

## Dr. Muhammad Ali



- 1. SURNAME:** Ali                      **FIRST NAME:** Muhammad
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E-mail: [mali@ibapu.edu.pk](mailto:mali@ibapu.edu.pk) & [mali.great72@gmail.com](mailto:mali.great72@gmail.com)
- 3. Institute/Department:** Institute of Business Administration (IBA), University of the Punjab, Lahore, Pakistan.
- 4. FACULTY:** Faculty of Economics and Management Sciences.
- 5. PRESENT RANK:** Assistant Professor
- 6. POST-SECONDARY EDUCATION**

| UNIVERSITY OR INSTITUTION   | Degree               | Subject Area            | Dates   |
|---|----------------------|-------------------------|---------|
| National College of Business Administration & Economics (Lahore, Pakistan)/ <b>University of British Columbia (Canada).</b> | Ph.D.                | Business Administration | 03/2017 |
| Hailey College of Commerce, University of the Punjab (Lahore, Pakistan).  | M.Com<br>(1.5 Years) | Commerce                | 10/2012 |
| Hailey College of Commerce, University of the Punjab (Lahore, Pakistan).  | B. Com (Hons)        | Commerce                | 09/2010 |

### **7. EMPLOYMENT RECORD/EXPERIENCES**

| University, Company or Organization  | Rank or Title                           | Dates                    |
|--|---|--------------------------|
| University of the Punjab, Lahore   | Assistant Professor                     | Dec. 2018 to date        |
| Lahore Garrison University, Lahore   | Assistant Professor                     | Sep. 2017 to Oct. 2018   |
| National College of Business Administration and Economics, DHA Campus, Lahore          | Assistant Professor                     | August 2017 to Sep. 2017 |
| University of British Columbia, Canada   | Visiting International Research Student | Aug. 2016 to Jan. 2017   |
| Institute of Business and Management, University of Engineering and Technology, Lahore | Visiting Faculty Member                 | Oct. 2017 to-date        |
| Institute of Social and Cultural Studies, University of the Punjab, Lahore.            | Visiting Faculty Member                 | Sep. 2014 to May, 2017   |
| Center for Coal Technology, University of the Punjab, Lahore.                          | Visiting Faculty Member                 | March 2015 to Oct. 2015  |
| Govt. College of Science, Wahdat Road, Lahore.   | Lecturer                                | Sep.2012 to May 2013     |
| Pak Elektron Limited (PEL), Lahore.  | Internee                                | June to July 2010        |

## 8. TEACHING

(a) Briefly describe areas of special interest and accomplishments

I have a general teaching interest in Human Resource Management and Organizational Behavior at undergraduate and graduate levels. The corner stones of my teaching philosophy are:

(1) *Treating each student as an individual:* All students are different and each one of them has special needs and peculiarities, which needs to be addressed.

(2) *Accommodating students:* Students are prepared at different levels when they are enrolled in any course. Some outstanding students have clear idea about the subject. These students just require encouragement and inspiration to achieve their goals. On the other hand, some students require a lot of guidance and help. My strategy is to distinguish both types of students and help them to be successful in my course.

(3) *Providing extra opportunities:* The University of the Punjab has excellent resources, but many students need additional help. I try my best to engage and coach students to access to available resources.

(4) *Assuring that students are important:* Sometimes students have the perception that they are not important for a professor. I work very hard to ensure that each student realizes that I value him/ her as a person and as a student in my class.

(5) *Developing relationships:* I always try to create a friendly environment in the class and beyond for improved leaning and communication.

