

Curriculum Vitae of Ajmal Waheed, PhD



Present Position

Full Professor, Department of Government & Public Policy, National Defence University, Islamabad, Pakistan. Ph. +92-300-5148677 & +92-51-5185020 (res)
email: awkhan2@yahoo.com Microsoft Teams: awkhan2@yahoo.com

Summary

I enjoy over 38-years' experience of teaching, training, research & academic administration; **teaching** post-graduate-level courses to MBA/MPA/PhD classes and supervising MPhil/PhD candidates. I also possess considerable experience of **conducting training** for senior officers in a wide range of topics in management at various training institutes of public and corporate sectors. I am highly motivated professional in capacity building and used to work in hard & challenging environment. **Academic administration** is another area where I have had the opportunity to make significant contributions. It has always been one of my core objectives to contribute to esteemed organizations where I can leverage my skills and abilities effectively. I believe that my expertise and personal attributes align well with the requirements for the role, and I am eager to contribute positively to the team and organization.

1. Career Assignments & Experience

1.1. Full Professor, Department of Government and Public Policy, National Defence University (NDU), Islamabad, Pakistan (September, 2025 – to date)

1.2. Full Professor in Management, Faculty of Business Administration, Iqra University, H-9 Campus, Islamabad, Pakistan. (February, 2025 – Sept., 2025)

Have been teaching courses in management, HRM, OB, OT, marketing to BS/MS/PhD classes and provide supervision to research students.

1.3. Full Professor & Dean, Faculty of Management Sciences, Foundation University, Islamabad, Pakistan (Sept. 2018 to July, 2024)

As an academic leader, involved in the development and enhancement of the programs, curricula, study plans, Faculty and of its staff and to manage its activities through the most effective and cost-efficient use of its resources, within the framework of the University's Strategic Plan and policies and lead the pursuit of various required national and international accreditation activities, as well as teaching to PhD and MS classes and supervising MS and PhD candidates.

1.3. Full Professor on "International Chair" of Management, Faculty of Science of Public Governance & Administration, National University of Public Service, Budapest, Hungary under "European Commission Public Service Development Program", (Sept. 1, 2016 – July 31, 2018)

Involved in the development of the University's educational, research and teaching activities (teaching post graduate level courses to PhD and MS classes, conducting research & mentoring PhD candidates) as well as in the academic organizing activities.

1.4. Full Professor & Director (April, 2012-Aug. 2016), School of Management Sciences, Quaid-e-Azam University, Islamabad, Pakistan (Aug. 15, 2001 – April 20, 2018) (Retired)

Besides academic administration, have been teaching several post-graduate-level courses in management, strategic management, advanced management, human resource management, organizational behavior, organizational theory, organizational development, research methodology, management science/decision science/quantitative techniques, Seminars in literature review, policy analysis, etc. to MBA / MS / PhD classes and supervising MPhil and PhD candidates

Other positions hold at National & International Universities / Organizations

- Research Fellow, INTI International University, Nilai, Negeri Sembilan, Malaysia, **August, 2023–December, 2025**
- Professor on International Chair, National University of Public Service (NUPS), Budapest, **Hungary, 2016-17 & 18**
- Guest Professor, Corvinus University, Budapest, **Hungary, 2017**
- Postgraduate Thesis Advisor Professor, Faculty of Education and Psychology, **University of Birjand, Iran.**
- "Guest Professorship" at Sichuan University, Chengdu, **China, 2016**
- Guest Professor, Department of Administrative Studies & Politics, University of Malaya, **Malaysia, 2006-2008**
- Director / HoD, School of Management Sciences, Quaid-e-Azam University (QAU), Islamabad, **2012-2015**
- Chair, Board of Studies, School of Management Sciences, QAU, 2012-15
- Chair, Doctoral Program Committee, School of Management Sciences, QAU, 2012-15
- Board Member of the Faculty of Social Sciences, Quaid-e-Azam University, 2009-15

