

## Dr. Muhammad Ali



**1. SURNAME:** Ali

**FIRST NAME:** Muhammad

**2. CONTACT:** Call & SMS: 0321-7703756

E-mail: [mali@ibapu.edu.pk](mailto:mali@ibapu.edu.pk) & [mali.great72@gmail.com](mailto:mali.great72@gmail.com)

**3. Institute/Department:** Institute of Business Administration (IBA), University of the Punjab, Lahore, Pakistan.

**4. FACULTY:** Faculty of Economics and Management Sciences.

**5. PRESENT RANK:** Assistant Professor

### **6. POST-SECONDARY EDUCATION**

UNIVERSITY OR INSTITUTION	Degree	Subject Area	Dates
National College of Business Administration & Economics (Lahore, Pakistan)/ <b>University of British Columbia (Canada).</b>	Ph.D.	Business Administration	03/2017
Hailey College of Commerce, University of the Punjab (Lahore, Pakistan).	M.Com (1.5 Years)	Commerce	10/2012
Hailey College of Commerce, University of the Punjab (Lahore, Pakistan).	B. Com (Hons)	Commerce	09/2010

### **7. EMPLOYMENT RECORD/EXPERIENCES**

University, Company or Organization	Rank or Title	Dates
University of the Punjab, Lahore	Assistant Professor	Dec. 2018 to date
Lahore Garrison University, Lahore	Assistant Professor	Sep. 2017 to Oct. 2018
Department of Economics, University of the Punjab, Lahore	Visiting Faculty Member	Jan. 2020 to date
College of Statistical and Actuarial Sciences, University of the Punjab, Lahore	Visiting Faculty Member	Jan. 2019 to date
Superior University, Lahore	Visiting Faculty Member	Oct. 2019 to March 2020
Institute of Management Sciences, Lahore	Visiting Faculty Member	Oct. 2018 to June 2019
National College of Business Administration and Economics, DHA Campus, Lahore	Visiting Faculty Member	August 2017 to June 2018
University of British Columbia, Canada	Visiting International Research Student	Aug. 2016 to Jan. 2017

Institute of Business and Management, University of Engineering and Technology, Lahore	Visiting Faculty Member	Oct. 2017 to-date
Institute of Social and Cultural Studies, University of the Punjab, Lahore.	Visiting Faculty Member	Sep. 2014 to May, 2017
Center for Coal Technology, University of the Punjab, Lahore.	Visiting Faculty Member	March 2015 to Oct. 2015
Govt. College of Science, Wahdat Road, Lahore.	Lecturer	Sep.2012 to May 2013
Pak Elektron Limited (PEL), Lahore.	Internee	June to July 2010

## 8. TEACHING

(a) Briefly describe areas of special interest and accomplishments

I have a general teaching interest in Human Resource Management and Organizational Behavior at undergraduate and graduate levels. The corner stones of my teaching philosophy are:

(1) *Treating each student as an individual*: All students are different and each one of them has special needs and peculiarities, which needs to be addressed.

(2) *Accommodating students*: Students are prepared at different levels when they are enrolled in any course. Some outstanding students have clear idea about the subject. These students just require encouragement and inspiration to achieve their goals. On the other hand, some students require a lot of guidance and help. My strategy is to distinguish both types of students and help them to be successful in my course.

(3) *Providing extra opportunities*: The University of the Punjab has excellent resources, but many students need additional help. I try my best to engage and coach students to access to available resources.

(4) *Assuring that students are important*: Sometimes students have the perception that they are not important for a professor. I work very hard to ensure that each student realizes that I value him/ her as a person and as a student in my class.

(5) *Developing relationships*: I always try to create a friendly environment in the class and beyond for improved leaning and communication.

(b) **Courses Taught**

• Human Resource Management	• Organizational Behavior
• Human Resource Development	• Performance Management
• Emerging Issues in Business	• Leadership Theory and Practice
• Strategic Planning	• Business Ethics and Corporate Governance
• Organizational Development	• Strategic Human Resource Management

• Organizational Theory	• Strategic Management
• Principles of Marketing	• Principles of Management

(c) **Visiting Lectures** (*indicate university/organization and dates*)

- Oct 2017, Management and Professional Development Department, Govt. of the Punjab, Lahore, “Critical Thinking in Decision Making” (1-hour 30 Minutes lecture).
- Oct 2017, Management and Professional Development Department, Govt. of the Punjab, Lahore, “Effective Negotiation Skills” (1-hour 30 Minutes lecture).
- Feb 2018, Management and Professional Development Department, Govt. of the Punjab, Lahore, “Personal Grooming and Behavior of a Gentleman” (45 Minutes lecture).

