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# MUHAMMAD MUSARRAT NAWAZ

## OBJECTIVE

I want to serve the society through contribution to knowledge and research.

## CURRENT STATUS

### LECTURER

Hailey College of Commerce, University of the Punjab, Lahore

### Visiting LECTURER

Institute of Business Administration, University of the Punjab, Lahore

### Visiting LECTURER

University of Central Punjab, Lahore

### Deputy Editor (The Journal of Commerce)

Hailey College of Commerce, University of the Punjab, Lahore

### Member Thesis Committee (Final Thesis Master of Commerce)

Hailey College of Commerce, University of the Punjab, Lahore

### Coordinator Events Management Society (EMS) Extracurricular Activities

Hailey College of Commerce, University of the Punjab, Lahore

## QUALIFICATION



### Ph. D Scholar (Management)

COMSATS Institute of Information Technology, Lahore



### MS (Management) (Semester System + Dissertation) CGPA 3.38

COMSATS Institute of Information Technology, Lahore



### MBA (Marketing) (Semester System) CGPA 3.89

Institute of Business Administration. University of the Punjab, Lahore



### Master of Commerce (Semester System) CGPA 3.40

Hailey College of Commerce, University of the Punjab, Lahore.

## RESEARCH

(2011). Impact of stress on job performance of employees working in banking sector of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 3(2), 1982-1991

(2011). Student's perspective of service quality in higher learning institutions; an evidence based approach, *International Journal of Business and Social Sciences*, 2(11). 159-164

(2011). Teaching quality in higher education: what do we need to improve?, *Interdisciplinary Journal of Research in Business*, 1(4), 37-42

(2011). Impact of personality traits on entrepreneurial intentions of university students, *Interdisciplinary Journal of Research in Business*, 1(4), 51-57

(2011). Transformational, transactional and laissez-faire style of teaching faculty as predictor of satisfaction and extra effort among the students: evidence from higher education institutions, *Interdisciplinary Journal of Research in Business*, 1(4), 130-135

(2011). Comparative significance of four perspectives of balanced scorecard, *Interdisciplinary Journal of Contemporary Research in Business*, 3(1), 981-993

- (2011). Explicit and implicit factors of job satisfaction: a combination that works, *Interdisciplinary Journal of Contemporary Research in Business*, 2(12), 577-586
- (2011). Job satisfaction of middle level managers in pharmaceutical industry of Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(12), 587-599
- (2011). How customer satisfaction affects performance of Islamic banks in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(9), 182-188
- (2010). Future and prospects of bond market development in Pakistan: A review, *Interdisciplinary Journal of Contemporary Research in Business*, 2(8), 256-263
- (2010). Relationship between service quality and performance of Islamic banks in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(7), 193-199
- (2010). Determinants of stock price volatility in Karachi Stock Exchange: the mediating role of corporate dividend policy, *International Research Journal of Finance and Economics*, 55, 100-107
- (2010). The determinants of mutual fund growth in Pakistan, *International Research Journal of Finance and Economics*, 54, 75-84
- (2010) Relationship between economic growth and stock market development, *African Journal of Business Management*, 4(16), 3473-3479
- (2010). 'interpersonal factors and tendencies to knowledge sharing among students: A case of Punjab university' Proceedings of knowledge economy and congress, 28-31 October 2010, Istanbul, TURKEY
- (2010), Organizational Climate (OC) as Employee's Satisfier: Empirical Evidence from Pharmaceutical Sector, *International Journal of Business and Management*, Vol.5, No.10, 214-222
- (2010) "Comparative significance of the four perspectives of Balanced Scorecard", Presented in Annual Hawaii International Business Research Conference 27-28 September, Honolulu, Hawaii
- (2010) "Satisfaction as an outcome of communication and organizational structure: An outcome based approach", *Interdisciplinary Journal of Contemporary Research in Business*, 2(5), 249-257
- (2010) "How organizations evaluate their trainings? An evidence from Pakistani Organizations", *Interdisciplinary Journal of Contemporary Research in Business*, 2(5), 162-179
- (2010) "Style of faculty members as predictor of satisfaction and extra effort: evidence from institutes of higher learning", *European Journal of Social Sciences*, 15(2), 44-50
- (2010) "Determinants of students' entrepreneurial career intentions: evidence from business graduates", *European Journal of Social Sciences*, 15(2), 14-22
- (2010) "Role of faculty members in nurturing future leaders; an empirical study of institutes of higher learning", presented in the International Conference on Education and New Learning Technologies (EduLEARN10), July 05-07, International Association of Technology, Education and Development (IATED), Barcelona, SPAIN
- (2010), Balanced Scorecard and SKANS School of Accountancy, *International Conference on Innovation in Higher Education*, 6-10 June, Dubai, UNITED ARAB EMIRATES
- (2010) Perceptions of middle level managers regarding organizational work climate: An exploratory study of pharmaceutical industry in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 2(2), 361-377
- (2010) "Balanced Scorecard: is it a spontaneous performance measurement tool",