- Member, Academic Council, Quaid-e-Azam University, 2012-15
- Member, Admission Committee, Quaid-e-Azam University
- Member, Course Code Committee, Quaid-e-Azam University
- Member, Library Committee, Quaid-e-Azam University
- Member, rules / regulations Committee for BS & Pharm-D Programs, Quaid-e-Azam University
- Member, appointments / promotion rules review Committee, Quaid-e-Azam University
- Member, Standing Committee for cases / issues related to BS & Pharm-D Programs, Quaid-e-Azam University
- Member, Re-visit Committee on “Online Evaluation of Teachers” Quaid-e-Azam University, Islamabad
- Member, Institutional Scholarship Award Committee (ISAC) for the award of Pak-USAID Scholarships
- Member, Award of HEC Merit and Need based Scholarship Committee, Quaid-e-Azam University
- Chair, Board of Faculty of Management Sciences, Foundation University, 2020-2023
- Member, Board of Advanced Studies and Research (BASAR), Foundation University, Islamabad, 2018-2024
- Member, Academic Council, Foundation University, Islamabad, 2018-2024
- Member, Board of Studies, Institute of Social Sciences, Bahauddin Zakariya University, Multan
- Member, Faculty Council for Faculty of Business Administration, and Quality Assessment Team, IBA, Sukkur
- Member, Search Committee, IMSciences, Hayatabad, Peshawar
- Member, Curriculum Revision Committee, Secretariat Training Institute, Islamabad (ASP, USAID sponsored)
- Member on Board of Studies in Commerce, ITC, Islamabad
- Member, Board of Studies, Faculty of Management Sciences, IMS, University of Peshawar
- Member, Board of Studies, Department of Public Administration, Gomal University, D.I.Khan
- Member, Board of Studies, Department of Public Administration, Fatima Jinnah Women University, Rwp
- Member, Board of Advanced Studies and Research (BASAR) and Board of Studies (BOS), CASE, Islamabad
- Consulting Editor & Member Review Board, Journal of Behavior Sciences, IAP, Punjab University, Pakistan
- Manuscript Reviewer, Oxford University Press, Pakistan
- Member, Review Board, South Asian Journal of Business & Management Cases (Sage Publishers), Birla Institute of Management Technology, India
- Member, Editorial Board, International Journal of Schooling, University of Birjand, Iran.
- Member Editorial Board, Journal of Industry-University Collaboration, Wuhan University, China.
- Member, Editorial Board, Pro Publico Bono – Hungarian Public Administration Journal, NUPS, Budapest, Hungary
- Member Rubric Review Committee (MPA Programs), NBEAC, Higher Education Commission, Islamabad
- Member, Working Group on Institutional Reforms & Governance, Planning Commission, Govt. of Pakistan
- Member, Accreditation Investigating Committee / Peer Review Panel, National Business Education Accreditation Council, Higher Education Commission (HEC), Pakistan

1.5. Member Faculty of Management at National Institute of Management, Peshawar (Nov. 17, 1992 – Aug. 15, 2001)

Carried out planning, designing, coordinating and conducting training programs in a wide range of topics in management for middle and senior management level officers of both public and private sector organizations i.e.,

- Five-week ‘Public Management Phase’ of Advanced Course in PSM for NIM, Peshawar
- Four-week Training Program titled “Management Training in the Public Sector”, P & D Department, Peshawar
- Twelve-week “International (African Countries) Advanced Course in Management”
- Four-day Workshop on “Managerial Skills for Senior Nurses”, sponsored by CIDA
- Eighteen-week “Induction Course for Fresh Medical Officers”, Family Health Project (World Bank), Peshawar
- One-week Course on “Communication & Presentation Skills”, Pakistan Institute of Community Ophthalmology, Peshawar and NIBAF, Islamabad
- Ten-week Training Course on “Business Administration for African Countries” under Special Technical Assistance Program (STAP-African) 1998-99

Have designed and imparted following training modules for the Public and Corporate Sectors

- Inclusive Governance Pentagon: A Framework of Smart Government for Developing Countries
- Successful Anti-corruption Strategies for Improving Governance: International Experiences & Lessons for DC
- From Government to Governance: Alternate Paradigms (innovations in the government) in Public Administration and their Relevance to Developing Countries
- Reinventing the government (Part-I); and How to Reinvent the government (Part-II)
- Adapting Total Quality Management (TQM) to Government: Issues and Realities
- Leadership in the public sector
- Performance Diamond: A Framework for Measuring Performance of Public Sector Organizations
- Problems of Governance: The Bureaucracy and the Policy Process

- Public Policy Analysis: Comparative analysis of two Case-Studies
- Street level Bureaucracy
- Ethics in the Public Service
- Project Management: Planning and Control Techniques
- Human Resource Planning (HRP): HR forecasting, job analysis & evaluation methods
- Modern HRM Practices: Contours, Characteristics and Relevance to Pakistan
- Poverty Alleviation through Community Participation, Empowerment, and Bottom-Up Planning
- Poverty Alleviation through Micro-Financing: Prospects and Problems
- Green Marketing in Pakistan: Prospects and Problems
- Fund Raising for NGOs
- Effective Supervision
- Information and Misinformation: Some Side Effects of Performance Indicators
- Grid Organizational Development
- Workshop on Executive Time Management (ETM)
- Leaderonomics: The Science of Building Leaders
- Team Management: Diagnosing Team Work Problems
- Motivation: Tools for Better Performance
- Management by Objective (MBO)
- Problem Solving and Decision-Making Skills: A Cross-Cutting Workshop
- Workshop on Effective Communication Skills
- Workshop on Stress Management
- Conflict Management
- Transactional Analysis (TA): A Management Development Resource
- The Johari Window Model: Discovering / Knowing Yourself and Others
- Supply Chain Management: The Power of Virtual Integration (right strategies to gain competitive advantage)

1.6. Project Manager, Local Govt. & Community Development Department, Punjab (Oct. 23, 1989 – Nov. 16, 1992)

Have been working with the community in designing and implementing need-based development programs / projects at the grassroots level and managing project funds & monitoring / evaluating project activities

