

# TALAT ISLAM (PhD)



## Contact Details:

Assistant Professor,  
Institute of Business Administration,  
University of the Punjab.

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## • ACHIEVEMENTS

- **Editorial Member**, Business & Economic Review, ISSN: 2074-1693, e-ISSN: 2519-1233 (Since, 2019)
- **HEC Approved PhD Supervisor** since February 6, 2019.
- Session Chair at 9th International Conference on Management Research (**ICMR-2018**), 29-30 November, 2018, Superior University, Lahore.
- **Outstanding Reviewer Award** by ELSEVIER (Journal of cleaner production, IF=5.67), June, 2018.
- Participation in **Workshop on Strategic Planning of a Business School** by National Business Education Accreditation Council, **IBA-Karachi, 2018**.
- Session Chair, 1<sup>st</sup> International Conference on Management and Commerce (**ICMC-2018**)
- **Highly Commended Literati Award-2017** by EMERALD
- **Member & Senior Reviewer for IAFOR, UK, 2017**
- Session Chair at International Conference on Banking, Insurance and Business Management (**CBIBM-2017**), University of the Punjab, Lahore.
- Organizer, International Conference on Banking, Insurance and Business Management (**CBIBM-2017**), University of the Punjab, Lahore.
- Session Chair at 8th International Conference on Management Research (**ICMR-2017**), 9-10 November, 2017, Superior University, Lahore
- **Gold Medalist from UTM Malaysia as Best Post graduate student in 2014**.
- **Member, Board of Studies (2015-2017)** at University of Gujrat, Gujrat, Pakistan.
- **Member, Doctoral Committee for postgraduate (2015-2017)**, Hailey College of Banking & Finance, University of the Punjab
- **Member, Thesis Committee (2015-2017)**, Hailey College of Banking & Finance, University of the Punjab
- **Editorial Member**, Mediterranean Journal of Social Sciences ISSN: 2039-9340 (Since, 2012)
- **Editorial Member**, CENTRUM International Scientific Journal, ISSN: 1857-9396 (Since 2017)
- **Editorial Member**, Indonesian Journal of Sustainability Accounting and Management, ISSN: 2597-6214, e-ISSN: 2597-6222 (Since, 2017)
- Reviewer for **Emerald**
- Reviewer for **Taylor & Frances**
- Reviewer for **Wiley**
- Reviewer for **Elsevier**

## • SUBJECTS:

- **Principles of Management** at BBA (Hons), MBA (3.5 years) and MBA (Executive level) at Institute of Business Administration, Hailey College of Banking and Finance (University of the Punjab), and Department of Business Administration at University of Sargodha.
- **Human Resource Management** at BBA (Hons), MBA (3.5 years) and MBA (Executive level) at Institute of Business Administration, Hailey College of Banking and Finance (University of the Punjab), and Department of Business Administration at University of Sargodha.
- **Business Research** at BBA (Hons), MBA (3.5 years), MBA (Executive) and PhD level at Institute of Business Administration, Hailey College of Banking and Finance (University of the Punjab), and Department of Business Administration at University of Sargodha.
- **Strategic Management** at BBA (Hons), MBA (3.5 years) and MBA (Executive level) at Institute of Business Administration, Hailey College of Banking and Finance (University of the Punjab).
- **Entrepreneurship** at M.Phil (UET Lahore), MBA (18-years), MBA executive level at Hailey College of Banking and Finance, University of the Punjab.

## • *Published/ Accepted Publications:*

- 2020 The nexus of corporate social responsibility (CSR), affective commitment and organizational citizenship behavior in academia: A model of trust. *Employee Relations, Accepted on 19<sup>th</sup> July 2019. (Emerald, Impact Factor: 1.496)*
- 
- 2019 Emerging trends of coffee cafes in Pakistan: Factors affecting revisit intention. *British food Journal, 121(9), 2132-2147. (Emerald, Impact Factor: 1.717)*
- 
- 2019 Police work-family nexus, work engagement and turnover intention: Moderating role of Person-job-fit. *Policing: An international journal of police strategies & management, 42(5), 739-750. (Emerald, Impact Factor: 1.350).*
- 
- 2019 Impact of materialism on impulsive buying: mediating role of credit card use and brand loyalty. *Pakistan economic and social review, 57 (1), 23-46. (HEC-X Category, June).*
- 
- 2019 Does work and family imbalance impact on the satisfaction of police force employees? A “net or a web” model. *Policing: An international journal of police strategies & management, 42(4), 585-597. (Emerald, Impact Factor: 1.350).*
-

