

DR. AMANI MOAZZAM BAIG MIRZA

Assistant Professor (TTS) · Institute of Administrative Sciences, University of the Punjab, Lahore
amani.ias@pu.edu.pk | Google Scholar: scholar.google.com.pk/citations?user=RQPeTB4AAAAJ | ResearchGate:
researchgate.net/profile/Amani-Moazzam

EDUCATION

PhD, Administrative Sciences (Management) <i>Institute of Administrative Sciences, University of the Punjab, Lahore</i> Dissertation: Gender and Organizational Practices in Public Sector Organizations: A Case of University of the Punjab, Lahore. Supervisor: Professor Dr. Nasira Jabeen.	2012
M.Com (Finance) <i>University of the Punjab, Lahore · Division: A</i>	2001
B.Com <i>University of the Punjab, Lahore · First Division</i>	1999

PROFESSIONAL EXPERIENCE

Assistant Professor (Tenure Track System) <i>University of the Punjab · Teaching at undergraduate and postgraduate levels; supervising MPhil/MS and PhD research</i>	October 2019 – Present
Assistant Professor (Permanent, BPS-19) <i>University of the Punjab, Lahore</i>	June 2013 – October 2019
Assistant Professor (Contract) <i>University of the Punjab, Lahore</i>	April 2013 – June 2013
Lecturer (Contract) <i>University of the Punjab, Lahore · Undergraduate teaching</i>	April 2011 – March 2013
Research Scholar (PhD) <i>University of the Punjab, Lahore · HEC Indigenous Scholarship for PhD Scholars</i> 15 years in academia.	September 2004 – December 2012

CONCURRENT ADMINISTRATIVE ROLES

Managing Editor, Governance and Management Review <i>Institute of Administrative Sciences, University of the Punjab</i>	December 2016 – Present
MPhil (Management) Programme Coordinator <i>Institute of Administrative Sciences, University of the Punjab</i>	June 2019 – Present
Focal Person, External Linkages Office <i>Institute of Administrative Sciences, University of the Punjab</i>	March 2019 – Present
Focal Person, ORIC <i>Institute of Administrative Sciences, University of the Punjab</i>	August 2019 – Present
Conference Secretary, IAS-SANPA International Conference 2025 <i>Institute of Administrative Sciences, University of the Punjab</i>	2025

RESEARCH EXPERIENCE

- Gender Stereotypes and Women in Management: A Case of the Banking Sector of Pakistan — 1-year quantitative study, supervised by Dr. Nasira Jabeen, Institute of Administrative Sciences, University of the Punjab.
- Gender and Organizational Practices in Public Sector Organizations: A Case of University of the Punjab, Lahore — 4-year mixed-methods doctoral study, supervised by Dr. Nasira Jabeen.

Primary research interests: Gender in Management and Behavioral Public Management.

RESEARCH SUPERVISED

MS-HRM / MPA / MPhil Thesis Supervision (33 completed, First Supervisor unless noted)

