

Dr Shadab Qazi

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SUMMARY

Articulate teaching and research professional having experience and focus on positive contribution to departmental success. Organized lecturer skilled in classroom management with proven success in enhancing student engagement and promoting learning objectives. Skilled in curriculum and course development. Wider areas of interest include OB, HRM and Management. Active and self-motivated researcher holding 7 journal publications including 5 impact-factor publications (Scopus, Web of Science, and SSCI-indexed), 8 conference publications, 2 research papers in review and 8 research papers in progress.

WORK EXPERIENCE

Research Assistant

International Islamic University, Islamabad

Apr 2023-Feb 2024, Islamabad, Pakistan

Assisted in research projects in OB, HRM and leadership fields including - conceptualization | investigation | literature review | methodology | formal data analysis | interpretation of data analysis results | writing | review | editing.

Visiting Lecturer

International Islamic University, Islamabad

Sep 2023-Jan 2024, Islamabad, Pakistan

- Taught business students at undergraduate level

Lecturer

Riphah International University, Islamabad

Sep 2020-Jan 2023, Islamabad, Pakistan

- Taught business students at undergraduate & graduate level, promoting deeper understanding of core concepts.
- Devised course content, lesson plans, & evaluation methods, ensuring alignment with academic goals.
- Organized record of instructional materials, assessments & activities on Moodle (LMS) for courses taught.
- Taught online classes and conducted online research workshops when required.
- Supervised dissertational research work of MS thesis students.
- Contributed to curriculum development as a member of General/Allied Courses Committee.
- Participated in the NBEAC-accreditation process, contributing to curriculum-form initiatives.
- Served on the proctorial board to maintain campus discipline and uphold university regulations.
- Participated in faculty development programs to enhance teaching methodologies and pedagogical strategies.
- Participated in faculty meetings to discuss academic improvements and strategies.
- Conducted evaluations, including viva and defenses of internship and research students.
- Organized and facilitated academic events such as seminars, webinars, workshops, orientation programs & convocations.
- Supported administrative tasks such as record maintenance and exam invigilation.
- Served as a mentor for character building and self-development of students.

Visiting Lecturer

International Islamic University, Islamabad

Sep 2018-Feb 2021, Islamabad, Pakistan

- Taught business and non-business students at undergraduate & graduate level.

Lecturer

Pakistan Degree College (PADCIS)

Mar 2012-Feb 2013, Nowshera, Pakistan

- Taught business and non-business students at undergraduate & graduate level.

EDUCATION

PhD in Management Sciences

International Islamic University, Islamabad, Pakistan
HRM, OB and T&D • CGPA: 4.00, Percentage: 86.83%

Sep 2018 – Jan 2024

MS in Management Sciences

International Islamic University, Islamabad, Pakistan
Management, HRM, and OB • CGPA: 4.00, Percentage: 87.40%

Feb 2016 – Aug 2018

Master of Business Administration

University of Peshawar, Pakistan
HRM • CGPA: 3.90, Percentage: 90.25%

Sep 2007 – Dec 2008

Bachelor of Business Administration

University of Peshawar, Pakistan
Business & Information Technology • CGPA: 4.00, Percentage: 89.26%

Dec 2003 – Aug 2007

PROGRAMS AND SUBJECTS TAUGHT

Programs: MS | MBA | M. Com | B. Com | BBA-Hons. | BS-Hons. | BSPS-Hons. | BSAF-Hons. | BSBA-Hons. | BSPM-Hons. | BS- Education | BS-History.

Subjects: Business Research Methods | Principles of Management | Introduction to Management | Business Ethics in Islam | Management Theory & Practice | HRM | Sociology | OB | Human Behavior | Qualitative Methods | Introduction to Philosophy | Principles of Marketing | Marketing Management | Business English | Classroom Management | Introduction to Logic.

JOURNAL PUBLICATIONS

Naseer, S., Bouckennooghe, D., Qazi, S (2025). **Driven to work as a double-edged sword: The role of polychronicity and sleep quality in employee psychological outcomes**, European Management Journal.

Naseer, S., Bouckennooghe, D., Qazi, S., & Syed, F (2024). **The silver lining of workaholism: Its positive impact on employees' presenteeism and creativity explained**, Journal of Creative Behavior.

Qazi, S., Fatima, T., & Naseer, S. (2023). **Perceived Learning Climate Between Perceived Investment in Employee Development and Innovative Performance: An Evidence from Emerging Economy**, NICE Research Journal.

Shamim, F., Qazi, S., Khalid, Y., & Chughtai, M, S. (2023). **Training of Political Skills as Moderator between Cultural Intelligence and Expatriate Adjustment: A Social Learning Theory Perspective**, Journal of Innovative Research in Management Sciences, 2023.

