



Dr. Muhammad Zia-ur-Rehman

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With overall 27 years of experience, Dr. Zia currently serves as the Head of the Department of Leadership and Management Studies and a Tenured Associate Professor at National Defence University (NDU). Prior to joining NDU in 2013 as an Assistant Professor, he held academic positions at esteemed institutions, including Qaid-e-Azam University, NUML, AIOU, Bahria University, SZABIST, and Iqra University. His passion for education drives his commitment to serving others through academic pursuits. He has been the focal person for NDU's 10-year strategic plan, shaping the university's vision and mission.

In addition to his roles at NDU, Dr. Zia has served as an International Faculty member at the University of Malaysia.

Dr. Zia's academic credentials include a Post-Doctorate in Management from Malaysia, a PhD in Management Sciences, MS in Project Management, Master's in Business Administration (MBA-HR), Masters in English (Linguistics and Literature), LLB, Master's in Education and Teaching, and numerous Diplomas. He has also obtained certifications from renowned institutions, such as Oxford University, MIT, International Business Management Institute Berlin, Germany, and the University of Washington, USA.

Throughout his illustrious career, Dr. Zia has authored more than 140 international and national publications, presented at over 200 conferences, and successfully supervised 10 PhD and 30 MPhil scholars. He has published five books, with a two more in the final stages of publication. His academic excellence has earned him the Best Paper Award, International Scientific Award, International Observer Award from Human Rights International, and the Best Researcher Award. He has been an HEC Approved Supervisor since 2012.

Dr. Zia's expertise has been sought after as a Key-Note Speaker, Resource Person, and guest speaker at various international and national academic conferences, workshops, trainings, and seminars. With over 27 years of experience in teaching, training, research supervision, and administration at national and international universities, Dr. Zia continues to contribute to the academic community through research, analysis, training, and teaching at the PhD, Masters, and undergraduate levels. Recently, he was invited to attend the annual American Academy of Management Conference at AOM, USA 2023.

Academic Qualification:

- Post- Doctorate (Management Sciences) University of Malaysia
- Ph.D. (Management Sciences)
- MPM (Project Management)

- MBA (HRM)
- MA English (Linguistics & Literature)
- LLB
- M.Ed. (Teaching, Administrative and Instructional Psychology)
- B.Ed. (Teaching and Learning Psychology)
- HEC Approved Ph.D. Supervisor (since 2013)
- International and National Certifications/Diplomas – 50
- Research Publications – 140 (International and National Journals)

Experience

More than 27 years (Post PhD: 12 years & Pre-PhD: around 15 years) of teaching, training, research supervision & administrative experience at: University of Malaya, National Defence University, Bahria University, National University of Modern Languages, Quaid-e-Azam University, United Nations Operations (UNOPs), CNN, Bradford University UK, NARTI UK.

Certifications & Diplomas

1. From Poverty to Prosperity, Understanding Economic Development, University of **Oxford**
2. Inspiring Leadership through Emotional Intelligence, Case **Western Reserve University, USA**
3. Leaders of Learning, **Harvard University, USA**
4. Rhetoric: The Art of Persuasive Writing and Public Speaking, Harvard University, USA
5. Positive Psychology, **University of Pennsylvania, USA**
6. Rise to Leadership: Become a CEO, Babson College.
7. Leading Ambitious Teaching and Learning, University of Michigan, USA.
8. Becoming an Effective Leader, **University of Queensland, Australia**
9. Public Speaking, **University of Washington USA**
10. Ready, set Future: Introduction to Futures Thinking, Institute for the Future.
11. People Analytics, Wharton School, University of Pennsylvania, USA
12. Introduction to Artificial Intelligence, **IBM**
13. Leading the Life you want, University of Pennsylvania, USA
14. Basics of Strategic Management, Int. Business Management Institute, **Berlin, Germany.**
15. Research Methods, **NARTI, 2011, UK**
16. Becoming an Entrepreneur, **MIT**
17. Certificate from British Academy of Management (**BAM**), **2011 UK**
18. Essential Management Skills, Int. Business Management Institute, Berlin, Germany.
19. Organizational Analysis - **University of Liverpool, 2011, UK**
20. Financial Econometrics - Lancaster University school of Management, UK
21. Survey Research Methods, Gallup and Gilani International, Iqra University Islamabad July 2010
22. Negotiation and International Trade, AIOU Islamabad Feb. 2009
23. Marketing and Management, AIOU Islamabad, Feb. 2008
24. International Trade, AIOU Islamabad, Jan. 2008
25. Communication Skills, AIOU Islamabad, Feb. 2007
26. Short course in Organizational Behavior, AIOU Islamabad, Feb. 2007
27. Human Resource Development, Virtual University (VU), Islamabad, Feb. 2006
28. Office Automation and Management IIU Islamabad, Feb. 2006
29. TEFL from National University of Modern Languages, Aug. 2002
30. Advance Diploma in English language, Rawalpindi, Dec.2002
31. NVIVO Qualitative Software Training Certificate, Iqra University, Islamabad

32. Conceptual Foundation of PLS Path Modeling
33. How to create a simple strategic plan, Germany
34. Cambridge English Certificate – “**Distinction**”, UK
35. Twelve Professional Certifications – **SmartPLS Academy, Germany.**

Administrative Duties. / Responsibilities

1. Head of Department, LMS, FCS, NDU
2. Acting Head of Department LMS (3 times)
3. Head disciplinary committee
4. Chairperson GAT committee
5. Exam Committee member
6. Admission Committee member
7. Interviewer Panel for New Intake
8. Research and Publishing Committee member
9. Chairman admission committee MPhil 2022 – NDU
10. Member unfair means control committee, 2022 - NDU.
11. Member BOF, NDU
12. Member BOS, NDU

PROFESSIONAL EXPERIENCE AND EMPLOYMENT

With 27 years of distinguished experience in administrative, teaching, research, and instructional roles, Dr. Zia has established himself as a seasoned academic leader, educator, researchers and trainer.

ACADEMIC LEADERSHIP POSITIONS

- Head of Department, Department of Leadership and Management Studies, National Defence University (Current)
- International Professor, University of Malaya, Malaysia (Current)
- Acting Head of Department, Department of Leadership and Management Studies, National Defence University (Served three terms)

ACADEMIC APPOINTMENTS

- Associate Professor, National Defence University (2019 - Present)
- Assistant Professor, National Defence University (2013 - 2019)
- Assistant Professor, National University of Modern Languages, Islamabad (NUML), Pakistan (2012 - 2013)
- Lecturer, National University of Modern Languages, Islamabad (NUML), Pakistan (2009 - 2012)
- Lecturer, National University of Modern Languages (NUML), Pakistan (2006)
- Lecturer, TWOEL Pakistan (2003)

EARLY CAREER

- Teacher/Academic Coordinator/Team Lead (1997 - 2003)

Areas of Expertise

- Leadership Development
- Strategic Management
- Advanced Research Methodology (ARM)
- Project Management (PM)
- Management Sciences (HRM & HRD)
- Organizational Behavior & Employee Motivation
- Emotional Intelligence
- Training and Development
- Change management.
- Organizational Policy
- International HRM & Strategic HRM

- SPSS, AMOS, SmartPLS,
- Path Analysis
- Structural Equation Modeling (SEM)

Trainings, Workshops & Seminars Delivered: - above 100.

- Strategic Planning & Management
- Leadership Development, Behavior modeling, perspective building
- Executive Coaching & Negotiation Skills
- Time management
- Stress management, anger management
- Creative & Critical thinking, complex Problem solving & decision-making.
- Team building and commanding the teams effectively.
- Force and strategy (commanding with strategies to win)
- Cultural intelligence / cross cultural & diversity management
- Effective communications and etiquettes management
- Motivation, Employee development and management
- Research Methods; advising on selecting the area and supervising the research assignments & projects.

