

Dr Aqsa Siddiq Ass. Professor

PhD Country Directory No: 18700
ORCID ID: 0000-0003-4012-5003

MISSION IN LIFE

“to be an inspiring leader for continuous strive and combat against ignorance.”

VISION

“To Excel in the industry by applying my competencies to develop my own self and organization (s) through research; identifying gaps and to find out solutions to bridge up the gaps for the sustainable development of the society.”

Office: **Quaid e Azam College of Commerce**
Faculty of Management and Information Sciences
University of Peshawar, Pakistan
B1005-G08 (Faculty Office)

<http://www.uop.edu.pk/departments/Teaching-Faculty/?r=752&q=Dr-Aqsa-Siddiq>

Hello : +92-300-5902200
Office: +92-91-9216757
Email: aqsaqcc@upesh.edu.pk
LinkedIn: Aqsa Siddiq
Skype: aqsasiddiq
Google Scholar: Aqsa Siddiq

A brief Glance

*Dr. Aqsa Siddiq received her BBA and MBA degrees (specialization in Finance & Accounting), both with Gold Medals (1997-2000). Her MS in Management Sciences is from IBMS, KP Agricultural University, Peshawar (2009). Her Ph.D. in Management Sciences (Specialization in Human Resource Management/ Development) is from the Islamia College (Chartered University) Peshawar in 2018. Her topic of the doctoral dissertation was “**Strategic Leadership’s Competitiveness in Healthcare System of Pakistan**”. She remained scholarship holder throughout her academic years.*

She has more than 20 years teaching and research experience at Graduate and Post Graduate levels. Moreover, she got academic and professional experiences (both in public and private sectors) including head of department, coordinator, trainer and public/motivational speaker. Her publications are related to Human Resource Development, leadership, organizational behavior, strategic management etc.

She remained a member of the Higher Education Commission's (HEC) National Curriculum Review Committee on Commerce and Business Management (2017-2018). Currently, she is member of HED core committee of CSRC Commerce. In addition, she is member of board of the studies of Quaid e Azam College of Commerce, and the secretary of Advance studies and research board (ASRB) sub-Committee for the faculty of management and information sciences, University of Peshawar. She also remained a member of the Inspection and affiliation Committee of the University of Peshawar for the related assignments. She has been involved in the coordination and events management tasks of the college. Presently, she is serving the College as an Ass. Professor in BPS=20. Her subjects include Human Resource Management, Organizational Behavior, Leadership and Governance, Strategic Management, Leadership and Governance, Change Management, Corporate social responsibility, Research Methods in Business.

DETAILED RESUME

1. PROFESSIONAL EXPERIENCES

Duration	Employer	Job description
January 2015 to date	Quaid-e-Azam College of Commerce , University of Peshawar	Assistant Professor
April 2009 to December 2014	Quaid-e-Azam College of Commerce , University of Peshawar	Lecturer of management science
September 2006 to March 2009	Institute of Management Studies, University of Peshawar	Lecturer of management science
February 2002 to August 2006	Institute Of Computer and Management Sciences (ICMS) Hayatabad, Peshawar, a constituent body of Gandhara University, Peshawar , Pakistan	Performed various responsibilities on rotation base as per organizational policies. These responsibilities included: • Manager Accounts • Course Coordinator • Principal of ICMS College system for boys • Lecturer Of Management Sciences • Coordinator Management Sciences as a member of Academic Council, Gandhara University of Peshawar.
July 2000 to January 2002	AIMSIT University, Warsak Road Peshawar, Pakistan	• Assistant Director / Program Coordinator • Lecturer of (Financial Analysis, Accounting, Management, Communication, Investment Management, Humanities etc)
March 2000 to September 2000	COMMERCIAL UNION, Insurance Company, Pakistan	Consultant , The Major Responsibilities Included Sales Management for a Project on school going children to collect data for the perspective customers
October 1999 to June 2000	Preston University Peshawar, Pakistan	Lecturer of various subjects including Financial Analysis, Accounting, Management , Communication, Investment Management etc

2. Other PROFESSIONAL EXPERIENCE

- Inspiring motivational speaker of seminars on Personal and Social development.
- Trainer of the employees of various organizations including PC Hotel Peshawar, NGOs.
- Master Trainer
- Consultant of various reputable business organizations including PakWomen Pakistan, GIZ Germany in Pakistan, Daily AJJ Newspaper of NWFP Peshawar, colleges etc specifically in the area of Human Resource Development and business analysis.
- Reviewer/ external examiner of various research dissertations of the MPhil & PhD scholars from public and private universities.
- Instructor of 8- Papers of Association of Chartered Certified Accountants (ACCA).
- Instructor of Charter Accountant CA courses.
- Instructor of Cambridge Courses including Business Studies, Economics, Accounting and Sociology.

