

# Dr Syed Sohaib Zubair

## Contact

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Google Scholar Profile Link :

<https://scholar.google.com.pk/citations?user=3brctsAAAAJ&hl=en>

## Address

Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan.

## Areas of Interest (Not Limited to)

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Research Methods</li><li>• Governance and Public Policy</li><li>• Human Resource Management &amp; OB</li><li>• Development Management</li></ul> | <ul style="list-style-type: none"><li>• Public Administration &amp; Management</li><li>• Organization Change &amp; Development</li><li>• Organization Theory</li><li>• Performance &amp; Compensation Management</li></ul> |
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## Education

|              |                                                                                                                                                                              |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2015-2019    | <b>PhD Management</b><br><i>(CGPA: 3.61)</i><br><i>Institute of Administrative Sciences,</i><br><i>University of the Punjab, Lahore.</i>                                     |
| 2012 to 2014 | <b>M.Phil Management</b><br><i>(CGPA: 3.96)-1<sup>st</sup> Position</i><br><i>Institute of Administrative Sciences,</i><br><i>University of the Punjab, Lahore.</i>          |
| 2008 to 2012 | <b>Bs (Hons) in Management</b><br><i>(Specialization in Finance- CGPA: 3.66)</i><br><i>Institute of Administrative Sciences,</i><br><i>University of the Punjab, Lahore.</i> |
| 2006 to 2008 | <b>*A-Levels</b><br><i>(Pre-Engineering)</i><br>LACAS, Lahore. 1C, 1D, 1E (70.45%)                                                                                           |
| 2003 to 2006 | <b>*O-Levels</b><br><i>(Pre-Engineering)</i><br>LACAS, Lahore. 2A's, 5B's, 1C (76.2%)                                                                                        |

## Work Experience

### A. University of the Punjab, Pakistan

- Assistant Professor (Institute of Administrative Sciences) July 2023 to Present**
- Assistant Professor (Department of Administrative Sciences-Jhelum Campus) February 2020 to July 2023

- iii. Visiting Lecturer (Institute of Administrative Sciences-Lahore)
- iv. Lecturer (Department of Administrative Sciences-Jhelum Campus) October 2019 to February 2020
- v. Visiting Lecturer (Department of Sports Sciences & Physical Education)
- vi. Visiting Lecturer (College of Statistical & Actuarial Sciences)
- vii. Visiting Lecturer (Institute of Business Administration)
- viii. Visiting Lecturer (School of Biochemistry and Biotechnology)
- ix. **Research Officer (Institute of Quality and Technology Management) October 2013-August 2018**
  - Served Institute of Quality and Technology Management as Research Officer. This position expected me to be involved full time in research. Other additional duties taken include:
  - **Course Instructor for MSC & MS Programs**
  - **Thesis Supervision/Co-Supervision**
    - *M.Sc.: 3*
    - *M.S/M.Phil:50*
  - **Administration**
    - Coordinator Examinations-Institute of Quality and Technology Management
    - Program Coordinator M.Sc. Quality and Performance Management and M.S/M.Phil. Total Quality Management programs
    - Admissions In-Charge

**B. Siemens Pakistan Engineering Company Limited, Lahore-Pakistan**

**Commercial Intern (IA-DT)**

**July 2011**

**PhD Thesis Title**

Contextual Analysis of Implementation of Tenure Track System in Higher Education Institutions of Pakistan: A Reform Perspective

