

Dr. Muhammadi Sabra Nadeem

sabra.nadeem@comsats.edu.pk

OBJECTIVE

To merge my passion for Accreditation and Data Analytics to achieve organization success. I want to apply my knowledge of quality assurance to achieve and maintain accreditation standards to ensure excellence in educational programs. My understanding of Data Analytics may further contribute to continuous improvement, creating valuable insight to attain strategic goals of the organization.

EDUCATION

- **PhD (HRM)** 2015

COMSATS Institute of Information Technology, Islamabad (Pakistan)

Research in the field of Business Education Accreditation. Familiar with the quality standards of AACSB, EQUIS, AMBA and SAQS.

Merit Scholarship for PhD, from COMSATS Institute of Information Technology, Islamabad

- **MS (MANGEMENT)** 2008

COMSATS Institute of Information Technology, Islamabad (Pakistan)

Study the impact of work life conflict on the job satisfaction of employees in Pakistan.

Merit Scholarship for MS leading to PhD from COMSATS Institute of Information Technology, Islamabad

- **MBA (HR)** 2006

COMSATS Institute of Information Technology, Islamabad (Pakistan)

Position Holder for the Second and Third semester of MBA.

- **BA (Economics, Political Science, Islamic studies)** 1995

University of Karachi, Karachi (Pakista)

EXPERIENCE

COMSATS University Islamabad

26th Dec 2016---

Assistant Professor Department Management Sciences

Teaching Undergraduate and Graduate courses and involved in different activities assigned by Head of the department.

Member of team to Design and Launch Business Data Analytics Degree program

Convener Strategic Planning and NBEAC Accreditation Committee May 2022----

As a convener of Accreditation and Strategic Planning, my role is to ensure that the department meets the required standards and develops a clear path for its future growth and success. This position involves a combination of leadership, coordination, and decision-making skills. In the last one year me along my team revamped department strategic orientation by giving it a new mission and vision and development of strategic pillars. As Accreditation coordinator me and my team along the strategic direction to attain accreditation standard and to maintain continuous improvement process.

In-charge Graduate program (MS & MBA)

March 2023----

As in-charge of the graduate program my primary responsibility is overseeing and managing all aspects of the graduate program to ensure its smooth and successful operation. I work with faculty, staff, and students to coordinate curriculum development, course scheduling, and academic advising.

Member of Departmental Advisory Committee.

March 2021-----

The primary purpose of the committee is to provide expert advice and feedback to the department's management. involved in reviewing existing policies, programs, and practices within the department. Your task may include evaluating their effectiveness, identifying areas for improvement, and suggesting modifications or new strategies.

National Defense University Islamabad

Feb 2016---25th Dec 2016

Assistant Professor Department of Leadership and Management Studies, my job responsibilities includes

- Teaching to undergraduate/ graduate level.
- Supervision of M. Phil Management studies and Project Management theses.
- Coordinator of M. Phil Program

- Member of Institution's Admission committee
- Member Department Discipline Committee

Visiting Faculty
International Islamic University Islamabad

Feb 2010-Dec 2015

- Taught Basic and advanced courses in Management with special focus on Entrepreneurship, International Entrepreneurship and Research Methodology as **visiting Assistant Professor** to undergraduate level, since last five years.
- Served as the course coordinator for undergraduate students.
- Initiated thought-provoking classroom discussions to help students develop their critical thinking abilities and come up with an idea for new business development.
- Helped students to develop Business Plan.
- Inspired students to translate their academic interests into the real world by taking positive actions.
- Emphasized the importance of academic honesty with students and instructed them on proper citation of research sources by using Zotero.
- Organized a Seminar on "Women Entrepreneurship in Pakistan."

PUBLICATIONS

- Jabeen, Q., **Nadeem, M. S.**, Raziq, M. M., & Sajjad, A. (2022). *Linking individuals' resources with (perceived) sustainable employability: Perspectives from conservation of resources and social information processing theory*. International Journal of Management Reviews. IF (13.4).
- Ghias, Wajeeha Brar, Hafsa Zahur, and **M.S. Nadeem** (2021) . "Mapping Followership Research: Bibliometric Analysis (2000-2021)." *Webology (ISSN: 1735-188X)* 18.5 (2021) HEC Recognized X-Category
- Zafar, R., Ghias, W., & **Nadeem, M. S.** (2021). *Analyzing the Role of Organizational Climate on Courageous Followership and Authentic Leadership among University Graduates in Pakistan*. Research Journal of Social Sciences and Economics Review, 2(1), 266-274. HEC Recognized Y-Category
- Jabeen, Q., **Nadeem, M. S.**, & Siddiqui, S. H. (2021). *Exploring the Resources of Sustainable Employability in Pakistani Healthcare Settings: Qualitative Study*. Research Journal of Social Sciences and Economics Review, 2(2), 19-27. HEC Recognized Y-Category

