

Yorid Ahsan Zia

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Professor, Quaid-e-Azam College of Commerce, University of Peshawar
Jamrud Road, Peshawar, KP, 25120

EDUCATION

University of the Punjab, Lahore, Punjab

Ph.D., Administrative Sciences (Management) – 2013

- Dissertation: HRM-Performance Link: Looking through the Behavioral Lens

University of Peshawar, Peshawar, Khyber Pakhtunkhwa

Master of Commerce (Finance/Project Management) – 1998

- Distinction: University Gold Medal

University of Peshawar, Peshawar, Khyber Pakhtunkhwa

Bachelor of Commerce – 1995

Allama Iqbal Open University, Islamabad

One-Year Diploma in Computer Applications – 1993

MEMBERSHIP OF VARIOUS BODIES

Focal Person University of Peshawar for Higher Education System Strengthening Activity (HESSA) Project

Convener, Committee for Implementation of Campus Management Solution and E-Business Suite in the University of Peshawar

Convener, Graduate Studies Committee of Commerce, University of Peshawar

Convener, Board of Studies of Commerce, University of Peshawar

Member, Academic Council, University of Peshawar

Member, Board of Studies of Management Sciences and Commerce, University of Malakand

Member, Board of Studies of Management Sciences, Virtual University of Pakistan

Member, Finance and Planning Committee, Kohat University of Science and Technology

Member, Finance and Planning Committee, Hazara University

Member, Finance and Planning Committee, University of Swabi

Member, Selection Committee, University of Peshawar

Ex-Member, Examinations Appellate Committee, University of Peshawar

Ex-Member, National Curriculum Review Committee of Commerce

Member, Sub-Committee, National Committee for Examination System

Ex-Member, Board of Studies of Commerce, Allama Iqbal Open University

ADMINISTRATIVE EXPERIENCE

April 2017 – to date:	Principal, Quaid-e-Azam College of Commerce, University of Peshawar
Dec 2017 – Dec 2024:	Project Director, 'Strengthening of Academic and Administrative Facilities at University of Peshawar' Rs.796.255 million PSDP Funded Project. As PD I am responsible for the overall implementation of the project. Monthly and Quarterly reporting to HEC and Planning Commission, and updation/revision of the PCI.
November 2019 – March 2021: June 2023 – July 2023 & March 2024 to date	Registrar, University of Peshawar
June 2013 – March 2017:	Treasurer, University of Peshawar
January 2011 – June 2013:	Deputy Controller of Examinations, University of Peshawar
2009-2010:	Staff Proctor

TEACHING EXPERIENCE

University of Peshawar, Peshawar

Lecturer to Professor **1998 to date**

Developed and taught courses of Human Resource Information Systems, Organizational Theory, Marketing Research, Accounting, and Research Methods
Developed syllabi for Management Information Systems and Accounting Information Systems at Bachelor Level

University of the Punjab, Lahore

Adjunct Faculty in the subject of HR Information Systems **2005**

Developed course outline and administered grades

Adjunct Faculty in the subject of Human Resource Research **2005**

Developed course outline and administered grades

AWARDS AND DISTINCTIONS

- First Position in Ph.D. Course Work
- University Gold Medal for securing First Class First Position in Master of Commerce Examination 1998, University of Peshawar, Peshawar
- Awarded Merit Scholarship for Two Years (1996-1998) in Master of Commerce, University of Peshawar, Peshawar