1.7. Lecturer at School of Business & Commerce, Rawalpindi (Oct. 29, 1986 – Oct. 23, 1989)

Have been teaching several post-graduate-level courses in management, human resource management, organizational behavior, business policy & strategy to MBA classes

2. Educational Qualifications & Distinctions

- 2008. Doctor of Philosophy (PhD) from Faculty of Economics & Admn. (FEA), University of Malaya, KL, Malaysia
- 1997. Masters in Development Studies (Public Policy and Administration), **With Merit**, from International Institute of Social Studies (ISS), Erasmus University, The Hague, Netherlands
- 1988. Diploma in Project Management from School of Business & Commerce, Rawalpindi, Pakistan
- 1986. Masters in Public Administration (MPA) **with distinction and Grade ‘A’ (Gold Medalist)** from Institute of Management Studies (IMS), University of Peshawar, Pakistan
- 1979. Bachelors of Arts (B.A) with Additional Economics, from the University of Punjab
- 1978. Bachelors of Arts (B.A) from Gordon College, Rawalpindi, Stood 3rd in the College
- 1976. First Examination in Science (F.Sc.) from Gordon College, Rawalpindi
- 1973. Secondary School Certificate (S.S.C) from Islamia High School, Rawalpindi

3. Selected Courses / Training Programs Attended

- One-day (June 20, 2018) International Workshop on Public Policy Entrepreneurship, organized by European Union (EU) at National University of Public Service (NUPS), Budapest, Hungary.
- Two-day (June 11-12, 2018) International Conference on “Understanding Public Bureaucracy” at NUPS, Budapest. Sponsored by European Commission Public Service Development Establishing Good Governance Project.
- One-day (Nov. 22, 2017) International Conference on “Leadership in Public Service -Traditional versus New, How to Develop Leaders for 21st Century?” at NUPS, Budapest. Sponsored by EU.
- Three-day (June 5-7, 2017) International Workshop on “European Tradition: The Concept of State and Governance in Theory and Practice” at NUPS, Budapest, Hungary, sponsored by EU.
- Two-day (May 4-5, 2017 & 2018) Central & Eastern European e/Democracy & e/Governance Conferences at NUPS, Budapest and Andrassy University, Budapest, Hungary, sponsored by EU.
- One-day (May 3, 2017) International Conference on “Measuring Governance: Theory and Practice”, at NUPS, Budapest, Hungary, sponsored by European Union Social Fund

- One-week (Oct. 21–26, 2015) International Conference for Energy, Environment & Commercial Civilization (ICEECC), organized & sponsored by Business School, Sichuan University, Chengdu, China
- One-week (Sept. 21–25, 2014) International Course on “The Role of Higher Education in the Knowledge Economy” organized by BRAC University, Dhaka & COMSTECH, Islamabad, sponsored by IDB, Jeddah.
- One day (March 20, 2013) International Policy Symposium on “Anti-Corruption Strategy: A Civil Society Perspective” hosted by Sustainable Development Policy Institute, Islamabad
- Two-week (Sept. 13-25, 2010) International Course on “Globalization and Labor: New Global Strategies to Organize Work, Impact on Labor & Reactions of Societies” by ISS, Erasmus University, Netherlands at IPS, Sri Lanka
- Three-day (Dec. 11-13, 2007) “International Poverty Conference: Poverty and Income Inequality in the 21st Century” conducted by UNDP/WB/EPU/CPDS at Kuala Lumpur (KL), Malaysia
- Three-day (Nov. 5-7, 2007) International Workshop on “Sharing Malaysia’s Best Practices in Eradicating Poverty: Pro-poor Rural & Urban Development Policies / Programs” conducted by UNDP-EPU-UM/CPDS at KL, Malaysia
- Three-day (Feb. 26-28, 2001) Workshop on “Gender & Governance” conducted by UNDP at NSPP, Lahore
- Three-day (March 9-11, 1999) Seminar on “Capacity Strengthening, Governance & Management of Development in Pakistan” conducted by UN Staff College, Italy & UNDP Governance Unit at CSA, Lahore
- Five-day (March 16-21, 1996) Training Program on “Executive Time Management” at PIM, Karachi
- Three-day (July 15-17, 1995) Training Program on “Re-Engineering” at PIM, Lahore
- Five-day (May 15-20, 1993) Seminar on “Managerial Grid” organized by ARL, Rawalpindi
- Three-day (Dec. 6-8, 1993) Training on “Project Cycle Planning, Environmental Impact Assessment (EIA) and Environmental Protection & Management” conducted by Agrodev, Canada Inc., at Peshawar
- Two-week (April 20-30, 1991) Course on “Office Management” at LGTI, Lala Musa, Pakistan
- Seven-day (Sept. 8-13, 1990) Course on “Decentralization Planning” at NCRD, Islamabad
- Eight-week (w.e.f. Dec. 17, 1989) Course on “Rural Development” at LGTI, Lala Musa, Pakistan
- Eight-week (w.e.f. July 1, 1985) Practical Internship Training at P&D. Department, Peshawar

