

## Dr. SAHAR LATIF RANA

*HEC Approved PhD Supervisor*

*Dr. (PhD. Business Administration), Assistant Professor*

*University of Education, Lahore, Pakistan*

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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

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### 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

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### ACADEMIC AFFILIATIONS

1. **External Examiner** for PhD thesis at National College of Business Administration & Economics, Lahore.
  2. **External Examiner** for Masters and MS level thesis at Hailey College of Commerce, Punjab University, Lahore.
  3. **External Examiner** for Masters and MS level thesis at International Business Administration, Punjab University, Lahore.
  4. **External Examiner** for Masters and MS level thesis at University of Veterinary and Health Sciences, Lahore
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### 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.
4. **Reviewer** for Journal of Public Policy Practitioner, University of Management and Technology, Lahore.
5. **Reviewer** for Journal of Policy Research, Lahore.
6. **Reviewer** for Environment and Social Psychology, Singapore.
7. **Reviewer** for Global Economics Reviewer, Pakistan.

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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 12-13<sup>th</sup> December 2019, held at Hailey College of Banking and Finance, Lahore, Pakistan.

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## PUBLICATIONS

1. **2024 Sahar Latif Rana**, Sarmad Ejaz, Md Billal Hossain, Huma Fatima, Faisal Ejaz, Tahir Saeed Jagirani, Csaba Balint Illes (2024). Promoting Sustainable Careers and Reducing Burnout Through Spiritual Leadership, Workplace Spirituality, and Emotional Labor: A Sequential Mediation Model. *Migration letters*, 21(5), 1418-1427. **(HEC-X)**
2. **2024** Abida Hafeez, Sahar Latif Rana, Huma Fatima, Hafsa Sabir, Mobeen Shahid (2024). Investigating The Adoption Of Branding And Marketing Strategies And Their Influence On Customer Purchase Decisions. *Migration Letters*, 21(S9),249-261. **(HEC-X)**
3. **2024 Dr.** Elma Sibonghanoy Groenewald, **Dr. Sahar Latif Rana**, Muhammad Jawwad Khan, Afshan Bibi, Dr. Coenrad Adolph Groenewald, Shamail Raza, Fauwaz Fahad Alrashid (2024) INTEGRATING THEORETICAL PERSPECTIVES IN STRATEGIC HUMAN RESOURCE MANAGEMENT: A MODEL FOR BUSINESS SUCCESS. *Remittances Review*, 9(2),610-630. **(HEC-X)**
4. **2023** Huma Fatima, **Sahar Latif Rana**, Sarah Azhar. (2023). Does Environmental Uncertainty Affects Profitability of Banks: Moderating Role of Sustainability Disclosures. *Journal of Islamic Countries Society of Statistical Sciences*, 9(2), 619-629. **(HEC-Y)**.
5. **2023** Muhammad Kamran Arshad, **Sahar Latif Rana**, Huma Fatima, Unbreen Arif, Abida Hafeez (2023). Women’s economic participation and its impact on economy of Pakistan. *Res Militaris*, 13(2), 4922-4940. **(HEC-Y)**
6. **2023** Unbreen Arif, **Sahar Latif Rana**, Huma Fatima, Abida Hafeez (2023). Tax mining to assess climate risk disclosures of firms listed in PSX. *Journal of ISOSS*, 9(1). 147-162. **(HEC-Y)**.
7. **2023**Abida Hafeez, **Sahar Latif Rana**, Rashida Parveen, Exploring the Presence of Supervisor Support, Positive Working Environment and their Impact on Employee Performance. *Leadership and organizational behavior journal*, 2(2). 91-105. **(HEC-Y)**.
8. **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)**
9. **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)**
10. **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)**

11. **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)
12. **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*, 45(10), 1354-1371. (HEC-X)
13. **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)
14. **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. (HEC-Y)
15. **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)
16. **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)
17. **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)
18. **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)

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### CONFERENCE PRESENTATIONS

1. **Sahar Latif Rana** Institutional development and leverage effect: A perspective from the corporate sector of Pakistan, 20<sup>th</sup> International Conference on Statistical Sciences, 9-11 March 2023 at Lahore, Pakistan
2. **Sahar Latif Rana**, Determining an impact of societal norms on intention to use technological innovations in smartphone applications, 7<sup>th</sup> International Conference on Banking Insurance and Business Management, 8<sup>th</sup>-9<sup>th</sup> December 2022, at Hailey College of Banking and Finance, University of the Punjab, Lahore, Pakistan,
3. **Sahar Latif Rana**, Formation of Intellectual Capital through social capital, 4<sup>th</sup> International Conference & graduate colloquium, March 17-19, 2022 at the University of Agriculture, Faisalabad, Pakistan.
4. **Sahar Latif Rana**, Impact of social norms on antecedents of intention: An empirical investigation of usage of smartphone application, 4<sup>th</sup> International conference & graduate colloquium, March 14-15, 2022 at Hailey College of Commerce, University of the Punjab, Lahore, Pakistan
5. **Sahar Latif Rana**, Technological Innovations in Smart phone Applications: Determining an impact of social norms on usage of a smartphone application, 2<sup>nd</sup> International conference on management and social sciences, May 18-19, 2022 at Lahore Garrison University, Lahore, Pakistan
6. **Sahar Latif Rana**: Linking organizational social capital and entrepreneurial