*****Language of Teaching:*** During my years of career as a teacher, the language of teaching was British Accent English.

3. PROFILE AS TRAINER

List of workshop topics **on** human development delivered to various audience including executives, directors, managers, students and general public.

1. Personal Development

- a) Personality from Islamic Perspectives
- b) Self-Awareness & Emotional Intelligence
- c) Building Confidence & Self-Esteem
- d) Stress Management & Resilience
- e) Goal Setting & Time Management
- f) Mindfulness & Well-being
- g) Social Responsibilities and Ethics

2. Professional Growth

- a) Leadership & Decision-Making Skills
- b) Effective Communication & Public Speaking
- c) Conflict Resolution & Negotiation

- d) Critical Thinking & Problem-Solving
- e) Work-Life Balance & Productivity

3. Social & Interpersonal Skills

- a) Teamwork & Collaboration
- b) Empathy & Active Listening
- c) Diversity, Equity, and Inclusion
- d) Ethical Decision-Making in Daily Life
- e) Networking & Relationship Building

4. Psychological & Emotional Well-being

- a) Overcoming Anxiety & Fear
- b) Developing a Growth Mindset
- c) Positive Psychology & Happiness
- d) Managing Work & Life Transitions
- e) Mental Health Awareness & Support

5. Education & Lifelong Learning

- a) Study Skills & Learning Strategies
- b) Creativity & Innovation in Problem-Solving
- c) Emotional Intelligence in Education
- d) Self-Directed Learning & Personal Mastery
- e) Digital Well-being & Healthy Tech Habits

4. SUBJECTS OF INTEREST & RESEARCH

Following Subjects are taught at different universities to Bachelor of Business Administration, Master of Business Administration students and Master of Commerce as a regular and visiting faculty member.

Human Resource Development, Change Management, Accounting, Managerial Policies, Entrepreneurship, Financial Management, Strategic Leadership, strategic Management, Training and development, Compensation Management, International HRM, Performance Management, Global Business, International Business and Trade , Business Management, Organizational Development, Personal effectiveness, Quality Management, organizational behaviors, Research Methodology and report writing, CSR and Ethics, Corporate Governance, HR Analytics,etc

5. ACADEMIC RECORD

i. PhD in Management Sciences

Doctor of Philosophy in Management Sciences, Field of specialization is Human Resource Management. A regular full-time research-based Doctorate program of **31-credit hours** (19 Credit hours of course work & 12 credit hours of Thesis) with **78.28% marks and 3.56 CGPA out of 4.0**. Session 2013-2014, from Higher Education Commission of Pakistan recognized Islamia College (University) Peshawar, Pakistan. Results Declared and Award of Degree on 4th October, 2018. I secured second position in the course work of the session.

ii. MS (Master) in Management Sciences

MS in Management Sciences specialization in Human Resource Management, is a 2-years regular full-time research-based degree program of **66-credit hours** (out of which 60 credit hours are for course work & 06 credit hours are for research dissertation), equivalent to Master of Philosophy degree with **3.86 CGPA**. Session from January 2006 to December 2007, from Higher Education Commission of Pakistan recognized Institute of Business & Management Studies, NWFP Agricultural University Peshawar, Pakistan. I secured second position in the session.

iii. Master In Business Administration (Gold Medalist)

MBA Program of 2-years regular full-time of **33 credit hours** (out of which 30 credit hours are for course work & 03 credit hours are for internship-based research-project), from Higher Education Commission of Pakistan recognized Preston University, Pakistan in 1999-2000. Major subject is **(FINANCE & ACCOUNTING)**. Secured **1st Position** with overall percentage of **97.2% (972 Marks Out Of 1000)** with **4.0 CGPA**.

