

Dr. RAMSHA ZAKARIYA

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ResearchGate Profile Link:

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Google Scholar Profile Link:

<https://scholar.google.com.pk/citations?user=Kn5PldAAAAJ&hl=en&oi=ao>

EDUCATION

PhD Management Sciences (2024)

Capital University of Science and Technology, Islamabad, Pakistan

Major: Management Sciences (Human Resource Management)

Thesis Title: “In the Eyes of Beholder;

Unfolding the Phenomenon of Employee Attributions for Leader-Instigated Task Conflict and its Multilevel Outcomes - A Job Demands-Resources Perspective”

CGPA: 4.00/4.00

MS Management Sciences (2015)

Capital University of Science and Technology, Islamabad, Pakistan

Major: Management Sciences (Human Resource Management)

Thesis Title: “Developing a Forgiveness Climate through Servant Leadership and Its Prosocial Outcomes; the Moderating Role of Spirituality”

CGPA: 3.73/4.00 (**Bronze Medal**)

Bachelor of Business Administration (2009-2013)

University of Arid Agriculture, Rawalpindi, Pakistan

Major: Human Resource Management

CGPA: 3.31/4.00

Intermediate (2006-2008)

Islamabad Model College for Girls F-6/2, Islamabad, Pakistan

Federal Board of Intermediate and Secondary Education Islamabad

Division: 1st

Matriculation (2004-2006)

Siddeeq Public School, Rawalpindi, Pakistan

Board of Intermediate and Secondary Education Rawalpindi

Division: 1st

TEACHING AND RESEARCH EXPERIENCE

Lecturer (Contract)

Feb, 2022 – Present

National University of Modern Languages, Islamabad, Pakistan

Courses Taught: Organizational Behaviour, Human Resource Management, Strategic HRM, Business Communication, Personal Management and Grooming, Principles of Management

Lecturer (Regular)

March, 2018 – Feb, 2022

The University of Lahore, Islamabad, Pakistan

Courses Taught: Organizational Behaviour, Human Resource Management, Leadership, Public Speaking, Conflict and Negotiation, Rewards and Compensation, Presentation Skills, Business Research Methods, Quantitative Techniques in Research, Supervision of three MS theses.

Lecturer (Visiting)

Feb, 2017 – Feb, 2018

Capital University of Science and Technology, Islamabad, Pakistan

Courses Taught: Introduction to Psychology

Communication Trainer

2014 - 2016

Foreign Education Network, Rawalpindi, Pakistan

Courses Taught: Professional Communication and Presentation Skills (Level 1 and 2)

Research Associate

Nov, 2015 – Nov, 2016

Global Illuminators, Islamabad, Pakistan

Project: Research Project on Open Innovation, University of Dubai, UAE

NON-ACADEMIC & ADMINISTRATIVE WORK EXPERIENCE

Associate In-charge CSR Society

Sep, 2022 to Present

National University of Modern Languages, Islamabad

Admin Manager

2014 to 2016

Foreign Education Network, Rawalpindi

Recruitment Officer

2013 to 2014

Errands Services, Islamabad

RESEARCH SERVICES

- Reviewer for Canadian Journal of Administrative Sciences
- Reviewer for Academy of Management Annual Meeting
- Reviewer for NUML International Journal of Business & Management (NIJBM)
- Member of CUST HR and OB research group

- Trainer for Research Workshop titled “Data Collection Methods in Quantitative Research” held at Capital University of Science and Technology, Islamabad.
- Trainer for Research Workshop titled “AMOS Hands on Training Workshop” held at Capital University of Science and Technology, Islamabad.
- Trainer for Research Workshop titled “Quantitative Data Analysis through AMOS” held at Bahria University, Islamabad
- Trainer for Research Workshop titled “SPSS Hands on Training Workshop” held at Capital University of Science and Technology, Islamabad.
- Trainer for Research Workshop titled “Basics of Data Analysis on SPSS” held at Pakistan Institute of Development Economics, Islamabad.

RESEARCH PUBLICATIONS

1. Ishaq, E., Bouckennooghe, D., & Zakariya, R. (2023). Like leader, like follower: impact of leader–follower identification transfer on follower outcomes. *Journal of Business and Psychology*, 38(3), 657-670.
2. Ishaq, E., Zakariya, R., & Ishaq, B. (2023). All that Glitters may not be Perceived Gold. When and How Authentic leadership can be ineffective in power distance cultures: Authentic leadership in power distance cultures. *Journal of Workplace Behavior*, 4(2), 46-59.
3. Ishaq, E., Zakariya, R., & Ishaq, B. (2023). Leaders’ Personality and Group Effectiveness: The Role of Paradoxical Leadership and Trait Activation of Groups’ Psychological Capital. *Leadership & Organizational Behavior Journal*, 3(1) 23 - 45.
4. Zakariya, R., & Muhammad Mehdi Raza Naqvi, S. (2022). Leader instigated task conflict and its effects on employee job crafting; the mediating role of employee attributions. *PLoS ONE*, 17(12).
5. Rubbab, U. E., Naqvi, S. M. M. R., Irshad, M., & Zakariya, R. (2022). Impact of supervisory delegation on employee voice behavior: role of felt obligation for constructive change and voice climate. *European Journal of Training and Development*.
6. Sarwar, A., Zakariya, R., Afshari, L., & Ishaq, E. (2022). But I've got my powers: Examining a moderated mediation model of punitive supervision, work alienation and well-being in hospitality industry. *Journal of Hospitality and Tourism Management*, 51, 303-311.
7. Ishaq, E., Bashir, S., Zakariya, R., & Sarwar, A. (2021). Technology Acceptance Behavior and Feedback Loop: Exploring Reverse Causality of TAM in Post-COVID-19 Scenario. *Frontiers in Psychology*, 12, 682507.
8. Fatima, D., Abdul Ghaffar, M. B., Zakariya, R., Muhammad, L., & Sarwar, A. (2021). Workplace bullying, knowledge hiding and time theft: Evidence from the health care institutions in Pakistan. *Journal of Nursing Management*, 29(4), 813-821.

