

Dr. SAHAR LATIF RANA

HEC Approved PhD Supervisor

Dr. (PhD. Business Administration), Assistant Professor

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ACADEMIC QUALIFICATION

2021	PhD Bus. Admin.	National College of Business Administration & Economics, Pakistan	CGPA 3.90/4.00
2011	Master of Commerce	Punjab University (HCC), Pakistan	CGPA 3.78/4.00
2009	Bachelor of Commerce	Punjab University (HCC), Pakistan	CGPA 3.82/4.00

SCHOLARSHIPS AND AWARDS

Indigenous PhD Fellowship	Govt. of Pakistan	2015- 2019
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UNIVERSITY EMPLOYMENT DETAILS

Assistant Professor	University of Education, Lahore	2021-to date
Adjunct Faculty	Hailey College of Commerce, PU	2021-to date
Visiting teaching	National University of modern languages	2019-2021
Perm. Adjunct Faculty	National College of Bus. Admin. & Eco. Pak	2017-2020
Part time Faculty	University of Education, Pakistan	2018- 2019
Per. Tutorship	Allama Iqbal Open University, Pakistan	2017-2019
Adjunct Faculty	University of Lahore, Pakistan	2016-2021
Lecturer	Al Khair Institute of Commerce, Pak	2007-2015
Part Time Faculty	Lahore College for Women University, Pak	Sep- Dec 2013

ACADEMIC AFFILAITION

1. **External Examiner** for Masters and MS level thesis at Hailey College of Commerce, Punjab University, Lahore.
2. **External Examiner** for Masters and MS level thesis at International Business Administration, Punjab University, Lahore.
3. **External Examiner** for Masters and MS level thesis at University of Veterinary and Health Sciences , Lahore

RESEARCH AFFILIATIONS

1. **Reviewer** for Jurnal Pengurusan, UKM, Malaysia.
 2. **Reviewer** for Leadership and Organizational behavior journal, HCC, Lahore.
 3. **Reviewer** for Journal of Management Research, University of Management and technology, Lahore.
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RESEARCH INTERESTS

Organizational psychology, Public policy, stress management, Adaptability, Adaptive performance, Emotions, social identity at work, social change, emotional labor, burnout, emotion regulation, , job satisfaction, workplace spirituality, spirituality practices, organizational spirituality, individual spirituality

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ACHIEVEMENTS

Best Research paper award entitled “Workplace Spirituality and adaptive performance: Examining the mediating impact of emotional labor strategies” in International conference of Banking, Insurance & Business Management 12-13th December, 2019, held at Hailey College of Banking and Finance, Lahore, Pakistan.

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PUBLICATIONS

1. **2022** Huma Fatima, **Sahar Latif Rana**, Abida Hafeez (2022). Uncertainty, Corporate Investment and the Role of Conservative Financial Reporting: Empirical Evidence from Pakistan. *Journal of Asian Finance, Economics and Business*,9(6), 231-243. **(HEC-X)**
2. **2022** Abida Hafeez, **Sahar Latif Rana**, Nadia Hanif (2022). The impact of deregulation on size and value premiums in Pakistan Stock Exchange. *Journal of Managerial Sciences*, 16(2), 1-15. **(HEC-Y)**
3. **2022** **Sahar Latif Rana**, Abida Hafeez, Nadia Hanif, Muhammad Zohair Durrani (2022). Socio-Economic Empowerment of Women through Financial Literacy. *International journal of special education*, 37(3), 3508-3516. **(HEC-X)**
4. **2021** **Sahar Latif Rana**, Nadia Hanif, Abida Hafeez (2021). Linking organizational social capital and entrepreneurial orientation formation through a mediation of knowledge sharing. *Journal of ISOSS*, 7(4), 253-262 **(HEC-Y)**
5. **2021** **Sahar Latif Rana**, Ishfaq Ahmed, Gulnaz Shahzadi (2021). Linking workplace spirituality and adaptive performance through a serial mediation of job satisfaction and emotional labor strategies. *Management Research Review*, 1-18**(HEC-X)**
6. **2021** Muhammad Adnan Maqbool, Nadia Nasir, **Sahar Latif Rana**, Shakeel Ahmed Khan, Muhammad Nawaz (2021). Impact of Workplace Ostracism on Employee Outcomes Mediated by Empowerment Structure and Moderated by Restructuring of Working Culture in Healthcare Sector. *Turkish Online Journal of Qualitative Inquiry*, 12(10), 2500-2517 **(HEC-Y)**
7. **2021** **Sahar Latif Rana**, (2021). Organizational Commitment and turnover intentions of Millennials: Using Reverse Mentoring as a social exchange tool. *Leadership and Organizational Behavior Journal*, 1(1), 20-36.
8. **2020** **Sahar Latif Rana**, Ishfaq Ahmed, Matti ullah Butt, Muhammad Zohair Durrani, & Muhammad Adnan, (2020). The impact of spiritual leadership on absenteeism through a serial mediation of workplace spirituality and job satisfaction. *Elementary Education Online*, 19(4), 7071-7081**(HEC-X)**
9. **2020** Dr. Muhammad Imad-ud-din Akbar, Dr. Shrafat Ali Sair, Muhammad Adnan, **Sahar Latif Rana**, Shakeel Ahmad Khan, Muhammad Nawaz (2020). Faculty and thriving in Pakistani Universities. *Elementary Education Online*, 19(3), 2771-2782 **(HEC-X)**
10. **2020** Dr. Muhammad Imad-ud-din Akbar, Muhammad Nawaz, Shakeel Ahmad Khan, **Sahar Latif Rana** & Fahad Saddique (2020). Role of human resource best practices to improve quality education of Pakistani schools. *International Journal of Management*, 11(11), 2761-2772 **(HEC-Y)**
11. **2011** Ishfaq Ahmed, Ahmed Usman, & **Sahar Latif Rana**. (2011). Jobs satisfaction mediates relationship between facets of job and citizenship behavior: A study of female employees of banking sector of Pakistan. *Information Management and Business Review*, 3(4), 228–234. **(HEC-Y)**

