

MUHAMMADI SABRA NADEEM

478 st 24 phase3
Bahria Town, Islamabad
92300-5103335
sabra.nadeem@comsats.edu.pk

OBJECTIVE

To contribute in the academic excellence by leveraging my experience in teaching, research, accreditation, and curriculum development while supporting institutional growth and student success.

WORK EXPERIENCE

COMSATS University Islamabad

Dec 2016 - Present

- Assistant Professor Department of Management Sciences
- Teaching Undergraduate and Graduate courses and involved in different activities assigned by Head of the department as follows

Convener Strategic Planning and NBEAC Accreditation Committee **May 2022----April 2024**

- Lead departmental efforts to meet accreditation standards and establish a clear path for future growth.
- Spearheaded a strategic orientation revamp, introducing a new mission, vision, and strategic pillars to align with long-term goals.
- Guided the department as Accreditation Coordinator to ensure continuous improvement and maintain accreditation standards.
- Coordinated and successfully conducted an NBEAC peer review visit, enhancing departmental credibility and external relations.
- Acted as the NBEAC focal person, fostering a liaison between NBEAC and the department for smooth communication and collaboration.

In-charge Graduate program (MS&MBA)

March 2023----October 2023

- Look after the activities of Graduate program.

Cluster Head Business Data Analytics

August 2023-----

- Team member in developing BS (Business Data Analytics) Curriculum and in launching BS(BA).
- Developing Curriculum aligned with Outcome-Based Education (OBE), focusing on measurable student outcomes and competency development.

National Defence University Islamabad

Feb 2016---25th Dec 2016

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

- Teaching to undergraduate/ graduate level.
- Supervision of M. Phil Management studies and Project Management theses.
- Coordinator of MPhil Program
- Member of Institution's Admission committee
- Member Department Discipline Committee

PUBLICATIONS

1. Jabeen, Q., Nadeem, M. S., Raziq, M. M., & Rice, J. L. (2024). Fostering sustainable employability: the nexus of social support and career competencies in healthcare. *South Asian Journal of Business Studies*. **(HEC recognized W-category, ABDC & ABS listed, Impact Factor: 3.4)**.
2. Bukhari, S., & Nadeem, M. S. (2024). Reducing the Intergenerational Conflict between Generation Y and Generation Z through Creating a Culture of Mutual Respect. *UW Journal of Management Sciences*, 8(1). **(HEC recognized Y-category)**
3. Attiq, S., Nadeem, M. S., Jabeen, Q., & Alvi, M. A. (2024). Effect of Student's Proactive Personality on Student's Academic Engagement: Examining Teacher-Student and Peer Relationship as Mediators. *Journal of Management & Social Science*, 1(4), 42-60. **(HEC recognized Y-category)**
4. Chaman, S., Shahzad, A., & Nadeem, M. S. (2024). Linking Exploitative Leadership with Employee Time Theft: A Study of the Hospitality Sector of Pakistan. *Journal of Business and Management Research*, 3(1), 84-99. **(HEC recognized Y-category)**
5. 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*. **(HEC recognized W-category, ABDC listed, Impact Factor: 13.4)**.
6. Ghias, Wajeeha Brar, Hafsa Zahur, and M.S. Nadeem (2021) . "Mapping Followership Research: Bibliometric Analysis (2000-2021)." *Webology* (ISSN: 1735-188X) 18.5 **HEC Recognized X-Category**.
7. 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**
8. 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**
9. 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**
10. 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**
11. 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**

12. Tahreem Baloch, Muhammadi Sabra Nadeem Muhammad Zia-ur-Rehman. "Impact of Employees Core Self-Evaluations on Employee Engagement: Moderating Role of Organizational Culture" volume 5, No. 2, (June Issue) 2019 of Review of Economics and Development Studies. **HEC Recognized Y- Category**
13. M. Sabra Nadeem, Qaisar Abbas, Uzma Javed "Accreditation of Business Education, a Step towards Internationalization" Pakistan Business Review October 2015. **(HEC recognized X-category)**
14. M. Sabra Nadeem, Qaisar Abbas, Uzma Javed "Assessing Relationship between Improvement in internal process, Student Satisfaction and Student retention; Does Student's orientation mediate the relationship?" Global Management Journal for Academic and Corporate Studies, Vol 5 issue: 1.120-132. June, 2015 **(HEC recognized Y-category)**.
15. M. Sabra Nadeem, Qaisar Abbas "Impact of work life conflict on job satisfaction of employees in Pakistan" International Journal of Business Management, May 2009. **(HEC recognized Y-category)**
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CONFERENCE PAPERS