Orientation formation through a serial mediation of knowledge sharing a Organizational learning, 6<sup>th</sup> International conference on Banking, Insurance and Business Management, December 29<sup>th</sup> -30<sup>th</sup> December, 2021 at Hailey College of Banking and Finance, University of the Punjab, Lahore, Pakistan

7. **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 24<sup>th</sup> -25<sup>th</sup>, 2020 at Hailey College of Commerce, University of Punjab, Pakistan.
8. **Sahar Latif Rana**, Ishfaq Ahmed: Predicting adaptability through spirituality at the workplace: An empirical support from the educational sector of Pakistan, 15<sup>th</sup> Islamic Countries Conference on Statistical Sciences, December 21<sup>st</sup> -24<sup>th</sup>, 2019 at Lahore Institute of Science and Technology, Pakistan.
9. **Sahar Latif Rana**, Ishfaq Ahmed, Matti ullah Butt, Gulnaz Shahzadi.: Workplace spirituality and adaptive performance: Examining the mediating impact of emotional labor strategies, 4<sup>th</sup> International Conference on Banking Insurance & Business Management, December 12-13<sup>th</sup>, 2019 at Hailey College of Banking & Finance, Pakistan.
10. **Sahar Latif Rana**. “The Millennials: An Empirical Investigation of using Reverse Mentoring as a social exchange tool for keeping millennials committed”, 2<sup>nd</sup> International Conference on Business and Management Perspectives in an Asian Context, October 19-21, 2017 at the University of Lahore, Pakistan.

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#### PROFESSIONAL TRAINING WORKSHOPS

1. Two-day workshop “**Empowering Teachers and Researchers: Artificial Intelligence (AI) from Classroom to Cutting Edge**”, 15<sup>th</sup> -16<sup>th</sup> May 2024 at Regional Integration Centre, University of Punjab.
2. One-day workshop “**Paper Development Workshop**” 9<sup>th</sup> May 2024 at XPLORE 2024, International Research Conference, organized by Lahore Business School, University of Lahore.
3. One-day workshop “**Science and Art of Publishing in Top Management Journals**” 9<sup>th</sup> May 2024 at XPLORE 2024, International Research Conference, organized by Lahore Business School, University of Lahore,
4. One day workshop on “**Data Analysis with R**”, 15<sup>th</sup> December 2023 at International Conference on Religion and Business, organized by Hailey College of Commerce, Lahore.
5. One day workshop on “**Bibliometric Analysis**”, 15<sup>th</sup> December 2023 at International Conference on Religion and Business, organized by Hailey College of Commerce
6. One-day training **GCED-online training course for Asia Pacific** Workshop on EIU, 21<sup>st</sup> May 2023, organized by Ministry of Federal Education & Professional Training Pakistan National Commission for UNESCO.
7. Seven days global entrepreneurship and management summit on “**Sustainable ideas for business in the new normal**”, 23<sup>rd</sup>- 29<sup>th</sup> March, organized by Atlas Skill Tech University.
8. One-day training session on **Introduction to Emerald Resources (ARB)**, April 4, 2023, Organized by Emerald Publishing.
9. One-day training session on **Emerald/AUC competition: Case writing methodologies and teaching application**, June 13, 2022, Organized by Emerald Publishing
10. One-hour training session on **The Art of Academic Honesty: Plagiarism unpacked**, January 25, 2022, Organized by the Higher Education Commission.
11. Two-day workshop on **Promoting Research Excellence in Academics, Across Pakistan**, 1-2 February 2022, Higher Education Commission
12. One-day international training session on **Pro quest Dissertations and these Global new features**, March 22, 2022, Organized by ProQuest.

13. One-hour international training session on **Pro Quest One Business**, April 12, 2022, Organized by Pro Quest in partnership with HEC.
14. One-day training session on **Getting Started with RefWorks** 1<sup>st</sup> February 2022, organized by Pro Quest in partnership with HEC
15. One-day training session on **Using RefWorks writing tools**, 8<sup>th</sup> February 2022 organized by Pro Quest in partnership with HEC
16. Three-day international training of **Web of Science certification** program, organized by Clarivate Analytics
17. Three-day workshop on **M-Plus**, 25-27 October 2018, Lahore Business School, University of Lahore, Pakistan.
18. One-day workshop on **CFA using Amos 24**, October 21, 2018, Institute of Business and Management, University of Engineering & Technology, Lahore, Pakistan.
19. 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.
20. One-day workshop on **Structural Modelling techniques using ISM & AHP**, 4<sup>th</sup> March 2017, Leadership and Management Development Associates, Lahore, Pakistan.
21. One-day workshop on referencing software of **Mendeley**, 2<sup>nd</sup> March 2017, Mendeley Ltd, Finsbury Square, London, UK.
22. Two-day workshop on **Advance Inferential Statistical Analysis using IBM SPSS 24 & AMOS 24**, Leadership and Management Development Associates, Lahore, Pakistan.
23. One-day workshop on **EFA & CFA using IBM SPSS 24 & AMOS 24**, Leadership and Management Development Associates, Lahore, Pakistan.

