

FARHAN SARWAR, PHD

House no: 2- Block A/5, PGECHS, College Road, Township Lahore, Pakistan
+92-312-4200123
Sarwarfarhan@gmail.com, farhansarwar@ue.edu.pk



OBJECTIVE

I am a passionate academician. My objective is to excel in the field of Management Sciences, Data analysis and I/O Psychology by pursuing further research and blend it with my innovative thinking, creative skills and professional experience. With quality teaching and research outputs, I like to disseminate my academic and experienced based knowledge by means of verbal and written instructions.

PROFESSIONAL EXPERIENCE

Aug 2020 - Present

Assistant Professor (BS-19)

- Working as Assistant Professor of Business Administration and Division of Business & Administrative Sciences at Township Campus, University of Education, Township, Lahore.
- Serving as the Coordinator at UE-Business School, Township Campus since Nov 2020.
- Serving as the first Secretary of BOS, UE-Business School
- Member Industrial linkage committee and workshop committee for UE Job fair, 2022, Aug 1st and 2nd, 2022
- Core Committee member for Young Leaders Conference 2022, at UE on 3rd Aug, 2022.
- Member Disciplinary Committee, UE Convocation, 2022
- Member Refreshment Committee, UE Sports Gala, 2022

Aug 2012 – Aug 2020

Lecturer (BS-18)

Served at **University of Education**, Township Campus as **lecturer of business administration**. Taught courses of Organizational Behavior, Principle of Management, Human Resource Management, and Research Methods. From June 2015 to 2016 September served as the coordinator of management department. Duties were to allocate courses to faculty, design time table and manage student affairs. Served as president of Blood Donation society and members of many committees. Joined in Feb, 2020 after three years study leave for PhD.

Sep 2010 – Aug 2012

Lecturer

Served as lecturer in **The University of Central Punjab**, Faculty of Commerce, and taught core and specialization courses of Management, HRM, Marketing and Business Research. Also had responsibility to design the courses road map for the Master of Commerce and Bachelors of Commerce (Honors) programs.

Feb 2010 –Jul 2010

Manager Admin

Was associated with **Center for Women Co-operative Development (CWCD)** as Manager Admin. Responsibility was to lead the admin department which plan, direct and coordinate all the supportive services of the organization. At that time there were 22 branches all over Punjab, two fifty plus employees and hundred vehicles. Resigned the job for the passion to pursue my career in academia.

Oct 2009 –Feb 2010

HR Executive

Worked as HR Executive at **The American Lyceum**, a reputable school system of Lahore, Pakistan, after completing my MBA degree. My task was to develop and implement general business, infrastructural and HR development plans; O levels coordination and teaching.

EDUCATION

Name of Program	Level of Education	Institute	Completion	Result
• Doctor of Philosophy (Management) (PHEC Scholar)	PhD	Azman Hashim International business School, Universiti Teknologi Malaysia.	Nov 2016 – Dec 2019	4 CGPA
• MS Management Science (Course work + Research Thesis)	18 years	University of Central Punjab	Sept 2012	3.75 / 4
• MBA(HR) (Course Work + Internship)	16 years	Institute of Business Administration -Punjab University Lahore	Nov 2009	3.66 / 4
• BA (Political Science & Journalism)	14 years	Punjab University Lahore	Apr 2007	1 st division
• A-Levels (GCSE Cambridge)	12 years	University College Lahore	Jun 2002	4 A Grades & First Position in the College
• (Computer Science, Physical Sciences)				
• O-Level (GCSE Cambridge)	10 years	Beacon House School System	Jun 2000	5 A Grades & First Position in the School

RESEARCH WORK

Research Thesis

- PhD Thesis titled **“Psychological Capital, Contextual Demands and Resources, Work-Family Linking Mechanisms and Satisfaction with Work-Family Balance in Academia of Pakistan”**.
- MS Management research thesis, titled **“Antecedents and outcomes of work-family facilitation amongst the university faculty of Pakistan”**.