I secured Gold Medal in my session.

iv. Bachelor In Business Administration (Gold Medalist)

BBA Program of 2-years regular full-time of **33 credit hours** from Higher Education Commission of Pakistan recognized Preston University Peshawar, Pakistan, In session 1996-98. Secured **1st Position** In BBA Program With Overall Percentage of **93.4% (2804 Marks Out Of 3000)** with **3.8 CGPA**. I secured Gold Medal in my session.

v. Higher Secondary School Certificate (HSSC)

2-years regular full time Higher Secondary School Certificate with **(Physics, Chemistry, Biology, English)** as Majors from August 1994 to July 1996. From Government Frontier College Women Peshawar, Pakistan. I secured 1st Position in my college With Overall Percentage of **80.90% (890 Marks Out Of 1100)** & has achieved **Grade A-1**.

vi. Secondary School Certificate (SSC)

2-years regular full time Secondary School Certificate with **(Physics, Chemistry, Biology, Mathematics, English)** as Majors from 1992 to 1994, from Municipal Inter College For Girls Peshawar, Pakistan. I secured 2nd Position in my School with overall percentage of **75% (639 Marks Out Of 850)** & Has achieved **Grade “A”**.

*****Language of Educational Career:*** During my entire educational career, the language of instruction was British Accent English

ONLINE COURSES

A. During the COVID-19 Pandemic (April to May, 2020), completed the following online courses and earned certifications from Epigeum, part of Oxford University Press.

S No	Course Title	Certificate No	Marks Obtained
1	Active Learning for Online or Blended Learning	0233450321	90%
2	Approaches to active learning	0233450320	100%
3	Being a successful online teacher	0233450119	80%
4	Building a sustainable blended learning culture	0233450142	80%
5	Designing and Developing your Online Course	0233450118	80%
6	Developing and Implementing a whole-Course Approach to blended Learning	0233450139	83%
7	Developing Learning Resources	0233450322	80%
8	Including all students online	0233450330	80%
9	Innovating with blended learning	0233450138	83%
10	Introduction to Online Teaching	0233450116	80%
11	Introduction to Key Principles	0233450318	80%
12	Looking after yourself and looking out for others	0233450332	80%
13	Mastering Online Pedagogy	0233450117	90%
14	Planning and Contextualizing	0233450319	80%
15	Studying Online – a guide for students	0233450121	90%
16	Supporting students wellbeing	0233450331	90%
17	Using technology tools for teaching online	0233450120	90%
18	Why blended learning	0233450136	88%

B. During the COVID-19 Pandemic (June to August, 2020), completed the following online courses and earned certifications from Coursera.

S No	Course Title and Presenting University	Certificate No	Marks Obtained
1	Grammar and Punctuation by University of California, Irvine	KZG6JDV4RSBH	86%
2	Inspiring and Motivating Individuals by University of Michigan	2SLWAWJVTZR4	93%

3	Preparing to Manage Human Resources by University of Minnesota	A7M7H4F3MDKR	94%
4	Strategic Management by Copenhagen Business School	7W79ZQFWMVLL	93%

Other online certificate courses from Coursera.

1. Recruiting, Hiring, and Onboarding Employees by University of Minnesota
2. Managing Employee Performance by University of Minnesota
3. Managing Employee Compensation by University of Minnesota
4. Market Research by University of California, Davis

6. PUBLICATIONS

Year 2025-2026

Nazim Ali , Faisal Khan , Jawad Karamat , Aqsa Siddiq. (2025). The impact of workplace bullying on organizational commitment among teachers of pakistan: mediating role of job satisfaction. TPM – Testing, Psychometrics, Methodology in Applied Psychology, 32(S5 (2025): Posted 03 August), 1886–1892. <https://doi.org/10.5281/zenodo.19045528>

Aqsa Siddiq , Jawad Hussain , Nazim Ali. (2025). The influence of transformational leadership on job satisfaction: the mediating function of psychological capital among teachers in private schools of Khyber Pakhtunkhwa, Pakistan. TPM – Testing, Psychometrics, Methodology in Applied Psychology, 32(S6 (2025): Posted 15 September), 2425–2432. <https://doi.org/10.5281/zenodo.19045595>

Jawad Karamat , Shabir Ahmad , Ihtisham Khan , Aqsa Siddiq , Nazim Ali. (2025). Impact of mental health on organizational commitment of teachers in public sector universities of Khyber Pakhtunkhwa, Pakistan: the mediating role of psychological capital. TPM – Testing, Psychometrics, Methodology in Applied Psychology, 32(S7 (2025): Posted 10 October), 2891–2896. <https://doi.org/10.5281/zenodo.19046217>