4. Positions as Visiting Speaker

- National Institute of Management (NIM), Peshawar
- National Institute of Business and Finance (NIBAF), Islamabad
- Provincial Services Academy (PSA), Peshawar
- Pakistan Academy for Rural Development (PARAD), Peshawar
- National Police Academy, Islamabad
- Provincial Health Academy, Peshawar
- Pakistan Institute of Community Ophthalmology, Hayatabad Medical Complex, Peshawar
- Pak-SWISS Small Scale Enterprise Promotion Program (SSEP), Peshawar
- SME Bank, Islamabad
- Secretariat Training Institute (STI), Islamabad
- National Development Complex (NDC), Islamabad
- Pakistan Institute of Development Economics (PIDE), Islamabad
- Staff College, Agricultural Development Bank of Pakistan (ADBP), Islamabad
- Executive Development Center, IBA, Sukkur
- Postal Staff College, Islamabad

5. Research / Publications

5.1. Articles Published in Academic Journals

2023-2024

Badar (Imran), S., Waheed, A., and Fayyaz, H. (2024). Hotel's Customer Empowerment, Environmental Corporate Social Responsibility, and Online Customer Value Co-Creation to Attain Sustainable Development Goals (SDGs), *Spanish Journal of Marketing - ESIC*. Emerald Publishing. DOI 10.1108/SJME-10-2023-0289

Ahmed S, Ellahi N, and Waheed A (2024). Evaluating the Influence of Policies and Governance on Financial Sustainability in the Light of Earning Management: An Evidence from an Emerging Economy, *Sage Open*.

<https://doi.org/10.1177/21582440241290348>

Hussain, S., Awan, N., and Waheed, A. (2024). Reverse Mapping and Reengineering of Business Education for the Corporate World Readiness and GLOCAL Geo-Economic Development. *International Journal of Professional Business Review*. (accepted)

Fayyaz, H., & Waheed, A. (2023). High-Performance Goals as a Predictor of Supervisor Expediency and Supervisor Bottom-Line Mentality as a Moderator. *Cogent Business and Management*, Taylor & Francis, 10 (2), 1-12
<https://doi.org/10.1080/23311975.2023.2210893>

- Waqas, M., and Waheed, A. (2023). Relationship between Environment and Organizational Structure: An Analytical Case Study of Allied Schools. *Journal of Education & Humanities Research (JEHR)*, 15 (1), 75-89
- Badar (Imran), S. and Waheed, A. (2023), "Revealing the factors of re-patronage intention: true behavioral insights in hotel customers", *Journal of Hospitality and Tourism Insights*, Vol. 6 No. 5, pp. 2317-2338. <https://doi.org/10.1108/JHTI-06-2022-0240>
- Fayyaz, H., & Waheed, A. (2023). Organization-Set High-Performance Goals and Employee Expediency Syndrome: An Underlying Mechanism of Supervisor Expediency and Illegitimate Tasks. *Sage Open*, 13(2), 1-16 <https://doi.org/10.1177/21582440231164564>

2021-2022

- Aftab, S., Khalid, K., Waheed, A., & Adnan, A. (2022). Role of Agile Leadership in Managing Inter-Role Conflicts for a Satisfying Job and Life During Covid-19 in a VUCA World. *Frontiers in Psychology-Organizational Psychology*, 13:979792, 1-17. Doi: 10.3389/fpsyg.2022.979792
- Nasir, S., & Waheed, A. (2022). Mediating Role of Meaningful Work between Sustainable Human Resource Management and Employee Engagement: A study on banking sector of Pakistan. *Al-Qantara: Revista de Estudios Arabes*, Journal of Spain, Vol. 8 (Issue 3), 186-198.
- Aftab, S., & Waheed, A. (2022). Abusive Leadership and Proactive Behaviours: Role of Family Motivation as a Moderator. *Human Systems Management*, ABDC, WOS, vol. 41 (2022), 453-466. DOI: 10.3233/HSM-211545. IOS Press
- Ahmed S., Ellahi N., Waheed A., and Aman N. (2022). Policy Intervention and Financial Sustainability in an Emerging Economy: A Structural Vector Auto Regression Analysis. *Frontiers in Psychology-Organizational Psychology*, 13:924545, 1-10. Doi: 10.3389/fpsyg.2022.924545
- Ellahi, N., Waheed, A., & Kiani, A. (2022). Climate-Smart Agriculture Practices for Food Security: An Application of Multiple Logistic Regression. In M. B. Baig (Eds), *The Nexus of Climate Change, Food Security, Water and Climate Smart Agriculture* (Chapter X, pp.). Morocco: Springer.
- Hashmi, W.H., Ellahi, N., Ehsan, S. and Waheed, A. (2022), "Islamic Equity Indices: A Focus Group Discussion", *Journal of Islamic Accounting and Business Research*, vol. 13 (6), 881-901. <https://doi.org/10.1108/JIABR-09-2021-0241>. Emerald Publishing Limited
- Fayyaz, H., Waheed, A. (2022). Stress: Can it Drive Immorality? Illegitimate Tasks as an Antecedent of Employee Expediency and the Moderating Role of Perceived Organization Obstruction. *Bulletin of Business and Economics (BBE)*, 11(1), 37-45. <https://doi.org/10.5281/zenodo.6349005>
- Malik, F., & Waheed, A. (2022). Moderating Impact of Leader's Role in Promoting Islamic Work Ethics between the Relationship of Procedural and Distributive Justice on Employee Commitment. *Foundation University Journal of Psychology*, vol. 6 (1), 84 – 78. Volume DOI.10.33897/fujp. v6i1
- Hashmi, W. H., Elahi, N., Waheed, A. (2021). Transmission of Contemporaneous Shocks from the World to Emerging Islamic Equity Markets: An Application of Geweke Measure. *Bulletin of Business and Economics*, 10 (4), 44-55.
- Aftab, S., & Waheed, A. (2021). Proactive Employee Behaviors and Organizational Development: The Role of Self-Efficacy as a Moderator. *Research Journal of Social Sciences and Economics Review*, vol. 2 (1), 232-243
- Amina, A., Hadi, N., & Waheed, A. (2021). The Effect of Leader Mindfulness on Employee Job Performance: Investigating the Mediating and Moderating role of Leader-Member Exchange and Organizational Culture. *Journal of Behavioural Sciences (JBS)*, Department of Applied Psychology, Punjab University, Lahore, vol. 31 (2), 137-164