- 2019 Impact of tourism and finance on women empowerment. *Journal of Policy modeling*, 41 (2), 234-254. (**Elsevier, Impact Factor: 1.254**).
- 
- 2019 Workplace spirituality in South Asian context: The role of learning culture, organizational support and knowledge sharing. *South Asian Studies*, 34(1), 195-212. (**HEC-X Category, June**).
- 
- 2019 How commitment and satisfaction explain leave intention in police force? *Policing: An International Journal of Police Strategies & Management*, 42(2), 195-208. (**Emerald, Impact Factor: 1.350**)
- 
- 2019 Green is clean: the role of ICT in resource management. *Environmental science and pollution research*, 26(4), 25341-25358. (**Springer, Impact Factor: 2.914**)
- 
- 2019 The impact of financial development indicators on natural resource markets: Evidence from two-step GMM estimator. *Resources Policy*, 62 (Aug.), 240-255. (**Elsevier, Impact Factor: 3.185**)
- 
- 2019 Pro-poor Growth and Sustainable Development Framework: Evidence from Two Step GMM Estimator. *Journal of Cleaner Production*, 206(1), 767-784. (**Elsevier, Impact Factor: 6.395**).
- 
- 2019 How organizational politics impact workers job related outcomes? *Journal of political studies*, 26(1), 183-191. (**HEC-X Category, June**).
- 
- 2019 Cultivating entrepreneurs: the role of university environment, locus of control and self-efficacy. *Procedia computersciences*, 158, 642-647. (**Science Direct**)
- 
- 2019 Impact of Authentic Leadership on Employees Creativity and Innovation: Mediating Role of Psychological Capital. *Journal of the Research Society of Pakistan*, 56 (1), 61-72. (**HEC-X Category, June**)
- 
- 2019 Motivation to transfer training in the learning organizations. *Journal of Management Development*, 38(4), 273-287. (**Emerald Publishing Group, ISI & Scopus Indexed**)
- 
- 2019 Environmental CSR and pro-environmental behavior to reduce environmental dilapidation: the moderating role of empathy. *Management Research Review*, 42(3), 332-351. (**Emerald Publishing Group, ISI & Scopus Indexed**)
- 
- 2019 Effects of ethical leadership on bullying and voice behavior among nurses: Mediating role of organizational identification, working condition and
-

workload. *Leadership in Health Services*, 32 (1), 2-17. **(Emerald Publishing Group, ISI & Scopus Indexed)**.

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2019 Effects of external prestige on emotional labor: mediation by organizational identification and moderation by perceived organizational support. *Middle East Journal of Management*, 6 (2), 186-203. **(Inderscience, ISI)**

---

2018 Relationships between Corporate Social Responsibility, Work Engagement and Organizational Commitment: Explanatory Role of Organizational Identification, *Journal of Behavioural Sciences*, 28(2), 112-130. **(HEC X Category, December)**.

---

2018 Transformational Leadership and Four-Dimensional Commitment: Mediating role of job characteristics and moderating role of participative and directive leadership styles. *Journal of Management Development*, 37 (9/10), 666-683. **(Emerald Publishing Group, ISI & Scopus Indexed)**

---

2018 Perceived CSR and Micro-Level Outcomes: Moderating role of Demographics. *Journal of research society of Pakistan*, 55(2), 162-175. **(HEC X Category, December)**

---

2018 Learning organizational environment and extra-role behaviors: The mediating role of employee engagement. *Journal of Management Development*, 37 (3), 258-270. **(Emerald Publishing Group, ISI & Scopus Indexed)**.