Naseer, S., Khawaja, K., Qazi, S., Syed, F., & Shamim, F. (2021). **How and when information proactiveness leads to operational firm performance in the banking sector of Pakistan? The roles of open innovation, creative cognitive style and climate for innovation**, International Journal of Information Management

Naseer, S., Bouckennooghe, D., Syed, F., Karim, A. K., & Qazi, S. (2020). **The Malevolent Side of Organizational Identification: Unraveling the Impact of Psychological Entitlement and Manipulative Personality on Unethical Work Behaviors**, Journal of Business and Psychology.

Qazi, S., Naseer, S., & Syed, F. (2019). **Can emotional bonding be a liability? Status striving as an intervening mechanism in Affective commitment and negative work behaviors relationship**, European Review of Applied Psychology.

CONFERENCE PUBLICATIONS

•Exploring How Career Competencies and Psychological Mobility Lead to Career Success

84th Annual Meeting of Academy of Management (AOM), Chicago, Illinois, USA • 9th – 13th Aug 2024

•Workaholism Transformed: Unpacking Positive Outcomes via Psychological Meaningfulness and Needs Satisfaction

Annual Conference of the Administrative Sciences Association of Canada (ASAC), Montréal, Canada • 1st – 3rd Jun 2024

•The silver lining of workaholism: Its positive impact on employees' presenteeism and creativity explained

Annual Meeting of the Southern Management Association (SMA), Little Rock, Arkansas, USA • 18th – 22nd Oct 2022

•Adaptive leadership and emotional exhaustion: Occupational Self-efficacy as mediator and psychosocial safety climate as moderator

11th International Istanbul Scientific Congress, Istanbul, Turkey • 15th – 17th Oct 2022

•Precarious Employment, Concentration Problems and procrastination: Trait Mindfulness as a moderator

79th Annual Meeting of the Academy of Management (AOM), Boston, Massachusetts, USA • 9th -13th Aug 2019

•Joint Influence of Organizational Identification and DTP on Psychological Entitlement and Unethical work behaviors

Annual Meeting of the Southern Management Association (SMA), Lexington, Kentucky, USA • 6th – 10th Nov 2018

•Can emotional bonding be a liability? Status striving as an intervening mechanism in Affective commitment and negative work behaviors relationship

Annual Conference of the Administrative Sciences Association of Canada (ASAC), Toronto, Canada • 27th – 29th May 2018

•Servant Leadership and Global Mindset: The Mediating role of Social Capital

20th SZABIST National Research Conference (NRC), Islamabad, Pakistan • 19th Apr 2017

RESEARCH WORK UNDER REVIEW

Naseer, S., Bouckennooghe, D., Qazi, S. **Navigating the Career Labyrinth: The Role of Career Competencies and Psychological Mobility in Career Development**, Human Resource Development Quarterly

Naseer, S., Bouckennooghe, D., Qazi, S. **Workaholism Transformed: Unpacking Positive Outcomes via Psychological Meaningfulness and Needs Satisfaction**, Personnel Review

RESEARCH WORK IN PROGRESS

- Self-Leadership
- Leader Procrastination
- Work-life Balance
- Training & Development
- Servant Leadership & Expats Adjustment
- Workplace Bullying
- Brand Aspirations

SUPERVISION

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| • Co-supervised 17 MS (Management Sciences) students in thesis research | 2021-2023 |
| • Supervised 4 internship students in drafting internship & Community Work reports | 2022-2023 |

CERTIFICATIONS

Faculty Development Workshop: Entrepreneurship Teaching and Pedagogy Institute of Business Administration (IBA), Karachi, Pakistan	21 st - 22 nd Dec 2020
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DIGITAL SKILLS

Microsoft Office (Excel / Word / PowerPoint) | Data Analysis | SPSS Statistics | SPSS AMOS | Smart PLS | Skype | Microsoft Teams | e-Learning | Google Meet | Zoom | Moodle | Learning Management System (LMS) | Google Classroom | Google Forms

COMPETENCIES

Quick learner | Strong analytical skills | Problem-solving ability | Communication skills | Interpersonal skills | Organizational skills | Research Review | Quantitative Research | Lecturing | Academic Counseling | Lesson Planning | Syllabus Development | Learning Assessment | Learning Outcomes Reporting | Curriculum Development | Curriculum Assessment | Classroom Management | Blended Learning | Distance/Virtual Learning | Time Management | Multitasking | Event Management

LANGUAGE SKILLS

English

LISTENING C2 READING C2 WRITING C2
SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

Urdu

LISTENING C1 READING C1 WRITING C1
SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

RESEARCH GRANTS

ORIC grants acquisition from Riphah International University, Islamabad, Pakistan	2021-2022; 2022-2023
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EVENTS

16 th & 17 th convocation - Riphah International University, Islamabad, Pakistan Member of discipline committee of the organizing team	Jan 2022; May 2023
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AWARDS AND ACHIEVEMENTS

Best Research Paper Award in OB Division Southern Management Association (SMA), USA	2018
Distinction – MS in Management Sciences	2018
Academic Gold Medal – Bachelor of Business Administration	2007
Best Student of the Year – Bachelor of Business Administration	2004

REFERENCES

Will be provided on demand.