2019 – 2020

- Khan, F. N., Shaheen, R., & Waheed, A. (2020). An Evaluation of Commercial Banks Performance in Pakistan: A Comparative Analysis. *Journal of Public Affairs*, Wiley. 2020; e2334. <https://doi.org/10.1002/pa.2334>, 1-8
- Shaheen, K., & Waheed, A. (2020). Extrinsic Rewards and Creative Performance Syndrome: The Mediating Mechanism and Interacting Effects, *Thinking Skills and Creativity - Journal*, Elsevier, 38 (2020), 1-12. <https://doi.org/10.1016/j.tsc.2020.100713>

2017 - 2018

- Malik, F., & Waheed, A. (2018). Box-Cox Transformation Approach for Data Normalization: A Study of New Product Development in Manufacturing Sector of Pakistan. *Journal of Business Studies*, ILMA University (formerly IBT), Karachi, Pakistan, vol. 14 (1), 110-119.
- Rehman, R.R., & Waheed, A. (2017). Intervening Effect of Faculty Decision Making Styles on the Relationship between its Antecedents and Organizational Performance. Paper Presented at International Journal of Arts & Sciences' (IJAS) International Conference for Education, held at Harvard Medical School, Boston, Massachusetts, May 22-26, 2017.
- Zahra, T.T., & Waheed, A. (2017). Impact of Ethical Leadership on Innovative Work Behavior: Mediating Role of Self-Efficacy. *Journal of Behavioural Sciences (JBS)*, Department of Applied Psychology, University of the Punjab, Lahore, vol. 27 (1), 93-107
- Waheed, A., & Baig, N.A. (2017). Role of Strategic Thinking in Corporate Identity. *Academic and Applied Research in Military and Public Management Science (AARMS)*, NUPS, Budapest, Hungary, vol. 16 (1), 89-97

- Zahra, T.T., & Waheed, A. (2017). Influence of Ethical Leadership on Innovative Work Behavior: Examination of Individual-Level Psychological Mediators". *Pakistan Journal of Commerce & Social Sciences (PJCSS)*, Johar Educational Society (Regd), Johar Town, Lahore, vol. 11 (2), 448-470
- Waheed, A., & Zahra, T.T. (2017). Impact of Turnover on the Remaining Employee's Organizational Commitment, Job Satisfaction & Job Stress. *Pro Publico Bono: Public Administration Scientific Journal*, NUPS, Hungary, vol. 2017/2, 192-209

