
- Research Incentive Award, PU 2012.
- Research Incentive Award, PU 2013, 2014, 2015, 2016, 2017, 2018.
- Performance Evaluation Award for year 2012 on the basis of good performance
- Performance Evaluation Award for year 2013 on the basis of good performance
- Performance Evaluation Award for year 2014 on the basis of good performance
- Performance Evaluation Award for year 2015 on the basis of good performance
- Best paper award 21st International Business Research Conference 10 - 11 June, 2013, Ryerson University, Toronto, Canada.
- Performance Evaluation Award for year 2017 on the basis of good performance, overall securing top position at HCC.
- Best paper award in CBIBM organised by Hailey College of Banking and Finance, University of the Punjab, Lahore 12-13 December, 2018

### **Professional Experience (Contractual/Permanent)**

- **Jan, 2004 – Aug, 2007**

Worked as Lecturer at College of Management Sciences and Information Technology, affiliated with Shah Abdul Latif University.

- **Aug, 2007- Dec, 2008**

Worked as E- Lecturer at Virtual University of Pakistan.

- **Dec, 2008- Feb, 2010**

Worked as Incharge/Lecturer Department of Business Administration, Punjab University Gujranwala Campus.

- **Feb, 2010-to 25 August, 2020**

Worked as Assistant Professor, Hailey College of Commerce, University of the Punjab, Lahore, Pakistan

- **25 August, 2020 to Date**

Working as Associate Professor at IBA, University of the Punjab, Lahore, Pakistan

### **Professional Experience (Visiting)**

COMSATS Institute of Information Technology, Lahore

Institute of Business and Management, University of Engineering and Technology, Lahore

University of Sargodha, Lahore Campus

Global Institute, Lahore

National University of Modern Languages, Lahore

National College of Business Administration and Economics

Trainer at Management and Professional Development Department, Government of Punjab, Lahore

Superior University, Lahore  
Institute of Management Sciences, PakAims, Lahore, Pakistan.

### **Short Courses**

- Fluent English Course (2 and half months) from Kipling Centre, Lahore. December 5, 2003.
- 12 weeks Certificate Course in Journalism from NIJ, Islamabad April-June, 1994.
- 12 weeks Certificate Course in Practical Skills in Research Methods and Data Analysis 23-6-2006 to 12-8-2006 Eight Weeks Organized By Institute of Education & Research, PU.

### **Professional Affiliation/Membership**

- Member Harvard Business Review Group, USA
- Member Asian Academy of Management
- Member, Eurasian Business and Economics Society, EBES, Turkey
- Member Academy of Management (AOM) Group, USA
- Member Mixed Method International Research Association, USA
- Fellow, International Science Congress Association, India
- Member British Academy of Management UK
- Member, Pakistan HR Forum
- Member Academy of International Business, USA
- European Academy Of Management (Applied)
- Member, Workforce Management
- Member, Society for Applied Anthropology, USA
- Member, Higher Education Teaching and Learning Group
- Member, Structural Equation Modeling (SEM)
- Member, Young Writers Association, Lahore.
- Member, Old Ravian Union, GCU Lahore.
- Member, Purchase Committee, PUGC.
- Focal Person, Punjab educational endowment fund scholarship (PEEF) since 17-11-2009.
- Focal Person, Office of Innovation and Commercialisation, PU, Lahore.
- Head Supervisory Committee Hailey College of Commerce, PU, Lahore.
- Member, Examination Committee, Hailey College of Commerce, PU, Lahore.
- Member, International Society for Development and Sustainability ISDS, Japan.
- Member, Australian Academy of Business Leadership, Australia
- Member, Board of Studies, Women University of Multan, Multan
- Member, Board of Studies, University of Okara, Okara
- Member, Board of Studies, Islamia University Bahawalpur, Bahawalpur
- Member, Board of Studies, GC University, Faisalabad
- Member Academy of Business and Retail Management, UK
- SSHRA – Social Science and Humanities Research Association
- Member Board of Studies, IBA, University of the Punjab, Lahore, Pakistan
- Member Board of Faculty, Faculty of Economics and Management Sciences, University of the Punjab, Lahore, Pakistan.

### **Membership Editorial/Review Boards**

- Associate Editor, International Journal of Knowledge, Culture & Change in Organizations, Australia.
- Member International Journal of Human Resource Management, ISI Indexed

- Member, Review Board, Educational Research, Journal of Interscience.org.
- Chairman, Sports Society, Punjab University Gujranwala Campus, from 2009- 2011.
- Member, Review Board, JOURNAL OF PUBLIC ADMINISTRATION AND POLICY RESEARCH, INDEXED IN ISI WEB OF KNOWLEDGE
- Member, Review Board, The Administrative Issues Journal: Education, Practice, and Research
- Member, Review Board, Journal of Commerce, Punjab University.
- Member, Review Board, World Applied Sciences Journal, ISI indexed
- Member, Review Board, Management Research Review, Emerald.
- Member, Editorial Board, Journal of Quantitative Methods, University of Management and Technology, Lahore, Pakistan.
- Member, Review Board Journal of Management and Organization

#### **Evaluator/Examiner**

- Paper setter and External Examiner, Quaid-i-Azam University, Islamabad.
- Paper setter and External Examiner, Government College University, Faisalabad.
- Paper setter and External Examiner, University of Sargodha.
- Paper setter and External Examiner, University of Azad Jammu and Kashmir, Muzaffarabad
- Thesis Evaluator, National College of Business, Arts & Economics, Lahore
- Thesis Evaluator, Government College University, Faisalabad.

#### **Computer Skills**

**ADANCO, JAMOVI, EViews, PLS-GRAPH, SPSS 16, 18, 19, 20, 25 AMOS 16, 18, 22, 23, 25 NVIVO 10, 11, 11 Plus, Endnotes, ZOTERO, MS Office 2003, 2007, 2010, 2016, Windows 10, 8.1, 2007, 2008, 2010, Vista, XP, 2000, Visual Basic, Internet and E-mail Applications**

#### **References**

Prof. Dr. Mahmood A. Bodla, Director, Foundation University of Pakistan, Sialkot Campus, Pakistan, (mahmoodbodla@hotmail.com) +923008430461

Prof. Dr. Muhammad Ehsan Malik, University of South Asia, Lahore, Pakistan (drmalikehsan@hotmail.com) +923008455453

Prof. Dr. Muhammad Khalid Khan, Registrar, University of the Punjab, Lahore, Pakistan (khanpu@yahoo.com) +923158333800

Prof. Dr. Muqaddas Rehman, Director, Institute of Business Administration, University of the Punjab, Lahore, Pakistan ([director@ibapu.edu.pk](mailto:director@ibapu.edu.pk)) +923218410394