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2018 Entrepreneurial intentions: the role of entrepreneurial education. *Journal of research and reflections in education*, 12(1), 56-67. **(HEC Y Category, June)**

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2018 Mechanism between perceived organizational support and transfer of training: explanatory role of self-efficacy and job satisfaction. *Management Research Review*, 41(3), 296-313. **(Emerald Publishing Group, ISI & Scopus Indexed)**.

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2018 Protecting healthcare through organizational support to reduce turnover intention. *International Journal of Human Rights in Health Care*, 11(1), 4-12. **(Emerald Publishing Group, ISI & Scopus Indexed)**.

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2018 Employees' response to CSR: Role of organizational identification and organizational trust. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 126-139. **(HEC Y Category, April)**

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2018 Effects of supervision practices of principals on work performance and growth of primary school teachers. *Bulletin of education and research*, 40(1), 301-314. **(HEC Y Category, March)**

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- 2018 Macroeconomic shocks and Malaysian tourism industry: Evidence from structural VAR model. *Iranian Economic Review*, 22 (4), 1113-1137. **(Scopus Indexed)**
- 
- 2017 Gender discrimination in education, health, and labour market: a voice for equality. *Quality & Quantity*, 51 (5), 2245-2266. **(Springer, Impact Factor, 1.094).**
- 
- 2017 Dynamic Linkages between Tourism Transportation Expenditures, Carbon dioxide emission, Energy Consumption, and Growth Factors: Evidence from the Transition Economies. *Current Issues in Tourism*, 20 (16), 1720-1735. **(Taylor & Francis, Impact Factor, 2.451)**
- 
- 2017 Quadrilateral Relationship Between Information and Communications Technology, Patent Applications, Research and Development Expenditures, and Growth Factors: Evidence from the Group of Seven (G-7) Countries. *Social Indicators Research*. 133 (3), 1165-1191. **(Springer, Impact Factor, 1.743).**
- 
- 2017 Consequences of Leader-member exchange in hospitality sector: Moderating role of gender. *Journal of Managerial Sciences*, 11(3), 487-508. **(HEC Y Category)**
- 
- 2017 Is gender discrimination the only hindrance in employees' career success? A study of Pakistani hotel industry. *Abasyn Journal of Social Sciences*, 10(AIC December) Special Issue, 386-404. **(HEC X Category).**
- 
- 2017 Readability of mission statements: A look at fortune 500. *Journal of quality and technology management*, 13(1), 1-14. **(HEC X Category).**
- 
- 2017 Employee engagement, organizational commitment and job satisfaction as consequent of perceived CSR: A mediation model. *Journal of Research Society of Pakistan*, 54(1), 153-167. **(June HEC X Category)**
- 
- 2017 Nurses Reciprocation of Perceived Organizational Support: Moderating Role of Psychological Contract Breach. *International Journal of Human Rights in Health Care*, 10 (2), 123-131. **(Emerald Publishing Group, ISI & Scopus Indexed)**
- 
- 2016 Behavioral and Psychological Consequences of Corporate Social Responsibility: Need of the Time. *Social Responsibility Journal*, 12(2), 307-320. **(Emerald Publishing Group, ISI & Scopus Indexed)**
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- 2016 The role of organizational learning culture and psychological empowerment in reducing turnover intention and enhancing citizenship behavior. *The Learning*
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*Organization*, 23 (2/3), 156-169. (Emerald Publishing Group, ISI & Scopus Indexed)

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2016 European Countries Trapped in Food Poverty and Inequality: Agricultural Sustainability is the Promising Solution. *Social Indicators Research*,. 129 (1), 181-194 (Springer, Impact Factor, 1.395).

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2016 Pillion riders' cloth related injuries and helmet wearing patterns: a study of Lahore, Pakistan. *International Journal of Injury Control and Safety Promotion*, 23(4), 388-394.(Taylor & Francis, Impact Factor, 0.888).

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2016 Econometric applications for measuring the environmental impacts of biofuel production in the panel of worlds' largest region. *International Journal of Hydrogen Energy*,41(7), 4305-4325. (Elsevier, Impact Factor, 3. 313 ).

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2016 Environment and air pollution like gun and bullet for low income countries: War for better health and wealth. *Environmental Science and Pollution Research*, 23, 3641-3657. (Springer, Impact Factor, 2.828).