Karamat, J., Khan, I., Siddiq, A., Ali, N., & Ullah, R. (2025). Impact of Talent Management on Work Engagement: Mediating Role of Affective Commitment. Social Science Review Archives, 3(4), 4311–4318. <https://doi.org/10.70670/sra.v3i4.1726>

Siddiq, A., Ali, N., Karamat, J., Khan, I., & Ullah, R. (2025). The Impact of Talent Management on Job Burnout of Nurses: The Mediating Role of Organizational Commitment. Physical Education, Health and Social Sciences, 3(4), 158–165. <https://doi.org/10.63163/jpehss.v3i4.1120>

Afifa, Zia, Aqsa Siddiq (2025). Governance and Project Performance in Public Sector Hospitals of Peshawar: A Patients' Perspective. Journal for Current Sign, 3(1), 417-433.

Year 2023-2024

Anjum, A., Siddiq, A., Obaid, Z., (2024). Impact of Transparency and Accountability on Healthcare Projects in Peshawar. International Journal of Social Sciences Achieves, 7(3), 461-470.

Siddiq, D. A. ., Bibi, D. P. ., Akbar, D. N. ., Din, R. ud ., Ahmad, D. A. ., & Rahman, D. H. . (2024). Moderating Role Of Organizational Citizenship Behavior In The Relationship Between Job Satisfaction And Associated Factors: A Perspective From University Teachers In Peshawar, Pakistan. *Migration Letters*, 21(S4), 412–425. Retrieved from <https://migrationletters.com/index.php/ml/article/view/7244>

Ahmad, D. A. ., Ali, D. N. ., Siddiq, D. A. ., Akbar, D. N. ., Bibi, D. P. ., & Rahman, D. H. . (2024). Impact Of Talent Management On Job Performance Of Teachers Of Government Colleges: Mediating Role Of Psychological Empowerment. *Migration Letters*, 21(S3), 1119–1127. Retrieved from <https://migrationletters.com/index.php/ml/article/view/6914>

Ali, D. N. ., Siddiq, D. A. ., Akbar, D. N. (2024). Impact of Family-Work Conflict on Performance of Nurses with a Mediating Role of Organizational Commitment: Perspective from Public Hospitals in KP, Pakistan, . *Migration Letters*, 21(S5), 19–27. Retrieved from <https://migrationletters.com/index.php/ml/article/view/9812>

Year 2022

Ullah, M., Hussian, A., Muhammad, S., Siddiq, A., Ali, N., (2022). Relationship between Authentic Leadership and Job Satisfaction: *Journal of Positive School Psychology*, 6 (9), 44-57.

Iqbal, M., Ahmad, S., Ullah, M., Siddiq, A., Ali, A., Ali N., (2022). Moderating Effect of Work-Family Conflict On The Relationship Of Perceived Organizational Support And Job Satisfaction: A Study Of Government Commerce Colleges Of Kp, Pakistan: *Journal of Positive School Psychology*, 6 (7), 2282-2291.

Ali, A., Fazal, M., Siddiq, A., Ali, N., Khan, I., (2022). Mediating Role of Organizational Commitment in the Correlation between Authentic Leadership and Work Engagement: *Indian Journal of Economics and Business*, 21(1), 803-817.

Siddiq, A., Ullah, M., Ali, A., Fazal, M., Ali, N., (2022). Impact of Job Crafting on Performance In Teachers of Private Sector Universities, Pakistan: Mediating Role of Organizational Commitment: *Journal of Positive School Psychology*, 6 (8), 9943-9953.

Year 2021

Siddiq A., Qureshi, F., Ahmad, S., Ali, N., (2021). Does Project Governance Moderate the Effect of Emotionally Intelligent Managers on the Success of a Project? *International Journal of Innovation, Creativity and Change*, 15(2), 1190-1205.

Siddiq, A., Khan, A., Ali, N., Ali, Z., (2021). Unethical Marketing Practices By Pharmaceutical Industry in Pakistan: *Webology*, 18 (6), 7089-7101.

Siddiq, A., Khan, A., Khan, S.A., Ali, M., Ali, N., (2021). China Pakistan Economic Corridor (CPEC) and Human Resource Development Challenges to Pakistan: What Should Be Next? *Indian Journal of Economics and Business*, 20 (2), 1821- 1831.