**9. SERVICE TO THE COMMUNITY**

**Advisory Board Member**

- Academic Journal of Social Sciences

**Editorships** (*list journal*)

- International Journal of Human Resource Studies (IJHRS)

**Reviewer** (*journal, agency, etc. including dates*)

- International Journal of Hospitality Management (Elsevier- Impact Factor 6.701)
- Total Quality Management & Business Excellence (Taylor & Francis-Impact Factor 2.922)
- Sage Open (Sage- Impact Factor 0.715)
- Gomal University Research Journal (Y Category)
- Journal of Management and Research (Y Category)
- International Journal of Asian Business and Information Management (Y Category)
- Independent Journal of Management & Production (Y Category)

**10. DETAILS OF SUPERVISION (Master’s level)**

\*IBA=Institute of Business Administration, University of the Punjab, Lahore; \*IMS=Institute of Management Studies, Lahore.

No.	Name	Title of Thesis	Status/ Degree (Year & Institute)
1	Amna Idrees	<i>The Influence of Cognitive Appraisal on Emotions and Behavioral Intentions towards Ethnic Theme Restaurants: The Role of Cosmopolitanism</i>	Graduated/Masters (2021; IBA)
2	Sarah Umar	<i>Effect of Cyberloafing And Workplace Autonomy on Employee Productivity: Mediating Role of Smart Phone Addiction</i>	Graduated/Masters (2021; IBA)
3	Fatima Waseem	<i>The Performance Effect of Coaching: Mediating Role of Personal Accomplishment, Openness to Change and Self Efficacy</i>	Graduated/Masters (2020; IBA)

4	Minahil Arif Tarar	<i>Exploring the Influence of Contextual Factors on Workplace Incivility: Intervening Role of Perceived Organizational Politics</i>	Graduated/Masters (2020; IBA)
5	Ghulam Zahra Batool	<i>Effects of Celebrity Endorsed Advertisement on Purchase Intention: Mediating Role of Brand Trust, Brand Equity and Product Involvement</i>	Graduated/Masters (2020; IBA)
6	Syeda Amna	<i>Does Loyalty Triggered by Customer Engagement in Themed Restaurants?</i>	Graduated/Masters (2020; IBA)
7	Awais	<i>Assessing the moderating effect of Financial Literacy on the relationships between Socio-Demographic Characteristics and Individual Investment Decisions</i>	Graduated/Masters (2020; IBA)
8	Iqra Amin	<i>Impact of Abusive Supervision on Emotional Exhaustion, Counterproductive Work Behaviours and Intentions to Quit: Moderating Role of Emotional Intelligence.</i>	Graduated/Masters (2019; IBA)
9	Sadia Altaf	<i>Impact of Perceived Risk on Customer Satisfaction: Mediating Role of Online Purchase Intention and Moderating Role of Trust.</i>	Graduated/Masters (2019; IBA)
10	Rida Hassan	<i>Impact of Managerial Coaching on Innovative Work Behaviors Through Affective Supervisory Commitment: Moderating Role of Self-Efficacy.</i>	Graduated/Masters (2019; IBA)
11	Hafiza Noreen Sittar	<i>Examining the Influence of Ethical Leadership on Employee Outcomes: Mediating Role of Psychological Empowerment.</i>	Graduated/Masters (2019; IBA)
12	Muhammad Usman Ghani	<i>Mediating Effects of Employee Resilience in the Relationship between Human Resource Practices and Work Happiness</i>	Graduated/Masters (2019; IMS)
13	Hina Bilal	<i>Examining the Influence of Workplace Bullying on Job Burnout: Mediating Effect of Psychological Capital and Psychological Contract Violation</i>	Graduated/Masters (2019; IMS)
14	Asif Niaz	<i>Examining the relationship among Islamic Work Ethics, Knowledge Sharing Behavior and Innovative Work Behavior: Mediating effect of Work Engagement</i>	Graduated/Masters (2019; IMS)
15	Asad Ali	<i>Impact of Managerial Coaching on Employee Performance and Organizational Citizenship Behavior: Mediating Role of Affective Commitment to Supervisor</i>	Graduated/Masters (2019; IMS)