Trainings delivered at

- National Defence University as resource person
 - Command and Staff College, Quetta
 - Infantry School, Quetta
 - Secretariat Training Institute
 - Manpower Institute
 - National Training Institute
 - CSS Academy
 - Military - Manser Camp Attock
 - CDA Academy
- And Various Universities & Academic institutes

Research Work

- ✓ **Supervision:** Above 70 (PhDs, MPhils & Masters Research Theses)
- ✓ **Publications:**
 - Research Publications - 140 (65 HEC recognized & International)
 - Books published – 6 (4 published & 2x under process)
 - Case studies - 6
- ✓ **Member Editorial board** - 17 International Academic Journals
- ✓ **Editorship** - 03 Academic Journals
- Reviewer** - 10 International Academic Research Journals
- ✓ **Conference Coordination:** - 4
- ✓ **International Conference presentations** - 200
- ✓ **Workshops & Seminars:** Participated & Conducted more than 50 national/international seminar/ symposia & workshops.

Membership and participation

1. American Academy of Management (AOM), USA
2. British Academy of Management(BAM), UK
3. Central Management Institute (CMI), UK
4. Member of Selection Committee – for interviews of candidates for the position of Executive vice president (HR) Zarai Taraqati Bank Islamabad since 2015

5. Member Program Team (PT) – NDU, under Dir. QEC for TTS and SOPs for improvement
6. Member committee for PRIME MINISTER DIRECTIVE for quality assurance and good governance in institutions of HEIs
7. Consortium for research on Emotional Intelligence in organization (CREIO), USA
8. HumaNext International, USA
9. Gallup and Gillani Research Foundation
10. Society for HRM (in process)
11. Sage Publication online

Courses Taught (at Post-Graduate & Graduate and Under-Graduate levels):

1. Strategic Management
2. Leadership
3. Advanced Research Methodology
4. Principles of management
5. Human Resource Management
6. Human Resource Development
7. Training and development
8. Change management.
9. CSD
10. Strategic management
11. International HRM
12. Strategic HRM
13. And many other courses related to Management and Business Administration

Research Supervision

1. PhD: 10 Research Scholars
2. MPhil/MS: Around 50 Research Scholars graduated
3. Thirteen (13) BBA Final projects supervised.
4. Twenty-four (24) MBA Final projects supervised.
5. Two (2) MBA theses supervised.
6. Command and Staff College – Research Supervision and guidance (since 2014, around 50 researchers supervised)

Publication List (Year Wise)

Year 2024

1. *Zia-ur-Rehman, Water management and sustainable development in Pakistan: environmental and health impacts of water quality on achieving the UNSDGs by 2030, Frontiers in Water, 2024 (Impact Factor X-Category Journal)*
2. *Zia-ur-Rehman, High Performance Work Systems, Employees Retention, and Employees Performance in Higher Education of Business Schools in Pakistan, Journal of Business Insight and Innovation, 3(1), 2024 (HEC Recognized -X Category Journal)*

Year 2023

3. *Zia-ur-Rehman, Machine learning and artificial intelligence: the enablers of disruptive technologies, Russian law Journal, volume xi (2023) issue 3, 2023 (HEC Recognized -X Category Journal)*
4. *Zia-ur-Rehman, M., Saboor, Q. U. A., & Pate, N. C. R. (2023). Drug usage among university students: An Empirical study of the antecedents and consequences. Pakistan Journal of Social Research, 5(02), 1076-1082. (HEC Recognized -Y Category Journal)*

5. Rehman, Z. U., Khan, A. U., & Faheem, H. (2023). *Anti-Extremism Strategy: Building the National Harmony in Pakistan. Annals of Social Sciences and Perspective*, 4(1), 41-50. **(HEC Recognized -Y Category Journal)**
6. Ramay, M. I., & Zia-ur-Rehman, M. (2023). *Dynamics of Digital Marketing and Consumer Buying Behavior: A Quantitative Analysis. Journal of Development and Social Sciences*, 4(2), 301-315. **(HEC Recognized -Y Category Journal)**
7. Rehman, Z. (2023). *Efficacy of training approaches: a conceptual study. International Journal of Business and Management Sciences*, 4(1), 112-131. **(HEC Recognized -Y Category Journal)**
8. Ahmad, F., & ur Rehman, M. Z. (2023). *Augmenting workplace incivility behaviour (WIB) in the presence of passive leadership (PL): a management perspective for organizational performance. International Journal of Business and Management Sciences*, 4(1), 46-65. **(HEC Recognized -Y Category Journal)**
9. Zia-ur-Rehman, M., Khan, R., & Shafique, M. (2023). *Impact of Leader's State of Core Self-Evaluation on Task Complexity: A Quantitative Analysis. Review of Education, Administration & Law*, 6(1), 83-94. **(HEC Recognized -Y Category Journal)**
10. Zia-ur-Rehman, M., Pasha, M. A., & Akram, M. N. (2023). *New concept of predictable time off and organizational work design—Analyzing the very nature of emerging contemporary issue. Pakistan Journal of Social Research*, 5(01), 94-103. **(HEC Recognized -Y Category Journal)**
11. Zia-ur-Rehman, M., Pasha, M. A., & Naeem, A. (2023). *Managing human resource strategically for effective supply chain—a qualitative assessment for organizational fit and flexibility in South Asian Perspective. Pakistan Journal of Social Research*, 5(01), 104-111. **(HEC Recognized -Y Category Journal)**
12. Zia-ur-Rehman, M., Pasha, M. A., & Hussain, M. (2022). *Dynamics of authentic leadership towards innovation: Predicting the critical role of organizational culture. Pakistan Journal of Social Research*, 4(04), 931-939. **(HEC Recognized -Y Category Journal)**
13. Zia-ur-Rehman, M., Bhatti, Z., & Khan, R. (2022). *Corporate social responsibility and organizational performance: the role of perceived organizational support. Pakistan Journal of Social Research*, 4(04), 940-953. **(HEC Recognized -Y Category Journal)**
14. Zia-ur-Rehman, M., & Ejaz, U. (2023). *Effective Management: Understanding the Perceived Importance of Workplace Values. Review of Applied Management and Social Sciences*, 6(1), 63-73. **(HEC Recognized -Y Category Journal)**
15. Zia-ur-Rehman, M., Shafique, M., & Shabir, M. Q. (2023). *What role Workplace Fun (WF) play in Organizations? Analyzing the Effect on Job Satisfaction, Task Performance and Organization Citizenship Behavior (OCB). Review of Applied Management and Social Sciences*, 6(2), 217-225. **(HEC Recognized -Y Category Journal)**

Year 2022

16. *Triangulation of Impact of Trust in Leadership, Employee Performance and Role of Positive Organizational Support—An Empirical Analysis*
17. *Dynamics of authentic leadership towards innovation: predicting the critical role of organizational culture, PJSR (HEC Recognized -Y Category Journal), Pakistan Journal of Social Research ISSN 2710-3129 (P) 2710-3137 (O) Vol. 4, No. 4, December 2022, pp. 940-953, DOI: <https://doi.org/10.52567/pjsr.v4i04>*