Ali, A., Ali, N., Siddiq, A., Khan, I., Ullah, R., (2021). Relationship between Authentic Leadership and Psychological Empowerment: The Mediating Role of Organizational Commitment: *Indian Journal of Economics and Business*, 20 (4), 1989-2003.

Year 2020

Siddiq, A., Adeel, M., Maher, S. Q., Hussian, M., (2020), The Emotional Intelligence of Project Manager and the Project Success: *Journal of Business and Tourism*, 6 (1), 89-101.

Year 2019

Siddiq, A., Jan, M.F., Iqbal, K., AHMED, F., Adnan (2019). Quality of Healthcare Services in Hospitals of Pakistan: From Patients' perspective. *Stratejik Yönetim Araştırmaları Dergisi*, 2 (1), 1-20.

Year 2018

Hussain, A., Rehman, A., Siddiq, A., Rehman, H., (2018). Impact of Ownership Structure on Bank Risk Taking: A Comparative Analysis of Conventional Banks and Islamic Banks of Pakistan. *Journal of Business and Tourism* 4 (1), 175- 181.

Qureshi, F., Siddiq, A., Majid, A., Rukhsar, (2018). The Predictors of Organizational Commitment: A Case Study of Private School Teachers in Pakistan. *Journal of Business and Tourism*, 4(2), 197-210.

Year 2017

Iqbal, K., Saleem, M.M., Siddiq, A., Gohar, S., Ali, M.Z., (2017). The Impact of Risk Management on Financial Performance of Banking Sector in Pakistan. *Journal of Management Research (JMR)*, 3 (1), 119-134.

Siddiq, A., Iqbal, K., Rahman, S.U., (2017). Ijarah Financing and Customer Satisfaction: a Perspective from Pakistan. *Journal of Management Research (JMR)*, 3 (1), 135-143.

Raziq, M., Iqbal, K., Siddiq, A., Tahir, M., Jan, M.F., (2017). The Impact of CSR on Firm Performance: A Case Study of Telecom Sector in Peshawar Pakistan. *Iqra Journal of Business & Management (IJBM)*, 1 (2), 106-118.

Hussain, M., Iqbal, K., Siddiq, A., Jan, M.F., (2017). Working Capital Management and Firm Profitability: Evidence From Pakistan. *Iqra Journal of Business & Management (IJBM)*, 1(1), 49-56.

Year 2016

Siddiq, A., Takreem, K., Iqbal, K., (2016). Job Satisfaction and Organizational Commitment: A Case Study of Hospitals in Pakistan. *Peshawar Journal of Psychology and Behavioural Sciences* 2 (2), 195-212.

Siddiq, A., Iqbal, I., (2016). Performance of Banks in Pakistan based on determinants of Profitability. *Journal of Business and Tourism* 2 (2), 128-137.

Baloch, Q.B., Siddiq, A., (2016). Role of Strategic Leadership in Competitive Healthcare Services: A Case Study of Hospitals in Pakistan. *PUTAJ-Humanities and Social Sciences*, 23 (1), 89-100

Siddiq, A., Baloch, Q.B., Takrim, K., (2016). Quality of healthcare services in public and private hospitals of Peshawar, Pakistan: a comparative study using SERVQUAL. *City University Research Journal*, 6 (2), 242-255.

Takrim, K., Siddiq, A., (2016). Influences of Work-Life Balance Practices on Job Satisfaction and Organizational Commitment At The University Of Peshawar: A Gender-Based Study. *Pakistan Journal of Women's Studies*, 23 (2), 103-114.

Siddiq, A., Zaman, G., (2016). Leadership Competitiveness in Public Sector Hospitals of Pakistan. *Abasyn University Journal of Social Sciences*, 9 (1), 54-68.

Siddiq, A., Baloch, Q., Iqbal, K., Hussain, F., (2016). Human Resource as a Source of Competitive Advantage: A Study on Bankers in Pakistan. *Journal of Business and Tourism*, 2(1) 101-115.

Siddiq, A., Gul, Z., Gul, S., (2016). The Impact of Ownership Structure On Stock Returns Volatility. *Journal of Management Research (JMR)* 2 (2), 161-179.

Mr Iqbal, M Tahir, K Iqbal, A Siddiq, G Saeed (2016). The Effects of Organizational Justice on the Employee Turnover Intention Mediated by the Job Embeddedness: A Case of Teaching Staff of Private Universities in the City of Peshawar. *Journal of Management Research (JMR)* 2 (1), 43-58.

