

Dr. HINASALEEM

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FIELD OF SPECIALIZATION: Management Sciences

CAREER OBJECTIVE: Committed to employ my knowledge and expertise for the progress of the community through Education, Research and Social work.

I have been associated with academia for over past 15 years and have taught graduate and undergraduate classes. The repertoire of courses taught are in the domain of either Marketing or Management specialization. Besides teaching classes, I frequently teach a course of Research Methods and supervise Master's level thesis at University of the Punjab, Lahore. I have almost supervised successfully about 35 Master's level theses in the field of Management Sciences. I have published research in prestigious journals listed below.

I have participated in several International and National conferences to present research papers. I participated in international conferences, in USA, UK, Australia, Europe and Malaysia to present my research papers. I got my PhD in the field of Management.

EDUCATION:

Program	Year	Board/University	CGPA/Division
PhD	2024	University of the Punjab	3.56
MS (Mgmt)	2007-2009	University of the Punjab, Lahore	3.52/4
B.Sc	1997-1999	Kinnaird College for Women, Lahore	

WORK EXPERIENCE:

Assistant Professor Dec 2014- To-date

- Serving as an Assistant Prof at IBIT, University of the Punjab, Lahore
- Member of Curriculum Review Committee for Faculty of Economics & Mgmt. Sciences at University of the Punjab, Lahore.
- Principle Secretary Scholarship Committee of IBIT, University of the Punjab, Lahore
- Member of disciplinary committee at IBIT, University of the Punjab, Lahore
- In-charge of Event Management Society (EMS) at IBIT, University of the Punjab, Lahore
- Member of Day Care committee at IBIT, University of the Punjab, Lahore

Lecturer Dec 2011- 23 Dec 2014

- Served as a Lecturer at IBIT, University of the Punjab, Lahore
- Principle Secretary Scholarship Committee of IBIT, University of the Punjab, Lahore
- In-charge of Event Management Society (EMS) at IBIT, University of the Punjab, Lahore

Research Associate May 2010 – Nov 2011

- Served as a Research Associate at IAS, University of the Punjab, Lahore.
- **Lecturer Oct 2002- Oct 2006**

Served as lecturer at University of Central Punjab, Lahore.

Social Work

COMMUNITY DEVELOPMENT/SOCIAL WORK

I participated in various developmental activities like fund raising, community support and social support programs in underdeveloped areas.

I am associated with Pakistan Citizens Alliance (NGO) which majorly focuses on poor children safety, health and education needs in underdeveloped areas of Pakistan. I am currently volunteering for non-governmental and community-based organizations like AGAHE working for poor, destitute, and deprived segments of the society in different capacities.

I recently carried out research on Rajan Pur and Dhera Ghazi khan areas of Pakistan (Southern Punjab) to identify the barriers hindering young girls' elementary education. The goal is to create awareness of girls' education in southern Punjab and fundraising to support these young girls to get free education.

I previously carried out research (2020-21) on diversity practices and organizational politics among elementary school teachers to discover the reasons of poor performance of teachers in younger children poor learning at elementary school levels in the central region of Punjab, Pakistan.

INTERNATIONAL CONFERENCE PARTICIPATED:

1. Presented my Research Paper "Public Leadership Roles and Organizational Commitment in Public Sector Universities in a Developing Country *Context*" **at the 4th PUBSIC Conference, Bocconi University Milan 23rd -25th January 2019.**
2. Presented my research paper "A Systematic Literature Review on Authentic Leadership" **at IRSPM 2017 at Corvinus University of Budapest, Hungary.**
3. Presented my research paper on "Job Satisfaction as a meaningful tool in organizational Productivity; a developing world perspective" in New Jersey, **USA at 14th SGBED in June 2016 at Montclair State University.**
4. Presented my research paper on "Corporate Social Responsibility as a Key Strategy in Consumer Retention: A Case of Pakistan's Community" **in Northampton UK at 19th International Conference, Dilemmas in Human Services in September 2016.**
5. Presented my research paper on "Importance of Job Satisfaction and its effect on Organizational Commitment in Educational Sector of Pakistan" at Sydney International Business Research in **Sydney, Australia in April 2015.**
6. Presented my paper on "Leadership Styles and its effect on Job Satisfaction with mediating effect of Organizational Politics in Public Sector Universities of Pakistan at GCBSS 2014 in **Kuala Lumpur, Malaysia in December 2014.**