(b) **Courses Taught**

|                              |  |
|------------------------------|--|
| • Human Resource Management  | • Organizational Behavior                  |
| • Human Resource Development | • Performance Management                   |
| • Strategic Planning         | • Business Ethics and Corporate Governance |
| • Organizational Development | • Strategic Brand Management               |
| • Organizational Theory      | • Strategic Management                     |
| • Principles of Marketing    | • Principles of Management                 |

(c) **Visiting Lectures** (indicate university/organization and dates)

- Oct 2017, Management and Professional Development Department, Govt. of the Punjab, Lahore, "Critical Thinking in Decision Making" (1-hour 30 Minutes lecture).
- Oct 2017, Management and Professional Development Department, Govt. of the Punjab, Lahore, "Effective Negotiation Skills" (1-hour 30 Minutes lecture).
- Feb 2018, Management and Professional Development Department, Govt. of the Punjab, Lahore, "Personal Grooming and Behavior of a Gentleman" (45 Minutes lecture).

## 9. SERVICE TO THE COMMUNITY

*Editorships (list journal)*

- International Journal of Human Resource Studies (IJHRS)

*Reviewer (journal, agency, etc. including dates)*

- International Journal of Asian Business and Information Management (IJABIM)
- Independent Journal of Management & Production

#### 10. DETAILS OF SUPERVISION (Master's level)

\*IBA=Institute of Business Administration, University of the Punjab, Lahore; IMS=Institute of Management Studies, Lahore.

| No. | Name                 | Title of Thesis  | Status/ Degree (Year & Institute) |
|-----|----------------------|--|-----------------------------------|
| 1   | Iqra Amin            | <i>Impact of Abusive Supervision on Emotional Exhaustion, Counterproductive Work Behaviours and Intentions to Quit: Moderating Role of Emotional Intelligence.</i> | Graduated/Masters (2019; IBA)     |
| 2   | Sadia Altaf          | <i>Impact of Perceived Risk on Customer Satisfaction: Mediating Role of Online Purchase Intention and Moderating Role of Trust.</i>                                | Graduated/Masters (2019; IBA)     |
| 3   | Rida Hassan          | <i>Impact of Managerial Coaching on Innovative Work Behaviors Through Affective Supervisory Commitment: Moderating Role of Self-Efficacy.</i>                      | Graduated/Masters (2019; IBA)     |
| 4   | Hafiza Noreen Sittar | <i>Examining the Influence of Ethical Leadership on Employee Outcomes: Mediating Role of Psychological Empowerment.</i>  | Graduated/Masters (2019; IBA)     |
| 5   | Muhammad Usman Ghani | <i>Mediating Effects of Employee Resilience in the Relationship between Human Resource Practices and Work Happiness</i>  | Graduated/Masters (2019; IMS)     |
| 6   | Hina Bilal           | <i>Examining the Influence of Workplace Bullying on Job Burnout: Mediating Effect of Psychological Capital and Psychological Contract Violation</i>                | Graduated/Masters (2019; IMS)     |

#### 11. EXTERNAL EXAMINER (indicate universities and dates)

| S.No. | Student             | Degree                             | University  | Date        |
|-------|---------------------|------------------------------------|---|-------------|
| 1     | Asmat Nawaz Khattak | Ph.D.<br>(Business Administration) | Superior University, Lahore                                     | June, 2019  |
| 2     | Muhammad Usama      | MS<br>(Project Management)         | University of Management and Technology, Lahore                 | May, 2019   |
| 3     | Zaheer Ahmad        | MS<br>(Project Management)         | University of Management and Technology, Lahore                 | May, 2019   |
| 4     | Rida Batool         | MS<br>(Project Management)         | University of Management and Technology, Lahore                 | May, 2019   |
| 5     | Leen Anum           | Ph.D.<br>(Business Administration) | National College of Business Administration & Economics, Lahore | March, 2019 |