- Relationship between Organizational Trust, Organizational Justice and Job Satisfaction (2010–2012)
- The Influence of Organizational Culture on Employee Engagement and Turnover Intention Link: A Case Study (2012–2014)
- Employee Religiosity: Impact on Job Stress and Job Satisfaction (2012–2014)
- E-Tax Website Quality: An Evaluation Framework (2012–2014)
- The Relationship between Talent Management and Turnover Intentions (2012–2014)
- Worker's Perception about Effective Role of HRM Practices in Designing & Implementing OHS: A Case of Kohinoor Mills Limited (2012–2014)
- Effect of Organizational Wellbeing and POS on Building Employee Resilience (2012–2023)
- Impact of Authentic Leadership on Employee Wellbeing and Work-Life Balance: The Mediating Role of Psychological Capital (2013–2015)
- Relationship between Perceived Employability and Subjective Career Success: Mediating Role of Work-Life Balance (2013–2015)
- Impact of Higher Education Institutions' Brand Image on Employability of Graduates with Mediating Role of Academic Planning: A Public and Private Sector Debate (2014–2016)
- Role of Culture on Women's Participation in Decision Making in Telecom Sector in Lahore (2014–2016)
- An Investigation of Leader-Member Exchange and its Outcome; Career Motivation: A Case of Ganga Ram Hospital (2014–2016)
- Influence of Personality Traits on Organizational Identification: Moderating Role of Work Design (Livestock and Dairy Development Department, Punjab) (2015–2017)
- Measuring Citizen's Satisfaction of Information and Communication Technology (ICT) Services at E-Khidmat Center Punjab (2015–2017)
- Influence of Leadership Styles (Transactional and Transformational) on Job Satisfaction (2015–2017)
- Studying the Influence of Empowering Leadership on Perceived Leadership Effectiveness: Psychological Empowerment as a Mediator (2015–2017)
- Examining the Relationship between Servant Leadership and Ethics of Employees with the Mediating Role of Leader Identification (2015–2017)
- Impact of Cyberloafing on Organizational Citizenship Behaviour (2015–2017)
- The Effect of Gender Stereotyping on Organizational Citizenship Behavior: Role of Organizational Justice in Civil Service of Pakistan (2015–2017)
- Role of Gender on Work-Life Conflict and its Relationship with Job Performance: A Study of Lahore Parking Company (2015–2017)
- The Effect of Perceived Organizational Support on Organizational Commitment through Employee Engagement: An Impact Study on IT Employees in Lahore (2016–2018)
- Flexible Working Arrangements, Discourse or Reality: A Gendered Analysis of Higher Education Institutions (2016–2018)
- Interagency Collaboration for Polio Eradication in Pakistan (2017–2019)
- Female Entrepreneurial Initiatives and Micro-financing Institutions: Role of Societal Risks (2017–2019)
- Prevention of Workplace Harassment of Women Act: Awareness and Implementation — A Case of HEIs of Pakistan (2017–2019)
- Impact of Ethical Leadership on Employee Creativity with the Role of Psychological Empowerment, Intrinsic Motivation, Controlled Extrinsic Motivation and Autonomous Extrinsic Motivation: A Moderated Double Mediation Model (2017–2019)
- Relationship of Workplace Ostracism and Emotion Rule Dissonance on Organizational Cynicism: Moderating Role of Workplace Supervisory Support and Emotional Contagion (2018–2020)
- Queen Bee Syndrome: A Part of Sexual Politics? (2018–2020)
- Effects of Workplace Stress on Employee Turnover Intention with Mediating Role of Burnout and Moderating Role of Workplace Social Support (2018–2020)
- Willingness to Pay for Solid Waste Management (2018–2020)

- The Impact of Leader Gender and LMX on the Relationship between Leadership Styles and Work Engagement in the Healthcare Industry of Pakistan (2021–2023)
- The Role of Information Communication Technology on the Relationship between Entrepreneurial Resourcefulness and Entrepreneurial Intention among Females: A Study in Pakistan (2022–2024)
- Strategic Human Resource Management (SHRM) Practices and Organizational Resilience in the Banking Sector of Pakistan: Mediating Role of Employee Resilience (2022–2024)
- Workplace Bullying and Turnover Intention in Pakistan's IT Sector: The Roles of Organizational Cynicism and Perceived Organizational Support (2022–2024)

PhD Supervision (3 completed)

- Career Patterns of Women in Pakistan: A Study of the Health Sector — First Supervisor, completed 2014
- Innovation Management in the Education Sector of Pakistan: Perceived Institutional Support Perspective — First Supervisor, completed 2015
- Employability and Career Success in the IT Industry of Pakistan — Second Supervisor, completed 2016

PhD Thesis External Evaluation

- Evaluator, PhD thesis — University of the West of England, Bristol, UK (Prof. Stephanie Tailby)
- Evaluator, PhD thesis — COMSATS University, Lahore, Pakistan (Prof. Mahmood Ahmad Bodla)
- Evaluator, PhD thesis — Utrecht University, Netherlands (Prof. Paul Verweel)

FUNDED RESEARCH PROJECTS

- Representative Bureaucracy — Principal Investigator, University of the Punjab (Oct 2021–Oct 2022) — PKR 150,000
- Ethics Training: A Cultural Need? — Principal Investigator, University of the Punjab (Aug 2016–Aug 2017) — PKR 150,000
- Organizational Trust and its Implications for HRM — Principal Investigator, University of the Punjab (Aug 2013–Aug 2014) — PKR 150,000

PUBLICATIONS

Edited Volume (Forthcoming)

Huq, P. A., Islam, M. S., & Moazzam, A. (Eds.) (2026, forthcoming). *Digital Transformation and Sustainability in South Asia*. Springer Nature.