NATIONAL CONFERENCES PARTICIPATED:

1. Presented a Paper on ‘Fences and Challenges for Girls on the way of Equality: Investigating factors of Excluding Girls from Education in Rural Pakistan’ in 3rd International Conference on Interdisciplinary Approach in Social Sciences 2023 (ICOIASS) at Islamia University Bahawalpur on **12 & 13th December 2023**.
2. Participated in **8th ICBIM** as a Session chair at Hailey College, University of the Punjab , Lahore on 6th & 7th December 2023.
3. Presented a paper in 2nd International Conference on Business Administration ICBA, University of the Punjab, Lahore on **10-11th March 2023**.
4. Presented a paper in **7th IABRC, 2022** at International Islamic University Islamabad held on **12th & 13th October 2022**.
5. Presented a paper in **3rd International Conference on Social Sciences and Humanities** on **May 17th -19th, 2022** at Kinnaird College for Women Lahore.
6. **Presented a paper in 3rd international interdisciplinary Conference on Gender, work and society titled” Future of Equalities, Diversity and Inclusion (EDI) in South Asia and Beyond held on April 18-19, 2020 at LUMS.**
7. Participated in the **6th International Conference** on Doing Responsible and Sustainable Business: held at the **University of Central Punjab, Lahore** on **6th-7th Feb 2020**
8. Participated in the **1st Fast Business Research Conference 2019, held on 14th November 2019.**
9. Presented a paper in the **2nd International Conference on Social Sciences and Humanities held at the Kinnaird College for Women Lahore Conference on 24th - 26th October 2019.**
10. Presented a paper “Perceived Authentic Leadership and its outcomes among Employees’ in Public Sector Universities of Lahore, Pakistan “at **10th SAICON in November 2018 at Comstech Headquarters, Islamabad Pakistan**
11. Presented a paper in the **1st National Research Conference on Contemporary Issues and Practices in Business and Management (NRCBM-2018) by University of Malakand held on 13th-14th September 2018.**
12. Presented a paper “An Empirical Investigation of Public Leadership Roles for its effect on Organizational Commitment” at **1st International Conference** at Management at University of Gujrat (UOG) on **9th-10th April 2018**.
13. Presented a paper “Key Factors Affecting Public Health in Province of Punjab, Pakistan A Study of Public Sector Hospitals in Developing World at 7th International Conferences on Social Sciences”: Challenges of Globalization on Afro -Asian Countries held in **University of Greenwich Karachi in April 2018.**
14. Presented a research paper on “The key Upshot of Mentoring in Climbing Organizational Ladder” at a National Conference on Emerging Trends in Governance and Management in Pakistan” at **University of the Punjab** held in **Lahore in May 2016.**

PUBLICATION :