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2015 Driving Behavior, Traffic Risk and Road Safety: A comparative Study between Malaysia and Singapore. *International Journal of Injury Control and Safety Promotion*, 22 (4), 359-367. (Taylor & Francis, Impact Factor, 0.707)

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2015 The influence of organizational learning culture and perceived organizational support on employees' affective commitment and turnover intention. *Nankai Business Review International*, 6 (4), 417-431 (Emerald Publishing Group, Scopus Indexed, ESCI).

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2015 Graduates' expectation gap: The role of employer and Higher Learning Institutes. *Journal of applied research in higher education*, 7(2), 372-384. (Emerald Publishing Group, Scopus Indexed, ESCI).

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2015 Perceived organizational support and its outcomes: A meta-analysis of latest available literature. *Management Research Review*, 38(6), 627-639. (Emerald Publishing Group, Scopus Indexed, ESCI)

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2015 The relationships between LMX, Job satisfaction and Turnover intention. *Science International (Lahore)*, 27(2), 1523-1526. (HEC Recognized Y Category)

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2015 Employees' perception of CSR and organizational citizenship behavior. *Science International (Lahore)*, 27 (3), 2417-2419. (HEC Recognized Y Category)

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- 2015 Portfolio diversification in global equity markets and the role of global financial crisis. *Pakistan journal of commerce and social sciences*, Vol. 9 Iss. 1, 69-95(**HEC Recognized Journal Y Category**).
- 
- 2014 Organizational Learning Culture and Customer Satisfaction: The Mediating Role of Normative Commitment. *The Learning Organization*, Vol. 21 Iss. 6, 392-404. (**Emerald Publishing Group, Scopus Indexed**)
- 
- 2014 Organizational Learning Culture and Psychological Empowerment as Antecedents of Employees' Job Related Attitudes: A Mediation Model. *Journal of Asia Business Studies*, Vol. 8 No. 3, 249-263. (**Emerald Publishing Group, Scopus Indexed**)
- 
- 2014 Institutional and faculty role in academic achievements of students: Evidence from a public sector university of Pakistan. *International Journal of Management in Education*, Vol. 8 No. 4, 419-431. (**Inderscience Publishing Group, Scopus Indexed**)
- 
- 2014 Exploring the relationship between POS, OLC, Job satisfaction and OCB. *Procedia- Social and Behavioral Sciences*, 114, 164-169. (**Science Direct, Scopus Indexed**)
- 
- 2014 Role of perceived organizational support in faculty's responsiveness and students outcomes. *International Journal of Educational Management*, Vol. 28, Issue 2, 246-256. (**Emerald Publishing Group, Scopus Indexed**)
- 
- 2014 Interdependence of south Asian equity markets. *Research Journal of Applied Sciences, Engineering and Technology*, 7(13), 2762-2771. (**Scopus Indexed Journal**)
- 
- 2013 Turnover Intentions: The role of perceived organizational support and organizational commitment. *Procedia- Social and Behavioral Sciences*, 103, 1237-1241. (**Science Direct, Scopus Indexed**)
- 
- 2013 Organizational Learning culture and Leader- member exchange: The way to enhance organizational commitment and reduce turnover intentions. *The Learning Organization*, 20 (4/5), 322-337. (**Emerald Publishing Group, Scopus Indexed**)
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- 2013 Investigating the mediating role of organizational politics between leadership style and followers' behavioral outcomes. *Business Strategy Series*, 14 (2/3), 80-96. (**Emerald Publishing Group, Scopus Indexed**)
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- 2013 Mission Statements Readability: An insight into Islamic banks. *Journal of Islamic Accounting and Business Research*, 4(2), 132-150. (Emerald Publishing Group)
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## • CONFERENCES:

- 2019 Cultivating entrepreneurs: Role of the university environment, locus of control and self-efficacy. Proceedings of 3<sup>rd</sup> World Conference on Technology, Innovation and Entrepreneurship. Istanbul University, Istanbul, Turkey (21-23 June 2019).
- 
- 2016 The mediating role of organizational identification between corporate social responsibility and job satisfaction. Abstract proceedings of 18th international society for business innovation and technology management conference (18th ISBITM Michigan Conference). University of Michigan, Ann Arbor, USA. ISSN: 2094-506X (May 1-3, 2016).
- 
- 2014 Knowledge Sharing: The Influence of Organizational Citizenship Behavior. *Proceedings of 7<sup>th</sup> Asia-Pacific Business Research Conference*. Bayview Hotel Singapore, ISBN: 978-1-922069-58-0 (25-26 August).
- 
- 2013 Exploring the relationship between POS, OLC, Job satisfaction and OCB. 4<sup>th</sup> World Conference on Psychology, Counseling and Guidance (WCPCG-2013), Istanbul Kurtul University, Istanbul, Turkey (24-26 May).
- 
- 2013 Turnover Intentions: The role of perceived organizational support and organizational commitment. 13<sup>th</sup> International Education Technology Conference, Faculty of Education, University of Malaya, Kuala Lumpur, Malaysia (13-15 May).
- 
- 2012 The influence of job involvement on in-role performance, using three dimensional commitment as mediator. *Proceedings on international conference of business management and information system*. PP. 475-483. Singapore Management University, Singapore.
- 
- 2012 *Mission statement's reliability: An exploration*. International Engineering and Management Conference (EMC-2012). 22-24 October 2012.

## • BOOK PUBLICATION :

- 2013 *Mission Statements' readability: An exploration*, in Nejati, M. *Frontiers of Business, Management and Economics*. Florida, USA. Universal Publishers. pp.169-173 (ISBN: 978-1-61233-265-9).
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- 2011 Antecedents and Consequences of Motivation: A study of educational sector.  
Lambert Academic Publications, Germany (ISBN: 978-3844308938).  
(available at: [www.amazon.com](http://www.amazon.com) )

## • RESEARCH SUPERVISION:

### • PhD Supervisor:

- **Rashid Ahmed Khan (2017).** *Examining the impact of employees' perception of corporate social responsibility on employees' outcomes: the mediating role of organizational trust, job satisfaction and organizational identification.* A PhD thesis submitted to the National College of Business Administration & Economics Lahore.

### • M.Phil /MBA (18-years):

1. **Mehwish Mahmood (2018).** The impact of eWOM and corporate social responsibility on purchase intention: Mediating role of Brand Image. Submitted to IBA-PU.
2. **Ayesha Nadeem (2018).** The role of perceived CSR and transformational leadership in enhancing the emotional attachment: Mediating role of organizational identification. Submitted to IBA-PU.
3. **Syeda Tahira Bukhari (2018).** Impact of electronic word of mouth and traditional word of mouth on purchase of intention with the mediating effect of brand attitude. Submitted to IBA-PU.
4. **Izba Sameer (2018).** Can conflict management styles help reducing turnover intention in banking sector: Explanatory role of organizational commitment and job satisfaction. Submitted to IBA-PU.
5. **Nadia Tahir (2018).** The influence of workplace environmental factors on employees' training transfer. Submitted to IBA-PU.
6. **Nasir Abbas (2018).** Organizational politics and job related outcomes: Moderating role of psychological contract breach. Submitted to IBA-PU.
7. **Sidra Basharat (2018).** Impact of Psychological capital on organizational citizenship behavior Job satisfaction and work engagement: Mediating role of Affective Commitment. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
8. **Irfan Ghafoor Shahid (2018).** Mechanism between Perceived Organization Support and Turnover Intention: A mediation Model. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
9. **Arooj Toufique (2018).** Impact of IMX on the relationship between leadership styles and work engagement along with OCB. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
10. **Syeda Ambreen Zahra Kazmi (2018).** The Mediating Role of Felt obligation on the relationship work engagement and job satisfaction. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.