Journal Articles (HEC Recognized)

1. Sarwar, F., Panatik, S. A., Jameel, H. T., Wan Mohd Yunus, W. M. A., & Muhamad, S. N. (2022). Psychological Capital, Social Support and Wellbeing in Mothers of Children with Autism Spectrum Disorder. *SAGE Open*, 12(3), 21582440221121773. **(Impact factor: 2.032)**
2. Sarwar, F., Imam, H., Jameel, H.T., Panatik, S.A. and Brannen, D.E. (2022), "Unravelling the relationship between trust in government and voluntary adoption of preventative behaviour through health belief model: a cross-culture study", *Kybernetes*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/K-05-2022-0667> **(Impact factor: 2.352)**
3. Sarwar, F., Rehman, Z.- ur, & Azhar, S. (2022). Exploring the moderating effect of coworker support and supervisor support on the relationship between self-efficacy and subjective well-being of academic faculty in

Pakistan. *Journal of Public Value and Administrative Insight*, 5(1), 98-111. <https://doi.org/10.31580/jpvai.v5i1.2139> (Y Category, HEC Pakistan recognized)

4. Jameel, H. T., Ahmad, A., & Sarwar, F. (2022). Impact of Early Intervention Services through Inclusion for Children with Autism Spectrum Disorders. *Pakistan Journal of Multidisciplinary Research*, 2(2), 207-225. Retrieved from <https://www.pjmr.org/pjmr/article/view/130> (Y Category, HEC Pakistan recognized)
 5. Sarwar, F., Faiz, Z., & Sukor, M. S. M. (2021). Using Thematic Analysis to Understand Teachers Perspectives about Inclusion in Early Childhood Education. *Journal of Inclusive Education*, 5(1), 167-184. (Y Category, HEC Pakistan recognized)
 6. Azhar, S., Sarwar, F., & Ali, S. (2021). Relationship Between Motivation-enhancing HR Practices and Customer Satisfaction: The Mediating Role of Emotional Intelligence. *Review of Education, Administration & LAW*, 4(2), 421-433. (Y Category, HEC Pakistan recognized)
 7. Sarwar, F., Panatik, S. A., Sukor, M. S. M., & Rusbador, N. (2021). A Job Demand–Resource Model of Satisfaction with Work–Family Balance Among Academic Faculty: Mediating Roles of Psychological Capital, Work-to-Family Conflict, and Enrichment. *SAGE Open*, 11(2), 21582440211006142. (Impact Factor: 1.54)
 8. Jameel, H. T., Sarwar, F., & Moskowitz, B. H. (2020). A Study on Teachers Perception about Components of English Handwriting in Pakistan. *Pakistan Journal of Education*, 37(2), 97-112. (Y category, HEC Pakistan recognized)
 9. Sarwar, F., & Panatik, S. A. (2020). Impact of Quantitative, Emotional, and Cognitive Job Demands on Work-to-Family Conflict of University Faculty in Pakistan (<https://doi.org/10.33824/PJPR.2019.35.1.7>). *Pakistan Journal of Psychological Research*, 35(1). Q4 (Y category, HEC Pakistan recognized) Journal
 10. Sarwar, F., Panatik, S. A., & Jameel, H. T. (2020). Does fear of terrorism influence psychological adjustment of academic sojourners in Pakistan? Role of state negative affect and emotional support. *International Journal of Intercultural Relations*, 75, 34-47. (Impact factor 1.7)
 11. Shamim, F., Sarwar, F., & Chaudhry, M. A. (2020). Relationship of Braille Reading Skills with Onset of Visually Impairment in Children with Visual Impairment in Mainstream Setting. *Journal of Inclusive Education*, 4. (HEC Recognized Y category)
 12. Jameel, H. T., Panatik, S. A., Nabeel, T., Sarwar, F., Yaseen, M., Jokerst, T., & Faiz, Z. (2020). Observed social support and willingness for the treatment of patients with schizophrenia. *Psychology research and behavior management*, 13, 193. (Impact factor 1.813, HEC recognized)
- Journal Articles (Scopus/ Indexed)**
13. Kamalulil, E. N. B., Panatik, S. A. B., & Sarwar, F. (2021). The influence of socioeconomic status on job and life satisfaction among low-income employees in Johor Local Authorities. *Psikohumaniora: Jurnal Penelitian Psikologi*, 6(2), 121-136.
 14. Sarwar, F., & Zeeshan, T. (2019). Bidirectional Work Family Conflict of Expatriates: Framework of Antecedents and Moderators. *Journal of Research in Psychology*, 1(1). doi:10.31580/jrp.v1i1.518
 15. Sarwar, F., Qureshi, T. M., & Panatik, S. A. (2019). Work to Family Facilitation as a Predictor of Job Satisfaction, Affective Commitment and Job Performance in Academia. *Journal of Management Info*, 6(3), 30-35.
 16. Sarwar, F., Panatik, S. A., & ur-Rehman, Z. (2019). How Work-Family Conflict, Enrichment and their Interaction Influence Work-Family Balance Satisfaction among University Faculty? *International Journal of Recent Technology and Engineering*, 8(2s), 48-56. (Scopus Indexed)
 17. Rehman, Z. u., Baharun, R., Salleh, N. Z. M., & Sarwar, F. (2019). The Mediating Role of Status Consumption on the Relationship of Materialism and Brand Engagement in Self-Concept. *International Journal of Recent Technology and Engineering*, 8(2s), 618-623. (Scopus Indexed)
 18. Sarwar, F., Panatik, S. A., Rajab, A., & Nordin, N. (2019). Social support, optimism, parental self-efficacy and wellbeing in mothers of children with autism spectrum disorder. *Indian Journal of Public Health Research & Development*, 10(9), 1824-1829. (Scopus Indexed)
 19. Sarwar, F., Panatik, S. A., & ur Rehman, Z. (2018). Additive and multiplicative effect of academic faculty's bi-directional conflict and enrichment on satisfaction with work family balance. *Asia Proceedings of Social Sciences*, 2(3), 81-85.
 20. ur Rehman, Z., Baharun, R., Salleh, N. Z. M., & Sarwar, F. (2018). Materialism and Status Consumption as Predictors of Brand Engagement in Self Concept. *Asia Proceedings of Social Sciences*, 2(3), 194-197.