18. *A Paradigmatic Analysis of Generation 'Z' Competences, Digitalization, and Quality Assurance Mechanism*
19. *Corporate Social Responsibility and Organizational Performance: The role of perceived organizational support (HEC Recognized -Y Category Journal), Pakistan Journal of Social Research ISSN 2710-3129 (P) 2710-3137 (O) Vol. 4, No. 4, December 2022, pp. 940-953, DOI: <https://doi.org/10.52567/pjsr.v4i04>*
20. *How can Leadership integrity increase managerial performance ? The role of Emotional Intelligence, International Journal of Business and Management Sciences, Volume 03(02) 2022, Hamna Ahsan, Dr. Muhammad Zia-ur-Rehman, Dr. Muhammad Ismail Ramay (HEC Recognized -Y Category Journal)*
21. *The Role of Emotional Intelligence in the presence of Burnout: Analyzing Employee Performance, Pakistan Journal of Social Research, ISSN 2710-3129 (P) 2710-3137 (O), Vol. 4, No. 2, April-June 2022, pp. 874-882. (HEC Recognized -Y Category Journal)*
22. *Impact of Glass Ceiling (GC) on Organizational Performance (OP): Moderating Role of Employee Satisfaction(ES) Journal of Development and Social Sciences, April-June 2022, Vol. 3, No. 2 (HEC Recognized -Y Category Journal)*
23. *Impact of Depression and Anxiety on Employee Performance: An Empirical Analysis, Pakistan Languages and Humanities Review, April-June, 2022, Vol. 6, No. 2[115-124] (HEC Recognized -Y Category Journal)*
24. *Influence of Emotional Intelligence (EI) on Resilience for the Betterment of Work Performance (WP), Pakistan Social Sciences Review, April-June, 2022, Vol. 6, No. 2 [31-44] (HEC Recognized -Y Category Journal)*
25. *Toxic leadership and Employee Silence (ES): The Role of Courageous Followership (CF), International Journal of Business and Management Sciences, Vol 3(1), 2022. (HEC Recognized -Y Category Journal)*
26. *Impact of Servant Leadership and Organizational Culture on Work Engagement: An Empirical Analysis, Global Social Sciences Review (GSSR) DOI: 10.31703/gssr.2022(VII-II).03, L- ISSN: 2520-0348 , Vol. VII, No. II (Spring 2022), Pages: 23 – 33 (HEC Recognized -Y Category Journal)*
27. *Triangulation of Belief in Just World (BJW), Contentment with Life (CWL) and Employee Retention (ER), Global Social Sciences Review (GSSR), DOI: 10.31703/gssr.2022(VII-I).12, L- ISSN: 2520-0348, Vol. VII, No. I (Winter 2022) Pages: 113 – 124 (HEC Recognized -Y Category Journal)*
28. *The Dynamic Role of Trust towards augmenting Team Effectiveness and Productivity, Pakistan Journal of Social Research, ISSN 2710-3129 (P) 2710-3137 (O), Vol. 4, No. 2, April-June 2022, pp. 28-36 (HEC Recognized -Y Category Journal)*
29. *Nation Building through better Policy: A Framework for National level Educational Policy, Pakistan Journal of Social Research, ISSN 2710-3129 (P) 2710-3137 (O), Vol. 4, No. 2, April-June 2022, pp. 42-49 (HEC Recognized -Y Category Journal)*

30. *Leadership Integrity and Team Effectiveness: An Empirical Analysis of the role of Organizational Culture*, *Pakistan Journal of Social Research*, ISSN 2710-3129 (P) 2710-3137 (O), Vol. 4, No. 2, April-June 2022, pp. 126 (**HEC Recognized -Y Category Journal**)

Year 2021

31. *Triangulation of Psychological Capital, Organizational Citizenship Behavior and Job Embeddedness: An Empirical Study*, *Journal of Management Research*, Vol 7, Issue 3, *Journal of Management Research*, ISSN, 2617-0361, Sep-Dec 2021 – **HEC Recognized Journal**
32. *Work Family Conflict, Creative Performance, and Paternalistic Leadership: Analyzing the Paradigms*. *Pakistan Social Sciences Review P-ISSN 2664-0422* October-December 2021, Vol. 5, No. 4 (635-651) – **HEC Recognized Journal**
33. *How Paternalistic Leadership enhances performance? Empirical Analysis of affective wellbeing*, *Pakistan Journal of Social Research*, ISSN 2710-3129 (p) 2710-3137 (o), Vol. 3, No. 3, September 2021, pp. 432-445 – **HEC Recognized Journal**
34. *Human Resource Diversity Management – A Conceptual Analysis*, *Research Journal of Social Sciences & Economics Review*, Vol. 2, Issue 2, 2021 (April – June) – **HEC Recognized Journal**
35. *Can Identification and Branding augment Employee Engagement? An Empirical Analysis*, *Pakistan Journal of Social Research*, ISSN 2710-3129 (p) 2710-3137 (O) Vol. 4, no. 3, December 2021, pp. 67-78 – **HEC Recognized Journal**
36. *How to augment Ethical Leadership and Team Effectiveness through Emotional Intelligence? An Empirical Analysis*, *Pakistan journal of social research*, ISSN 2710-3129 (p) 2710-3137 (o) Vol. 3, no. 4, December 2021, pp. 79-93 – **HEC Recognized Journal**
37. *Impact of Courageous Followership towards Promoting Exemplary Leadership*, *Research Journal of Social Sciences & Economics Review*, Vol. 2, Issue 1, 2021 – **HEC Recognized Journal**
38. *How does Abusive Leadership Contaminate Performance and Culture? An empirical analysis*, *Pakistan journal of social research*, ISSN 2710-3129 (p) 2710-3137 (o), Vol. 3, No. 4, December 2021, pp. 258-271 – **HEC Recognized Journal**
39. *Role of Entrepreneurial Knowledge and personal attitude in developing entrepreneurial intentions in business graduates: a case of Pakistan*, *Journal of Global Entrepreneurship Research*, July 2021, *International Journal* – **HEC Recognized Journal (Springer Journal)**
40. *Quality Assurance of Online and Distance Learning Education for SAARC Region During COVID-19 Situation*, *Review of Applied Management and Social Sciences*, Vol. 4, No. 2, 2021 – **HEC Recognized Journal**
41. *Impact of Talent Management on Employees' Work Outcomes*, *Sir Syed Journal of Education & Social Research*, Vol. 4, Issue 1, 2021– **HEC Recognized Journal**

42. *A Design of Turnover Intention Antecedents and their relation on work design for Firms*, Amazonia Investiga, DOI: <https://doi.org/10.34069/AI/2021.37.01.2>, Volume 10 - Issue 37: 24-33, 2021 – **HEC Recognized Journal - scopus**
43. *What role Intangible Rewards Play in Enhancing Organizational Commitment? An Empirical Study*, Research Journal of Social Sciences & Economics Review, Vol. 2, Issue 2, 2021 – **HEC Recognized Journal**