11. **Kiran Khalid (2018)**. Consequences of Person job fit among Pakistani Police. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
12. **Abida Hussain (2018)**. The relationship between work family conflict and organizational commitment: Mediating role of Emotional Exhaustion. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
13. **Hafiz M. Zubair (2018)**. Employees Job related outcomes of transformational leadership. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
14. **Muhammad Fahad Khan (2018)**. Factors affecting transfer of training in manufacturing sector: Role of self-efficacy. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
15. **Zain Ul Aabidin (2018)**. Can Transformational leaders reduce turnover intentions? Mediating role of work engagement and organizational citizenship behavior. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
16. **Mehr Un Nisa (2018)**. The relationship between psychological capital and employee work related outcomes: Moderating role of autocratic leadership. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
17. **Hafiz Muhammad Faizan (2018)**. Influence of organizational learning culture, perceived organizational support and leader member exchange on affective commitment and turnover intention. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
18. **Awais Sarwar (2018)**. Developing organizational creativity and innovation; Toward a model of self-leadership (Constrictive thought strategy) individual employee creativity climate and workplace innovative origination. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
19. **Iqra Zahid (2018)**. Leader Member Exchange and Employee Work related outcomes: Mediating Role of Psychological Capital. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
20. **Saima Yousaf (2017)**. Consequences of ethical leadership: the mediating role of leader-member exchange. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
21. **Rida Khan (2017)**. Antecedents and consequences of job burnout in healthcare sector of Pakistan. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
22. **Imran Ahmed Sani (2017)**. Mechanism of toxic leadership and turnover intentions: Mediating role of job satisfaction and organizational commitment. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
23. **Muhammad Rashid (2017)**. Effects of ethical leadership on employees job related outcomes. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.

24. **Waleed Zia (2017)**. Factors influencing in reducing banking employees' turnover intention. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
25. **Nimra Akram (2017)**. Investigating the impact of ethical leadership on organizational outcome criteria- mediating role of organizational justice. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
26. **Habiba Nawaz (2017)**. Relationship between ethical leadership, job satisfaction and counterproductive work behavior – Mediating role of organizational trust. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
27. **Junaid Ahmed (2017)**. Protecting healthcare through organizational support: Moderating role of psychological contract breach. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
28. **Azwa Shafi (2017)**. Impact of entrepreneurship education on entrepreneurial intention of university students with the mediating roles of subjective norms, self efficacy and locus of control. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
29. **Nida (2017)**. Retaining employees in banking sector: the role of justice, commitment and job satisfaction. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
30. **Sana Naz Ashraf (2017)**. The effect of supply chain management on the environmental and social performance. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
31. **M. Usman Riaz (2016)**. The role of perceived organizational support in reducing turnover intention: A study of higher education institutes of Lahore, Pakistan. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
32. **Hafiza Ghazal Munir (2016)**. Why should we have motivated employees? An investigation of banking industry. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
33. **Hina Latif (2016)**. Relationship between organizational learning culture and organizational commitment through the mediating role of job satisfaction. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
34. **Waheed ur Rehman (2016)**. Investigating the relationship between leadership styles and employee performance through the mediating role of job satisfaction. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
35. **Saba Khaliq (2016)**. Impact of supervisor support and co-worker support on organizational commitment and turnover intention. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.
36. **Ghulam Hassan Sajid (2016)**. HR practices and employee performance: A mediating model. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.

37. **Maryam Arif (2016)**. Mechanism between work overload and turnover intention: Mediating role of organizational commitment and job stress. Submitted to Hailey College of Banking & Finance, University of the Punjab, Lahore.

• **RESEARCH EXTERNAL EXAMINER:**

• **PhD Thesis:**

- **Saqib Rehman (2019)**. Extending social media recruiting technology (eSMART) acceptance model for Pakistani organizations. National collect of Business Administration and Economics, Lahore.
- **Ali Asad (2018)**. High performance work system and business performance: A social capital perspective. National collect of Business Administration and Economics, Lahore.
- **Albert John (2018)**. Does CSR contribute to organizational behavior? The perspective of social identity theory and contingency of employee desire. National collect of Business Administration and Economics, Lahore.

