

CURRICULUM VITAE

Dr. Zahra Masood Bhutta

PhD (Human Resource Management)

PERSONAL

Nationality: Pakistani
Religion: Islam
Marital Status: Married
Language: English, Urdu, Chinese
Present Address: National University of Modern Languages, 26-A officers colony,
Multan
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PROFESSIONAL EDUCATION

PhD Thesis Title: JOB DESIGN AND WORK OUTCOMES IN UNIVERSITIES: A
COMPARATIVE STUDY BETWEEN CHINA AND PAKISTAN

Certificate /Degree	Year of Passing	Div.	CGPA	Board/ University
PhD (Management Sciences)	2013	1 st	-	Northwest A&F University, Yangling, China
M.IT (Masters of Information Technology)	2004	1 st	3.28/4.0	B.ZU Multan
B.Sc. (Computer Science)	2001	1 st	-	B.ZU Multan

JOB EXPERIENCE

Oct. 2014 to Date : Assistant Professor /HoD (Management Sciences),
NUML Multan Campus
Sep. 2013 to Sep.2014 : Assistant Professor (under Interim Placement
Program for fresh PhDs) in IMS, B.Z.U, Multan.
Feb. 2008 to Dec. 2008 : IT-Teacher in Govt. Girl H.S.S. Chah Bohar
Wala, Multan
Jun. 2005 to Feb. 2008 : IT-Teacher in Govt. Girls H/S No.1, Multan.
April 2004 to Dec. 2004 : Computer Teacher in Pak Turk Int'l Schools
& Colleges, Multan.

HONOURS / AWARDS

1. Best Paper Award in International Conference held in Istanbul in 2018
2. Awarded PhD Scholarship from China Scholarship Council (CSC)
3. HEC Approved PhD Supervisor
4. Passed Chinese Language Course HSK-3

PAPERS PUBLISHED

1. Aregay, F.A., Zhao, M., **Bhutta, Z.M.**, 2012. Irrigation Water Pricing Policy for Water Demand and Environmental Management: A Case Study in Weihe River Basin. *Water Policy*.
2. **Bhutta, Z.M.**, Zhao, M. 2013. Teaching as a job, career and calling: Empirical evidence from agricultural university, China. *New Educational Review*.
3. **Bhutta, Z.M.**, Zhao, M. 2018. Job Crafting Practices and Work Satisfaction: Evidence from Higher Education Sector in Shaanxi, China. *New Educational Review*.
4. Sabir,S., **Bhutta, Z.M.**, Ali,H. 2018. Leader Motivating Language as predictor of Organizational Commitment among Generation Y Teachers: the Mediating Role of Organizational Climate. *NUML International Journal of Business & Management*
5. **Bhutta, Z.M.**, Tara, N., Hussain,K. 2018. Impact of Internal Corporate Social Responsibility Practises on Customer Capital with Mediating Role of Human Capital in Education Sector of Pakistan. *NUML Journal of Critical Inquiry*
6. **Bhutta, Z.M.**, Nintara., Bucha, S.O., 2018. Impact of Psychological Need Satisfaction on Job Crafting with Mediating Role of Calling Orientation: Empirical Evidence from Primary Schools of Pakistan. *Journal of Research in Social Sciences (JRSS)*
7. Saleem,S., **Bhutta, Z.M.**, Noman, Zahra,S. 2019. Enhancing performance and commitment through leadership and empowerment: An emerging economy perspective. *International Journal of Bank Marketing*.
8. **Bhutta, Z.M.**, Sabir, S., 2019. A study on the Islamic Perspective of Recruitment and Selection process. *Al-Basirah*
9. Ali,H., Farooq,F., Sardar,K., **Bhutta, Z.M.**, Sabir, S., 2019. How does foreign direct Investment Affect Economic Growth in Pakistan: A Time Series Data Analysis. *Review of Economics and Development Studies*
10. **Bhutta, Z.M.**, Zafar,S., Naintara., 2019. Impact of HRM Practices on Employee Engagement: Evidence from Banking Sector of Pakistan. *NUML International journal of business and management*
11. **Bhutta, Z.M.**, Naintara., Rasheed, R., Khan., A.B.,2019. Psychological Factors Affecting Tax Compliance Behavior of Pakistani Tax Payer: An Extended Theory of Planned Behavior Perspective. *Pakistan Journal of Social Sciences*
12. **Bhutta, Z.M.**, Ali,H., Bhutto,S., 2020. Job Design in Context of Career. Empirical Evidence from Higher Educational Institutes. *New Educational Review*
13. **Bhutta, Z.M.**, Sabir, S., Ali.H.,2020. A Qualitative Analysis of Islamic Management Model. *Pakistan Journal of Islamic Research*