9. Bhatti, S. H., Zakariya, R., Vrontis, D., Santoro, G., & Christofi, M. (2021). High-performance work systems, innovation and knowledge sharing: An empirical analysis in the context of project-based organizations. *Employee Relations: The International Journal*, 43(2), 438-4
10. Ishaq, E., Bashir, S., Khan, A. K., Hassan, M. M., & Zakariya, R. (2021). Epistemic curiosity and perceived workload: a moderated mediation model of achievement striving and overwork climate. *The International Journal of Human Resource Management*, 32(18), 3888-3911.
11. Bhatti, S. H., Kiyani, S. K., Dust, S. B., & Zakariya, R. (2021). The impact of ethical leadership on project success: the mediating role of trust and knowledge sharing. *International Journal of Managing Projects in Business*.
12. Zakariya, R., & Bashir, S. (2020). Can knowledge hiding promote creativity among IT professionals. *VINE Journal of Information and Knowledge Management Systems*.
13. Bhatti, S. H., Vorobyev, D., Zakariya, R., & Christofi, M. (2020). Social capital, knowledge sharing, work meaningfulness and creativity: evidence from the Pakistani pharmaceutical industry. *Journal of Intellectual Capital*.
14. Bhatti, S. H., Zakariya, R., Vrontis, D., Santoro, G., & Christofi, M. (2020). High-performance work systems, innovation and knowledge sharing: An empirical analysis in the context of project-based organizations. *Employee Relations: The International Journal*, 43(2), 438-458.
15. Bhatti, S. H., Saleem, F., Zakariya, R., & Ahmad, A. (2019). The determinants of food waste behavior in young consumers in a developing country. *British Food Journal*.

MANUSCRIPTS UNDER REVIEW

1. Is Job Performance a Threat or Inspiration? Examining the Treatment of High Performers by Leaders and Peers: The Role of Work Climate
2. When My Boss's Weakness Becomes My Strength; Effects of hierarchy-threatened supervisors on shaping subordinates' career self-management.
3. When and how a leader drives Organizational vs. Individual level Performance? Examining the role of Leaders identification and Power distance

INTERNATIONAL CONFERENCE PAPERS

- The Impact of Servant Leadership on Innovative Work Behavior and Adaptive Work Performance. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 15634). Briarcliff Manor, NY 10510: Academy of Management.

- Bhatti, S., Zakariya, R., Vrontis, D., Santoro, G., & Christofi, M. (2020). Ability, Motivation, and Opportunity Framework, Knowledge Sharing, and Innovation. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 18646). Briarcliff Manor, NY 10510: Academy of Management.

RESEARCH AWARDS & LOCAL CONFERENCE PRESENTATIONS

- ***The University of Lahore International Conference, Lahore*** **Best Paper Award 2018**
Paper Title: Developing a forgiveness climate through servant leadership and its outcomes; the moderating role of spirituality.
- ***3rd International Conference on Emerging Trends in Management, Mohammad Ali Jinnah University, Islamabad.***
Paper Title: Determinants of Facebook usage at workplace and its outcomes.

ACADEMIC AWARDS

- **Best Research Paper Award 2018**
The University of Lahore International Conference, Lahore, 2018
- **Recipient of Chancellor's Roll of Honor for outstanding GPA in PhD**
Capital University of Science and Technology, 2017
- **Recipient of Bronze Medal in MS**
Capital University of Science and Technology, 2016
- **Recipient of Dean's Roll of Honor for outstanding GPA in MS**
Capital University of Science and Technology, 2015

RESEARCH INTERESTS

- Employee prosocial behaviors
- Leadership
- Conflict management
- Employee emotions
- Job crafting behaviors
- Employee performance

SOFTWARE SKILLS

- Mplus
- AMOS
- SPSS
- End Note
- MS Office

COURSES OF INTEREST

- Organizational Behavior
- Leadership
- Conflict and Negotiation Management
- Human Resource Management
- Business Research Methods
- Quantitative Data Analysis Techniques in Research
- Personal Grooming and Management
- Presentation Skills

REFERENCES

1. Name: Dr. Hina Shahab

Designation: Head, Department of Management Sciences, National University of Modern Languages Islamabad.

Email Address: hshahab@numl.edu.pk

Contact No: +92-322-9856746

2. Name: Dr. Sarah Imran

Designation: In-charge, The CSR Society, Faculty of Management Sciences, National University of Modern Languages Islamabad.

Email Address: saimran@numl.edu.pk

Contact No: +92-300-5003042

3. Name: Inaam-ul-Haq

Designation: Chief Executive Officer, Errands Services, Islamabad.

Email Address: inaam.malik@errandsservices.com

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