**DR. SAIMA AFTAB**

***Assistant Professor***

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| **Contact Information** | | Address: 19-E, Phase-IV, Street 16, Officers Colony, Wah Cantt, Pakistan  Phone #: 0333-5997374  Email: [Saima.vaqar@gmail.com](mailto:Saima.vaqar@gmail.com)  Linked in: <https://www.linkedin.com/in/dr-saima-aftab-96082519b/>  Google Scholar: Dr. Saima Aftab |
| **Research Philosophy** | | My research interests focus on Human Resource Management and Employment Relationship in the context of globalization, particularly, issues on sustainable strategic HRM related with leadership, compensation, negotiation and diversity at the workplace. Right problem, levels of rigor, research tools in combination with patience, effort and research skills is the key to effective research. My passion for research is rooted in the research questions that I am enthusiastic about as well as my belief that there are still theoretically important and practice-relevant questions that have not been fully addressed in the field having implications for the “real-world” of individuals, businesses, and the society. |
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| **Education** | | **Post-Doc Research Oct 2023 – Till date**  Saint Joseph University, Macao, China  Scholarship granted by European Scientific Institute of Post Doctoral Studies, Italy   * Role of Leadership in Implementation of Artificial Intelligence in Organizations   **PhD Management Sciences** **Sep 2017 – Jun 2022**  Foundation University Islamabad, Rawalpindi Campus   * **Thesis:** Positive impact of abusive leadership on organizational development: Testing of a mediation moderation model * **Award:** CGPA 3.95/4.00 |
|  | | **MS Human Resource Management** **Dec - 2010**  Muhammad Ali Jinnah University, Islamabad   * **Thesis:** Impact of “Effective employee performance management system” on individual employee performance. * **Award:** *Very high distinction*, CGPA 3.8/4.00 | |
|  | | **MBA Human Resource Management** **Nov - 2007**  Muhammad Ali Jinnah University, Islamabad   * **Award:** *Gold Medal*, CGPA 3.83   *Chancellor’s Roll of Honor*  *Dean’s Roll of Honor*  *Merit based scholarship 2004 – 2006* | |
|  | | **Bachelors in Commerce** **Sept - 2003**  University of Punjab, Lahore, Pakistan   * **Award:** *Class Distinction, 1050/1500*   *First division* | |
| **Experience** | **Ghulam Ishaq Khan Institute 1st Sept 2023– Till Date**  ***Assistant Professor***  ***Focal Person – National Business Accreditation Council (NBEAC)***  2 Impact Factor publications and 01 Book chapter published within one year  **INTI International University, Malaysia 1st Aug 2023 – Till date**  ***Research Fellow***  Funded research projects, producing funded research outputs, Supervision of postgraduate students, access to university resources, involvement in university research clusters, participation and organization in research symposiums & academic conferences, provision of research consultancy services, development & review of academic or research programs, delivery of guest lectures, mirror classes, visiting scholars etc.  **University of Wah, Wah Cantt, Pakistan Sep 2018 – August 2023**  ***Lecturer / Focal Person National Business Education Accreditation Council (NBEAC)***  **Department of Management Sciences**  ***Responsibilities***   * Successfully completed the **full accreditation** cycle from pre-eligibility review, eligibility screening, mentorship visits, SAR submission and final accreditation peer review visit in May 2022. * Teach ***Graduate level*** courses (MS + MBA): Decision making for managers, compensation management, performance management, strategic human resource management, Theories in Human resource management * Teach ***Undergraduate Level*** (BBA + BSAF): Research methodology, Human resource management, Change management, Principles of management, Total quality management, Research methodology, Organizational Behavior, Strategic management, Business ethics, Leadership and team management, Compensation management   POFIT Wah Cantt | Facebook  **Pakistan Ordnance Factories Institute of Technology (POFIT)**  ***Lead Trainer* Dec 2021 – Till date**   * + Working as a trainer for executives of Grade 16, 17, 18 and 19.   + Training courses include     - Evidence Based Decision Making     - Emotional Intelligence     - Listening Skills     - Art of Leadership     - Operational Management     - Handling difficult people (NLP)     - Leadership and Team Building     - Anger management     - Time management     - Role Play     - Case Study learning | |