A Siddiq, QB Baloch, A Nadeem, S Ahmad, MF Jan (2015). Emotional Intelligence: A Driving Force towards Organizational Development. *Journal of Management Research (JMR)* 1 (2), 86-104

K Takrim, A Siddiq, S Amin (2015). Influence of Work Life Balance Policies on Employee's Job Satisfaction and Organizational Commitment: A Case Study of University of Peshawar. *PUTAJ-Humanities and Social Sciences* 22 (2), 111-122

A Siddiq, K Takrim, QB Baloch, FU Qureshi (2015). Effectiveness of Youth Leadership Training Programs: A Case of Peshawar based Organization. *PUTAJ- Humanities and Social Sciences* 22 (2), 131-141

K Takrim, M Anwar, A Siddiq, S Amin (2015). *Life Optimization after Retirement: Analysis of Antecedents and Consequences of Bridge Employment*. *PUTAJ- Humanities and Social Sciences* 22 (1), 25-32

A Siddiq and K Takrim (2015). Job Satisfaction among Public Service Employees: A Case Study of Public Sector Colleges for Women in Peshawar. *Journal of Law and Society* 46 (66)

A Siddiq (2015). Entrepreneurship as Career Opportunity among the Students of University of Peshawar. *Journal of Rural Development and Administration* 156(1)

K Iqbal, A Siddiq, SU Rahman, H Iqbal, MT Rahim (2015). Assessment of Financial Management Practices and Skills of Students. *Journal of Management Research (JMR)* 1 (1), 1-8.

Kousar Takrim and Aqsa Siddiq (2014). Perception of Glass Ceiling in various Universities within Peshawar, KPK, PAKISTAN. *Journal of Law and Society* 45 (65).

7. CONFERENCES PRESENTATION

- i. Human Resource as a source of competitive advantage: a correlational study between employee performance and competency-based training", 1st Abasyn International Conference on Technology and Business Management Abasyn University Peshawar April 3-4, 2013
- ii. Quality of Healthcare Services in Hospitals of Pakistan: From Patients' Perspective. Published in conference proceedings "International Conference on Contemporary Issues in Business & Economics" (ICCIBE), Tokat-Turkey on July 14-15, 2018. Ref: Paper ICCIBE-98.

- iii. CPEC and Human Resource Development Challenges to Pakistan: What Should Be Next?? International Conference on CPEC: Collaboration in Higher Education & Sustainable Development, February 19-21, 2019. ICCPEC4 -11

8. REPORT WRITING

1. PHD Thesis

- A thesis (12-credit hours) with the title ***Strategic Leadership's Competitiveness in Healthcare System of Pakistan*** having (58000+ words) is written in partial fulfilment of the requirements for the degree of PhD.
- **Publications** from the thesis are:
 - i. A Siddiq, MF Jan, K Iqbal, F AHMED, A Adnan (2018). Quality of Healthcare Services in Hospitals of Pakistan: From Patients' perspective. *Stratejik Yönetim Araştırmaları Dergisi*, 2 (1), 1-20.
 - ii. QB Baloch, A Siddiq (2016). Role of Strategic Leadership in Competitive Healthcare Services: A Case Study of Hospitals in Pakistan. *PUTAJ Humanities and Social Sciences*, 23 (1), 89-100
 - iii. A Siddiq, QB Baloch, K Takrim (2016). Quality of healthcare services in public and private hospitals of Peshawar, Pakistan: a comparative study using SERVQUAL. *City University Research Journal*, 6 (2), 242-255.
 - iv. A Siddiq, G Zaman (2016). Leadership Competitiveness in Public Sector Hospitals of Pakistan. *Abasyn University Journal of Social Sciences*, 9 (1), 54-68.

2. MS Thesis

- A thesis (6-credit hours) with the title ***Human Resource as a source of Competitive Advantage: A correlation study between competency-based training and employee performance*** is written in partial fulfillment of Master In Management science degree.
- **Publication** from the thesis are:
 1. A Siddiq, Q Baloch, K Iqbal, F Hussain (2016). Human Resource as a Source of Competitive Advantage: A Study on Bankers in Pakistan. *Journal of Business and Tourism*, 2(1) 101-115.

3. MBA project:

- For the Fulfillment of MBA Program, Prepared and submitted a project report on ***“Importance & Scope of Consultancy Service in the World of Business”***.