14. Ijmair,M., Hussain,K., **Bhutta,Z.M.**, 2020. Determinants of Sectoral Growth in Pakistan: A Kalman Filter Based Time Varying Parametric Approach. *FWU Journal of Social Sciences*
15. **Bhuta,Z.M.**, Hussain,K.,Afzal,G., Hashmi,M.S., 2021 The Determinants of in-role Performance: An Empirical Analysis of Hospitality Industry in Pakistan. *Asia-Pacific Journal of Innovation in Hospitality and Tourism*
16. Farooq,M., Qureshi,F.S., **Bhuta,Z.M.**, 2022 Indirect Financial Distress Costs in non-financial firms: Evidence from an Emerging Market.
17. Yasir,T.A.,Wasaya,A.,**Bhutta,Z.M.**,Aatif,H.M.,Ijaz,M.,Hussain,S.,Baloch,A. W., Muzammil,M. 2017. Seed bio-priming approach to amplify production potential of mungbean (*Vigna radiata* L.) in sandy soils. *Pure and Applied Biology*.
18. Ajmair, M., Hussain,K., Abbasi,F.M., **Bhutta,Z.M.** 2017. Determinants of Economic Growth In Pakistan: A Structural Vector Auto Regression (SVAR) Analysis. *European Journal of Business and Economics*.
19. Wasaya,A., Hussain,W., **Bhutta, Z.M.**, 2018. Determinants and organization citizenship behavioral outcomes of employee motivation: An Empirical Study. *International Journal of Human Studies*.
20. Ali, H., **Bhutta, Z.M.**, 2018. Financial Development and Economic Growth Nexus in Pakistan: An Analysis of Bound Testing Approach. *Sukkar IBA Journal of Economics and Finance*

INTERNATIONAL & NCONFERENCES /WORKSHOPS/SEMINARS

1. Training sessions on “Updated Pedagogical Practices and Changing Dynamics of Research” Under Faculty Development Program. January, 2020.
2. Applied Research International Conference on Social Sciences (ARICSS, 2018) held in Aydin University, Istanbul, Turkey.
3. Seminar on “Women Empowerment-A Catalyst for Economic and Social Development”.March, 2018.
4. 1st International and 2nd National Conference “Challenges and Opportunities to Boost Agriculture in Changing Climate”. March, 2018.
5. NUML Supervisors’ Training. July, 2017.
6. National Conference “Challenges and Opportunities to Boost Agricultural Changing Climate”. March, 2017.
7. Seminar on Research (APA MANUAL). December, 2016.
8. International Research Workshop on “Program for Capacity Building in Structural Equation Modeling Using AMOS and SMARTPIS Software. February, 2017.
9. Research Workshop on Online Literature Searching Techniques. April, 2017

PROJECTS

Research Project Proposal Submitted on Women Empowerment Under HEC-NRPU 2021

STUDENTS SUPERVISED

Sr.No.	Student Name	Title of Thesis	Session
MSBA			
1.	Syed Muhammad Hussain Raza	Entrepreneurial Orientation of Domestic private banks and psychological trait of Sales personal under the moderating impact of organizational Learning Capability in Multan City	Spring 2016
3.	Shagufta Perveen	Relationship between Critical psychological state and work Engagement mediated by job crafting among the university teachers a comparative study between branch campuses and and main campus in Punjab, Pakistan	Spring 2016
4.	Sara Sabir	Leader Motivating Language as predictor of Organizational commitment among Generation Y teachers: the mediating role of Organizational Climate	Fall 2016
2.	Sajid Zafer	The Impact of Human Resource Management Practices on employee engagement	Spring 2015
5	Musfira Arshad	Impact of 5E's instructional model with the mediating effect of employees learning style on the employees performance. An Empirical evidence from selective banks of district Multan.	Spring 2014
6	Gulnaz Afzal	Determinants of in-role performance in Hospitality industry an empirical evidence from selected hotels	Fall 2013
MBA			
7.	Hina Sattar	Antecedents of Employee Performance in Banking Sector An Empirical Study	Spring 2018
8.	Ghina Ahmed	Influence of Rewards and trust on Knowledge Sharing Intention: The mediating effect of Organizational Commitment	Spring 2018

ADMINISTRATIVE ASSIGNMENTS

No.	Assignment	Duration
1	Head of Management Sciences Department	01-10-2014 to date

REFERENCES

1. Prof. Dr. Nayyer Masood
Head of Computer Science Department (CUST)
Email: nayyer@cust.edu.pk
2. Dr. Nadeem Sheikh
Associate Professor (Institute of Management Sciences, BZU)
Email: shnadeem@bzu.edu.pk