(2010) "Impact of service quality of short messaging service on customers' retention; an empirical study of cellular companies of Pakistan", *International Journal of Business and Management*, 5(6), 154-160

(2010), "Transformational Leadership Style and its Relationship with Satisfaction", *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 370-381

(2010), "Impact of demographical factors and extent of SMS usage on customer satisfaction and retention; an empirical study of cellular companies", *Interdisciplinary Journal of Contemporary Research in Business*, 2(1), 159-168

(2010) "Impact of Service Quality on Customers' Satisfaction: Empirical Evidence from Telecom Sector of Pakistan", *Interdisciplinary Journal of Contemporary Research in Business*, 1(2), 98-113

(2010) "Comparative Study of Full Range Leadership Model Among Faculty Members in Public and Private Higher Education Institutes and Universities", *International Journal of Business and Management*, 5(4), 208-213

(2010) "Effects of Motivational Factors on Employee Job Satisfaction: A Case Study of the University of the Punjab, Pakistan", *International Journal of Business and Management*, 5(3), 70-80

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**EXPERIENCE/  
INTERNSHIP**

**Four Years** work experience with "**Hailey College of Commerce, University of the Punjab**", at Lahore, as "Lecturer (Human Resource Management)"

**One years** Teaching experience with "**King's College**", at Lahore, as "Visiting Lecturer Economics and Management"

**One years** Teaching experience with "**The Global Institute**", at Lahore, as "Visiting Lecturer Finance and Management"

**Two years** work experience with "**Communicare (Pvt) Limited**", at Lahore, as "Controller Finance and Accounts"

Three months internship with "Water And Power Development Authority, (WAPDA), at WAPDA House, Lahore.

**Three Months** internship with **MIMA Cotton Mills**, Head office at Lahore.

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**Co Qualification**

- **Workshop on RESEARCH MANAGEMENT.**  
IQTM, University of the Punjab, Lahore.
- **Workshop on Structural Equational Modeling using AMOS.**  
COMSATS Institute of Information Technology, Lahore.
- **Post Graduate Diploma in Business Administration**  
Institute of Business Administration. University of the Punjab, Lahore.
- **Certificate in Research Methods and Data Analysis**  
Institute of Education and Research, University of the Punjab, Lahore.
- **Certificate in Computer Application in Business.**  
Hailey College of Commerce, University of the Punjab. Lahore.
- **Diploma in Office Management.**  
Pakistan Institute of Professional Executives, Lahore.

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**AREAS OF INTEREST**

Human Resource Management, Organizational Behavior, Research

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**COMPUTER SKILLS**

Complete Command over Windows, Mac OSX, MS Office, Internet, SPSS, AMOS

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**PERSONAL**

Male, 28 years of age, Pakistani

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**REFERENCE**

Prof. Dr. Liaqat Ali  
Dean and Principal,  
Hailey College of Commerce, University of the Punjab, Lahore.  
Contact: +92-42-99231273 ext. 111