#### 11. EXTERNAL EXAMINER (indicate universities and dates)

S.No.	Student	Degree	University	Date
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1	Humaira Qudsia Yousaf	Ph.D. (Business Administration)	Superior University, Lahore	December, 2019
2	Asmat Nawaz Khattak	Ph.D. (Business Administration)	Superior University, Lahore	June, 2019
3	Leen Anum	Ph.D. (Business Administration)	National College of Business Administration & Economics, Lahore	March, 2019
4	Atif Rehman	MS (Project Management)	University of Management and Technology, Lahore	August, 2019
5	Abdul Ghaffar Rana	MS (Project Management)	University of Management and Technology, Lahore	August, 2019
6	Masroor Ahmad	M. Phil (Management)	University of Engineering and Technology and Lahore.	June, 2019
7	Muhammad Usama	MS (Project Management)	University of Management and Technology, Lahore	May, 2019
8	Zaheer Ahmad	MS (Project Management)	University of Management and Technology, Lahore	May, 2019
9	Rida Batool	MS (Project Management)	University of Management and Technology, Lahore	May, 2019
10	Hafiza Bushra Huma	M. Phil (Management)	University of Engineering and Technology and Lahore.	April, 2019
11	Ihsan Ullah	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	April, 2019
12	Farheen Shafi	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	April, 2019
13	Zarlish Shahid	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	April, 2019
14	Maira Khan	M. Phil (Management)	University of Engineering and Technology and Lahore.	March, 2019
15	Asim Rashid	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	December, 2018
16	Qamar Ali Shah	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	December, 2018
17	Arif Aziz Ansari	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	May, 2018
18	Muhammad Amir Khan	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	May, 2018

19	Anam Ameen	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	May, 2018
20	Saba Akram	M.Com (Hons.)	Hailey College of Commerce, University of the Punjab, Lahore	May, 2018
21	Arooj Naz	M. Phil (Commerce)	Hailey College of Commerce, University of the Punjab, Lahore	May, 2018
22	Nosheen Pervaiz Awan	M. Phil (Commerce)	Hailey College of Commerce, University of the Punjab, Lahore	May, 2018
23	Misbah Ashraf	M. Phil (Business Administration)	National College of Business Administration & Economics, Lahore	October, 2017

## 12. Distinctions & Awards

- Selected as Assistant Professor at two public sector universities on 08 September, 2018:
  - University of the Punjab, Lahore.
  - University of Education, Lahore.

Granting Agency	Nature	Year
Higher Education Commission, Pakistan	PhD Indigenous Scholarship	2013-17
Higher Education Commission, Pakistan	IRSIP Scholarship	2016-17

## 13. Conference/Seminar/Workshops Participation

- Attended a “Human Resource Development Review (HRDR) Reviewer Training Workshop” organized by Academy of Human Resource Development at Louisville Marriott Downtown, Kentucky, **United States of America**, February, 15, 2019.
- Attended a 2 days Workshop on “Strategic Planning of a Business School” organized by National Business Education Accreditation Council (**NBEAC**) at UMT Lahore, Pakistan, August 1-2, 2018.
- Attended a 2<sup>nd</sup> conference “Developments and the Way Forward” organized by Global Forum on Islamic Finance at Pearl Continental Hotel Lahore, Pakistan, March 10-12, 2014.
- Attended a training session on “How to Choose a Research Topic” organized by National college of Business Administration & Economics, Lahore, February 2014.
- Attended a training workshop on “Mastering Web Searching Skills” jointly organized by Hailey College of Commerce and Pakistan Librarian Welfare organization, June 11, 2011.