CONFERENCE PRESENTATIONS

1. **Sahar Latif Rana**, Determining an impact of societal norms on intention to use technological innovations in smartphone applications, 8th-9th December, 2022, at Hailey College of Banking and Finance, University of the Punjab, Lahore, Pakistan,
2. **Sahar Latif Rana**, Formation of Intellectual Capital through social capital, 19th international conference on statistical sciences, March 17-19, 2022 at University of Agriculture, Faisalabad, Pakistan.
3. **Sahar Latif Rana**, Impact of social norms on antecedents of intention: An empirical investigation of usage of smartphone application, 4th International conference & graduate colloquium, March 14-15, 2022 at Hailey College of Commerce, University of the Punjab, Lahore, Pakistan
4. **Sahar Latif Rana**, Technological Innovations in Smart phone Applications: Determining an impact of social norms on usage of smartphone application, May 18-19, 2022 at Lahore Garrison University, Lahore, Pakistan
5. **Sahar Latif Rana**: Linking organizational social capital and entrepreneurial Orientation formation through a serial mediation of knowledge sharing a Organizational learning, 6th International conference on Banking, Insurance and Business Management, December 29th -30th December, 2021 at Hailey College of Banking and Finance, University of the Punjab, Lahore, Pakistan
6. **Sahar Latif Rana**, Ishfaq Ahmed.: The impact of spiritual leadership on absenteeism through a serial mediation of workplace spirituality and job satisfaction, International conference on business and commerce, creating opportunities from uncertainties, November 24th -25th, 2020 at Hailey College of Commerce, University of the Punjab, Pakistan.
7. **Sahar Latif Rana**, Ishfaq Ahmed: Predicting adaptability through spirituality at workplace: An empirical support from the educational sector of Pakistan, 15th Islamic Countries Conference on Statistical Sciences, December 21st -24th, 2019 at Lahore Institute of Science and Technology, Pakistan.
8. **Sahar Latif Rana**, Ishfaq Ahmed , Matti ullah Butt, Gulnaz Shahzadi.: Workplace spirituality and adaptive performance: Examining the mediating impact of emotional labor strategies, 4th International Conference on Banking Insurance & Business Management, December 12-13th, 2019 at Hailey College of Banking & Finance, Pakistan.
9. **Sahar Latif Rana**. “The Millennials: An Empirical Investigation of using Reverse Mentoring as a social exchange tool for keeping millennials committed”, 2nd International Conference on Business and Management Perspectives in an Asian Context, October 19-21, 2017 at the University of Lahore, Pakistan.

PROFESSIONAL TRAINING WORKSHOPS

1. One day training session on Emerald/ AUC competition: Case writing methodologies and teaching application, June13, 2022, Organized by Emerald Publishing
2. One hour training session on The Art of Academic Honesty: Plagiarism unpacked, January 25,2022, Organized by Higher Education Commission.
3. Two day workshop on Promoting Research Excellence in Academics, Across Pakistan, 1-2 February, 2022, Higher Education Commission
4. One day international training session on Pro quest Dissertations and theses Global new features, March22,2022, Organized by ProQuest.
5. One hour international training session on Pro quest One Business, April 12,2022, Organized by Pro quest in partnership with HEC.