2015 - 2016

- Waheed, A. (2016). The Performance Diamond: Measuring Public Sector Organizational Performance. *International Journal of Business Performance Management (IJBPM)*, Inderscience Publications, vol. 17 (1), 65-88
- Baig, N. A., & Waheed, A. (2016). Significance of Factors Influencing Online Knowledge Sharing: A Study of Higher Education in Pakistan. *Pakistan Journal of Commerce & Social Sciences (PJCSS)*, Johar Educational Society (Regd), Johar Town, Lahore, vol. 10 (1), 01-26
- Hussain, K., & Waheed, A. (2016). Building Green Brand Relations: The Role of Green Brand Image as Significant Driver. *International Journal of Environment, Workplace and Employment (IJEWE)*. Inderscience Publications, vol. 4 (2), 116-138
- Malik, F., & Waheed, A. (2016). Supplier and Customer Facilitation in Manufacturing Companies of Pakistan: Scale Development and Validation. *NUML International Journal of Business and Management*, vol. 11 (2), 120-132
- Gardazi, S. F., & Waheed, A. (2016). Long Hours Impact on Work-Life Balance. *Proceedings of the 18th International Conference on Applied Economics and Management Sciences (ICAEMS)*, World Academy of Science, Engineering and Technology (WASET), Copenhagen, Denmark.
- Rehman, R.R., Mushtaq, K., & Waheed, A. (2015). Work-Family Conflict and Decision-Making Styles: Study of Higher Education Sector of Pakistan. Springer-Verlag Berlin Heidelberg, 2015, J.Xu et al. (eds.), *Proceedings of the Ninth International Conference on Management Science and Engineering Management, Part VIII*, Advances in Intelligent Systems and Computing, vol. 362, 1585-1596

2013 - 2014

- Baig, N. A., & Waheed, A. (2014). Role of Demographic Diversity in Online Knowledge Sharing. *Pakistan Journal of Commerce & Social Sciences (PJCSS)*, Johar Educational Society (Regd), Johar Town, Lahore, vol. 8 (2), 279-304
- Rehman, R.R., & Waheed, A. (2014). Ethical Perception of University Students about Academic Dishonesty in Pakistan: Identification of Students Dishonest Acts. *The Qualitative Report*, Graduate School of Humanities and Social Sciences, Nova Southern University, USA, vol. 19 (7), 1-13
- Tariq, U., Ahmad, M., & Waheed, A. (2014). Impact of Leader Member Exchange on Organizational Performance and Commitment with Organizational Culture as Moderator: A Non-Monetary Tactic to Enhance Outcome. *International Journal of Scientific and Engineering Research (IJSER)*, vol. 5 (12), 92-100
- Zahra, T. T., & Waheed, A. (2014). Work-Family Conflict and Organizational Commitment as Predictors of Faculty Job Performance. *Pakistan Journal of Social Issues (PJSI)*, University of Gujrat, Pakistan, vol. 5, 126-142
- Nazir, B., Ahmad, M., & Waheed, A. (2014). Hybrid Leadership and Employees Capacity Building. *International Journal of Scientific and Engineering Research (IJSER)*, vol. 5 (12), 35-43
- Waheed, A., Norma, M., & Noorazina, I. (2013). An Evaluation of the Performance of Public Sector Organizations: The Case of Pakistan. *Journal of Behavioural Sciences (JBS)*, Department of Applied Psychology, University of the Punjab, Lahore, vol. 23 (2), 77-101
- Waheed, A., & Rehman, R.R. (2013). Brain Drain: Case-Study Simulation on Crisis Management. *South Asian Journal of Business and Management Cases (SAJBMC)*, SAGE Publications, vol. 2 (2), 241-244
- Waheed, A., Gillani, M., & Shafi, N. (2013). Micro Financing: Its Impact on Poverty Alleviation of Marginalized People in Pakistan. *Pakistan Journal of Social Sciences*, Quaid-e-Azam University, Islamabad, vol. 31, 11-28.

2011 - 2012

- Abbas, G., Iqbal, J., & Waheed, A. (2012). Relationship between Transformational Leadership Style and Innovative Work Behavior in Educational Institutions. *Journal of Behavioural Sciences (JBS)*, Department of Applied Psychology, University of the Punjab, Lahore, vol. 22 (3), 18-32
- Rehman, R.R., & Waheed, A. (2012). Individual's Leadership and Decision-Making Styles: A Study of Banking Sector of Pakistan. *Journal of Behavioural Sciences (JBS)*, Department of Applied Psychology, University of the Punjab, Lahore, vol. 22 (3), 70-89
- Rehman, R.R., & Waheed, A. (2012). Transformational Leadership Style as Predictor of Decision-Making Styles: Moderating Role of Emotional Intelligence. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, Johar Educational Society (Regd), Johar Town, Lahore, vol. 6 (2), 257-268
- Waheed, A., & Rehman, R. (2012). Sociology of Decision Making: A Case Study of Integrated Rural Development Program (IRDP) in Pakistan. *South Asian Journal of Business and Management Cases (SAJBMC)*, SAGE Publications, vol. 1 (2), 105-114