**Research Publications**

1. **SAGE Open (ISSN: 2158-2440-Online ISSN: 2158-2440)** A New Age of Leadership in Academia: Need for Change and Innovation During COVID-19. **2025.15(1).**  
**Impact Factor: 2.0**
2. **Pakistan Journal of Law, Analysis and Wisdom (e-ISSN: 2959-0825, p-ISSN: 2959-0817)** Employee's Motivation and Organizational Performance: Role of Employee's Novelty. **2024, 3(2), 133-140.**
3. **Bulletin of Business and Economics (ISSN: 2409-9368)** Public-Private Partnerships (PPPs) in Construction Projects: A Study on the Utilization, Effectiveness, and Challenges in Pakistan. **2023,12(3), 402-409.**
4. **International Journal of Conflict Management (ISSN: 1044-40680-Emerald)** Dish the dirt! Dual effects of workplace gossip patterns in linking coworker friendship with incivility in the restaurant context. **2023.** EarlyCite.  
**Impact Factor: 2.51**
5. **Kybernetes (ISSN: 0368-492X-Emerlad)** Linking coworker friendship with incivility: comparison between headwaiters and servers in family-style restaurants. **2023.** EarlyCite.

**Impact Factor: 2.352**

**6. European  
business review  
(ISSN: 0955-  
534X-Emerald)**

Encouraging SMEs performance through entrepreneurial intentions, competencies, and leadership: serial mediation model. **2023**. Early Cite.

**Impact Factor: 4.2**

**7. South Asian  
Journal of  
Business Studies  
(ISSN: 2398-  
628X-Emerald)**

How does emotional intelligence influence self-efficacy among customer service representatives in Pakistan? Mediatory effects of emotional labour. **2023**. EarlyCite.

**Impact Factor: 2.4**

**8. PLOS One (E-  
ISSN: 1932-6203)**

How level 5 leadership escalates organizational citizenship behaviour in telecom sector of Pakistan? Exploring mediatory role of organizational dissent. **2022, 17(10), e0276622**

**Impact Factor: 3.752**

**9. Sage Open (ISSN:  
2158-2440)**

How Transformational Leaders Are Engaged in Work Settings During Episode of Covid-19? Exploring Mediating Effects of Structural Empowerment and Process Innovation. **2022,12(2),1-14.**

**Impact Factor: 2.032**

**10. Transnational  
Corporations  
Review (Print)  
ISSN: 1918-6444  
(Online) ISSN:  
1925-2099)**

Influence of emotional intelligence on enterprise performance with mediating role of entrepreneurial resilience: a case of SMEs in Pakistan under the light of Covid-19. **2023, 15(2),118-132.**

**11. Pacific Business  
Review International  
(ISSN: 0974-438X)**

Employee Training and Financial Performance: Mediating Effects of Perceived Service Quality and Customer Satisfaction. **2021, 14(5). 68-81**

**12. Journal of Public  
Value and  
Administrative  
Insights  
(ISSN Online 2663-9181)**

Capacity building of public officials: Challenges of public organizations in Pakistan. **2021, 4(3). 183-199.**

**13. PLOS One (E-  
ISSN: 1932-6203)**

Public service motivation and organizational performance: Catalyzing effects of altruism, perceived social impact and political support. **2021, 16(12), e0260559.**

**Impact Factor: 3.752**

**14. Journal of Asian  
Finance,  
Economics and  
Business (ISSN:  
2288-4645)**

Orientation of Youth towards Social Entrepreneurship: An Empirical Study in Pakistan. **2021, 8(9) 67-77.**