Year 2020

44. *Impact of Training on Employees' Performance*, Zia-ur-Rehman, M., Ansari, R. H., & Ali, H., *Global Management Sciences Review*, V(III), 120-128. [https://doi.org/10.31703/gmsr.\(V-III\).13](https://doi.org/10.31703/gmsr.(V-III).13), 2020 – **HEC Recognized Journal**
45. *Working Mothers' dilemma in Pakistan: Analyzing their battle with work, family demands and well-being*, Sarhad Journal of Management Sciences, Arif Masih Khokhar, Zekeriya Nas, Muhammad Zia-ur- Rehman, Vol 6, No 2 (2020) – **HEC Recognized Journal**
46. *Role of Ethical Leaders in creating Ethical Climate in Public Sector*, Abasyn Journal of Social Sciences, Arif Masih Khokhar, Zekeriya NAS , Muhammad Zia-ur-Rehman, Vol (13), Issue (2), 2020. – **HEC X Category Recognized Journal**
47. *Corona-19 Pandemic and Altering Dynamics of Human Resource Management: A Multifarious Approach*, Review of Economics and Development Studies (READS), Mohammad Akmal Pasha, Muhammad Zia-ur-Rehman, Maria Kamran, Vol. 6 No. 4 (2020). – **HEC Recognized Journal**
48. *Corporate Governance and Organizational Performance: An Empirical Analysis*, Review of Applied Management and Social Sciences (RAMSS) Vol. 3, (3) 2020 – **HEC Recognized Journal**
49. *Impact of Work Overload and Fear of Negative Evaluation on Employees Performance: Analyzing the Role of Frustration at Work Place*, Global Social Sciences Review (GSSR), Vol. V, No. III (Summer 2020) – **HEC Recognized Journal**
50. *Knowledge Management and Team Effectiveness; Investigating the Role of Employee Performance and Person Job Fit*, Research Journal of Social Sciences and Economic Review, 1 (4), (2020). – **HEC Recognized Journal**
51. *Servant Leadership and Employee Voice - the Role of Organizational Trust and Courageous Followership*, Research Journal of Social Sciences and Economic Review, 1 (4), (2020). – **HEC Recognized Journal**
52. *Accountability of teachers leading to absenteeism and low efficiency: the case of Pakistan*, Socrates Journal of Interdisciplinary Social Studies, ISSN: 2757-5519, Nov. Vol: 7, (2020) – **HEC Recognized Journal**
53. *Survival of the Fittest: Analyzing the Triangulation of Employee Mindfulness and Authentic Leadership and Organizational Intelligence*, Research Journal of Social Sciences & Economics Review, Vol. 1, Issue 3, 2020 (July – September) – **HEC Recognized Journal**

54. *Impact of Transformational Leadership and Psychological Empowerment on Meaningful Work, Moderating Effect of Organizational Culture*, *Abasyn Journal of Social Sciences*, Vol. (12). Issue (1), 2020, **(HEC – X-Category Journal)**
55. *Impact of Social Identity Management on Leadership Effectiveness: Empirical Evidence from the Asian Countries*, *Pakistan Journal of Social Sciences (PJSS)* Vol. 40, No.2 (2020), pp. 847-855, **(HEC – X-Category Journal)**
56. *Framework Based Analysis of Corporate Leadership, Emotional Intelligence (EI) Competencies and Organizational Performance – A Developmental Perspective*. *Journal of Accounting and Finance in Emerging Economies*, 6(2), 427-439. <https://doi.org/10.26710/jafee.v6i2.1185>, DOI: <https://doi.org/10.26710/jafee.v6i2.1185>, (2020). **(HEC – Y-Category Journal)**

Year 2019

57. *Impact of Employees Core Self-Evaluations on Employee Engagement: Moderating Role of Organizational Culture*, Vol. 5 No 2 (2019): *Review of Economics and Development Studies*, - **(HEC Recognized -Y Category Journal)**
58. *Green Marketing Strategies – Paradigms and Assessment*, *Global Social Sciences Review (GSSR)*, Vol. IV, Issue II, 2019. **(HEC Recognized -X Category Journal)**
59. *Investigating Relationship between Identity-Based Leadership and Employee Engagement with the Role of Employee Core Self- Evaluations*, *Global Social Sciences Review (GSSR)*, Volume: IV Issue: III Aug. 2019. **(HEC Recognized -X Category Journal)**
60. *Impact of Emotional Intelligence (EI) on Organizational Learning Capacity (OLC), analyzing Moderating Role of Individual Innovation*. *Education Sector of Pakistan – A-Case-in Point*, *Global Social Sciences Review (GSSR)* Vol. IV, No. I (Winter 2019) **(HEC Recognized -X Category Journal)**
61. *Impact of Globalization on National Security*, *Global Social Sciences Review (GSSR)*, Vol. IV, No. I (Winter 2019) - **(HEC Y-Category Recognized)**
62. *Dynamics of emotional capital in enhancing organizational commitment taking into account mindfulness as a mediator among private banks employees of Pakistan*, Vol. 9, No 4 (2019), *City University Research journal*. **(HEC-Y Category Journal)**

Year 2018

63. *What is the Fit Viewpoint of Human Aspects in Organization? A Qualitative Analysis*, *Journal of Research in Social Sciences - NUML JRSS* June, 2018 Vol. 6 Number 2 ISSN: (E) 2306-112X (P) 2305- 6533. **(HEC Recognized -Y Category Journal)**
64. *Empowered Leadership and Employee Outcomes: Mediating Role of Employee Engagement*, *Global Social Sciences Review (GSSR)*, Vol. III, No. II (Spring 2018) Page: 303 - 320 - **(HEC Recognized -X Category Journal)**
65. *Impact of Macroeconomic Variables on Stock Markets: Evidence from Frontier Markets like Pakistan Stock Exchange (PSX)*, *Global Social Sciences Review*

- (GSSR) URL: <http://dx.doi.org/10.31703/gssr.2018> (III-III). 35, p-ISSN 2520-0348, e-ISSN 2616-793X, Vol. III, No. III (Summer 2018) Page: 595 – 610 - **(HEC Recognized, X-Category Journal)**
66. *Government Sector Performance of Pakistan, South Asia and 34 OED Countries – International Policy Issues in the Contemporary World, Global Social Sciences Review (GSSR), Vol. III, No. III (Summer 2018) Page: 94 – 129 HEC-X Category Journal*
67. *Ethical Leadership and its role in Organizational Performance – Role of Job Embeddedness and Psychological Empowerment, Journal of Managerial Sciences, Volume XI Number 03, 2018 - (HEC-Y Category Journal)*
68. *Due Economy is Based on Authenticity? Authentic Leader's Personality and Employees' Voice Behavior, Global Economics Review (GER), Vol. III, No. II (Fall 2018) Page: 43 – 54 - ISSN: 2521-2974 L-ISSN: 2521-2974 e-ISSN: 2707-0093 - (HEC Recognized Y-Category Journal)*
69. *Economic or Organization Perspective? Triangulation of Workplace Spirituality, Organizational Learning Capacity (OLC) and Organizational Trust, Global Economics Review (GER), Vol. III, No. II (Fall 2018) Page: 20 – 33, p-ISSN: 2521-2974 L-ISSN: 2521-2974 e-ISSN: 2707-0093, DOI: 10.31703/ger.2018 (III-II). 03 - (HEC Recognized Y-Category Journal)*
70. *The Economy of Projects: Analyzing Project Management Resilience, Stress Management and Project Sustainability, Global Economics Review (GER), Vol. III, No. I (Spring 2018) Page: 50 – 61 p-ISSN: 2521-2974 L-ISSN: 2521-2974 e-ISSN: 2707-0093, DOI: 10.31703/ger.2018 (III-I). 06 - (HEC Recognized Y-Category Journal).*
71. *Economic Turmoil - Oil Prices and the Middle East Crisis, Global Economics Review (GER), Vol. III, No. I (Spring 2018) Page: 71 – 80 p-ISSN: 2521-2974 L-ISSN: 2521-2974 e-ISSN: 2707-0093, DOI: 10.31703/ger.2018 (III-I). 08 - (HEC Recognized Y-Category Journal).*
72. *Antecedents of General Consumer Attitude Towards Religious Advertising in Pakistan, Journal of Islamic Business and Management (JIBM) (eISSN: 2521-2249). Vol. 8 No. 1 (2018): JIBM Volume 8, Issue 1, June 2018 - (HEC Recognized Y-Category Journal).*