|    |                            |                                      |  |                   |
|----|----------------------------|--------------------------------------|--|-------------------|
| 5  | Ihsan Ullah                | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | April,<br>2019    |
| 6  | Farheen<br>Shafi           | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | April,<br>2019    |
| 7  | Zarlish<br>Shahid          | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | April,<br>2019    |
| 8  | Asim<br>Rashid             | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | December,<br>2018 |
| 9  | Qamar Ali<br>Shah          | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | December,<br>2018 |
| 10 | Arif Aziz<br>Ansari        | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | May, 2018         |
| 11 | Muhammad<br>Amir Khan      | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | May, 2018         |
| 12 | Anam<br>Ameen              | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | May, 2018         |
| 13 | Saba<br>Akram              | M.Com (Hons.)                        | Hailey College of Commerce,<br>University of the Punjab, Lahore    | May, 2018         |
| 14 | Arooj Naz                  | M. Phil<br>(Commerce)                | Hailey College of Commerce,<br>University of the Punjab, Lahore    | May, 2018         |
| 15 | Nosheen<br>Pervaiz<br>Awan | M. Phil<br>(Commerce)                | Hailey College of Commerce,<br>University of the Punjab, Lahore    | May, 2018         |
| 16 | Misbah<br>Ashraf           | M. Phil<br>(Business Administration) | National College of Business<br>Administration & Economics, Lahore | October,<br>2017  |

## 12. Awards & Distinctions

| Granting Agency                       | Nature                     | Year    |
|---------------------------------------|----------------------------|---------|
| Higher Education Commission, Pakistan | PhD Indigenous Scholarship | 2013-17 |
| Higher Education Commission, Pakistan | IRSIP Scholarship          | 2016-17 |

## 13. Conference/Seminar/Workshops Participation

- Attended a “Human Resource Development Review (HRDR) Reviewer Training Workshop” organized by Academy of Human Resource Development at Louisville Marriott Downtown, Kentucky, **United States of America**, February, 15, 2019.
- Attended a 2 days Workshop on “Strategic Planning of a Business School” organized by National Business Education Accreditation Council (**NBEAC**) at UMT Lahore, Pakistan, August 1-2, 2018.
- Attended a 2<sup>nd</sup> conference “Developments and the Way Forward” organized by Global Forum on Islamic Finance at Pearl Continental Hotel Lahore, Pakistan, March 10-12, 2014.
- Attended a training session on “How to Choose a Research Topic” organized by National college of Business Administration & Economics, Lahore, February 2014.

- Attended a training workshop on “Mastering Web Searching Skills” jointly organized by Hailey College of Commerce and Pakistan Librarian Welfare organization, June 11, 2011.

#### 14. REFEREED PUBLICATIONS *(Accepted or Publication)*

1. **Muhammad Ali**, and Suleman Aziz (2018). Relationship between Managerial Coaching and Employee Role Behaviors: Moderating Role of South Asian Culture. *South Asian Studies*, 33 (1), 219–236. **(HEC Recognized)**
2. **Muhammad Ali**, Suleman Aziz, Orangzab, Basharat Raza, and Wasif Ali (2018). Examining the Impact of Managerial Coaching on Employee Job Performance: Mediating Role of Work Engagement, Leader-Member-Exchange quality, Job Satisfaction, and Turnover Intentions. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 253-282. **(HEC Recognized)**
3. Baharat Raza, **Muhammad Ali**, Samiah Ahmed, and Jamil Ahmad (2018). Impact of Managerial Coaching on Organizational Citizenship Behavior: The Mediation and Moderation Model. *International Journal of Organizational Leadership*, 7(1), 27-46. **(ISI Indexed/Emerging Source Citation Index)**
4. Baharat Raza, Abdul Moeed, and **Muhammad Ali** (2018). Impact of managerial coaching on employee thriving at work: The moderating role of perception of organizational politics. *Journal of Business Strategies* 12 (1), 87-108. **(HEC Recognized)**
5. Baharat Raza, **Muhammad Ali**, Khalida Naseem, Abdul Moeed, Jamil Ahmed, and Muhammad Hamid (2018). Impact of Trait Mindfulness on Job Satisfaction and Turnover Intentions: Mediating Role of Work-Family Balance and Moderating Role of Work-Family Conflict. *Cogent Business & Management*, 5(1), 1-20. **(ISI Indexed/Emerging Source Citation Index)**
6. Tariq Ali, Wasif Ali, **Muhammad Ali**, Basharat Raza, and Abdul Aziz Khan Niazi (2018). China-Pak Economic Corridor (CPEC): Economic Transformation-Challenges and Opportunities for the Local Residents. *Journal of Politics and International Studies*, 4 (1), 17-30. **(HEC Recognized)**
7. **Muhammad Ali**, Basharat Raza, Wasif Ali, Jamil Ahmed, and Muhammad Hamid (2018). The Impact of Human Resource Practices on Employee Motivation; Empirical Evidence from Private Sector Banks of Pakistan. *Academic Journal of Social Sciences*, 2 (1), 1-20.
8. Basharat Raza, **Muhammad Ali**, Samiah Ahmed, and Abdul Moeed (2017). Impact of Managerial Coaching on Employee Performance and Organizational Citizenship Behavior: Intervening Role of Thriving at Work. *Pakistan Journal of Commerce and Social Sciences*, 11 (3), 790-813. **(HEC Recognized)**
9. Orangzab, Suleman Aziz, and **Muhammad Ali** (2017). Consumer Reaction: Dynamics Linking Consumer Association and Cultural values. *Pakistan Journal of Commerce and Social Sciences*, 11 (2), 720-736. **(HEC Recognized)**
10. Ahmad Raza, Ejaz Ahmad, and **Muhammad Ali** (2016). Strategic Shift towards Knowledge Based Educational Management in Pakistan. *Business Review*, 11 (2), 33-40. **(HEC Recognized)**