**15. Cogent Business**

Impact of Entrepreneurial Orientation Dimensions on Performance of Small

- & Management** (ISSN: 2331-1975) Enterprises: Do Entrepreneurial Competencies Matter? **2021, 8(1), 1943241.**
- 16. Public Administration Issues** (ISSN: 1999-5431) Ethical Risks In Public-Private Partnerships: The Case Of Lahore Waste Management Company. **2021, 5(Special Issue I N5), 56-72.**
- 17. Management Research Review** (ISSN: 2040-8269) ISSN: Can adaptive–academic leadership duo make universities ready for change? Evidence from higher education institutions in Pakistan in the light of COVID-19. **2021, 44(11), 1478-1498.**
- 18. Management Science Letters** (ISSN-1923-9343-Online 1923-9335-Print) Entrepreneurial self-efficacy and small business performance in Pakistan. **2021, 11 (6), 1715–1724.**
- 19. Governance and Management Review** (ISSN-2521-554X) Implementation of Tenure Track System Reform in Pakistan: A Contextual Analysis **2020, 5(2),158-173.**
- 20. Journal of Public Value and Administrative Insight** (Online ISSN: 2663-9181) Perception of local government officials about role of local government system in achieving MDG’S specific to education and health. **2020, 3(3), 92-116.**
- 21. Journal of Applied Economics and Business Studies** (ISSN (Online): 2663-693X) of Service Quality Dimensions and Customer Satisfaction in online shopping: A customer’s perspective. **2020, 4(1), 53-76.**
- 22. European Journal of Business and Management** (ISSN (Paper)2222-1905 ISSN (Online)2222-2839) Organizational Culture as a Moderator Between Paternalistic Leadership Style and Organizational Commitment: A Case of Banking Sector, Pakistan. **2020, Vol 12(1), 41-54.**
- 23. Pakistan Journal of Commerce and Social Sciences** (ISSN: 1997-8553) Societal E-Readiness for E-Governance Adaptability in Pakistan. **2020, Vol14(1)273-299.**

24. **Governance and Management Review** (ISSN-2521-554X) Prospects for Online Grocery Shopping in Pakistan. **2019, Vol4(2) 76-91.**
25. **South Asian Journal of Business Studies** (ISSN: 2398-628X-Emerald) An assessment of e-service quality, e-satisfaction and e-loyalty. **2019, Vol 8(3), 282-302.**
26. **UCP Management Review** (ISSN: 2518-8305-Print, ISSN: 2616-7409-online) Online Buying Behavior: Prospects for Online Sale Promotions Strategies in Pakistan. **2019, Vol 3(1), 25-40.**
27. **Governance and Management Review** (ISSN-2521-554X) Impact of sales promotion on consumer buying behavior: a case of modern trade, Pakistan. **2019, Vol 4(1), 38-53.**
28. **Pakistan Journal of Commerce and Social Sciences** (ISSN: 1997-8553) Mediating Role of Environmental Commitment between Green Organizational Identity and Green Innovation Performance. **2019, Vol 13(2), 385-408.**
29. **International Journal of Research in Human Resource Management** (P-ISSN: 2663-3213, E-ISSN: 2663-3361) Sustainable development: The role of green HRM. **2019, Vol 1(2), 1-6.**
30. **Pakistan Vision** (ISSN- 1681-5742) Governance Context of Higher Education Sector of Pakistan. **2019, Vol 20(1).**
31. **Journal of Research Society of Pakistan** (ISSN-0034-5431) Towards a holistic model of Public Service Motivation: A Systematic Literature Review . **2018, Vol 55 (2), 179-192.**
32. **Sukkur IBA Journal of Management and Business – SIJMB** (ISSN Paper: 2313-1217, Online: 2410-1885) Authentic Leadership and Organization Citizenship Behavior: A Case of Pakistani Electronic News Media Industry. **2018, Vol 5 (1), 16-32.**