- Rehman, R.R., & Waheed, A. (2012). Work-Family Conflict and Organization Commitment: Study of Faculty Members in Pakistani Universities. *Pakistan Journal of Social and Clinical Psychology*, Department of Psychology, Government College University, Lahore, vol. 9 (2), 23-26
- Akram, T., & Waheed, A. (2012). Impact of Competitive Intelligence on Organizational Performance. *Journal of Applied and Emerging Sciences*, Balochistan University of Information Technology, Engineering & Management Sciences, Quetta, vol. 3 (2), 186-191
- Zulfiqar, M., Waheed, A., & Chisti, A. F. (2012). Implications of Liberalization of Trade on Economic Welfare of Producers and Consumers of Basmati Rice. *International Journal of Institutions and Economies*, Faculty of Economics and Administration, University of Malaya, Kuala Lumpur, Malaysia, vol. 4 (1), 1-20
- Waheed, A., Norma, M., & Noorazina, I. (2011). Delivering Better Government: Assessing the Effectiveness of Public Sector Organizations. *Asia Pacific Social Science Review Journal*, De La Salle University, Manila, Philippines, vol. 11 (1), 61-78
- Waheed, A., Norma, M., & Noorazina, I. (2011). Measuring Efficiency of Public Sector Organizations: A Case Study of In-Service Training Institutes in Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, Institute of Interdisciplinary Business Research (IIBR), Kent, UK/Western Cape, SA, vol. 2 (10), 23-44
- Zulfiqar, M., Waheed, A., Chisti, A. F., & Khan, M. (2011). Development of Supply and Demand Functions of Pakistan's Sugarcane Crop. *Sarhad Journal of Agriculture*, Khyber Pakhtunkhwa Agricultural University, Peshawar, vol. 27 (2), 285-290
- Rehman, S. M., & Waheed, A. (2011). An Empirical Study of Impact of Job Satisfaction on Job Performance in the Public Sector Organizations. *Interdisciplinary Journal of Contemporary Research in Business*, IIBR, Kent, UK/Western Cape, SA, vol. 2 (9), 167-181
- Waheed, A., Shahzad, K., & Khurshid, M. (2011). An Analysis of Time Utilization Patterns in the Public Sector Organizations in Pakistan. *European Journal of Social Sciences*, London, UK, vol. 18 (4), 560-573

2009 - 2010

- Waheed, A., Norma, M., & Noorazina, I. (2010). Assessing Performance of Public Sector Organizations: A Theoretical Framework. *Interdisciplinary Journal of Contemporary Research in Business*, IIBR, Kent, UK/Western Cape, SA, vol. 2 (8), 329-349
- Waheed, A., Zulfiqar, M., & Rafi, W. (2010). Diffusion of Japanese Management Practices in the Developing Countries: A Case of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business*, IIBR, Kent, UK/Western Cape, SA, vol. 2 (7), 315-336
- Rehman, S. M., Waheed, A. & Rafiq, K. (2010). Impact of Job Analysis on Job Performance: Analysis of a Hypothesized Model. *Journal of Diversity Management*, Clute Institute of Academic Research, Middle Tennessee State University, USA, vol. 5 (2), 17-36
- Chohan, A. H., Irfan, C. A., Haniza, N. I., & Waheed, A. (2010). Factors Influencing Design Deficiencies in Private Housing: A Study in Klang Valley, Malaysia. *Science International*, (Lahore), 22 (3), 181-188
- Zulfiqar, M., Waheed, A., Chisti, A. F... (2009). Trade Liberalization could Improve Producers Profitability in Agriculture: A case of Basmati Rice. *Pakistan Development Review*, PIDE, Islamabad, vol. 48 (4, Part II), 771-782
- Zulfiqar, M., Waheed, A., & Chishti, A. F. (2009). Development of Supply and Demand Functions of Pakistan's Cotton Crop. *Pakistan Journal of Social Sciences*, Quaid-e-Azam University, Islamabad, vol. 27, 87-97
- Zulfiqar, M., Waheed, A... (2009). Economic Welfare Analysis of State Interventions in the Sugarcane Economy of Pakistan. *NIDA Economic Review*, School of Development Economics, Bangkok, Thailand, vol. 4 (2), 13-22

1999 - 2008

- Waheed, A. (2002). Structural Analyses of an Organization: A Case Study of National Institute of Public Administration (NIPA), Peshawar. *The Journal of Humanities and Social Sciences*, Peshawar University, vii (1 & 2), 135-151
- Waheed, A. (2001). In-Service Training Policy of Civil Servants: An Evaluation. *Journal of Rural Development and Administration (JORDA)*, xxxiii (1), 84-103
- Waheed, A. (2001). Public Policy-making and Implementation in Pakistan: Issues and Problems. *Journal of Rural Development and Administration*, xxxiii (2), 37-46
- Waheed, A. (2000). Cost-Benefit Analysis (CBA): A Useful Technique for Rational Decision Making. *Journal of Rural Development and Administration*, xxxii (1), 32-47
- Waheed, A. (1999). Evaluation: A Critique of Utility-Efficacy Syndrome. *Journal of Rural Development and Administration*, xxxi (3), 47-60
- Waheed, A. (1999). State-Centered and Society-Centered Perspectives of Government. *Journal of Rural Development and Administration*, xxxi (4), 67-79

5.2. Books Authored

- Rehman, S. M., & Waheed, A. (2010). *Job Analysis and Job Performance Syndrome in the Public Sector Organizations: Hypothesized Model and Analytical Tools*. Saarbrücken, Germany: LAP AG & Co. KG