- **Muhammadi Sabra Nadeem**, Uzma Javed and Qaisar Abbas “*Adoption Of National Quality Standards And Business Education In Pakistan: Motivation And Challenges*” Pakistan Business Review Volume 20 Issue 4, Jan, 2019. HEC Recognized X-Category
- Yasmine Muhammad Javaid Iqbal & **Muhammadi Sabra Nadeem** “*Authentic Leadership and Its Impact on Organizational Intelligence: Model for Measuring Direct and Indirect Impact with Mediating Role of Organizational Culture.*” GMJACS Vol- 9 No. 1 2019; HEC Recognized Y-Category
- Tahreem Baloch , **Muhammadi Sabra Nadeem** Muhammad Zia-ur-Rehman. “*Investigating Relationship between Identity-Based Leadership and Employee Engagement with the Role of Employee Core Self Evaluations*” Global Social Sciences Review (GSSR) Volume: IV Issue: III August 2019. HEC Recognized X-Category
- Tahreem Baloch ,**Muhammadi Sabra Nadeem** Muhammad Zia-ur-Rehman. “*Impact of Employees Core Self-Evaluations on Employee Engagement: Moderating Role of Organizational Culture*” has been accepted for publication in the volume 5, No.2, (June Issue) 2019 of Review of Economics and Development Studies. HEC Recognized Y- Category
- **M.Sabra Nadeem**, Qaisar Abbas, Uzma Javed “*Accreditation of Business Education, a Step towards Internationalization*” **Pakistan Business Review October 2015.** (HEC recognized X-category)
- **M.Sabra Nadeem**, Qaisar Abbas, Uzma Javed “*Assessing Relationship between _____ Improvement in internal process, Student Satisfaction and Student retention; Does Student’s orientation mediates the relationship?*” Global Management Journal for Academic and Corporate Studies, Vol 5 issue: 1.120-132. June, 2015 (HEC recognized Y-category)
- **M.Sabra Nadeem**, Qaisar Abbas ‘*Impact of work life conflict on job satisfaction of employees in Pakistan*” published in **International Journal of Business Management, May 2009.** (HEC recognized Y-category)

PROJECT

Principal Investigator: HEC Startup Research Grant “*International Accreditation of Business Education in Pakistan: Motivations and Challenges*”

CONFERENCE PROCEEDINGS

- **M. Sabra Nadeem**, *HR Analytics challenges and Implications presented at SAICON 2019 Islamabad.*
- **M.Sabra Nadeem**, “*On the way to Internationalization: Does Accreditation matters?*” presented in 5th Deans and Directors conference, Karachi 5th and 6th February 2018.
- **M.Sabra Nadeem**, Uzma Javed, Qaisar Abbas “*In Quest to quality; Are we on the right path*” presented in ICEMI Conference held on 15-16 February 2014 at Hong Kong.
- **M.Sabra Nadeem**, Qaisar Abbas “*Impact of family associated factors on student motivation to study*” presented in Business and Social Sciences Research Conference held on January 3-4 2011 at Dubai UAE.
- Qaisar Abbas, Hanniya Abid, **M.Sabra Nadeem** “*Role of Higher Education Institutions in Fostering Entrepreneurship*” presented in SAICON 2010 conference held on July 2010 at Bhurban
- **M.Sabra Nadeem**, Qaisar Abbas “*Study of Intensity and Direction Of Work Life Conflict Among Male And Female Employees In Pakistan*” presented in SAICON 2008 conference held on November 2008 at Bhurban.
- Anila Fatima, Afsheen Shafeeq, **M.Sabra Nadeem**, “*Study of Security Information Systems in Different Universities of Pakistan*” Presented in Comsats International Conference held on January 2007 at Lahore.

MS PHD THESIS

- Around 30 MS Thesis successfully supervised.
- Three PhD successfully supervised. 5 under supervision.
- Panel member of external examiner for Punjab University and National Defense University Islamabad.

CERTIFICATIONS

- Introduction to Deep Learning & Neural Networks with Keras by IBM.
- Certificate on Python programming, Data Wrangling and Visualization.
- How to Write and Publish a Scientific Paper (Project-Centered Course) by École Polytechnique.
- Initiating and Planning Projects by University of California, Irvine

TRAININGS ATTENDED

- AACSB Accreditation Information Session
- Impact Assessment of Initiatives and activities undertaken by Business Schools
- Designing and Aligning PLOs and CLOs
- Nuts and Bolts for creating a Strategic Plan

WORKSHOPS CONDUCTED

- Conducting Qualitative research using N-Vivo NUML University Islamabad.
- Conduct a workshop on Classical Machine Learning
- Organized a workshop on Entrepreneurship at IIU Islamabad
- Conducted a workshop on Research methods and referencing for undergraduate students at IIU Islamabad
- “Managing your references using Zotero” for the Graduate students of Department of Management Sciences CIIT Islamabad.
- “How to Conduct Research and Guidelines for Writing a Dissertation” for the Graduate students of Health Informatics Unit, CIIT Islamabad

SKILLS

- Familiar with Pythons and Pandas and can apply them to found solution for sustainable development.
- Familiar with the environments of Windows, MS office, SPSS, AMOS and NVivo
- Familiar with Zotero Referencing Software.
- Fluent in English and Urdu.
- Able to learn new software and research methods

