



Memoona Naz

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ABOUT ME

MPhil graduate in Psychology with research expertise in work and organizational psychology, particularly in organizational virtuousness, leadership and workplace ethics. My research focuses on how leadership and psychological resources influence ethical work behavior and employee well-being. I have strong training in quantitative research methods, statistical analysis and psychological assessment. I am particularly interested in studying job insecurity, employee wellbeing and organizational behavior in contemporary workplaces.

EDUCATION AND TRAINING

Master of Philosophy in Psychology

Quaid-i-Azam University [2022 – 2024]

City: ISLAMABAD | **Country:** Pakistan | **Website:** <https://qau.edu.pk/> | **Field(s) of study:** Psychology | **Final grade:** 3.5 / 4.0 | **Thesis:** "Impact of Organization Virtuousness and Perceived Authentic Leadership in Ethical Work Behavior of Employees: Moderating Role of Psychological Capital".

Major Subjects:

- Applied Statistics
- Application of Contemporary Data Analysis Tools
- Clinical Psychology
- Psycho-social Intervention in Disaster Management
- Antisocial behaviour in Children and Adolescents

Bachelor in Applied Psychology

Government College University, Faisalabad. [2017 – 2021]

City: Faisalabad | **Country:** Pakistan | **Website:** <https://gcuf.edu.pk/> | **Field(s) of study:** Psychology | **Final grade:** 3.63/4

Major Subjects:

- Clinical Psychology
- Psychological Testing and Measurement
- Human Resources Management
- Organization Psychology
- Forensic Psychology
- Positive Psychology
- Development Psychology
- Research in Psychology

PUBLICATIONS

[2025]

Investigating the impact of perceived social stigmatization and social appearance anxiety on quality of life among patients with facial skin diseases

Authors: © The Author(s), under exclusive licence to Springer-Verlag GmbH Germany, part of Springer Nature 2024
| Journal Name: Archives of Dermatological Research (2025) 317:198 <https://doi.org/10.1007/s00403-024-03719-1>

WORK EXPERIENCE

 **As a research assistant National Institute of Psychology Quaid-I-Azam University – ISLAMABAD,**
Pakistan

Researcher

[2023 – 2024]

Research on:

M.Phil. Scholar in Psychology and Research Assistant at the National Institute of Psychology, Quaid-i-Azam University. Experienced in organizational behavior, leadership and workplace ethics with research on organizational virtuousness and psychological capital in ethical work behavior. Skilled in research methodologies, psychological assessments and evidence-based interventions for employee well-being. Passionate about applying psychological insights to enhance leadership, workplace culture and organizational development.

 **National University of Modern Languages – Islamabad, Pakistan**

English Work Program For Modern Skill Development

[11/2023 – 06/2024]

English Work Program for Modern Skill Development

- Business & Workplace Communication .
- Presentation & Public Speaking
- Digital & Technical Literacy
- Interpersonal & Leadership Skills
- Resume Writing & Interview Preparation
- Critical Thinking & Problem-Solving
- Cross-Cultural Communication

 **University of Jhang – Jhang, Pakistan**

Visiting Lecturer (Psychology)

[01/01/2025 – Current]

- Teaching undergraduate courses in psychology
- Assisting students with research methodology and academic writing
- Supervising student assignments and presentations
- Supporting departmental academic activities and seminars
- Promoting psychological awareness and student wellbeing

CONFERENCES AND SEMINARS

[28/07/2024 – 30/07/2024] National Institute of Psychology of Pakistan

Soft skill training workshop project of us mission in Pakistan

[16/02/2024 – 17/02/2024] Asian Digit Library , Faisalabad Pakistan

Unveiling synergistic Dynamics of Organization Virtuousness and Psychological Capital in Shaping Ethical Climate among Bank Employee

[19/12/2023 – 21/12/2023] Center for clinical psychology

Mental Health: Rehabilitation and innovation -2023

[19/07/2023 – 19/07/2023] international organization of migration

Fostering Empowerment through psychological Care, Safety, and protection Among Displaced Afghans

[04/03/2022 – 04/03/2022] University of Sargodha

Community: challenges & Trends

PROJECTS

Academic Projects

- The Role of Organizational Virtuousness in Ethical Work Behavior: Examining leadership, psychological capital, and ethics.
- Psychological Capital and Employee Well-being: Exploring optimism, resilience, and job satisfaction.
- Social Media and Mental Health: Studying the link between excessive social media use and well-being.
- The Role of Positive Psychology in Academic Performance: Exploring gratitude and self-motivation in student success.
- Psychological Effects of Virtual Learning: Understanding online education’s impact on attention, motivation, and stress.

HONOURS AND AWARDS

[08/2024] Punjab Government of Pakistan

PEEF Scholarship

LANGUAGE SKILLS

Mother tongue(s): Urdu

Other language(s):

English

LISTENING B2 READING B2 WRITING B2

SPOKEN PRODUCTION B2 SPOKEN INTERACTION B2

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

RECOMMENDATIONS

Name: Dr. Aisha Zubair | Assistant Professor

National Institute of Psychology

Quaid-I-Azam University, Islamabad Pakistan

Profile Link: <https://nip.edu.pk/aishazubair/>

Email: aishazubair@nip.edu.pk | **Phone number:** (+92) 5190644022

Name: Dr.Rubina Hanif | Tenured Professor / Director

National Institute of Psychology

Quaid-I-Azam University, Islamabad Pakistan

Profile Link:<https://nip.edu.pk/drrubinahanif/>

Email: drrubinahanif@nip.edu.pk | **Phone number:** (+92) 5190644047

TRAINING AND SKILLS

Trainings and Digital Skills

- Cognitive-Behavioral Therapy Training
- Mindfulness-Based Stress Reduction
- Psychological Assessment & Testing
- Applied Behavior Analysis
- Research Methodology & Data Analysis

RESEARCH INTERESTS.

Behavior and Organization Psychology

- Cognitive-Behavioral Strategies
- Mindfulness and Stress Reduction
- Organizational Culture and Ethics
- Social Support and Employee Assistance
- Behavior Modification
- Virtual and Teletherapy