

Curriculum Vitae

Personal information

Name	Dr. Muhammad Adnan Sial
Nationality	Pakistani
Mobile	+92-321-8867277
E-mail	adnan.sial@ue.edu.pk
Date of Birth	28 March, 1983



Work experience

Date	01 December, 2021 to Date
Position held	Assistant Professor
Name and address of employer	UE Business School, Division of Management and Administrative Science, University of Education, Lahore, Lower Mall Campus, Lahore, Pakistan.
Dates	24 August, 2009 – 23 August, 2013
Occupation or position held	Human Resource Manager
Main activities and responsibilities	Hiring and Firing, Induction Programs, Attendance Management, Job Portals, Administration, Maintaining Personal Files of Employees, Labour Employment Relationship.
Name and address of employer	Al-Harmain Pakistan (PVT) LTD.
Type of business or sector	Food Industry
Dates	13 July, 2009 - 22 August, 2009
Occupation or position held	Internee
Main activities and responsibilities	Preparation of job descriptions. Hiring and firing. Preparation of payrolls and implementation of HR policies. Managing performance appraisals and feedback.
Name and address of employer	Chawla Chemical and Metal Industries, Quaid e Azam Industrial Area, Town Ship, Lahore (Pakistan).
Type of business or sector	Chemical and Metal Industry

Education

Dates	03 March, 2013 to 12 November, 2020
Title of qualification under progress	Ph. D. (MANAGEMENT)
Name of Institute	Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan.
Principal subjects covered	Governance Context of Public Organizations in Pakistan, Advance Seminar in Organizational Theory and Behaviour, Current Trends in Administrative Management, Advance Research Skills.
Thesis Title	Socialization and knowledge sharing: Moderating effect of mobile technology in research and development organizations in Pakistan
CGPA	3.85
Dates	02 February, 2010 to 04 February, 2012
Title of qualification awarded	MS (MANAGEMENT)
Principal subjects / occupational skills covered	Staffing and Performance Management, Human Resource Development, Advanced Research Methods, Advanced Statistical Techniques, International Business, Issues and Challenges in Management, Industrial Psychology and Collective Bargaining, and Leadership and Motivation Skills.
Name of Institute	Air University, E-9 Sector, Islamabad, Pakistan.
Level in national classification	3.57
Thesis Topic	Relationship of Machiavellianism and Five Factors Model of Personality with Knowledge Sharing Willingness

Dates 08 June, 2011 - 31 July, 2012
 Title of qualification awarded **MA (Economics)**
 Principal subjects / occupational skills covered Macro-economics, Micro-economics, Mathematical economics, Statistics, Islamic Economics, Major Issues in Pakistan Economy, International Trade Theory and Finance, Econometrics: Theory and Application, Development Economics: Theory and Policy, Research Methodology, Investment and Project Analysis, Human Resource Development
 Name of Institute University of the Punjab, Lahore, Pakistan

Dates 08 June, 2007 - 31 July, 2009
 Title of qualification awarded **MBA (HRM)**
 Principal subjects / occupational skills covered Marketing Theory & Practice, Financial Accounting, Management, Theory & Practice, Business Communication, Economic Analysis, Cost & Management Accounting, Business Mathematics & Statistics, Business Research, Human Resource Management, Computer Application for Business, Total Quality Management, Business Policy & Strategy, Organizational Behaviour, Financial Management, Management Information System, Project Management, Training & Development, Labour Management Relations, Compensation Management, and Business & Labour Laws.
 Name of Institute Allama Iqbal Open University, H 9 Sector, Islamabad, Pakistan.

Level in national classification 1st

Dates 03 March, 2004 - 03 April, 2006
 Title of qualification awarded **BA**
 Principal subjects Economics, English Language, Islamic History, and Arabic.
 Name of Institute University of the Punjab Lahore, Pakistan.
 Level in national classification 2nd

Dates 22 January, 2001 - 24 May, 2003
 Title of qualification awarded **Diploma of Associate Engineering**
 Principal subjects / occupational skills covered English, Mathematics, Science, Basic Electronics, Electronic Circuits & Applications, Digital Techniques & Computer, Radar Theory, Precision Measuring Equipment, Maintenance Organization, and Workshop Practice.
 Name of Institute School of Electronics, Korangi Creek, Karachi, Pakistan.
 Level in national classification 1st