Year 2017

73. *DIGITAL PAYMENTS: PROSPECTS FOR SOUTH ASIA AND PAKISTAN, Dr. Muhammad Zia-Ur-Rehman , Umara Afzal, FCS Journal*
74. *Sustainable Development and Women's rights in Pakistan - A Paradigmatic Analysis, Volume II Issue I (2017), Global Regional Review, - (HEC Recognized, Y-Category Journal)*
75. *CPEC, A Game Changer but whose: An Economic Reality Check, Global Economics Review (GER), Page: 24 – 33, Vol. II, No. I (2017), DOI: 10.31703/ger.2017 (II-I). 03, p-ISSN: 2521-2974, e-ISSN: 2707-0093, L-ISSN: 2521-2974 - (HEC Recognized Y-Category Journal)*

76. *Indian Strategic Economic Tactics and Emergent Challenges for the Developing Countries of the Region*, *Global Economics Review (GER)*, Page: 64 – 72, Vol. II, No. I (2017), DOI: 10.31703/GER. 2017(II-I). 08, p-ISSN: 2521-2974, e-ISSN: 2707-0093, L-ISSN: 2521-2974 - **(HEC Recognized Y-Category Journal)**
77. *The Dynamics of Organizational Justice: Analyzing the Role of Job Embeddedness in Achieving Organizational Effectiveness*, *NUML International Journal of Business & Management* Vol. 12, No: 1. June, 2017 ISSN 2410-5392
78. *Global Strategic Management: China-US Transitional Paradigm of Convergence*, *Global Regional Review*, Volume II Issue I (2017) - **(HEC Recognized, Y-Category Journal)**
79. *Impact of Managerial Coaching Behavior on Job Performance: Analyzing the Role of Organization Commitment and Role Clarity*, *Journal of Managerial Sciences* 298 Volume XI Number 03 (2017) - **(HEC Recognized -Y Category Journal)**
80. *Working Women's Dilemma in Balancing Personal and Work Life*, *Journal of Managerial Sciences* 91 Volume XI Number 03 (2017) - **(HEC Recognized -Y Category Journal)**
81. *How Ethical Leadership and Follower Mindfulness Play their Role in Developing Organizational Commitment? Analyzing the Augmentative Contribution of Emotional Capital*, *GMJACS Global Management Journal for Academic & Corporate Studies*, Vol- 7 No. 1 2017
82. *The Dynamics of Macroeconomic Forces and Stock Market Performance – An empirical Analysis*, *Journal of Managerial Sciences* 164 Volume XI Number 03 (2017) - **(HEC-Y Category Journal)**
83. *Emerging Political Economy of CPEC – Future Dynamics and Perspectives for Pakistan*, *Global Social Sciences Review (GSSR)*, Vol. II, No. II (Fall 2017) Page: 24 – 40, **(HEC-X Category Journal)**
84. Bilal, S., & Zia-ur-Rehman, M. (2017). The role of employee's mindfulness and human resource development climate towards public leadership behavior-analyzing the moderating impact of emotional capital. *Journal of Administrative and Business Studies JABS*, 3(5), 248-254.
85. *Linking Ethical Leadership to Employees' Performance: Mediating Role of Organizational Citizenship Behavior and Counterproductive Work Behavior*, *Pakistan Journal of Commerce and Social Sciences* 2017, Vol. 11 (1), 321-350 *Pak J Commer Soc Sci* - **(HEC-X Category Journal) - Scopus**

Year 2016

86. *How Employment Brand Impacts Employees, Following A Multinational Acquisition? An Empirical Analysis*, *International Journal of Business Administration and Management Research* Vol. 2(2) Apr-Jun 2016 – *International Journal without HEC category*
87. *Digital Payments: Prospects for South Asia and Pakistan*, Dr. Muhammad Zia-Ur-Rehman , Umara Afzal, *FCS Journal – HEC Y Category*
88. *Political skills and learning organizations – Analyzing the Dynamics*, *NDU*

89. *Organizational Politics and employees' attitude - analyzing the relations, ISSRA Papers, Vol. VII, Issue II, 2016.*
90. *Investigating the Fit viewpoint of Human Aspects in Organizations: A qualitative Dig out, International Journal of Academic Research in Business and Social Sciences (Human resource management academic research society), Vol. 6, Issue 1 of IJ-ARBSS, Vol. 6, Issue 1, 2016- International Journal without HEC category*
91. *Leader's sense making during Crisis: Moving forward towards prescriptive and descriptive mental models, NDU Journal – ISSRA Papers, Vol. VIII, Issue I, 2016 (HEC Recognized -Y Category Journal)*
92. *How Employment Brand Impacts Employees, Following A Multinational Acquisition? An Empirical Analysis, International Journal of Business Administration and Management Research Vol. 2(2) Apr-Jun 2016*
93. *Employee Engagement and High-Performance Work System: An Empirical Study, Global Regional Review, Volume I Issue I (2016), Volume I Issue I (2016) - (HEC-Y Category Journal)*
94. *Investigating the Role of Beliefs and Professional Values in HR Management, Global Regional Review (GRR), Vol. 1, Issue 1, ISSN (Print): 2616-955X – ISSN (Online): 2663-7030 – ISSN (Linking): 2616-955X, 2016 - (HEC Recognized Y-Category Journal)*
95. *Organizational Reputation as Economic Strength: Role of Justice Perception and Empowerment, Global Economics Review (GER), Vol. I, No. I (2016) | Page: 66 – 76, p-ISSN: 2521-2974, e-ISSN: 2707-0093, L-ISSN: 2521-2974 DOI: 10.31703/ger.2016 (I-I). 07 - (HEC Recognized Y-Category Journal)*
96. *Local Market Economics: Brand Analysis in the Market, Global Economics Review (GER), Vol. I, No. I (2016), Page: 36 – 46p-ISSN: 2521-2974, e-ISSN: 2707-0093, L-ISSN: 2521-2974 DOI: 10.31703/ger.2016 (I-I). 04 - (HEC Recognized Y-Category Journal).*

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97. *A Human Resource Perspective on Policies to support corporate social responsibility, Pakistan Business Review, vol. 17(3) 2015 - (HEC Recognized -X Category Journal)*
98. *Examination of the Impression Management of Transformational Leadership in Public Sector and Governance - ISSRA Papers, Vol. 7 (II), 2015 - (HEC Recognized -X Category Journal).*
99. *The Impact of Organizational Change on the Employee's Performance in the Banking Sector of Pakistan, IOSR Journal of Business and Management (IOSR-JBM), ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 17, Issue 3.Ver. II (Mar. 2015), PP 54-61 – Journal without category*
100. *In public sector organizations, how the performance of employees is influenced by the HR Practices – analyzing the perspective, Journal of Managerial Science, Qurtuba University, Vol. 9(2), 2015. (HEC Recognized -Y*

Category Journal)

101. *Working women in developing countries: Analyzing the Complications faced by them by Pakistan Journal of Social Sciences, BZU, Multan, Pakistan, Vol. 35 (2), 2015. (HEC Recognized -Y Category Journal)*
102. *Chinese Entrepreneurship as a benchmark for Pakistani organizations: a case in point, South East Asia Journal of Contemporary Business, Economics and Law, Vol. 7, Issue 2 (Aug.) ISSN 2289-1560 Vol. 7, issue 2, ISSN 2289-1560, 2015- International Journal without HEC category*