Book Chapters

- Moazzam, A. (2024). Representation or Inclusion in Pakistan: Are Women Making a Difference? In H. Zafarullah & F. Azmat (Eds.), *Governance and Sustainable Development in South Asia*. Springer, Cham.
- Rizwan, A., Moazzam, A., & Naveed, S. (2024). E-Governance in Pakistan: A Tool for Sustainable Development or Myth. In A. Haque & Y. Salman (Eds.), *Perspectives and Practices of Public Administration in South Asia*. Springer, Cham.
- Salman, Y., Irfan, S., & Moazzam, A. (2023). Fostering Innovation in Public Services: Illustrations from Pakistan. In *Handbook on Asian Public Administration*. Edward Elgar Publishing. ISBN 978-1-83910-478.
- Khan, H., & Moazzam, A. (2022). Interagency Collaboration/Coordination in the Context of Pakistan: Case of Polio Eradication Program. In A. Zahra, G. Bouckaert, M. Z. I. Jadoon, & N. Jabeen (Eds.), *Public Sector Reforms in Pakistan: Hierarchies, Markets and Networks*. Palgrave Macmillan, Cham. ISBN 978-3-030-96824-3.

Journal Articles

- Mostafa, A. M. S., Yunus, S., Suhail, A., & Moazzam, A. (2026). High Involvement Work Practices and Employee Well-Being in the Public Sector: Does Public Values-Focused Transactional Leadership Make a Difference? *International Journal of Public Administration*.
- Zubair, S., & Moazzam, A. (2024). Exploring Career Construction: A Single Narrative Case Study Guided by the Systems Theory Framework of Career Development (STFCD). *South Asian Journal of Business and Management Cases*, 13(1), 81–97. ISSN 2277-9779. IF 1.043.
- Baig, A. M., Riaz, M., Moazzam, A., & Bokhary, I. Z. (2024). Effect of COVID-19 Lockdown on Health of Women in Pakistan — A Socioeconomic Perspective. *Pakistan Journal of Medical Sciences*, 40(3), 347–352. ISSN 1682-024X. IF 1.2.