21. Sarwar, F., & Panatik, S. A. (2017). Psychological Capital, a Unique Resource to Develop Effective Managers; Relationship with Creativity, Achievement Motivation and Stress. *Advanced Science Letters*, 23(9), 8598-8602. **(Scopus Indexed)**
22. Sarwar, F., & Hasan, S. (2015). Impact of expectancy based dispositional traits of self-efficacy and optimism on job satisfaction among university faculty members: Mediating role of affective organizational commitment. *Research on Humanities and Social Sciences*, 5(19), 53-63.
23. Sarwar, F., Waqas, M., & Imran, A. (2014). Work Family Facilitation as Predictor of Job Satisfaction and organizational Commitment: A Study of University Faculty in Pakistan. *World Applied Sciences Journal*, 32(1), 146-152. **(ISI Indexed)**
24. Sarwar, F., & Abbasi, A. S. (2013). An in-depth analysis of women's labor force participation in Pakistan. *Middle-East Journal of Scientific Research*, 15(2), 208-215. **(ISI Indexed)**
25. "Zeeshan, T., & Sarwar, F. (2012). A comprehensive framework linking environmental factors, bi-directional work family conflict and well-being of expatriates." *Elixir Inter. Busi. Mgmt.* 53 (2012) 11842-11849.

Conference Presentations

- Presented a research work "**Is work family conflict, enrichment and their interaction related to balance satisfaction? A study of university faculty in Pakistan**" at 4th ASIA Conference, LICC, Langkawi, Malaysia. 8-9th December 2018.
- Presented a research work "**Exploring a HERO within a future manager: PsyCap and its relationship with creativity, achievement motivation and stress**" at 2nd ASIA Conference Kuala Lumpur, Malaysia. 10th December 2016.
- Presented a research paper "**Survival of Fittest amongst turbulence, impact of academic PsyCap on stress, achievement motivation and creativity**" at 6th South Asian International Conference: Ingenuity, Integration, and Inspiration: The survival of the fittest, August 11-13, 2014. Serena Hotel Islamabad, Pakistan.
- Presented a research paper "**Antecedents and Experience of Sexual Harassment at individual and group level**" at 3rd SAICON: International Conference on Management, Business Ethics and Economics (ICMBEE), December 28-29, 2011. Pearl-Continental Hotel Lahore, Pakistan conducted by COMSATS Lahore.
- Presented a research paper "**Fear of terrorism and adjustment of academic sojourners with moderating role of social support**" at 1st ICIBM: International Conference on Contemporary Issues in Business Management, University of Central Punjab, Lahore on 14th may, 2011.