Dates 03 March, 1997 - 03 April, 1999
 Title of qualification awarded **Matric**
 Occupational skills covered Urdu, English, Islamiyat, Pakistan Studies, Mathematics, Physics, Chemistry, and Biology.
 Name of Institute Lahore Board of Intermediate and Secondary Education, Lahore, Pakistan.
 Level in national classification 1st

Trainings Attended

1. Faculty Development Training against National Faculty Development Program organized by National Academy of Higher Education (NAHE) of HEC, Pakistan. From 22 September 2021 to 21 October, 2021. ID # P3EQ3
2. Strategic Intelligence by United Nations Public Administration Network. (2013)
3. Refugee Law by Allama Iqbal Open University, Islamabad (2010)
4. Banking Law and Practice by Allama Iqbal Open University, Islamabad (2010)
5. Material Management, Warehousing, and Procurement by Allama Iqbal Open University, Islamabad (2010)
6. Outcome Based Teaching. Centre for Professional Development, University of Education Lahore, Lahore, Lower Mall Campus.
7. Developing Entrepreneurial Mindset. PHEC. One day training on 08/12/2022

Personal skills and competences

Computer skills and competences	Able to use different operating systems e.g. Microsoft Windows, Linux, Sun Solaris and Macintosh and applications e.g. Microsoft office, Star office, Open Office, Zoom, Microsoft Teams, and Moodle
Software Applications able to use	SPSS, AMOS, PLS SEM, Mendeley Desktop, M Plus

Publications

1. Job related stress and role performance: An empirical evidence from call centres of Pakistan. *International Journal of Academic Research* (ISSN: 2075-4142). 3(5). September, 2011, 2nd Part, pp. 459- 463. Muhammad Adnan Sial, Rabia Imran, Arshad Zaheer
2. Effect of human resource practices on organizational commitment in Pakistani universities. *World Applied Science Journal*. 15(6) 793-798, 2011. (ISSN: 1818-4952) Muhammad Adnan Sial, Syed Mukhtar Ahmed Jilani, Rabia Imran, Arshad Zaheer
3. Impact of HR practices on organizational citizenship behavior and mediating effect of organizational commitment in NGOs of Pakistan. *World Applied Sciences Journal* (ISSN: 1818-4952). 18(7) 901-908, (2012). Asim Mukhtar, Muhammad Adnan Sial, Ali Imran, Syed Mukhtar Ahmed Jilani
4. Relationship of personality traits with absorption capacity: A case of Water and Power Development Authority Pakistan. *Arabian Journal of Business and Management Review (Oman Chapter)*. 6(6), 1-8. (2017). Ahmed Bilal and Muhammad Adnan Sial (ISSN: 2223-5833).
5. Understanding impulse buying behaviour of customers through the lens of different marketing related promotional practices. *Journal of the Punjab University Historical Society*, 31(1), 23-35. (2018). Arslan Qaisar, Muhammad Adnan Sial and Kashif Rathore. (ISSN: 2415-5373)
6. Leveraging tacit knowledge sharing behaviour in NGOs-Run elementary schools in Punjab, Pakistan: Investigating the role of ethical climate and organizational commitment. *Journal of Elementary Education*, 29(1), 77-94. (2019). Muhammad Adnan Sial, Kashif Rathore, Mukaram Ali Khan (ISSN: 2227-1090)
7. Reviewing the workforce diversity in public administration: A South Asian perspective (1975-2019). *Journal of Political Studies*, 26(2), 203-234. (2019). Zahra Ishtiaq Paul, Dr. Kashif Rathore, Muhammad Adnan Sial. (ISSN: 2308-8338).
8. Entrepreneurial orientation and performance of small and medium enterprises: Mediating effect of entrepreneurial competencies. *Pakistan Journal of Commerce and Social Sciences*. (2020). 14(2), 508-528. Mukaram Ali Khan, Kashif Rathore and Muhammad Adnan Sial. (ISSN: 1997-8553).
9. Understanding the role of performance through the lenses of talent management and its facets. *International Journal of Management Research and Emerging Sciences*. (2020). 10(4), 37-47. Nabia Zaki, Dr. Kashif Rathore, Dr. Muhammad Adnan Sial, and Dr. Zahra Ishtiaq Paul. (ISSN: 2223-5604 & E-ISSN: 2313-7738). (Published: 1/12/2020)
10. Ethical climate and organizational commitment: A case of NGOs operating in Pakistan. *International Journal of Management Research and Emerging Sciences*. (2021). 11(3), 50-57. Ahmed Bilal, Dr. Muhammad Adnan Sial, Dr. Zahra Ishtiaq Paul. (ISSN: 2223-5607 & E-ISSN: 2313-7738). (PUB: 01/9/2021)
11. Exploration or exploitation: Strategic decision making for organizational profitability through the lens of game theory. *Journal of ISOSS*. (2022). 8(3), 273-284. Dr. Muhammad Adnan Sial, Dr. Zeeshan Rafiq, Dr. Muhammad Irfan, Dr. Bushra Sani (ISSN: 2313 - 7800)
12. Impact of leadership aspiration on organizational citizenship behavior: Sequential mediation of leader member exchange and communal orientation. *Bulletin of Business and Economics*, (2022). 11(2), 292-301. Dr. Muhammad Ahsan Athar, Dr. Ghulam Abid, Dr. Zeeshan Rafiq, Dr. Muhammad Adnan Sial (ISSN: 2414-1771 & E-ISSN: 2409-9368).