## 14. REFEREED PUBLICATIONS (*Accepted or Publication*)

- Rabbia Zafar, Ghulam Abid, Maryam Rehmat, **Muhammad Ali**, Qandeel Hassan, and Muhammad Farhan (2021). So hard to say goodbye: impact of punitive supervision on turnover intention. *Total Quality Management & Business Excellence*. <https://doi.org/10.1080/14783363.2021.1882844> (**Taylor & Francis, Impact Factor 2.922, HEC W Category**)

2. Sehrish Ilyas, Ghulam Abid, Fouzia Ashfaq, **Muhammad Ali**, and Wasif Ali (2021). Status quos are made to be broken: The roles of transformational leadership, job satisfaction, psychological empowerment, and voice behavior. *SAGE Open* 11(2), 1-14. <https://doi.org/10.1177/21582440211006734> (**Sage, Impact Factor 0.715, HEC W category**)
3. **Muhammad Ali**, Talat Islam, Fouzia Hadi Ali, Basharat Raza, and Golam Kabir (2021). Enhancing nurses' well-being through managerial coaching: A mediating model. *International Journal of Human Rights in Healthcare*, 41(2), 143-157. <https://doi.org/10.1108/IJHRH-10-2020-0088> (**Emerald, HEC X category**)
4. Talat Islam; Ishfaq Ahmed; Ahmad Usman; and **Muhammad Ali** (2021). Abusive Supervision and Knowledge Hiding: The Moderating Roles of Future Orientation and Islamic Work Ethics. (Accepted). (**Emerald, HEC X category**)
5. **Muhammad Ali**, Talat Islam, Khalid Mahmood, Fouzia Hadi Ali, and Basharat Raza (2021). Corporate Social Responsibility and Work Engagement: Mediating roles of Compassion and Psychological Ownership. *Asia Pacific Social Science Review*, 21(3) (Accepted). (**Scopus, HEC X Category**)
6. Atif Khan Jadoon; Hafiz Muhammad Qasim; Ambreen Sarwar; Rehan Ahmed Khan; and **Muhammad Ali** (2021). Is Trade Openness the Reason of High Energy Demand in China?. *International Journal of Energy Economics and Policy*. (Accepted). (**Scopus, HEC X Category**)
7. Aamar Ilyas; **Muhammad Ali**; Ahmed Hussain Khan; Shahid Saleem; and Hafiz Muhammad Imran Akram (2021). Anticipated Strategy to Reduce Informal Entrepreneurial Culture: Insights from Pakistan. *Humanities & Social Sciences Reviews* 9(3), 713-723. <https://doi.org/10.18510/hssr.2021.9370> (**HEC X Category**)
8. Zeshan Ahmer; **Muhammad Ali**; Zarmeen Nawaz; Ayaz Ahmad; and Talat Islam (2021). How Ethical Leadership Can Develop Constructive Deviance? A South Asian Perspective. *Academic Journal of Social Sciences*, 5(1), 31-43. (**HEC Y Category**)
9. Talat Islam, Ishfaq Ahmed, **Muhammad Ali**, Zeshan Ahmer, and Bushra Usman (2020). Understanding despotic leadership through the lens of Islamic work ethics. *Journal of Public Affairs*, <https://doi.org/10.1002/pa.2521> (**Wiley, Web of Science, HEC X Category**)
10. Talat Islam, Mubbsher Munawar Khan, Ishfaq Ahmed, Ahmad Usman, and **Muhammad Ali** (2020). Work-family conflict and job dissatisfaction among police officers: mediation of threat to family role and moderation of role segmentation enhancement. *Policing: An International Journal*, 43 (2), 403-415. <https://doi.org/10.1108/PIJPSM-06-2019-0087> (**Emerald, Impact Factor 1.350, HEC W Category**)
11. Fouzia Hadi Ali, **Muhammad Ali**, Sania Zahra Malik, Muhammad Ali Hamza, and Hafiz Fawad Ali (2020). Managers' Open Innovation and Business Performance in SMEs: A Moderated Mediation Model of Job Crafting and Gender. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(3), 89. <https://doi.org/10.3390/joitmc6030089> (**Scopus, HEC W Category**)
12. Aamar Ilyas, Ahmed Hussain Khan, Farah Zaid, **Muhammad Ali**, Asad Razzaq, Waris Ali Khan (2020). Turnover Intention of Employees, Supervisor Support, and Open Innovation: The Role of Illegitimate Tasks. *Journal of Open Innovation: Technology, Market, and Complexity*, 6(4), 128. <https://doi.org/10.3390/joitmc6040128> (**Scopus, HEC W Category**)