- Waheed, A. (2001). *Modern “HRM” Practices: Contours, Characteristics and Relevance to Pakistan (lessons for policy-makers and business managers)*. Peshawar: Pakistan Academy for Rural Development (PARD)
- Waheed, A. (2000). *A Framework for Assessing Performance of Public Sector Training Institutes*. Peshawar: Pakistan Academy for Rural Development
- Waheed, A., Qureshi, I. A., & Tayyib, M. (1996). *Time Utilization in Government Offices*. Peshawar: PARD
- Qureshi, J. A., Naqvi, H. M., & Waheed, A. (1996). *An Evaluation of Population Welfare Training Institute, Multan*. Peshawar: PARD
- Khan, Z. A., Qureshi, J. A., & Waheed, A. (1994). *Milking Memories: First Reunion of NIPA*. Peshawar: NIPA

5.3. Dissertations / Theses

- Waheed, A. (2008). *An Evaluation of the Performance of Public Sector In-Service Training Institutes in Pakistan*. Doctoral dissertation, University of Malaya, Malaysia
- Waheed, A. (1997). *New Public Management (NPM): Its Contours, Characteristics and Relevance to Pakistan*. Unpublished masters' dissertation, Institute of Social Studies (ISS), The Hague, Netherlands

6. Thesis Supervised & External / Foreign Examiner

- PhD produced to date = **15**; MPhils produced to date = **15**; PhD candidates under supervision = **05**
- External / Foreign examiner (PhD theses): SZABIST, Islamabad; NUML, Islamabad; CASE, Islamabad; Foundation University, Islamabad, Gomal University, KPK. UiTM (Universiti Teknologi MARA), Malaysia. NUPS, Hungary, University of Birjand, Iran.

7. Research Projects

- Food Security During COVID-19 Outbreak: A Thematic Analysis for Value Chain Framework. Worth Rs.0.2 million, funded by FUI, from July 2020 to July 2021, completed as Co-Investigator.
- Impact of Positive Reinforcement on Decision to Trust: An Experimental Analysis. Worth Rs.0.330 million, funded by FUI, from March 2021 to December, 2022. Completed, Principal Investigator.
- CPEC and Development of Rural Economy: A Rural Women Perspective. Worth Rs.0.5 million. Funded by FUI, from March 2021 to December, 2022. Completed as Co-Investigator
- Reverse Mapping and Reengineering of Business Education for Corporate World Readiness and GLOCAL Geo-Economic Development. Worth Rs. 0.634 million. Funded by FUI, from November 1, 2022 to April, 2024. Completed as, Co-Investigator

8. References

- Prof. Dr. Asma Haider, Dean, School of Economics & Social Sciences, Institute of Business Administration (IBA), Karachi, Pakistan. Email: ahyder@iba.edu.pk Ph: +92-333-5178604 & +92-321-6878000
- Dr. Maniam Kaliannan, Professor of Human Resource Management, Associate Dean of Graduate School, University of Nottingham Malaysia Campus. email: maniam.kaliannan@nottingham.edu.my Ph: +603-89258724 / +6016-2925872
- Dr. Ali Ahsan, Chifley Business School, Torrens University, Wakefield Campus, Adelaide, Australia, email: al_ahsan1@yahoo.com , and ali.ahsan@torrens.edu.au ,Ph: +61 40 1991102
- Prof. Dr. Zsuzsanna Peres, Vice Dean for Sciences and International Affairs, Faculty of Science of Public Governance and Administration, 1083 Budapest, Ulloi Street 82, National University of Public Service, Hungary. email: peres.zsuzsanna@uni-nke.hu Ph: +36 1 432 9000/20176
- Prof. Dr. Noor Azina Ismail, Department of Applied Statistics, Faculty of Economics and Administration (FEA), University of Malaya (UM), Kuala Lumpur, Malaysia. e-mail: nazina@um.edu.my Ph: +603-79673600/3638
- Datuk Emeritus Prof. Dr. Norma Mansor. Director, Social Wellbeing Research Centre/Deputy Vice Chancellor (Research & Innovation), University of Malaya (UM), Kuala Lumpur, Malaysia. e-mail: norma@um.edu.my Ph: +60379673648
- Prof. Dr. Muhammad Zulfiqar, Institute of Development Studies, Agriculture University, Peshawar, Khyber Pukhtunkhwa, Pakistan. Email: zulfi64@yahoo.com and zulfiqarwar@gmail.com Ph: +92-91-9221291/ 9221264
- Prof. Dr. Aliya H. Khan, Ex. Dean Faculty of Social Sciences, Quaid-e-Azam University, Islamabad, Pakistan e-mail: ahkhan@qau.edu.pk and aliya0928@yahoo.com
- Peter Koronvary, PhD. Associate Professor, Faculty of Public Governance and International Studies, Ludovika University of Public Service, Budapest, Hungary. Email: koronvary.peter@uni-nke.hu and koronvary.peter@gmail.com Ph: +36 70 389 3452