13. Managing organizational effectiveness through job related factors: Stress and satisfaction. *Journal of Policy Research*. (2022). 8(3), 391-397. Rizwan Basharat, Dr. Muhammad Adnan Sial, Dr. Muhammad Irfan, Dr. Zeeshan Rafiq, Dr. Bushra Sani (ISSN: 2709-8966 & EISSN: 2410-8162).
14. Role of leadership for adaption of information and technology capabilities. *Journal of ISOSS*. (2022). 8(1), 407-416. Dr. Muhammad Adnan Sial, Dr. Zeeshan Rafiq, Dr. Owais Anwar Golra, Dr. Muhammad Shahid Tufail. (ISSN: 2313 - 7800).
15. The effect of supply chain integration and IT use on firm performance: An empirical study on service industries. *Bulletin of Business and Economics*, (2022). 11(1), 208-221. Dr. Muhammad Irfan, Dr. Zeeshan Rafiq, Dr. Muhammad Adnan Sial, Dr. Bushra Sani. (ISSN: 2414-1771 & EISSN: 2409-9368).
16. Job Embeddedness: Cross-cultural Comparison Between China and Pakistan During COVID-19 Pandemic. *Vision: The Journal of Business Perspective*, 0(0). (2022). Rafiq, M., Jafar, R. M. S., Ahmad, W., Dastane, O., & Sial, M. A. (ISSN: 0972-2629 ONLINE: 2249-5304). <https://doi.org/10.1177/09722629221129980>
17. Assessment of people criteria in public sector: A tale documented through lens of CAF. *Pakistan Journal of Social Research*, (2022). 4(3), 140-151. Dr. Zahra Ishtiaq Paul & Dr. Muhammad Adnan Sial. ISSN 2710-3129 (P) 2710-3137 (O) (PUB: 30/09/2022)
18. Linking workforce diversity and contextual performance: The mediating role of interpersonal conflict and moderating role of supportive leadership. *Pakistan Journal of Commerce and Social Sciences*, 17(1), 66-91. Dr. Zahra Ishtiaq Paul, Dr. Kashif Rathore, & Dr. Muhammad Adnan Sial (ISSN: 1997-8553) (31/03/2023).
19. Does mobile technology Shape Employee Socialization and Enable Tacit Knowledge Sharing in Public Sector Organizations. *Journal of Open Innovation: Technology, Market, and Complexity*. Dr. Muhammad Adnan Sial, Dr. Zahra Ishtiaq Paul, Dr. Zeeshan Rafiq, Dr. Ghulam Abid. (2023). 9(3), 1-11. (ISSN: 2199-8531).

Book Chapter 1. *Book title: Public Sector Reforms in Pakistan*. Chapter Title: Trends in Local Government Reform: Case of Environmental Protection Agency. Dr. Zahra Ishtiaq Paul and Dr. Muhammad Adnan Sial. Belgium. Palgrave. (2022).