9. BOOK REVIEWS

Wrote book reviews on the following books of interest:

- “Scenario Planning” by Gill Ringland
- “Theory U: Leading From the Future as it Emerges, The Social Technology of Presencing”, by C. Otto Scharmer
- “THEORY Z: How American Business Can Meet the Japanese Challenge”, WILLIAM G. OUCHI
- Built to Last: Successful Habits of Visionary Companies by , James C. Collins
- The Human Equation, bestselling author Jeffrey Pfeffer
- “Good strategy , Bad Strategy” by Richard Rumelt
- “In Search of Excellence” by Thomas J.Peters and Robert H.Waterman.
- ‘Tipping point’ by Malcolm Gladwell
- "The Road Ahead", by Bill Gates
- Leaders Inside you by John Maxwell
- The Economic Hitman

10. ACHIEVEMENTS & AWARDS

- Distinction in course work of PHD
- Distinction in MS degree
- **GOLDMEDAL** and Certificate of Achievement for securing overall First Position in MBA.
- **GOLDMEDAL** and Certificate of Achievement for securing overall first Position in BBA
- Academic Prizes, Certificates & shields From School on Getting Position & Two Years Head Captain of the School.
- Prizes For Debates, quizzes & comparing of programme (In School, College & University)
- **MEDAL For 3rd Prize** At “All Pakistan Level Essay Competition On The Occasion Of 50th Anniversary Of Pakistan.” (Topic:- 50th Years Of Pakistan)
- **Best Teacher Award of the Year**, for consecutive 3 years at ICMS.

11. INTERESTS/ ACTIVITIES

- Writing book review , Reading Books.

- Reading & Writing Poetry & Articles
- Drawing, Sketching etc.
- Debates, Comparing, Stage Performances In The School, College & University.
- Welfare activities.
- Pen-Friendship, chatting, browsing
- Expert speaker on social issues in TV talk shows e.g <https://youtu.be/o3zKV7G8-10>

12. WORKSHOPS ATTENDED (Received Certificates)

- ✓ Change Management
 - ✓ Designing & Managing Change
 - ✓ Selling And Customer Relations
 - ✓ Be A Super_Seller & Keep Your Customers Forever”
 - ✓ Business Challenges Of The 21st Century
 - ✓ Time Management
 - ✓ Ethics At Work
 - ✓ Enhancing Human Productivity & Management Skills
 - ✓ Human-Eering
 - ✓ Social Accountability 8000
 - ✓ In Service Teachers Training
 - ✓ Academic Writing For Researchers
- ❖ Other WEBINARS attended on various topics included governance, sustainability, change management, social reforms, personal development, leadership, AI integration in teaching and learning, research methodology, Industry-driven sustainability, supply chain management, Empowering Women in leadership, Entrepreneurship.....

SEMINARS ATTENDED (Received Certificates)

- “SA 8000 Awareness & Implementation” organized by SMEDA.
- “International Trade and ISO 9000 standards” organized by ICMS.
- “World Trade Organizations (WTO)” organized by ICMS.
- “Personality Development” organized by ICMS.

- “Road to Success” organized by ICMS.
- “Change your lens Change your mind” organized by ICMS.
- “Serat e Nabvi” organized by Radio Pakistan Peshawar Centre.
- “Character Building in Islam” organized by ICMS
- “Innovative Process Management ” by Professor Harlmut from Germany, at Sarhad University Peshawar.

13. LANGUAGES

LANGUAGES Reading, writing and speaking proficiency in English, Urdu and Local languages. Excellent reading Arabic

14. COMPUTER / I.T PROFICIENCY

- Windows 95, 98, 2000 & XP (1-Month Certification.)
- MOUS 2000 (MS Words, MS Excel, MS Power point).
Internet use e.g browsing, chatting, e-Mail etc (2-Months Certification)
- e-Commerce (4-Months Certification).
- Web Page Designing (2-Months Certification.)
- Hardware Engineering (1-Month Certification).
- Peach-Tree Accounting (2-Months Certification.)
- Statistical Packages for Social Sciences “SPSS” (1-Month Certification)
- Corel Draw (1-Month Certification)
- EndNote (Managing References in writings)
- Microsoft 365
- RefWorks
- Analytics and AI integrations

15. PERSONAL INFORMATION

Religion	Islam
Marital Status	Married
Nationality	Pakistani
N.I.D Card No	17301-1292130-2
Passport No	DF5461304