1. Saleem, H., & Qaiser, H. (2015). "The Impact of Leadership Styles on Job Satisfaction and Mediating Role of Perceived Organizational Politics" Elsevier Procedia -*Social and Behavioral Sciences*.
2. Danish, R., Mehta, A., Naqvi, F., Saleem, H., Malik, Q., & Ahmed, F. (2020). "Are Engaged employees more satisfied and personally attached? A Process Model Approach" *Academy of Strategic Management Journal*, Vol 19 (4).
3. Mehta, A., Saleem, H., Hafeez, I., Ali, A., & Rahi, S. (2020). "Examining the Influence; BPO Risks Vendor Team's Performance & Knowledge Management Capability" *Journal of Management Information & Decision Sciences*. Vol 23, Special issue.
4. Sattar, N., Ali, M., Ali, F, Saleem, H & Hamza, M. (2020). Examining the influence of Ethical Leadership on Employee Outcomes; Mediating Role of psychological Empowerment *Academy of Strategic Management Journal*, Vol 19, (4).
5. Ali, A., Sair, S., Mehta, A., Naqvi, F., & Saleem, H. (2020). "Impact of organizational cynicism and abusive supervisor behavior on workplace deviance" *Academy of Strategic Management Journal*. Vol 19, (5).
6. Fazal, F., Serfraz, A., Saleem, H., & Mehta, A. M., Naqvi, F (2020). Women leadership & Organizational Barriers: A Socioeconomic and Ethical Point of View. *Journal of Legal, Ethical & Regulatory Studies*, Vol (23)5.
7. Serfraz, A., Mehta, A.M., Saleem, H., Banaras, S., & Altintas, V (2020). Socio-Economic and Ethical Implications of Stress on Teacher's Student Relationship. *Journal of Legal, Ethical & Regulatory Studies*, Vol (23)6.
8. Qamruzzaman, MD., Mehta, A. M., Khalid, R. & Saleem, H. (2021). "Symmetric and Asymmetric effects of financial innovation and FDI on exchange Rate Volatility; Evidence from South Asian Countries". *Journal of Asian Finance Economics and Business*. Vol (18) 1.
9. Mehta, A. M., Saleem, H., Qamruzzaman, Md., & Khalid, R. (2021). The Effect of Technology and open innovation on women owned small and Medium Enterprises in Pakistan. "Journal of Asian Finance Economics and Business". Vol (8) 3.
10. Danish, Q.R., Mehta, A. M., Saleem, H., Ramazan, M., & Serfraz, A (2020). Relating Market Orientation to Salespersons Outcomes Performance: Empirical Evidence from Pharmaceuticals Industry. *Academy of strategic Management Journal*. Vol (19)5.
11. Saleem, H., Sajid, A., Aftab, R., & Malik, Z (2021). A journey to cherish; how transformational leadership affects project success through team performance. *Psychology & Education Journal* Vol 58(1).
12. Khalil, M., Khan, A, M., Zubair, S. S., & Saleem, H (2021). Entrepreneurial Self Efficacy and Small Business Performance in Pakistan. *Management Science Letters*. Vol (11) Pg. 1715-1724.
13. Saleem, H & Saghir, W. (2020). Role of Diversity Practices in Teachers' Organizational commitment; A Study of Elementary School teachers. *Journal of Elementary Education*, Vol (30)2.
14. Saleem, H & Ata, G. (2021). Examining the Key Effect of Authentic Leadership on Organizational Citizenship Behaviors of University Teachers in Pakistani Context; ***Bulletin of Education and Research*, Vol. 43, No.2 pp. 123-138**
15. Saleem, H & Sajid, A; Aftab, R (2021). Factors affecting perceived organizational politics among elementary school Teachers in Lahore Pakistan. ***Journal of Elementary Education*, Vol (31)1 pp 55-68.**