- Hassan, S., Ansari, N., Moazzam, A., Rehman, A., & Asif, R. (2022). Validating Perry's Measurement Scale of Public Service Motivation in a Non-Western Culture: A Prefatory Study. *Webology*, 19(3), 1674–1687. ISSN 1735-188X.
- Ulfat, S., Moazzam, A., & Salman, Y. (2022). Organizational Innovation Management: Traces from Previous Literature. *Global Social Sciences Review*, VII(II), 355–371.
- Mufti, R., Moazzam, A., & Basit, A. (2021). Queen Bee Syndrome a Part of Sexual Politics or Another Gendered Stereotype. *Journal of Social and Business Review in Emerging Economies*, 7(4), 835–846. ISSN 2519-0326.
- Hassan, S., Ansari, N., Rehman, A., & Moazzam, A. (2021). Understanding Public Service Motivation, Workplace Spirituality and Employee Well-Being in the Public Sector. *International Journal of Ethics and Systems*, 38(1), 147–172. ISSN 2514-9369.
- Mahmood, Z., & Moazzam, A. (2021). Influence of Personality Traits on Organization Identification: A Case Study of Livestock and Dairy Development Department, Punjab. *Journal of Management Research*, 8(1), 250–277. ISSN 2218-2705.
- Mahmood, M. A., Irfan, S., Jabeen, N., & Moazzam, A. (2020). Sources of Innovation in Social Enterprises Working in Pakistan. *Journal of the Research Society of Pakistan*, 57(2), 170–179. ISSN 0034-5431.
- Malik, M. W., Moazzam, A., Jabeen, N., & Ansari, N. (2019). Work-Life Balance as a Mediator between Employability and Subjective Career Success. *Journal of Behavioural Sciences*, 29(2), 86–103. ISSN 1028-9097.
- Zubair, S. S., Salman, Y., Irfan, S., Jabeen, N., & Moazzam, A. (2018). Towards a Holistic Model of Public Service Motivation: A Systematic Literature Review. *Journal of Research Society of Pakistan*, 55(2), 179. ISSN 0034-5431.
- Qazi, Q. A., Ansari, N., & Moazzam, A. (2018). Women's Reaction to the Gender Pay Gap: A Study of the Pakistan Telecommunication Sector. *Pakistan Journal of Women's Studies: Alam-e-Niswan*, 25(2), 133. ISSN 1024-1256.
- Riaz, H., Jabeen, N., Salman, Y., Ansari, N., & Moazzam, A. (2017). A Study of Higher Education Reforms in Pakistan: Key Reforms and Drivers. *Journal of Research Society of Pakistan*, 54(2), 71. ISSN 0034-5431.
- Ghafoor, M. S., Ansari, N., & Moazzam, A. (2017). The Effect of Financial Compensation and Perceived Career Progression on Employee Turnover Intentions with Self-Actualization as a Mediator. *Governance and Management Review*, 1(2), 67. ISSN 2521-554X.
- Ansari, N., Jabeen, N., Moazzam, A., & Salman, Y. (2016). Diversity Management: Towards a Theory of Gender-Sensitive Practices. *Bulletin of Education and Research*, 38(2), 293. ISSN 0555-7747.
- Lashari, M., Moazzam, A., Salman, Y., & Irfan, S. (2016). Impact of Organizational Trust on Organizational Justice and Organizational Commitment: A Case of University of Sargodha. *Journal of Research Society of Pakistan*, 53(2), 170. ISSN 0034-5431.
- Ansari, N., Jabeen, N., Moazzam, A., & Salman, Y. (2016). Female Career Progression: A Gender Stratification View. *Pakistan Journal of Social Sciences*, 36(2), 797. ISSN 2074-2061.
- Ansari, N., Moazzam, A., Jabeen, N., & Salman, Y. (2016). Gender and Perceptions of Organizational Justice: A Study of University of the Punjab. *Pakistan Journal of Women Studies: Alam-e-Niswan*, 23(1), 45. ISSN 1024-1256.
- Moazzam, A., et al. (2016). Respectable Femininity and Career Advancement: An Analysis of the Federal Civil Service of Pakistan. *Journal of Social Sciences and Humanities*, 24(1), 26. ISSN 1994-7046.
- Qadar, S., Moazzam, A., & Ansari, N. (2016). E-Tax Website Quality: An Evaluation Framework. *Pakistan Journal of Information Management & Libraries*, 16, 38. ISSN 2409-7462.
- Moazzam, A., Jabeen, N., Ansari, N., & Salman, Y. (2015). Mentoring, Networking and Politicking in Higher Education Institutions: A Gendered Perspective. *Global Management Journal for Academic and Corporate Studies*, 5(2), 41. ISSN 2219-6145.
- Mubashar, U., & Moazzam, A. (2015). Employee Religiosity: Impact on Job Stress and Job Satisfaction. *New Horizons*, 9(2), 1. ISSN 1992-4399.
- Rehman, H., Moazzam, A., & Ansari, N. (2015). Role of Microfinance Institutions in Women Empowerment: A Case Study of Akhuwat, Pakistan. *South Asian Studies*, 30(1), 107. ISSN 1026-678X.
- Moazzam, A., & Jabeen, N. (2014). Politics in Academia: A Case of the University of the Punjab. *New Horizons*, 8(2), 65. ISSN 1992-4399.
- Mirza, M. B. A., & Jabeen, N. (2011). Gender Stereotypes and Women in Management: The Case of Banking Sector of Pakistan. *South Asian Studies*, 26(2), 259. ISSN 1026-678X.

CONFERENCES, SEMINARS & WORKSHOPS

Papers Presented — International

- Gender, Work and Organization (GWO) Conference, South Africa (hybrid) — presented with co-author, online, 28–30 June 2023
- 4th International Conference on Emerging Trends in Earth and Environmental Sciences, University of the Punjab — presented with co-author, 4–6 December 2023
- Gender Issues in Business Schools Conference, online — paper presented, October 2021–May 2022
- British Academy of Management (BAM) Conference — virtual ("On Cloud") — 2–4 September 2020
- Book Seminar on Public Sector Reforms in Pakistan, Institute of Administrative Sciences — paper presented, 4 February 2020 (book editors: G. Bouckaert, Z. I. Jadoon, N. Jabeen, A. Zahra)
- British Academy of Management (BAM) Conference, Aston University, UK — 3–5 September 2019
- SEDC International Conference on Gender, Work and Society, LUMS — 22–23 April 2019
- International Research Society of Public Management Conference (IRSPM), University of Edinburgh, UK — 21–23 April 2018
- British Academy of Management (BAM) Conference, Warwick University, UK — 5–7 September 2017
- SEDC International Conference on Gender, Work and Society, LUMS — 22–23 April 2017
- International Research Society of Public Management Conference (IRSPM), Corvinus University, Budapest, Hungary — 20–22 April 2017
- Global Gender Perspective Conference, Pearl Continental Hotel, Lahore — organized by LCWU in collaboration with George Washington University, 14–16 November 2016
- 19th Annual Dilemmas for Human Services International Research Conference, University of Northampton, UK — 13–14 September 2016
- British Academy of Management (BAM) Conference, Newcastle University, UK — paper presented and chaired a session, 5–7 September 2016
- 1st International Research Conference on Economics, Business and Social Sciences, Bahauddin Zakariya University, Multan — 12–13 April 2016
- Sydney International Business and Research Conference (SIBRC), University of Western Sydney — paper presented and chaired a session, 17–19 April 2015
- Global Conference on Business and Social Sciences (GCBSS), Kuala Lumpur, Malaysia — 16–17 December 2014
- 1st International HEC Conference on Social Science Research, Islamabad — 18–20 April 2011