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| <p><b>33. Industrial Engineering Letters</b><br/>(ISSN Paper: 2224-6096, Online: 2225-0581)</p>                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Impact of Transactional Leadership and Transformational Leadership on Employee Performance: A Case of FMCG Industry of Pakistan. <b>2018, Vol 8 (3), 23-30.</b></p> |
| <p><b>34. Pakistan Business Review</b><br/>(ISSN: 1561-8706)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Non-Financial Incentive System and Organizational Commitment: An Empirical Investigation. <b>2016, Vol 18 (1), 55-75.</b></p>                                       |
| <p><b>35. Journal of Business Strategies</b><br/>(ISSN: 1993-5765)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>Synergic relationship between Total Quality Management and Marketing Management in creating Customer's Value. <b>2015, Vol.9 (2), 99-114.</b></p>                   |
| <p><b>36. New Horizons</b><br/>(ISSN:1992-4399)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>Evaluation of Tenure Track System in Higher Education Institutions in Pakistan: An HRM Perspective. <b>2015, Vol.9 (2), 29-60.</b></p>                              |
| <p><b>37. Research on Humanities and Social Sciences</b><br/>(ISSN: 2224-5766 Paper , 2225-0484 Online)</p>                                                                                                                                                                                                                                                                                                                                                                                                    | <p>Police Violence in Pakistan: Forms and Justifications. <b>2014, Vol.4 (27), 63 - 68.</b></p>                                                                        |
| <p><b>38. Information and Knowledge Management</b><br/>(ISSN: 2224-5758 Paper, 2224-896X Online)</p>                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Job Analysis and Performance Management in Pakistan Army: A Strategic Human Resource Management Perspective. <b>2014, Vol.4 (10), 51-58.</b></p>                    |
| <p><b>39. Pakistan Journal of Commerce and Social Sciences</b><br/>(ISSN: 1997-8553)</p>                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Good Governance: Pakistan's Economic Growth and Worldwide Governance Indicators. <b>2014, Vol. 8 (1), 258- 271.</b></p>                                             |
| <p><b>40. Journal of Business and Economics</b><br/>(ISSN: 2075-6909)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Total Quality Management in Public Sector Higher Education Institutions. <b>2013, Vol.5 (1), 24-55.</b></p>                                                         |
| <p><b>Conference Proceedings</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                        |
| <ul style="list-style-type: none"> <li>• <b>London, U.K:</b> Training and Development: A Review of Shaukat Khanum Memorial Cancer Hospital and Research Centre. <b>2015 International Business Conference June 7-11, 2015. The Clute Institute, 217-224.</b></li> <li>• <b>Lahore, Pak:</b> Water Quality Perception among Students: A Public Health Concern. <b>2017 International Conference on Management, Business &amp; Technology (ICMBT-2017) March 12-15, 2017. IB&amp;M, UET, 159-163.</b></li> </ul> |                                                                                                                                                                        |
| <p><b>Reviewed Papers for</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                        |
| <ul style="list-style-type: none"> <li>• South Asian Journal of Business Studies (Emerald)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                        |

- International Journal of Organizational Analysis (Emerald)
- Journal of Business & Economics (Pakistan)
- Asia Pacific Management Review (Elsevier)
- Journal of Entrepreneurship in Emerging Economies (Emerald)
- Sukkur IBA Journal of Management and Business (Pakistan)
- Paradigms (Pakistan)
- Journal of Research in Marketing and Entrepreneurship (Emerald)
- Jurnal Pengurusan (Malaysia)
- Journal of Public Value and Administrative Insight (Pakistan)
- Leadership & Organizational Behavior Journal (Pakistan)
- Journal of Independent Study and Research-Management, Social Sciences and Economics (JISR-MSSE) (Pakistan)
- Journal of Management & Organization (Cambridge)
- Applied Economics incorporating Applied Financial Economics (Taylor and Francis)
- Journal of Applied Research in Multidisciplinary Studies (JARMS-Pakistan)
- SAGE Open (SAGE)

#### **I.T Skills**

- SPSS & AMOS
- NVIVO
- SMART-PLS
- MS Office

#### **Achievements & Honors**

- Session Chair at 6<sup>th</sup> International Virtual Conference on “Managing Business in a Covid-19 Era: Challenges and Opportunities (23<sup>rd</sup> March 2021), Skyline University College, Sharjah, UAE.
- First Position and Roll of Honor in M.Phil Management Program
- Member of the Organizing Team of 1<sup>st</sup> “IAS Youth Forum” (2010)

\*(% ACCORDING TO THE IBCC EQUIVALENCES CERTIFICATES PAKISTAN).