| Army Public College of Management ... | **Army Public College of Management & Sciences** *Lecturer & Coordinator BBA Department* Sept 2014 – Sept 2018  * Graduate level teaching: Job Analysis * Undergraduate level teaching (BBA + BSAF): Human resource management, Change management, Job analysis and performance appraisals, Production & Operations management, Total quality management, Business ethics, International HRM, Training & Development, Strategic HRM, Principles of management, Introduction to business, Global Marketing * Took initiative to organize Job Fair in 2015, for first time in history of APCOMS. It is now being organized on a yearly basis where well renowned organizations take part. | |
|  | **Punjab College of Excellence in Commerce, AIOU, Wah campus**  ***Lecturer*****Jan 2007 – Jan 2011**   * Graduate level teaching: Human resource management, Auditing, Marketing, Strategic Marketing, Management, Strategic Management, Project Management, Business communication and report writing, Management information systems, Training, and development | |
| Federal Urdu University logo ... | **Federal Urdu University of Science & Technology, Islamabad**  ***Visiting Lecturer* Sept 2008 – Feb 2009**   * Undergraduate level teaching: Introduction to Business | |
| Mohammad Ali Jinnah University - Wikipedia | **Muhammad Ali Jinnah University, Islamabad**  ***Teaching Assistant* 2007 – 2009**   * Undergraduate level teaching: Principles of Management, Principles of economics | |
| Pakistan ManPower Institute | **Pakistan Manpower Institute (PMI), Islamabad June 2017**  ***Trainer***   * Diversity Management | |
| Postal Training Cntr. By Azharhussain ... | **Postal Recruitment & Training Center (PRTC) 2007 – 2010**  ***Trainer***   * Diversity Management, Communication, Listening and Speaking, Sales and Selling, Handling customer Objections, Leadership & Conflict Management, Job attitude, Motivation and stress, Emotional Intelligence, Guidelines for working together, Quality service standards, Customer services | |
| Cirin Pharmaceuticals Inventory Stock ... | **Cirin Pharmaceuticals Pvt. Ltd. 2005 – 2006**  ***Training Designer***   * Communication * Sales and selling | |
|  | **Freelance Writer 2006 - 2016**   * Research reports * Presentation materials * Official reports * Correspondence documents | |
|  | **Corporate Risk & Resources Pvt. Ltd.**  ***Content Writer*** | |
|  | **Glittering Passion (Online business)**  ***Content Writer*** | |
| **Industrial Projects** | | HR policy revamp in Short Gun Ammunition Factory,  **Sep’22 – March’23**  POFs, Wah Cantt   1. Designed a complete performance management dashboard including daily, weekly, monthly, and quarterly performance 2. Linked performance management data with absenteeism and individual production levels | |
| **Research Publications**  **Book Chapters**  **Case Studies** | | 1. Khalid, K., & Aftab, S. (2024). Exploitative Leadership and Vertical Knowledge Withholding: Examining Multiple Mediational Effects. **Sageopen**, *14*(2). <https://doi.org/10.1177/21582440241238615> 2. Saeed, J., Mehmood, N., Aftab, S., Irum, S. and Muhammad, A. (2024). Unlocking sustainability: the dynamic nexus of organizational support, identification, and green HRM practices in cultivating pro-environmental excellence, **Foresight**, Vol. 26 No. 5, pp. 902-920. <https://doi.org/10.1108/FS-03-2023-0037> 3. Khalid, K., Aftab, S., (2023). Women Glass ceiling beliefs and their perceived career progression: A comparative study of Pakistan and Saudi Arabia. **Economic Research-Ekonomska Istraživanja– IF 3.08,** 36 (3)HEC - W category, Honorable Mention, Q1, WOS, Scopus, SSCI. 4. Aftab, S., Khalid, K., & Waheed, A., Aftab, A., Adnan, A. Role of Agile Leadership in Managing Inter-Role Conflicts for A Satisfying Job and Life During Covid-19 VUCA world. (2022). **Frontiers in Psychology,** Vol. 13. **IF 4.232.