6. Three day international training of Web of Science certification program, organized by Clarivate Analytics
7. Three days workshop on M-Plus, 25-27 October, 2018, Lahore Business School, University of Lahore, Pakistan.
8. One day workshop on CFA using Amos 24, October 21, 2018, Institute of Business and Management, University of Engineering & Technology, Lahore, Pakistan.
9. One day workshop on concepts, methods, procedures of mediation, moderation, mediated moderation, & sequential mediation analysis using Haye's Process Macros, March 15, 2018, National College of Business Administration & Economics, Lahore, Pakistan.
10. One day workshop on Structural Modelling techniques using ISM & AHP, 4th March, 2017, Leadership and Management Development Associates, Lahore, Pakistan.
11. One Day workshop on referencing software of Mendeley, 2nd March, 2017, Mendeley Ltd, Finsbury Square, London, UK.
12. Two days workshop on Advance Inferential Statistical Analysis using IBM SPSS 24 & AMOS 24, Leadership and Management Development Associates, Lahore, Pakistan.
13. One day workshop on EFA & CFA using IBM SPSS 24 & AMOS 24, Leadership and Management Development Associates, Lahore, Pakistan.

SEMINARS ORGANIZED/ PARTICIPATED

1. One day seminar organized on "**Business Practices and Sustainability**" through a collaboration of "UE Toastmaster Club".
2. One day "**TOEFL Workshop**" organized through a collaboration of "UE Toastmaster Club"
3. One day seminar organized on "**Educational Leadership and Sustainability**" through a collaboration of "UE Toastmaster Club"
4. Participated in one day seminar on "**Green Buildings: Healthy and Sustainable Environment**", organized by "UE Toastmaster Club"
5. One day seminar organized on "**Digital Literacy program**", through collaboration of Circle Women Association (CIRCLE)
6. One day seminar organized on "**Ethical Issues in Business Setting**"
7. Participated in two day webinar entitled "**Promoting Research Excellence in Academics across Pakistan**", jointly organized by HEC Pakistan and Elsevier.
8. Acted as a Resource person for one day seminar on "**Training and Development**" organized by STEM education department of University of Education, Lahore, Pakistan

ADMINISTRATIVE TASKS

1. Member Examination secrecy cell, University of Education, Lahore.
 2. Advisor Event Management Society, University of Education, Lahore.
 3. Member Proctorial Board, University of Education, Lahore.
 4. Program team member Self- Assessment report of UE Business School, University of Education, Lahore.
 5. Convener table tennis management committee of Inter Campuses annual sports gala 2023, University of Education, Lahore
 6. Head Examiner/ Paper setter for affiliated colleges of University of Education, Lahore
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COURSES TAUGHT

Business & Management Subjects

Recruitment and Selection	Training Interventions in job design
Business Ethics	Entrepreneurship
Business Policy	Principles of Management
Business Research Methods	Organizational Behavior
Operations and supply chain management	International HRM
Introduction to retailing	Advance Human Resource Management
Human Resource System development	Strategic Management
Customer Relationship Management	

Accounting & Finance Subjects

Insurance and Risk Management	Financial Reporting and Analysis
Audit and Assurance	Financial Accounting, I
Financial Management II	Financial Accounting II
Financial Management I	Cost and Management Accounting
Corporate tax	

OTHER SKILLS AND ACHEIVEMENTS

Team Work & Leadership Skills

- Being a leader of team involved in tailoring following projects
 - Marketing Project of Meadow Milk
 - Operation and Production Management of Haleeb Foods (Pvt) Ltd.
 - TQM and customer satisfaction analysis of Decent Departmental Store.
 - Financial analysis of National Foods (Pvt) Ltd.
- Member of team involved conducting Research Methodology of SMEDA.
- Member of team involved designing and introducing single currency system for Asia and its effects on Pakistan economy.
- Member of team Involved in designing Website named “niralikitaben.com”
- Member of team Involved in designing a project of “international trade negotiations”

Initiative & Adaptability

Successful study and work require initiative, dedication, and discipline and demonstrate my ability to adapt and thrive in new and different environments.

Well Adapt to work under pressure and ability to handle multiple tasks.

Team building, Leadership, Negotiation, logistic, analytical thinking, and creative problem solving

Software Expertise

- A middling doer of NVIVO, a qualitative data analysis tool.
 - Well acquaint with SPSS, STATA, AMOS, SMART-PLS and EndNote, Zotero, and Mendeley.
 - A high-quality know-how of academic writing, plagiarism forestalling, and referencing styles.
 - Experience of working in Quick Books Financial Systems.
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REFERENCES

1. Alia Ahmed
Dean, Professor, School of Business Administration
National College of Business Administration & Economics,
Lahore, Pakistan.
Email: dean.sba@ncbae.edu.pk
2. Ishfaq Ahmed
Associate Professor. Department of Commerce.
Hailey College of Commerce, Punjab University,
Lahore, Pakistan.
Email: ishfaqahmed@hcc.edu.pk
3. Dr. Muhammad Imad-ud-din Akbar
Assistant Professor, Management sciences department.
National University of Modern Languages.
Lahore, Pakistan.
Email: drimad@numl.edu.pk