13. **Muhammad Ali**, Khalil Arbi, Basharat Raza., Sania Zahra Malik, and Labiba Sheikh (2020). Does Managerial Coaching Effect Subordinates' Feedback Orientation? Mediating Role of Affective Supervisory Commitment. *Polish Journal of Management Studies*, 22(2), 9-21. <https://doi.org/10.17512/pjms.2020.22.2.01> (**Scopus, HEC X Category**)
14. Qandeel Hassan, Ghulam Abid, Jamil Ahmad, **Muhammad Ali**, Ahmed Hussain Khan, and Rabbia Zafar (2020). Applicants Reaction Towards the Personnel Selection Methods in Pakistan. *Cogent Business & Management*, 7:1, 1816418. <https://doi.org/10.1080/23311975.2020.1816418> (**Taylor & Francis, Web of Science, HEC X Category**)
15. Noreen Sattar, **Muhammad Ali**, Muhammad Ali Hamza, Hina Saleem, Hafiz Fawad Ali, and Basharat Raza (2020). Examining the Influence of Ethical Leadership on Employee Outcomes: Mediating Role of Psychological Empowerment. *Academy of Strategic Management Journal*, 19(4), 572. (**Scopus, HEC X Category**)
16. Wasif Ali, Asif Niaz, and **Muhammad Ali** (2020). Relationships among Islamic Work Ethics, Knowledge Sharing Behaviors and Innovative Work Behaviors: Mediating effects of Work Engagement. *Pakistan Journal of Islamic Research*, 21 (2), 13. (**HEC Y Category**)
17. **Muhammad Ali**, Basharat Raza, Wasif Ali, and Nazish Imtiaz (2020). Linking Managerial Coaching with Employees' Innovative Work Behaviors through Affective Supervisory Commitment: Evidence from Pakistan. *International Review of Management and Marketing*, 10 (4), 11-16. <https://doi.org/10.32479/irmm.9715>
18. **Muhammad Ali**, Fouzia Hadi Ali, Basharat Raza, and Wasif Ali (2020). Assessing the Mediating Role of Work Engagement Between the Relationship of Corporate Social Responsibility with Job Satisfaction and Organizational Citizenship Behavior. *International Review of Management and Marketing* 10(4), 1-10. <https://doi.org/10.32479/irmm.9714>
19. Rida Hassan; and **Muhammad Ali** (2020). Impact of Managerial coaching on Innovative Work Behaviors through Affective Supervisory Commitment: Moderating Role of Self-efficacy. *Research Journal for Societal Issues*, 2(1), 01-15. <http://rjsi.org.pk/index.php/Research/article/view/1>
20. **Muhammad Ali**, Muhammad Usman Ghani, and Basharat Raza (2019). Linking Human Resource Practice with Work Happiness Through Employee Resilience: Evidence from Pakistan. *Global Regional Review*, 4(3), 82-91. (**HEC Y category**)
21. **Muhammad Ali**, Hina Bilal, Basharat Raza, and Muhammad Usman Ghani (2019). Examining the Influence of Workplace Bullying on Job Burnout: Mediating Effect of Psychological Capital and Psychological Contract Violation. *International Journal of Organizational Leadership*, 8(2), 1-11. (**Web of Science**)
22. **Muhammad Ali**, and Suleman Aziz (2018). Relationship between Managerial Coaching and Employee Role Behaviors: Moderating Role of South Asian Culture. *South Asian Studies*, 33 (1), 219–236. (**HEC X Category**)
23. **Muhammad Ali**, Suleman Aziz, Orangzab, Basharat Raza, and Wasif Ali (2018). Examining the Impact of Managerial Coaching on Employee Job Performance: Mediating Role of Work Engagement, Leader-



Member-Exchange quality, Job Satisfaction, and Turnover Intentions. *Pakistan Journal of Commerce and Social Sciences*, 12(1), 253-282. (HEC Y Category)