Editorial

- Sarwar, F., Panatik, S. A., & Sarwar, F. (2020). Psychology of Preventive Behavior for COVID-19 outbreak. *Journal of Research in Psychology*, 2(1), 1-3.

Research in Review

- Sarwar, F., Jameel, H. T., & Panatik, S. A. (2020). Understanding Public's Adoption of Preventive Behaviour during COVID-19 Pandemic using Health Belief Model: Role of Appraisals and Psychological Capital. *Preprint*. Submitted in SageOpen.

Research Supervision

- Currently I am supervising three PhD students at UE (batch Fall 2021).
- I have supervised several Bachelor level research projects.

Journal Affiliations

- Managing Editor of an indexed journal, "**Journal of Research in Psychology**". Published under banner of Readers Insight Publishers: <https://readersinsight.net/jrp> ISSN (Online) 2664-9500
- Reviewer for many WOS indexed journal including Psychology Research and Behavioral Management (Dover Press), Environmental Research and Public Health (MDPI), Scandinavian Journal of Psychology (Wiley), Sage Open (Sage), Sex Roles (Springer) Etc.

Research Collaborations

- Foreign collaborator in research grant ACTIVE Fundamental Research Grant Scheme R.J130000.7853.5F554 A. Titled "Framework of Resilience for Enhancing Work-Life Balance through Integration of Psychosocial Factors,

Health and Well-being among professional working women in the post-Pandemic". Principal investigator is Prof Siti Aisyah Panatik, School of Human Resource Development and Psychology, Universiti Teknologi Malaysia

- Foreign collaborator in research grant R.J130000.7653.4B801. The title of research is "Impact of socio-demographics, religiosity and school climate of students' well-being: A comparative study". Principal investigator is Prof Siti Aisyah Panatik, School of Human Resource Development and Psychology, Universiti Teknologi Malaysia

EVENTS AND WORKSHOPS (AS ORGANIZER)

- Member Industrial linkage committee (Convener of Sub-committee "Social Media Marketing) and workshop committee for UE Job fair, 2022, Aug 1st and 2nd, 2022
- Core Committee member and In Charge Stage Committee for Young Leaders Conference 2022, at UE on 3rd Aug, 2022
- Served as a Session Chair at 5th ASIA International Conference (AIC 2019) held at Kuala Lumpur Convention Center on 6-8 Dec, 2019
- Member organizing committee for 5th ASIA International Conference (AIC 2019) held at Kuala Lumpur Convention Center on 6-8 Dec, 2019
- Conducted a workshop on Structural Equational Modelling (SEM) using SmartPLS held at Digital LAB, SHARPS T08 School of Human Resource Development and Psychology, Faculty of Social Sciences and Humanities on 13-14th Oct, 2019.
- Conducted a workshop on Data Analysis using SPSS held at SPS UTM on 26th Aug, 2019.
- Article Committee Member at the International Conference on Social Sciences, Management and Accounting (ICSSMA 2019) held at Holiday Villa, Johor Bahru on 24th-26th September 2019
- Member Organizing Committee for International Conference on Management and Social Sciences (ICMSS 2019) held at UTM, Johor Bahru on 27th April 2019.
- Member organizing committee for 3rd ASIA International Multidisciplinary Conference held at Block N24 UTM, Johor Bahru, Malaysia 1-2 May 2019
- Organizer Pakistani Independence Day organized by International Student Society-Pakistan Chapter at UTM Malaysia (25th Aug 2019)
- Organizer Pakistani Resolution Day organized by International Student Society-Pakistan Chapter at UTM Malaysia (31st Mar 2019)
- Organizer Welcoming Dinner for new Pakistan students, organized by International Student Society-Pakistan Chapter at UTM Malaysia (31st Jan 2019)
- Organizer Quaid-e-Azam Day organized by International Student Society-Pakistan Chapter at UTM Malaysia (28th Dec 2018)
- Organizer Welcoming Dinner for new Pakistan students, organized by International Student Society-Pakistan Chapter at UTM Malaysia (3rd Nov 2018)
- Organizer Pakistani Independence Day organized by International Student Society-Pakistan Chapter at UTM Malaysia (14th Aug 2019)