** HEC - W category, Silver Medallion, SSCI, Q1, JCI 1.04, WOS, Scopus. 5. Aftab, S., & Waheed, A., (2022). Abusive Leadership and Proactive Behaviours - Role of Family Motivation as a Moderator. **Human Systems Management***,* 41(4), 453-466. Doi: 10.3233/HSM-211545. **IF – 2.32,** WOS, Scopus. 6. Hussain, K., Aftab, S., Chaudhry, M. G. (2022). Person-Organization Fit as determinant of Constructive Deviance Behavior: the mediating role of Psychological Ownership and the moderating role of Collectivist Orientation. A Conditional Process Analysis. **Journal for Applied Economics and Business Studies**, 6(1), 25-52. DOI: *10.34260/jaebs.612*  (**Y-category)** 7. Aftab, S., & Waheed, A., (2021). Proactive Employee Behaviors and Organizational Development: The Role of Self-Efficacy as a Moderator. **Research Journal of Social Sciences and Economics Review, 2**(1), 232-243. https://doi.org/10.36902/rjsser-vol2-iss1-2021. **(Y- Category)** 8. Aftab, S., & Khalid, K. (2020). 4 C’s of work environment and organizational performance: mediating role of individual performance. **International transaction journal of Engineering, Management, & Applied sciences and Technologies**. 11(2), 1-16. **(ESCI, WOS, Y-Category)** 9. Aftab, S., Khalid, K., (2018). Mediation model of interrelationships among 4C’s of work environment, employee performance and organizational performance in Pakistani organizations. **Asia Proceedings of Social Sciences**, 2(3) 176-180. Future of marketing and management, 4th Asia International Conference (AIC). 10. Khalid, K., Aftab, S., (2017), “Employees’ Intrinsic and Extrinsic Rewards as Stimulus of Forms of Employee’s Organizational Commitment: A Study of Higher Education Institutions of Pakistan”. Vol. 1, issue 4, pp. 9 – 24, **International Journal of Law, Humanities & Social Science (IJLHSS)** 11. Aftab, S., (2007) “Exploratory Study of Human Resource Development; A Study Focusing on the Areas of Islamabad, Rawalpindi And Wah Region”, **International Business Research Journal**, Australia, 3(3), 36-55, ISSN: 1832-9543 (online) and ISSN: 1837-5685 (Print), 6th International Business Research Conference, Hong Kong, <http://www.bizresearchpapers.com/SaimaAftab.pdf>   Aftab, S. (2024). The Symbiotic Triad of Blue Ocean Leadership, Hope Preservation, and Self-Connection. In S. Iqbal, K. Khalid, & A. Nur (Eds.), Innovative Human Resource Management for SMEs (pp. 316-332). IGI Global. <https://doi.org/10.4018/979-8-3693-0972-8.ch017>  1. Aftab, S., (2016), “Should I stay or should I go: the first 90 days at work”: A case study, 16-0005-1, The Case Center, UK  2. Bhatti, K., Aftab, S., (2016), “Sometimes You Make A Right Decision; Sometimes You Make The Decision Right”: A case study, 416-0081-1, The Case Center, UK  3. Bhatti, K., Aftab, S., (2016), “Turnover kills”: A case study, 416-0081-1, The Case Center, UK  4. Aftab, S., Ramay, M., (2007), “Please let me do my work”: A case study, 407-046-1, The Case Center, UK  5. Aftab, S.,(2005) “Business Continuity and Data Recovery”, A Teaching Note, 905-009-6, European Case Clearing House, U.K | |
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| **MS thesis Supervised**  **MS thesis**  **Co- Supervised** | | 1. Umair Saleem **(2024)**. Role of Blue Ocean Leadership and self-connection in preserving hope among health care workers in VUCA world. 2. Syed Muhammad Muzaffar. UW-19-MGT-MS-003. **(2023).** The Role of Leader-Member Exchange in the Relationship between Leadership Styles and Employees’ Pro-Environmental Behavior. 3. Umair Sana, UW-19-MGT-MS-004. **(2022).** Moderating effect of organizational support on the relationship between work culture and employee engagement during pandemic 4. Junaid Saeed. UW-17-MGT-MS-001. **(2021).** A Hypothetical Framework Linking Employees’ Attitudes and Organizational Citizenship Behavior for Environment at Workplace | | |
| **News article** | 1. Aftab, S. (2005) “Human Resource Dilemma in Pakistan”, The Patriot”, Islamabad. | |