PUBLICATIONS

- Farooq, N., Ullah, R., & Zia, Y. A. (2017). Pay Disparity among Employees of the Federal Government of Pakistan and the Mediating Role of Motivation between Pay Satisfaction and Organizational Citizenship Behavior. *FWU Journal of Social Sciences*, 11(2), 60-70.
- Khan, M. Z., & Zia, Y. A. (2014). Implementation of Public Sector Reforms in Pakistan: A Contextual Model. *Journal of Humanities and Social Sciences*, XXII(2), 53-64.
- Zia, Y. A., Farooq, N., & Zaman, G. (2014). Organizational Commitment of Private University Faculty: Does age matter? *PUTAJ - Humanities and Social Sciences*, 21(2), 81-88.
- Zafar, A., Zahra, N., & Zia, Y. A. (2014). Antecedents of Job Burnout among Bank Employees. *PUTAJ - Humanities and Social Sciences*, 21(2), 13-22.
- Zia, Y. A., & Khan, M. Z. (2014). A Comparative Review of Traditional and New Public Administration and Critique of New Public Management. *The Dialogue*, 9(4), 428-442.
- Zia, Y. A., & Khan, M. Z. (2014). Organizational Trust: A Cultural Perspective. *Journal of Humanities and Social Sciences*, XXII(2), 127-134.
- Zia, Y. A., & Syed, P. H. (2013). An Exploratory Study into the Causes of Conflict and the Effect of Conflict Management Style on Outcome in a Competitive Workplace. *Journal of Managerial Sciences*, 7(2), 299-315.
- Zia, Y. A., & Mehmood, Y. (2013). Job Status as an Antecedent of Affective Commitment. *Abasyn Journal of Social Sciences*, 6(2), 53-63.
- Farooq, N., & Zia, Y. A. (2013). Gender and Organizational Commitment. *PUTAJ - Humanities and Social Sciences*, 20(1), 273-281.
- Syed, P. H., & Zia, Y. A. (2013). Conflict Resolution in Employee – Supervisor Relationship. *Abasyn Journal of Social Sciences*, 6(2), 34-52.
- Zia, Y. A., & Zeb, M. (2013). Drivers of public sector reforms in Pakistan: A comparison of NPM with Alternative Reform Drivers. *The Dialogue*, 8(4), 452-459.
- Zaheer, M., & Zia, Y. A. (2013). Perceived Effectiveness of Foreign Scholarship Schemes for Faculty Development offered by Higher Education Commission of Pakistan. *PUTAJ - Humanities and Social Sciences*, 20(1), 265-272.
- Zia, Y. A., Khan, F., & Nouman, M. (2012). Participative Management and Job Satisfaction. *PUTAJ - Humanities and Social Sciences*, 19(1), 21-28.
- Tufail, M., Zia, Y. A., Khan, S., & Irfan, M. (2012). A Glance at Organizational Commitment, Antecedents and Consequences (1960-2005). *Journal of Managerial Sciences*, 6(1), 73-91.
- Zia, Y. A., & Tufail, M. (2011). Comparative Analysis of Organizational Commitment among

Faculty Members of Public and Private Sector Universities of KPK. *Journal of Managerial Sciences*, 5(1), 37-52.

Zia, Y. A., & Javaid, K. (2009). The Influence of Human Resource Practices on Employees' Affective Commitment. *PUTAJ - Humanities and Social Sciences*, 16(1), 246-258.

GRADUATE RESEARCH SUPERVISION

PhD Management Sciences titled 'The Effect of Strategy-HR-Fit on Firm Performance: A Look at the Mediating Role of a High-Performance Work System' (2020) by Ms. Betty Nicole Rasool, Institute of Management Sciences

MS Management Sciences titled 'The comparative analysis of organizational commitment among the faculty members of public and private sector Universities in Khyber-Pakhtunkhwa (KPK)' (2011) by Mr. Muhammad Tufail, Institute of Management Sciences

MS Management Sciences titled 'Job Status as an Antecedent of Affective Commitment: A Study of Public Sector University' (2011) by Mr. Yasir Mehmood, Institute of Management Sciences

LANGUAGES

Hindko – native language

Urdu – speak fluently and read/write with high proficiency

English – speak fluently and read/write with high proficiency

Pashto – speak fluently and read with proficiency

TRAININGS CONDUCTED

Trainer of Trainers/Resource Person for all Khyber Pakhtunkhwa Commerce Teachers Training in the subjects of Management Information Systems, Accounting Information Systems, and System Analysis and Design.

Resource Person for the training titled 'Examination System at BS Level' arranged by the Higher Education Department, Government of Khyber Pakhtunkhwa

IT SKILLS

1. One-year Diploma in I.T. from Petroman Training Institute, Peshawar.
2. One-Year Office Automation Courses including Operating Systems as a partial fulfillment for the award of M.Com. degree.
3. Pioneer Teacher of Computer Based Accounting Package (Peachtree Accounting) in Khyber Pakhtunkhwa.
4. Developed Semester Examination System in Excel for the College.

PROJECTS

1. Project Director, PSDP Funded Project 'Strengthening of Academic and Professional Facilities at University of Peshawar'; Project funding Rs.796.255 million.
2. Deputy Team Lead of the project titled 'Capacity Building Initiative for the Faculty of Business Schools'. U.S. – Pakistan University Partnerships Grants Program; Grant Rs.11.576 million.
3. Feasibility Study for the establishment of a Milk Processing Plant at Dera Ismail Khan.
4. Preparation of Design of Management Information System for the University of Peshawar.
5. Supervised several projects carried out by commerce students at BS and Master's level.