• **M.Phil /M.Com/MBA (18-years) Thesis:**

- **Touseef Ahmed (2019)**. Knowledge oriented leadership, creative self-efficacy and innovative performance in software industry of Pakistan: moderating role of organizational climate. University of Gujrat, Gujrat.
- **Aqsa Khan (2019)**. Authentic leadership and employee thriving at workplace: evidence from information technology sector of Pakistan. University of Gujrat, Gujrat.
- **Sobia Arshad (2019)**. Organizational capital and firm life cycle phases: evidence from PSX index companies. University of Gujrat, Gujrat.
- **Qamar uz Zaman (2019)**. An empirical study of cultural intelligence and its impact on turnover intention through job satisfaction. Hailey college of banking and finance, University of the Punjab.
- **Faiza Saleem (2019)**. Role of empowering leadership, trust and leader-follower distance in voicing behavior: A study of hospitality sector, Pakistan. University of Gujrat, Gujrat.
- **Faiz sultan (2019)**. Does Happiness at work lead to organizational citizenship behavior with mediating role of organizational learning capacity? A gender perspective study of educational institutes in Sialkot. University of Gujrat, Sialkot Campus.
- **Marriam Munawar (2019)**. Role of employee commitment and organizational support on employee performance. Hailey college of banking and finance, University of the Punjab.
- **Muhammad Imran (2019)**. Half a century of advertising endorsements: A meta-analysis. Hailey college of banking and finance, University of the Punjab.

- **Anzalna Khan (2019).** Integration of service quality through the lense of religiosity and country of origion: A study of Islamic banking customers. Hailey college of banking and finance, University of the Punjab.
- **Ejaz Shabbir (2019).** Determinants of dividend policy: Evidence from Pakistan's banking sector. University of Sargodha, Gujranwala Campus, Gujranwala.
- **Najam U Sehar (2019).** Corporate social responsibility and financial performance of firms. University of Sargodha, Faisalabad Campus, Faisalabad.
- **Amjad Ali (2018).** The mediating role of negative emotions on the relationship of work stress and counter productive work behavioral study of private higher education institutions of Lahore, Pakistan. Superior University Lahore.
- **Muhammad Umar (2018).** An empirical study on the telecom sector of Pakistan: Mediating role of organizational citizenship behavior in perceived organizational support and psychological empowerment on job performance. Superior University Lahore.
- **Qazi Muhammad Ali (2018).** Effect of perceived organizational politics in employee's performance through emotional intelligence: moderating role of political skills. Superior University Lahore.
- **Anum Akbar (2017).** Investigating the mediating effect of organizational cynicism between work family conflict and organizational citizenship behavior. University of the Punjab Gujranwala Campus.
- **Tayyaba Mahboob (2017).** Investigating the mediating effect of work engagement between emotional intelligence and organizational commitment. University of the Punjab Gujranwala Campus.
- **Maria Rasool (2017).** Mediating effect of person organization fit between authentic leadership style and job performance. University of the Punjab Gujranwala Campus.
- **Sana Khalid (2017).** Mediating effect of workplace isolation between servant leadership and interpersonal trust. University of the Punjab Gujranwala Campus.
- **Numan Aslam (2017).** Mediating effect of workplace bullying between perception of ethical climate and citizenship behavior. University of the Punjab Gujranwala Campus.
- **Wajeaha Ayub Khan (2016).** *Impact of supervisory career mentoring on occupational commitment and turnover intention through mediating role of perceived organizational support and job fit.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Zahra Irshad (2016).** *Impact of Organizational Learning Capabilities on the firm performance through the mediation of employee's flexibility and firm innovativeness.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Waqas Baig (2016).** *Probing the impact of social exchange relationship on creative work involvement: through mediation of work engagement.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.

- **Ali Raza (2015).** *Effectiveness of 'Ba' in reducing turnover intentions.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Madiha Javaid (2015).** *Linking leadership style and employee performance through mediation of work engagement.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Maryam Ayub (2015).** *Mediating role of job satisfaction on psychological empowerment and organizational citizenship behaviors for employees.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Shoaib Tabraiz Akber (2015).** *Bridging perceived organizational politics and turnover intentions: Mediation by interpersonal trust and moderation by political skill.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.
- **Maryam Irshad (2015).** *Impact of supervisory support, role clarity and job satisfaction of banking sector employees: Lahore Pakistan.* Hailey College of Commerce, University of the Punjab, Lahore, Pakistan.