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#### SEMINARS/ WORKSHOPS ORGANIZED/ PARTICIPATED

1. One-day seminar organized on "**Promoting Relationship between Industry and Academia**" through a collaboration of "The UE Toastmasters Club" on 21<sup>st</sup> March 2024.
2. One-day seminar organized on "**Environmental Sustainability**" through a collaboration of "The UE Toastmasters Club" on 6<sup>th</sup> April, 2023.
3. One day workshop organized on "**Dynamic leadership**" through a collaboration of "The UE Toastmaster Club" on 13<sup>th</sup> April 2023.
4. One-day seminar organized on "**Business Practices and Sustainability**" through a collaboration of "The UE Toastmasters Club" on 22<sup>nd</sup> December 2022.
5. One day "**TOEFL Workshop**" organized through a collaboration of the "UE Toastmaster Club" on 1<sup>st</sup> February, 2023.
6. One-day seminar organized on "**Educational Leadership and Sustainability**" through a collaboration of "UE Toastmaster Club" on 16<sup>th</sup> February 2023
7. Participated in a one-day seminar on "**Green Buildings: Healthy and Sustainable Environment**", organized by "UE Toastmasters Club" on 6<sup>th</sup> October 2022.
8. One-day seminar organized on the "**Digital Literacy program**", through a collaboration of Circle Women Association (CIRCLE) on 15<sup>th</sup> April 2022
9. One-day seminar organized on "**Ethical Issues in Business Setting**" on 12<sup>th</sup> April 2022.
10. Participated in a two-day webinar entitled "**Promoting Research Excellence in Academics across Pakistan**", jointly organized by HEC Pakistan and Elsevier. On 1<sup>st</sup> February, 2022.
11. Participated in - a one-day seminar entitled "**Outcome-based education: A journey to Accreditation**" organized by Centre of Profession Development, DMAS, UE, Lahore on 22<sup>nd</sup> March 2022.

12. Acted as a Resource person for a one-day seminar on “**Training and Development**” organized by the STEM education department of the University of Education, Lahore, Pakistan. On 20<sup>th</sup> July, 2022.
13. Acted as a resource person for a workshop on “**Presentation Mastery and Dynamic Leadership**” organized by UE Toastmasters Club on 13<sup>th</sup> April 2023

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### ADMINISTRATIVE TASKS

1. Coordinator of UE Business School at Bank Road Campus, University of Education, Lahore.
2. Program team member and Assessment team member of Self-Assessment Report of Undergraduate program and post-graduate programs of UE business school.
3. Member Examination secrecy cell, University of Education, Lahore.
4. Advisor Event Management Society, University of Education, Lahore.
5. Member Proctorial Board, University of Education, Lahore.
6. Program team member Self-Assessment report of UE Business School, University of Education, Lahore.
7. Convener table tennis management committee of Inter Campuses annual sports gala 2023, University of Education, Lahore
8. Head Examiner/ Paper setter for affiliated colleges of the 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	Advanced Human Resource Management
Human Resource System Development	Strategic Management
Customer Relationship Management	Management Consultancy
Personality Development Workshop	

#### ***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	

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### OTHER SKILLS AND ACHIEVEMENTS

#### ***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 M-Plus, SLR, 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.

## **REFERENCES**

- 1. Prof. Dr. Sammina Mazhar**  
Principal, Bank Road Campus  
University of Education,  
Lahore, Pakistan  
Email: [principal.bkr@ue.edu.pk](mailto:principal.bkr@ue.edu.pk)
- 2. Dr. Alia Ahmed**  
Dean, Professor, School of Business Administration  
National College of Business Administration & Economics,  
Lahore, Pakistan.  
Email: [dean.sba@ncbae.edu.pk](mailto:dean.sba@ncbae.edu.pk)
- 3. Dr. Ishfaq Ahmed**  
Associate Professor. Department of Commerce.  
Hailey College of Commerce, Punjab University,  
Lahore, Pakistan.  
Email: [ishfaqahmed@hcc.edu.pk](mailto:ishfaqahmed@hcc.edu.pk)
- 4. Dr. Muhammad Imad-ud-din Akbar**  
Assistant Professor, Management Sciences Department.  
National University of Modern Languages.  
Lahore, Pakistan.  
Email: [drimad@numl.edu.pk](mailto:drimad@numl.edu.pk)