- M. Sabra Nadeem, HR Analytics challenges and Implications presented at SAICON 2019 Islamabad.
- M. Sabra Nadeem, "On the way to Internationalization: Does Accreditation matter?" 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

RESERACH PROJECT

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

PHD SUPERVISON

PHD PRODUCED

- 1. Dr. Qudsia Jabeen** **2023** **COMSATS University, Islamabad**
Thesis Titled: *Exploring Individual's Resources for Sustainable Employability: A Mixed method study among Healthcare professionals of Pakistan.*

- 2. Dr. Tahreem Baloch** **2022** **National Defence University, Islamabad**
Thesis Titled: *Impact of Employee Core Self-Evaluation and Identity Leadership oh Employee Engagement: Role of Organizational Culture.*

- 3. Dr. Yasmeen Iqbal** **2021** **National Defence University, Islamabad**
Thesis Titled: *Impact of Employee Mindfulness and Authentic Leadership to Achieve Organizational Intelligence: Moderating Role of Organizational Culture*

PHD RESEARCH IN PROCESS

- 1. Sadia Bukhari**
Thesis Title: *Breaking Down the Barrier: A Study to Investigate Perceived Generational Conflict Between Generation Y and Z in Pakistan*

- 2. Sajid Hussain**
Thesis Title: *Leading for Engagement: A Mixed Method Study to Investigate Leadership Frames for Employees' Work Engagement - Among Petroleum Refining Professionals of Pakistan*

- 3. Sherbano Ijaz**
Thesis Title: *Paternalistic Leadership and Employee's Outcome: Unpacking the Role of Person-Organization Fit and Ethical Climate.*

- 4. Seemab Chaman (Co-Supervisor)**
Thesis Title: *"Linking Exploitative Leadership with Employee Time Theft: A Study of the Hospitality Sector in Pakistan"*

- 5. Ammara Javid** (Notification in Fall 24)

EDUCATION

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| Doctor of Philosophy | 2015 |
| COMSATS Institute of Information Technology | |
| <ul style="list-style-type: none">• Specialization Management Sciences• Thesis Titled “ Accreditation of Business Education: Current Trends, Outcomes and Motivation of Business Education Institutions in Pakistan.” | |
| Master of Science | 2008 |
| COMSATS Institute of Information Technology | |
| <ul style="list-style-type: none">• Specialization Human Resource Management• Thesis Titled “ Work-Life Conflict and Job Satisfaction in Employees in Pakistan.” | |
| Master of Business Administration | 2006 |
| COMSATS Institute of Information Technology | |
| <ul style="list-style-type: none">• Specialization Human Resource Management | |
| Bachelors of Arts | 1994 |
| University of Karachi | |
| <ul style="list-style-type: none">• Economics, Political Science, Islamic Studies | |

CERTIFICATIONS & TRAINING

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|---|------|
| • Introduction to Deep Learning & Neural Networks with Keras by IBM, | 2023 |
| • AACSB Accreditation Information Session | 2022 |
| • Nuts and Bolts of Strategic Plan | 2021 |
| • Machine Learning | 2020 |
| • Python Programming Basics | 2018 |
| • Initiating and Planning Projects | 2016 |
| • How to Write and Publish a Scientific Paper (Project-Centered Course) | 2016 |

WORKSHOPS & TRAINING CONDUCTED

- Qualitative Data Analysis Using NVivo at NUML Rawalpindi
- Conduct a workshop on Classical Machine Learning at CUI, Islamabad,
- 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, Nvivo and AMOS
- Familiar with Zotero Referencing Software.
- Fluent in English and Urdu.
- Good interpersonal and communication skills.

ADDITIONAL INFORMATION

- Member of Review Panel of National Defence University, Ripah International University and Hailey College Lahore.
- Volunteer reviewer of Academy of Management Conferences.

REFERENCES

- can be furnished about on request.