Conferences & Workshops Organized

- Conference Secretary — IAS-SANPA International Conference on "Local Realities, Regional Futures: Transforming Public Administration and Management in South Asia," jointly organized by the Institute of Administrative Sciences and the South Asian Network of Public Administration (SANPA), University of the Punjab — 30 October–1 November 2025
- International Conference on "Governance, Management and HR: Strategic Directions," Pearl Continental Hotel, Lahore — organized by IAS, University of the Punjab, 19–21 May 2018
- Doctoral Symposium, Institute of Administrative Sciences, University of the Punjab — 10–19 May 2018
- Workshop on Sexual Harassment and Workplace Harassment Act, Institute of Administrative Sciences — organized (and also served as invited speaker) for HEI faculty, public and private universities — 16 February 2019
- National Conference on "Emerging Trends in Governance and Management," Pearl Continental Hotel, Lahore — organized by IAS in collaboration with PHEC, 20–21 May 2016
- Doctoral Symposium, Institute of Administrative Sciences, University of the Punjab — 19 May 2016

Invited Speaker

- Sexual Harassment and Workplace Harassment Act, UVAS Lahore — 12 April 2019
- Sexual Harassment and Workplace Harassment Act awareness workshop, Institute of Administrative Sciences, University of the Punjab — 16 February 2019

Other Workshops & Training Attended

- Gender and Diversity in Higher Education, online — 24–25 August 2021
- Online Workshop on R Programming, Cancer Research Centre, University of the Punjab — 27–28 July 2020

- Quantitative Research Methods for All, virtual, organized by the British Academy of Management — 13–27 February 2020
- Gender in Business School (GIBS) Network Workshop, Oxford Brookes University, UK — 9–10 September 2019
- Structural Equation Modeling on AMOS, IIMS, University of the Punjab — 5 November 2016
- Usage of SPSS PROCESS Plugin, University of Management and Technology, Lahore — 2 April 2016
- Women Leadership Summit: New Age Leadership, The Gender of Talent, Pearl Continental Hotel, Lahore — organized by Nutshell Forum & Jang Group, 23 May 2015
- Women Empowerment and Leadership, Faletti's Hotel, Lahore — two-day workshop by COMSATS Institute of Information Technology, 19–20 February 2015
- “How to Publish in High Impact Factor ISI Journals,” University of Malaya, Kuala Lumpur — organized by Gatr Enterprises, 19–20 December 2014
- South Asia Conclave & Golf Tournament, Innovating for Growth, Royal Palm Golf Club, Lahore — 20 November 2014
- Asian Leadership and HRM Summit, Avari Hotel, Lahore — 21 August 2014
- Faculty Development Program, Institute of Administrative Sciences — organized by AMDIP, 10–11 October 2012
- Workshop on Quantitative Data Analysis and SPSS Usage, ORIC, University of the Punjab — 29 September 2012
- Workshop on Qualitative Research and NVivo Usage, IQTM, University of the Punjab — March 2012
- HEC National Workshop, “Writing Research Grant Proposal,” Islamabad — 16–17 April 2011
- Gender Mainstreaming in the Project Cycle (TA 4602-PAK), Lahore — organized by the Asian Development Bank in support of the Gender Reform Action Plan, 24–26 November 2009

