

PUBLICATIONS

International Publications

- Ali Khan, T., & Clegg, S. (2025). Tensions in implementing the tenure track system (TTS) in Pakistan's higher education. *Culture and Organization*, 1–8. <https://doi.org/10.1080/14759551.2025.2559804>Opens a new window
- Fatima, A., & Khan, T.A. (2025). Work-Family Conflicts and Turnover Intentions: The Role of Workplace Flexibility. *Employee Response Rights Journal*. <https://doi.org/10.1007/s10672-025-09555-3>
- Khan, T.A., Jabeen, N. (2024). TTS as a recipe to enhance academic staff performance in Pakistan's public sector universities. *Journal of Management and Governance* (ABS -1) <https://doi.org/10.1007/s10997-024-09701-3>
- Khan, T. A. (2023). Women's experiences of academic tenure at a women's university in Pakistan. *MIER Journal of Educational Studies, Trends and Practices*, 231–249. <https://doi.org/10.52634/mier/2023/v13/i2/2397>
- Khan, T. A., Jabeen, N., & Christensen, T. (2022). Rewarding academics: Experiences of the Tenure Track System in Pakistan. *Higher Education Quarterly*. (ABS – 2) <https://doi.org/10.1111>
- Khan, T. A., & Christensen, T. (2020). Challenges of implementing a performance and reward system in higher education institutions in Pakistan: Perceptions of top leaders in Contending regulatory bodies. *Public Organization Review*. (ABS – 2) doi:10.1007/s11115-020-00486-1
- Munir, F. & Khan, T. A. (2017). Impact of Rewards on Job Satisfaction: A Study of Privately Owned Colleges. *Management and Business Research Quarterly*. Vol. 2017(2). pp. 1-18.
- Khan, T.A. & Nasira, Nasira (2011). Tenure track system in higher education institutions of Pakistan: Prospects and challenges. *Educational Research and Reviews*. Vol. 6(9), pp. 605-621. <http://academicjournals.org/err/contents/2011cont/5Sep.htm>

Local Publications

- Malik, A., & Ali, T. (2025). The art of emotional labor: Balancing authenticity and performance in public sector teaching. *UMT Education Review*, 8(1), 84–112. <https://doi.org/10.32350/uer.81.04>Opens a new window
- Islam, A., Ali, T., & Abass Khan, A. (2025). Beyond Survival: Evolving Leaders and Quality Assurance Managers' Roles in the Post-Pandemic Higher Education Landscape. *Journal of Education and Humanities Research*, 19(1), 107–124.
- Asif, L. & Ali, T. (2024). Stress Management, Worklife Balance, Employees' Wellbeing and Psychological Capital among IT Employees of Pakistan. *Sarhad Journal of Management Sciences (SJMS)*. Vol. 10(2), 251-273
- Nasreem, S., Hassan, M. & Khan, T.A. (2016). Effectiveness of E-recruitment in small and medium enterprises of the IT industry of Lahore (Pakistan). *Pakistan Economic and Social Review*. Vol. 54(1). pp. 143-164.
- Momand, A., Rizwan, A. & Ali, T. (2022). Attributes which Improve the Employer Brand of Private Universities in Afghanistan: An Instrumental-Symbolic Perspective. *Global Economics Review*. Vol. 7(4), pp. 18-32

- Khan, T.A. & Saeed, A. (2022). Leadership Traits of School Heads and Their Teachers' Job Satisfaction: A Comparative Study of Male and Female School Heads. *Journal of Education & Social Sciences*. Vol. 10(2).
- Ali, T. & Ain, Q. (2023). Leaders' Strategies for Managing Difficult Emotions During Peak Waves of the COVID-19 Pandemic: A Study on Senior Managers of the Textile Industry in Pakistan. *Global Social Sciences Review (GSSR)*. Vol. 8(1), 61- 78
- Ali, T. (2023). Challenges of contextualizing the tenure track system in a new professional university in Pakistan: context, content, implementation, and outcomes. *Journal of Education & Social Sciences*, 11(1), 19–37. <https://doi.org/10.20547/jess1112311102>
- Khan, T.A. & Nasira, J. (2019). Higher Education Reforms and Tenure Track in Pakistan: Perspectives of Leadership of Regulatory Agencies. *Bulletin of Education and Research*. 41. (2) pp. 181-205