Year 2014

103. *Conceptually Analyzing and Proposing a new Dynamic Framework for Human Security, Margalla Papers, NDU, Vol. XVII, 2014. (HEC Recognized - X Category Journal)*
104. *Motivation for skill transfer: mediating role of E-learner's satisfaction, Pakistan Journal of Commerce and social science, Vol. 8 (3) - (HEC Recognized -X Category Journal) - Scopus*
105. *Impact of job design and employee satisfaction, international journal of business and management Canada Jan. 2014, Vol. 9 (2). International Journal without HEC category*
106. *A Comparative Analysis of Quality of Service (QoS) Offered by Service Organizations, ISSRA papers, NDU Islamabad, Vol. VI (I), 2014. (HEC Recognized -Y Category Journal)*
107. *How perceived stress can influence academic performance: Analyzing the role of some critical stressors, Journal of Contemporary Studies, Vol. III (1), 2014 – NDU Journal HEC Category*
108. *A Study of the Relationship between Compensation Satisfaction and Work-to-Family Conflict, Sage Publication, Compensation and benefits review, August, May/June 2014 vol. 46 (3), 2014 (<http://cbr.sagepub.com/content/46/3/177.abstract>) - International Journal*

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109. *Impact of Compensation, Training and Development and Supervisory Support on Organizational Commitment, Sage Publication, vol. 45 (5), Dec. 2013 (<http://cbr.sagepub.com/content/45/5/278.full.pdf+html>). - International Journal*
110. *Analyzing the role of Social Reputation, Social Status, and Social Recognition towards Career Achievement: An Empirical study of business-oriented organizations, NUML Journal of Management Sciences (HEC Recognized -Y Category Journal)*

Year 2012

111. *Determinants of Educational Career Change Decisions and their Effect on Success of Decision: A Study of Professionals of it Sector, International Journal of Academic Research in Business and Social Sciences, Vol. 2 (4), 2012 - International Journal without HEC category*

112. *Impact of the Ethical Sales Strategies on the Relative Market Share*, Muhammad Ali Khan, Muhammad Zia-ur-Rehman, Majid Rashid, *International Journal of Business and Behavioral Sciences* Vol. 2, No.1, issue 1; January 2012 some issue with the journal website now
113. *Academic performance and perceived stress among university students*, *Educational Research and Review*, 2012, Vol. 7(5), pp. 127-132, 5, *International Journal without HEC Category*.

Year 2011

114. *Early child education program: analyzing the effectiveness of its objectives (a study of Islamabad model colleges, Pakistan)*, *International journal of business and social science*, Vol. 2(2), 2011. – *International Journal without HEC category*
115. *The Role of Human Resource Management and Nurses' Job Satisfaction in Medical Service Organizations*, *African Journal of Business Management* Vol. 5(3), 2011, (**HEC Recognized -Y Category Journal**)
116. *Assessing the characteristics of work-related stress in public sector organizations*, *IJCRB*, Feb 2011, Vol. 2 Issue 10, p511- (**HEC Y-Category Recognized**)
117. *Financial Performance of Pakistan Insurance Industry in Global Scenario*, *Far East Journal of Psychology and Business*, Vol. 3 No 2 May 2011, ISSN: 2219-5440, online ISSN: 2221-8017- *International Journal without HEC category*
118. *Pakistan Insurance Industry and Potential for Takāful*, “*Information Management and Business Review (IMBR)*, ISSN 2220-3796. Dr. Waheed Akhter, Muhammad Zia-ur-Rehman,
119. *Evaluating the effectiveness of early child education programs in Pakistan: A management perspective*, *International Journal of Management*, June 2011 - ***International Journal HEC Y- Category Journal***
120. *Leading Stress Factors among School Teachers (An empirical Study of Pakistani school teachers)*, 14th *International Business Conference, Dubai, April 2011* presented and published online in journal, *International Business Journal*, Vol. 1, Issue 2, pp 231. *International Journal without HEC category*
121. *Analysis of the effectiveness of the objectives of early child education programme introduced by children resources international (CRI); A study of Islamabad model colleges (IMCS) Pakistan* *IJBSS*, Jan. 2011, *International Journal without HEC category*.
122. *Role of training to improve employee efficiency (A study of SPEL packaging industry Lahore)*, *International Journal of Contemporary Business Studies*, Vol: 2, No: 1, January 2011 ISSN: 156-7506, pp 53-64, *International Journal without HEC category*
123. *Does the Food Advertisement on Television Have the Impact on Children's Food Purchasing Behavior? A Study Based on Pakistan Food Advertisement*, *International Journal of Business and Management* Vol. 6, No. 1; January 2011, pp 283-289, *International Journal without HEC category*.
124. *The Early Child Education Program: Analyzing the Effectiveness of its*

Objectives, (A study of Islamabad Model Colleges (IMCs) Pakistan), pp. 221-231 International Journal of Business and Social Science Vol. 2 No. 2; Feb. 2011, International Journal without HEC category.

125. *Analysis of the determinants of Capital Structure in sugar and allied industry, International Journal of Business and Social Science Vol. 2 No. 1; Jan. 2011, 221, pp 221-229, International Journal without HEC category*
126. *Evaluation of member service quality; A case study of royal palm golf & country club, Interdisciplinary Journal of Contemporary Research in Business, Jan. 2011, Vol. 2, No. 9, pp 300-320 - (HEC Y-Category Recognized)*
127. *Role of training to improve employee efficiency (A study of SPEL packaging industry Lahore) International Journal of Contemporary Business Studies, Vol: 2, No: 1 January 2011 ISSN 2156-750, International Journal without HEC category*
128. *Negative affectivity, Conscientiousness and Job Scope (A case of IT and Telecom Industry), International Journal of Humanities and Social Science, Vol. 1 No. 1; January 2011, International Journal without HEC category.*
129. *Assessing the characteristics of Work-related Stress in Public Sector Organizations, IJCRB, ISSN (2073-7122), Feb. 2011, IJCRB Vol. 2, No. 10, 511-523 - International Journal without HEC category*

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130. *Determining Effective way of Career management practices in Pakistan (An exploratory study), International journal of contemporary business studies, USA, ISSN: 2156-7506, Vol.1, Oct. 2010, pp. 16-26- International Journal without HEC category*
131. *Impact of HRM practices on organizational performance (A study on telecommunication), NUML Journal of Management & Technology, Islamabad, ISSN: 1997-450, Vol. 5, April 2010, pp.16-271, (HEC Recognized -Y Category Journal)*
132. *Comparative study of teacher facilities in Pakistan and Turkey, Interdisciplinary journal of contemporary research in business, copy right, 2010 Institute of Interdisciplinary Business Research, 143, June 2010, Vol. 2, No 2, pp 143-157 - International Journal without HEC category.*
133. *Analysis of the effectiveness of the contents of early child education program introduced by children resources international; a study of Islamabad Model Colleges, IJCRB, August 2010, Vol. 2, No 4, pp 157-177 - (HEC Y-Category Recognized)*
134. *Strategic Human Resource Management and its issues: A study of telecom sector of Pakistan, Interdisciplinary Journal of Contemporary Research in Business; Sep. 2010, Vol. 2 Issue 5, pp-67 - (HEC Y-Category Recognized)*
135. *Motivators for the intention to use mobile TV in Pakistan, IJCRB, Sep. 2010, Vol. 2 Issue 5, pp-485 - (HEC Y - Category Recognized)*
136. *Impact of dividend announcement on share price of oil and gas marketing sector, Interdisciplinary Journal of Contemporary Research in Business; Oct 2010, Vol. 2 Issue 6, pp-358 - (HEC Y-Category Recognized)*

137. *Analysis of the individuals' social interaction on mutual fund participation in Pakistani organizations*, IJCRB, December 2010 Vol. 2, No. 8 - **(HEC Y-Category Recognized)**
138. *Impact of family friendly policies on employees' job satisfaction and turnover intention (a study on work-life balance at workplace)*, *Int. Journal of Contemporary Research in Business*, Nov. 2010, Vol. 2, NO 7, pp 378-395 - **(HEC Y-Category Recognized)**
139. *E-Recruitment: across the small and large firms in Pakistan*, *Interdisciplinary journal of contemporary research in business*, ISSN: 2073-7122, England, May Vol.2 (1), 2010 - **(HEC Y-Category Recognized)**
140. *Determining effective way of career management practices in Pakistan (an exploratory study)*, *Academy of knowledge management; International Journal of Contemporary Business Studies (AKP)* ISSN NO.2156-7506, Oct. 2010, Vol. No. 1

Year 2009

141. *Forced Adoption of Technology due to Energy Crises*, *NUML Journal of Management & Technology*, Vol. 3, April 2009 **(HEC Recognized -Y Category Journal)**.