Publications Under Process 1. Emergence, expansion and governance of state-owned-entreprises of production sector of Pakistan. *Cogent*. Dr. Muhammad Adnan Sial, Dr. Zahra Ishtiaq Paul, Muhammad Sajjad Waseem, & Tabish Urooj

Conferences Attended / Proceedings

1. Emerging Trends in Governance and Management in Pakistan. May 19-20, 2016. Pearl Continental, Lahore, Pakistan.
2. International Conference on “Governance, Management & HR: Strategic Directions. 20-21 March, 2018 at Pearl Continental, Lahore, Pakistan.
3. 20th International Conference on Statistical Sciences. March 9-11, 2023. Theme: Role of data science in meeting the challenges of environmental issues. Paper title: Consequences of green HRM practices in the banking sector of Pakistan.

Thesis Supervised (MPhil)

1. Ahmed Bilal (Faculty of Economics and Management Sciences, Minhaj University Lahore). Session 2015-17) Title: Relationship of personality traits with absorption capacity: case of water and power development authority of Pakistan
2. Nabia Zaki (Faculty of Economics and Management Sciences, Minhaj University Lahore) Session: 2015-17. Title: Impact of talent management on employee’s performance: A case of telecom sector in Lahore Pakistan.
3. Laiba Yousaf (Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan). Session: 2017-2019. Title: Comparative analysis of factors affecting organizational commitment of employees of beverage industry of Turkey and Pakistan
4. Aftab Bashir Chaudhary (Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan). Session: 2017-2019. Title: Activism intention as mediator for the relationship between ethnic identity and radicalism intention.

5. Azeem Sikander, (Institute of Administrative Sciences, University of the Punjab, Lahore, Pakistan). Session: 2016-2018. Title: Factors Affecting employee turnover intentions: A case study of commercial banks of Pakistan.
6. Sadia Ali (Institute of Administrative Sciences, University of the Punjab, Lahore) Session: 2017-2019. Title: Mediating effect of person-organization fit on relationships between organizational socialization learning, employee proactivity, training and development and organizational career growth.
7. Asad Farooq (Institute of Administrative Sciences, University of the Punjab, Lahore) Session: 2017-2019. Title: A study of antecedents of employee engagement: A case of Lahore Waste Management Company.
8. Hafiz Sohail Khan (Institute of Administrative Sciences, University of the Punjab, Lahore) Session: 2017-2019. Title: Effect of organizational justice, organizational ethics and work autonomy on organizational citizenship behaviour of employees: A study of IT sector of Pakistan
9. Muhammad Usman Bhatti (Institute of Administrative Sciences, University of the Punjab, Lahore). Session: 2017-2019. Title: Studying the relationship of emotion related factors and mutual trust with tacit knowledge sharing.
10. Inam Ullah Baloch (Institute of Administrative Sciences, University of the Punjab, Lahore). Session: 2017-2019. Different employment modes pave path to difference in organizational commitment of the employees: A case of LESCO
11. Rizwan Basharat (Institute of Administrative Sciences, University of the Punjab, Lahore). Session: 2016-2018. Effects of job stress and job satisfaction on organizational effectiveness: A case of textile sector of Punjab
12. Asma Khan (Institute of Administrative Sciences, University of the Punjab, Lahore). Relationship between approaches to resolve interpersonal conflicts and morale: A case of education sector of Pakistan.

**Research Supervision
(MBA)**

1. Mohsin Yaqoob (UE Business School, Division of Management and Administrative Science, University of Education, Lahore).
2. Arooj Amjad (UE Business School, Division of Management and Administrative Science, University of Education, Lahore).
3. Ahmed Nayab Maroof (UE Business School, Division of Management and Administrative Science, University of Education, Lahore).

**Reviewer for Peer
Reviewed Journals**

1. Lex Localis: Journal of local self-governance
2. Human Nature Research Publisher

Projects Under Process

1. Work from home, work family balance, and role performance of the employees of IT industry of Pakistan and UK. (In collaboration with research team of Dundee University of UK)

**Trainings / Workshops
(Conducted)**

1. One day training on Soft Skills for the employees of Hardees International.
2. One day training on organizational ownership to the employees of Hardees International.
3. One day training on confirmatory factor analysis and structural equation modelling by using AMOS for the students of PhD of UE Business School. (10/02/2022)
4. One day workshop on SEM through SPSS and AMOS for teaching faculty of University of Education Lahore, Bank Road Campus, Lahore (03/03/2022).
5. Three days workshop on statistical tools for the students of MPhil and faculty members of Lahore College for Women University, Lahore (14, 15, & 16 June, 2022).