CONSULTATIVE & ADVISORY SERVICES

- Board of Advanced Studies and Research, Lahore Garrison University — ongoing since December 2021
- Board of Studies (External Member), Lahore Leads University — since February 2021
- Advisory Services, Virtual University, Lahore — 2017
- Honorary Member, Board of Studies, Lahore College for Women University (LCWU) — 2016
- NBEAC Online Training on Gender and Diversity in Higher Education (2021)
- Directors Training Program, Session 1, Avari Hotel, Lahore — 3–4 October 2019 (ICAP-recognized, per Listed Companies Regulations 2017)
- Training on Effective Implementation of Anti-Sexual Harassment Legislation, organized by Mehergarh: A Centre for Learning — 2017
- Paper Setter / Evaluator, Punjab Public Service Commission (PPSC) — ongoing since 2019
- Paper Setter / Evaluator, Virtual University staff examinations — 2021

EDITORIAL & PROFESSIONAL SERVICE

Managing Editor — Governance and Management Review (2016–Present)

- Research journal initiated by the Institute of Administrative Sciences, University of the Punjab, Lahore
- Processes manuscripts submitted for publication and oversees production and publication procedures
- Maintains editorial correspondence with prospective contributors
- Manages publicity and advertising for the journal

Editorial Board Membership

- Editorial Board Member, Journal of Management and Administrative Sciences, Lahore College for Women University — since 2021

External Thesis Examination

- External Examiner, MS/MPhil theses — Virtual University, Lahore (since 2015)
- External Examiner, MS/MPhil theses — Institute of Business Administration (IBA) and IBIT, University of the Punjab (since 2015)
- External Examiner, MS/MPhil theses — University of Management and Technology (UMT) and University of Central Punjab (UCP) (since 2015)

Journal Peer Review

- Asian Women
- Organization Theory Review
- Baltic Journal of Management
- Journal of South Asian Development
- European Research on Management and Business Economics
- Organizations and Markets in Emerging Economies

Conference Peer Review

- British Academy of Management (BAM) Conference — 2020
- European Academy of Management (EURAM)
- International Interdisciplinary Conference on Gender, Work and Society

UNIVERSITY SERVICE ROLES

- Conference Secretary, IAS-SANPA International Conference 2025, Institute of Administrative Sciences, University of the Punjab
- Managing Editor, Governance and Management Review (GMR), Institute of Administrative Sciences — since December 2016
- Programme Coordinator, MPhil (Management), Institute of Administrative Sciences, University of the Punjab — since June 2019
- Focal Person, ORIC, Institute of Administrative Sciences, University of the Punjab — since August 2019
- Focal Person, External Linkages Office, Institute of Administrative Sciences, University of the Punjab — since March 2019

CURRICULUM DEVELOPMENT

- PhD, Administrative Sciences — University of the Punjab
- MPhil, Management — University of the Punjab
- BS (Hons), Management — University of the Punjab

HONORS AND AWARDS

- Best Paper Award, SEDC International Conference on Gender, Work and Society, LUMS — 2019
- Recipient, HEC Indigenous Scholarship for PhD Scholars (2004)

SOFTWARE PROFICIENCY

Strong command of both quantitative and qualitative data analysis tools, including SPSS, AMOS, R, and NVivo.

LANGUAGES

- English — Reading: Good · Writing: Good · Speaking: Good
- Urdu — Reading: Good · Writing: Fair · Speaking: Good

INTERNATIONAL EXPOSURE

- Malaysia — Conference and workshop participation (December 2014)
- Australia — Conference participation (April 2015)
- United Kingdom — Conference at Newcastle and Northampton Universities (September 2016)
- Hungary — Conference at Corvinus University, Budapest (April 2017)
- United Kingdom — Conference at University of Edinburgh (April 2018)
- United Kingdom — Conference at Aston University and Oxford Brookes University (September 2019)

PROFESSIONAL MEMBERSHIPS

- Member, British Academy of Management (BAM) — since June 2016
- Member, International Research Society of Public Management (IRSPM) — since April 2017
- Member, Women in Public Policy International Network (WIPP) — since September 2020
- Member, South Asian Network of Public Administration (SANPA) — since March 2021
- Member, European Academy of Management (EURAM) — 2022

REFERENCES

- Professor Dr. Nasira Jabeen — Ex-Dean, Faculty of Economics and Management Sciences; Ex-Director, Institute of Administrative Sciences, University of the Punjab
- Professor Dr. Muhammad Zafar Iqbal Jadoon — Ex-Dean, Faculty of Economics and Management Sciences; Ex-Director, Institute of Administrative Sciences, University of the Punjab

Contact details available upon request.