Conferences (International / National) – some are mentioned here

1. *Effect of Workplace Spirituality and positive organizational support on organizational performance*, 3rd International Conference on Emerging Challenges for Organization in Developing Economies, Bahria university Islamabad, 16-17th March, 2022
2. *How self-efficacy of employees and their commitment with job effect employee performance?* 3rd International Conference on Emerging Challenges for Organization in Developing Economies, Bahria university Islamabad, 16-17th March, 2022
3. *The Impact of Flow Experience and Servant Leadership towards Job Satisfaction*, Bahria university Islamabad, 16-17th March, 2022
4. *Ideological Undercurrents of HRM in Contemporary Business World: COVID-19 and Workplace Values*, 17th March, 2022, Air University, Islamabad
5. *Leveraging Factors for Consumers' Car Purchase Decisions during COVID-19 Pandemic*, 17th March, 2022, Air University, Islamabad
6. *Contemporary Business World and Talent Management: The Dynamics of Organizational Justice (COVID-19 Perspective)*, 17th March, 2022, Air University, Islamabad
7. *Role of empowering leadership, employee self-esteem and work life balance in boosting employee's job performance; mediated by employee motivation*, International Conference on Economics and Business Management (ICEBM) Vancouver, Canada, 30-31st (but held on 27th as virtual) 2021
8. *How does external locus of control influence employees' task and contextual performance? an empirical analysis*, TARAS SHEVCHENKO 7th international congress on social sciences, November 24-25, 2021, Ankara, TURKEY

9. *Pluralistic Ignorance and Workplace Flexibility in Business Organizations: A Qualitative Investigative Outlook (A Perspective of COVID-19), 7th International Conference on Contemporary Issues in Business Management (ICIBM-2021) Theme: Emerging Business Opportunities and Challenges: Covid-19 Perspective University of Central Punjab, Lahore (UCP), Pakistan, University of Central Punjab Business school, 22-23rd Nov. 2021*
10. *Predictable Time Off (PTO) and Work Design (WD): An Emerging Contemporary Issue (Assessing the Dynamics during COVID-19), 7th International Conference on Contemporary Issues in Business Management (ICIBM-2021) Theme: Emerging Business Opportunities and Challenges: Covid-19 Perspective University of Central Punjab, Lahore (UCP), Pakistan, University of Central Punjab Business school, 22-23rd Nov. 2021*
11. *Age and Influence Tactics: A Life-Stage Development Theory Perspective (Comprehending the Phenomenon during stressful situations like COVID-19), 7th International Conference on Contemporary Issues in Business Management (ICIBM-2021) Theme: Emerging Business Opportunities and Challenges: Covid-19 Perspective University of Central Punjab, Lahore (UCP), Pakistan, University of Central Punjab Business school, 22-23rd Nov. 2021*
12. *Life and Job Satisfaction: How Work-to-Family conflict, Family-to-Work conflict influence each other? International Conference on Contemporary Issues in Business & Economics (ICCIBE), June 30 - July 01, 2018, Tokat-Turkey*
13. *OBOR- Strengthening the economy through CPEC related microfinance, International conference on connectivity through one belt one road (OBO) between central Asia and south Asia, FUUST, Karachi*
14. *How does internal locus of control influence performance? An empirical analysis, International Conference on Contemporary Issues in Business & Economics (ICCIBE), June 30 - July 01, 2018, Tokat-Turkey*
15. *Impact of social identity management on leadership effectiveness: empirical evidence from the Asian countries, Second International Conference on Business, Economics, & Education Management (2ND ICBEM 2018), February 23 & 24, 2018, IBA, Sukkur*
16. *How Intellectual Capital Enhances Organizational Performance? Analyzing The Role of Knowledge Management, International Conference on Contemporary Issues in Business & Economics (ICCIBE), July 14-15, 2018, Tokat-Turkey*
17. *Investigating the role of emotional intelligence with engagement and performance, Second International Conference on Business, Economics, & Education Management (2ND ICBEM 2018), February 23 & 24, 2018, IBA, Sukkur*
18. *Economic Perspective and the election years ahead - Prediction, Reality and challenges for new upcoming governance, International Conference on Contemporary Issues in Business & Economics (ICCIBE), June 30 - July 01, 2018, Tokat-Turkey*
19. *Emerging trends in the world - research aspects and paradigms, AHTAMARA International Multidisciplinary Conference, August 25-26, 2018, Gevaş, Turkey*

20. *A Discursive Analysis of an incremental social innovative leader from the east: mental models and implementation tactics, 3rd Islamic Finance, Banking & Business Ethics Global Conference, May 2nd – 3rd, 2018, LUMS, Pakistan*
21. *One belt one road – building the community of shared destiny and common development through inclusive participation, International conference on connectivity through one belt one road (OBR) between central Asia and south Asia, FUUST, Karachi*
22. *CPEC - Regional Collaborations, Paradigms and Perspectives, National Conference on CPEC, Institutions and Inclusive Growth in Pakistan, February 27-28, 2018, University of Gujarat*
23. *Analyzing the missing link between innovation management and teamwork, International Asian Congress on Contemporary Sciences, April 13-20, 2019, Saudi Arabia*
24. *The Role of Employee's Mindfulness and Human Resource Development Climate towards Public Leadership Behavior- Analyzing the Moderating impact of Emotional Capital, International Conference on Innovations in Business, Economics, Management, Social Sciences (IBEMSS), August 03-04, 2017, Malaysia.*
25. *Analyzing the missing link between innovation management and teamwork, Knowledge Management in Less Developed Countries (LDC's) and its impact on the Competitive Advantage: Assessing the Role of Innovation through Monitoring and Control, April 13-20, 2019*
26. *Gender and leadership – paradigms, Sixth international conference on psychology and gender in perspectives: issues and challenges by OXFAM & HEC, December 1-2 2016*
27. *Elements of national power, National conference on Elements of national power, Dec. 2016, Islamabad Pakistan*
28. *Sustainable development and Women Rights in Pakistan – A Paradigmatic Analysis, National women rights conference 2019, March 2019, Islamabad Pakistan*
29. *Impact of Leader's Humility on the success of Strategic Information System Planning (SISP), Fifth Intl. Conf. Advances in Social Science, Economics and Management Study - SEM 2017, July 2017, Switzerland*
30. *Analyzing the role of soft skills and hard skills towards performance – a study of the engineering industry, International conference on innovation, business, economics, management, social sciences (IBEMSS), August 2017, Kuala Lumpur Malaysia*
31. *How western culture influence in national advertising? analyzing the reality in Asian perspective? Knowledge economy – way to entrepreneurial, inclusive and sustainable growth, 23-24th April 2019, SZABIST Islamabad*
32. *Global strategic management – china US transition paradigm based on area of convergence and cooperation, TFCR International conference on economic, social science innovation and business management (ESIBM), July 7-8, 2018, Turkey*