24. Baharat Raza, **Muhammad Ali**, Samiah Ahmed, and Jamil Ahmad (2018). Impact of Managerial Coaching on Organizational Citizenship Behavior: The Mediation and Moderation Model. *International Journal of Organizational Leadership*, 7(1), 27-46. (Web of Science)
25. Baharat Raza, Abdul Moueed, and **Muhammad Ali** (2018). Impact of managerial coaching on employee thriving at work: The moderating role of perception of organizational politics. *Journal of Business Strategies* 12 (1), 87-108. (HEC Z Category)
26. Baharat Raza, **Muhammad Ali**, Khalida Naseem, Abdul Moeed, Jamil Ahmed, and Muhammad Hamid (2018). Impact of Trait Mindfulness on Job Satisfaction and Turnover Intentions: Mediating Role of Work-Family Balance and Moderating Role of Work-Family Conflict. *Cogent Business & Management*, 5(1), 1-20. (Web of Science)
27. Tariq Ali, Wasif Ali, **Muhammad Ali**, Basharat Raza, and Abdul Aziz Khan Niazi (2018). China-Pak Economic Corridor (CPEC): Economic Transformation-Challenges and Opportunities for the Local Residents. *Journal of Politics and International Studies*, 4 (1), 17-30. (HEC Z Category)
28. **Muhammad Ali**, Basharat Raza, Wasif Ali, Jamil Ahmed, and Muhammad Hamid (2018). The Impact of Human Resource Practices on Employee Motivation; Empirical Evidence from Private Sector Banks of Pakistan. *Academic Journal of Social Sciences*, 2 (1), 1-20. (HEC Y Category)
29. Basharat Raza, **Muhammad Ali**, Samiah Ahmed, and Abdul Moeed (2017). Impact of Managerial Coaching on Employee Performance and Organizational Citizenship Behavior: Intervening Role of Thriving at Work. *Pakistan Journal of Commerce and Social Sciences*, 11 (3), 790-813. (HEC Y Category)
30. Orangzab, Suleman Aziz, and **Muhammad Ali** (2017). Consumer Reaction: Dynamics Linking Consumer Association and Cultural values. *Pakistan Journal of Commerce and Social Sciences*, 11 (2), 720-736. (HEC Y Category)
31. Ahmad Raza, Ejaz Ahmad, and **Muhammad Ali** (2016). Strategic Shift towards Knowledge Based Educational Management in Pakistan. *Business Review*, 11 (2), 33-40. (HEC X Category)

#### 14. CONFERENCE PRESENTATIONS

- **Muhammad Ali**, Basharat Raza, and Nazish Imtiaz (2019). Linking Managerial Coaching with Innovative Work Behaviors of Employees through Affective Supervisory Commitment. Paper presented at *10<sup>th</sup> International Conference on Systematic Innovation*. Liverpool University Management School, University of Liverpool, **United Kingdom**, July 08-11, 2019.
- **Muhammad Ali**, Yasir Iftikhar, Sarmad Ejaz, Rizwan Danish, and Fawad Ali (2019). The impact of entrepreneurship education on entrepreneurial intentions among students in Pakistan. Paper presented at *10th International Conference on Systematic Innovation* (ICSI). Liverpool University Management School, University of Liverpool, **United Kingdom**, July 08-11, 2019
- **Muhammad Ali**, Khalil Arbi, and Basharat Raza (2019). Assessing the Impact of Managerial Coaching on Subordinate Feedback Orientation: Mediating Role of Affective Supervisory Commitment. Paper

presented at **2019 AHRD International Research Conference in the Americas**. Louisville Marriott Downtown, Kentucky, **United States of America**, February, 13-16, 2019.

- **Muhammad Ali** (2019). Impact of Television Advertisement on Consumer Buying Behavior. Paper presented at *2<sup>nd</sup> International Conference on Contemporary Issues in Management & Administrative Science*. Lahore College for Women University, Lahore, Pakistan, March 26-28, 2019.
  - **Muhammad Ali** (2018). Impact of Workforce Diversity on Financial Performance of Banks in Pakistan. Paper presented at *2<sup>nd</sup> International Conference on Banking, Insurance & Business Management*. Hailey College of Banking & Finance, University of the Punjab, Lahore, Pakistan, December 12-13, 2018.
  - **Muhammad Ali** (2015). Analyzing the Relationships among Managerial Coaching and Employee Job Performance: Mediating Role of Thriving at Work. Paper presented at *1<sup>st</sup> International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology, and Social Sciences*. National College of Business Administration & Economics, Lahore-Pakistan, December 19-20, 2015.
  - **Muhammad Ali** (2015). The Role of Employee Empowerment and Flexible Working on Employee Performance. Paper presented at *1<sup>st</sup> International Conference on Managing the Future: Recent Innovations in Economics, Business, Information Technology, and Social Sciences*. National College of Business Administration & Economics, Lahore-Pakistan, December 19-20, 2015.
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