#### 14. CONFERENCE PRESENTATIONS

- **Muhammad Ali**, Basharat Raza, and Nazish Imtiaz (2019). Linking Managerial Coaching with Innovative Work Behaviors of Employees through Affective Supervisory Commitment. Paper presented at *10<sup>th</sup> International Conference on Systematic Innovation*. Liverpool University Management School, University of Liverpool, **United Kingdom**, July 08-11, 2019.
  - **Muhammad Ali**, Yasir Iftikhar, Sarmad Ejaz, Rizwan Danish, and Fawad Ali (2019). The impact of entrepreneurship education on entrepreneurial intentions among students in Pakistan. Paper presented at *10<sup>th</sup> International Conference on Systematic Innovation* (ICSI). Liverpool University Management School, University of Liverpool, **United Kingdom**, July 08-11, 2019
  - **Muhammad Ali**, Khalil Arbi, and Basharat Raza (2019). Assessing the Impact of Managerial Coaching on Subordinate Feedback Orientation: Mediating Role of Affective Supervisory Commitment. Paper presented at *2019 AHRD International Research Conference in the Americas*. Louisville Marriott Downtown, Kentucky, **United States of America**, February, 13-16, 2019.
  - **Muhammad Ali** (2019). Impact of Television Advertisement on Consumer Buying Behavior. Paper presented at *2<sup>nd</sup> International Conference on Contemporary Issues in Management & Administrative Science*. Lahore College for Women University, Lahore, Pakistan, March 26-28, 2019.
  - **Muhammad Ali** (2018). Impact of Workforce Diversity on Financial Performance of Banks in Pakistan. Paper presented at *2<sup>nd</sup> International Conference on Banking, Insurance & Business Management*. Hailey College of Banking & Finance, University of the Punjab, Lahore, Pakistan, December 12-13, 2018.
  - **Muhammad Ali** (2015). Analyzing the Relationships among Managerial Coaching and Employee Job Performance: Mediating Role of Thriving at Work. Paper presented at *1<sup>st</sup> International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology, and Social Sciences*. National College of Business Administration & Economics, Lahore-Pakistan, December 19-20, 2015.
  - **Muhammad Ali** (2015). The Role of Employee Empowerment and Flexible Working on Employee Performance. Paper presented at *1<sup>st</sup> International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology, and Social Sciences*. National College of Business Administration & Economics, Lahore-Pakistan, December 19-20, 2015.
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