33. *The leadership reality – assessing the notion that most of the leaders emerge from middle class, Knowledge economy – a way to entrepreneurial, inclusive and sustainable growth, 23-24th April 2019, SZABIST Islamabad*
34. *Inclusive leadership – conceptualization and assessment in organizational setup, Knowledge economy – a way to entrepreneurial, inclusive and sustainable growth, 23-24th April 2019, SZABIST Islamabad*
35. *Analyzing the missing link between innovation management and teamwork, Non-market strategies and market strategies – Analyzing the underground knowledge to obtain competitive edge, April 13-20, 2019*
36. *Chinese entrepreneurship a case in point, KLIBEL 7 – Business, June 30th 2015, Malaysia*
37. *Strategic Organizations’ occupational Health and Safety, effectiveness and responsibility, International Asian Congress on contemporary sciences, April 13-20, 2019, Saudi Arabia*

Books Published

1. *HR Staffing (under publication)*
2. *Why Teachers’ Turnover is high in Educational Organizations? An Analytical Insight about Critical Causes (available on Amazon Books)*
3. *Career Change Decisions: Analysis of the Determinants towards Success, (available on Amazon Books)*
4. *Promoting Pakistani Variety of English, by English Newspapers: Role of Pakistani English Newspapers in Promoting Pakistani Variety of English (available on Amazon Books)*
5. *Why Brand Loyalty is so Important for Successful Business Companies? Let's explore and Analyze the Real Factors Behind it (available on Amazon Books)*

Review Work (Books/Book Chapters, Theses &Articles)

A. Books Reviewed:

1. *Mindful Intelligence, Dr. Musarrat Jabeen, 2018*
2. *The China-Pakistan Axis: Asia's New Geopolitics, ISSRA Papers, 2015*
3. *The Happy Lane – by Brig Dr. Tahir Nawaz, 2017*

B. Articles Reviewed (International & National Journals):

1. *The Leadership Quarterly*
2. *International journal of business and social science*
3. *International journal of contemporary research in business*
4. *Journal of research in international business and management*
5. *The Greener journals*
6. *Journal of management and sustainability, Canada*
7. *Global Journal of Management and Business, ISSN Numbers: Online: 2249-4588, Print: 0975-5853, Print estd: 2001 Global journals Inc. (USA)*
8. *ISSRA Papers*

Conference Coordination

1. First Asian Business Research Conference, Conference, 28th to 29th August 2012, Islamabad, Punjab, Pakistan,

Session Chair and Organizer:

1. National Conference on Transformation in middle east – exploring policy options for Pakistan. 26th sept 2019, NDU

Teaching Case studies published:

1. *EEMCS-10-2012-0185 - Role of “Haraam” practices on behavior and performance of employees; A case study of business organization, Emerald Emerging Markets Case Studies,*

Member Editorial board

1. Journal of management and sustainability, Canada
2. Global Advanced Research journal of management and business studies (GARJMBS) ISSN: 2315-5086, <http://garj.org/garjmbs/editorial.htm> (Zia's name is at this web already working as editorial board member)
3. International Review of Social Sciences and Humanities (IRSSH) ISSN 2248–9010 (Online), ISSN 2250 – 0715 www.irssh.com
4. Journal of Business and Management (James Taylor, Editor), Science and Education Centre of North America (SECNA)
5. International Journal of Business and Management (as a reviewer and editorial board name is added there) <http://ccsenet.org/journal/index.php/ijbm/about/editorialTeam>
6. International journal of human resource studies, ISSN:2162-3058 USA (Under process)
7. International Journal of Business and Behavioral Sciences (IJBBS), editorial board list can be seen (Zia's name is there). The website is: <http://cprenet.com/home/editorial/IJBBS>
8. Universal Journal of Management and Social Sciences (UJMSS), Zia's name is there in editorial board, the website is: <http://cprenet.com/home/editorial/UJMSS>
9. Journal of Business and Management
10. Swiss journal of management and business studies <http://swissjournals.org/journals/?q=SJMBS#>
11. European-American journals: International Journal of Small Business and Entrepreneurship Research (IJSBER)
12. European Journal of Business and Innovation Research (EJBIR)
13. European-American journals: International Journal of Business and Management Review (IJBMR)
14. Canadian center of science and education: Journal of Management and sustainability
15. African journal of business and management; academic journal (under process)
16. Academy of human resource development (under process)
17. Scholarly Journal of Business Administration; <http://www.scholarly-journals.com/sjba/board.htm>
18. Research Journal of Business Management and accounting <http://www.wudpeckerresearchjournals.org/RJBMA/Editorial%20Board.htm>
19. Swiss journal of management and business studies (add web site)
20. International journal of academic research in management , http://elvedit.com/journals/IJARM/?page_id=15
21. Business and economics Journal file:///Users/drmuhammadzia-ur-rehman/Desktop/Editors%20&%20Editorial%20Board%20%7C%20Business%20and%20Economics%20Journal%20%7C%20Open%20Access%20%7C%20OMICS%20Group.webarchive
22. International journal of management sciences (got email and now waiting for official letter and update on website) Editorial Assistant^[1]International Journal of Management Sciences^[1]P-ISSN: 2310-2829, Research Academy of Social Sciences (RASS) www.rassweb.com
23. International journal of business management Canada.... file:///Users/drmuhammadzia-ur-rehman/Desktop/Editorial%20Team.webarchive

24. International journal of modern business in global market file:///Users/drmuhammadzia-ur-rehman/Desktop/Today/Editorial%20Board%20%7C%20CRI.webarchive
25. American journal of research communication file:///Users/drmuhammadzia-ur-rehman/Desktop/Today/Editorial%20Board-American%20Journal%20of%20Research%20Communication%20%7C%20American%20Journal%20of%20Research%20Communicat.webarchive
26. <http://arepub.com/US%20Open%20Business%20Administration%20&%20Management%20Journal/Editor%20Board.php>
27. Journal of Business Management and Corporate Affairs
www.onlineresearchjournals.org/JBMCA
28. member of the editorial board of Advanced Journal of Business Management and Entrepreneurship (AJBME) <http://www.advancedjournals.org/ajbme/editors.htm>
29. member (Society for Science and Education), United Kingdom
30. Journal of Management Sciences" Iqra university Islamabad
31. Journal of business theory and practice, USA, Scholink journal, web.
<http://www.scholink.org/ojs/index.php/jbtp/about/editorialTeam>

Editorial advisory board member:

1. Academic Research International
2. International Advisory Board member ICAT (International Conference on Advanced Technology and Sciences- ICAT, Rome)

Reviewer:

1. The Leadership Quarterly (4-star journal) – attach the email conversation.
2. British Academy of Management, UK
3. International journal of business and social science
4. International journal of contemporary research in business
5. Journal of research in international business and management
6. The Greener journals
7. Journal of management and sustainability, Canada
8. Research Journal of Business Management and Accounting
9. British Journal of Economics, Management & Trade

Grants / Fellowships:

1. Post-Doc Fellowship, 2022-2023, Malaysia
2. International Fellowship, World Business Institute, ABN: 62 087 222 400 31 Blake Street, Berwick 3806, Victoria, Australia
3. HEC Research Conference Organization Grant, NDU, Pakistan.
4. HEC Research Project Grant: HEC SRGP Grant Number 1868, Titled: War on Terrorism and Human Security in Pakistan; A Case Study of Poverty in Tharparkar.
5. HEC Research Conference Travel Grant, Switzerland
6. UNDP/UNOPS, Legal Empowerment Project, Islamabad.

Thank you for your interest in Dr. Zia's CV.

Above is just a glimpse about his academic and administrative service.

Should you require a more detailed account of Dr. Zia's achievements and credentials, please contact at drziaofficial@gmail.com

You are most welcome to discuss any potential opportunity of collaborations and knowledge sharing (Training, Research, Teaching, Workshop, Seminar, Conference).

Thank You !