CERTIFICATIONS AND WORKSHOPS ATTENDED

- Workshop: Structure Equation Modeling (SEM-AMOS), Concepts and Practical's conducted by UTM Technology Entrepreneurship Centre
- Workshop: Structure Equation Modeling (SEM) using SMART PLS 3.0 conducted by UTM Technology Entrepreneurship Centre
- Workshop: Introduction to Basic Structure Equation Modeling (SEM) for Survey Research Using SMART PLS: A Hands-on Approach by Prof. Ramaya conducted by Connecting ASIA
- Workshop: Systematic Literature Review and Bibliometric Analysis conducted by Dr. Imran Qureshi and Connecting ASIA
- Professional Certification in Customer Relationship Management from Virtual University of Pakistan
- Professional Certification in Brand Management from Virtual University of Pakistan

- Professional Certification in Advertising and Promotion from Virtual University of Pakistan
- NLP basic Practitioner Certification from The Institute of Mind Sciences (TIMS), Karachi, Pakistan
- Hypnosis Basic Practitioner Certification course from The Institute of Mind Sciences, Karachi, Pakistan
- 4th dimension[®] Level one and two from The Institute of Mind Sciences.
- Silva Mind Control Program (BLS) at The Institute of Mind Sciences.
- Training Workshop “Initiative to Islamic Microfinance” by SEDC LUMS
- A fifteen-week TV Production Course from Iqra Millennium University conducted by Mr. Yawar Hayat, a renowned producer of PTV
- Training Workshop on “Conflict Management” by Prof Nauman Majeed
- Three days’ workshop on “Strategic Time Management” by Time Lenders
- One day workshop on “Effective Teaching” organized by Faculty of Commerce, University of Central Punjab
- Condensed Adventure Training Course CA/126 by Adventure Foundation of Pakistan (1997)

EXTRA AND CO CURRICULAR ACTIVITIES

- Served as director media affairs and organizer of various functions conducted by International Students Society of Pakistan at Universiti Teknologi Malaysia. 2016-2019
- Conducted various workshops on Structural Equation modeling, Endnotes and Research methods.
- Active Participation in speech and poetry competition at school level
- Represented School Team at various table tennis competitions
- Served as a member of organizing team of various international conferences in Malaysia
- Provide health, relationship and career counseling services in spare time

TECHNICAL SKILLS

- Data analysis tools: SPSS, Excel, E-Views, R-Studio, Anaconda
- Structural Equation Modeling tools: AMOS, SMART PLS, ADANCO, WarpPLS
- Referencing software: EndNotes and Mendeley
- Office suite
- Video Editing using Filmora[®] and Adobe Premier
- Microsoft VISIO

PERSONAL SKILLS

- Excellent communication, counseling and creative skills.
- Leadership and Management qualities.
- Flexible personality able to adjust in diverse environment.
- Good at searching, acquiring and disseminating specialized knowledge and business methodologies

ACHIEVEMENTS

- Punjab Higher Education Commission scholarship for PhD at UTM Malaysia.
- Merit Scholarship at A-Levels
- Merit fee concession during MS Management Sciences
- Merit scholarship for consecutive two years in MBA
- Roll of Honor in O – Levels (First position at School)
- Roll of Honor in A – Levels (First position at college)
- Declared best bilingual (Urdu and English) speaker at school level.
- Awarded Various merit certificates for individual subject performances and overall performance in academics.

PERSONAL

Gender: **Male**
 DOB: **07-June-1984**
 Nationality: **Pakistani**

Marital Status: **Married**

REFERENCES

- Professor Dr. Muhammad Shahid Tufail, Director Division of Management and Administrative Sciences, University of Education, Lahore. Email: shahid.tufail@ue.edu.pk +924237116758
- Professor Dr. Rana Abrar Hussain, Principal Township Campus and Chairperson Department of Botany, University of Education, Lahore. Email: ranaabrar.hussain@ue.edu.pk +924299262231
- Associate Professor, Dr. Nauman Majeed, Dean of Social Sciences, Lahore Garrison University, Lahore. +924237181821