16. *STUDENTS` KNOWLEDGE AND PERCEPTION ABOUT CONVENTIONAL VERSUS ISLAMIC FINANCE*, *Oeconomia Copernicana* Volume 12 issue 3 2021
17. Raza, B, Saleem, H., & Kamran, M (2024). *IMPACT OF TOXIC LEADERSHIP, EMOTIONAL EXHAUSTION & LACK OF WORK-LIFE BALANCE ON TURNOVER INTENTIONS: MEDIATING ROLE OF JOB STRESS*, **Gomal University Journal Research** Dec 2024. Vol (40) No 4 Dec 2024.
18. Saleem, H., Kamran, M., & Rana, S (2025). Impact of Transformational, Ethical, and Servant Leadership on Organizational Sustainability; A Structural Equation Modeling Approach. **Contemporary Issues in Socia Sciences & Management Practices. Vol 4, issue 1, Mar 2025**. DOI:<https://doi.org/10.61503/cissmp.v3i3.275>
19. Saleem, H., Siddique, H., Qamar, N., & Ali. H, M (2025) Impact of Knowledge Management Practices on SME's Sustainability: Mediating Effect of Leadership Competency and Moderating Effect of Organizational Culture. **Journal of Political Stability Archive . Vol (3) No 2, 2025**.
Online ISSN: 3006-5879 Print ISSN: 3006-5860
20. Saleem, H., Mehdi., & Subhan, T (2025). The Effect of Authentic Leadership on Voice Behavior of Teachers in Elementary Schools: The Mediating Role of Organizational Culture. **Journal of Social & Organizational Matters** Vol 4 No 1 (2025): 252-271. DOI No: <https://doi.org/10.56976/jsom.v.4i1.184>
21. R, Shama, Saleem, H., A, Khunsha & S, Talha (2025) . The Nexus Between Women Empowerment and Ethical Leadership from Pakistan's Cultural Lens in Contemporary Times. **Journal of Political Stability Archive** Vol (3) No 2, 2025.
<https://doi.org/10.63468/jpsa.3.2.15>
22. Gulshan, B., Saleem, H., & Bajwa, A, Manahil (2025). *FINANCIAL LITERACY, RISK TOLERANCE & OVERCONFIDENCE AS PREDICTORS OF INVESTMENT DECISION-MAKING: THE ROLE OF EMOTIONAL INTELLIGENCE*, **Gomal University Journal Research**, Volume 41, Issue 3, Sept 2025. DOI <https://doi.org/10.51380/gujr-41-03-01>
23. Faruqqi, S., Fatima, I., Mushtaq, A., Muhammad., Saleem, M, M., & Ramay, A, S., Saleem, H., & Faheem , M (2025) . The Impact of Cloud Transformation, Cyber Security Integration, and 5G Adoption on Business Network Performance. **Spectrum of Engineering Sciences** Vol 3 (2) 2025

REVIEW TEAM MEMEMBER:

- Part of Reviewing team of Academy of Management (AOM)
- Part of Reviewer team of British Academy of Management (BAM)
- Part of Reviewer team at Lahore university of Management Sciences (LUMS)

SEMINARS and WORKSHOP ATTENDED:

- Participated in 4th Gender Equality Partnership Workshop in Pakistan Higher Education Leadership and Decision Making held on 26 & 27th Oct 2023 at Faletti's Hotel
- Lahore.
- Attended a two days' workshop on "Structural Equation Modelling using Smart PLS 3.0 held at Comsat University of Islamabad held on 11th-12th March 2020.

- Attended a two days' workshop on "Writing for Quality Journals" held on **9th & 10th Feb 2018** in Islamabad organized by NBEAC in collaboration with HEC at Islamabad.
- Attended a Workshop on "*Mediation and Moderation Through SPSS*" at University of Management & Technology on **2nd April 2016**
- Attended a "*Workshop on Publishing in ISI Journal*" at KL, Malaysia organized by GATR Enterprise on **18th & 19th December 2014**
- Attended a Workshop on "*Enhancing Human Productivity & Management Skills*" organized by National Productivity Organization in 2010.

RESEARCH PROJECT:

- I assisted a senior professor in an international research project titled *ROPPIA* based on federal agencies of Pakistan.
- I have assisted a research project on "*Professionalism at the workplace*".

SEMINARS/ WORKSHOP ORGANIZED:

- Coordinated a senior faculty workshop on *Managing Human Resources in Universities* at IAS, University of the Punjab Lahore in January 2011.
- Organized *Faculty Orientation Program* at IAS, University of the Punjab in July 2010 & 2011.

SKILLS:

Computer Skills: Smart PLS, SPSS, Microsoft Office Package (MS word, Power point, Excel).

Personal Skills: Good interpersonal skills

Languages: Fluent in English & Urdu

References:

Upon request please.