

DR. SARA OMAIR

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Education

- **2021-2025: PhD (Management Sciences)**
From Islamia University of Bahawalpur
Score: **3.96/4.0** CGPA, **84%** marks
Specialization: **Management**
- **2016- 2018: MS Business Administration**
From National University of Modern Languages
Score: **4.0/4.0** CGPA, **84.3%** marks
Specialization: **Human Resource Management**
- **2004-2005: MBA**
From Quaid-e-Azam University Islamabad
Score: **80%** marks, Grade A

Experience

- Sept 2020- to date – **Lecturer**
Faculty of Management Sciences, NUML Islamabad, Multan campus
Duties include:
 1. Teaching various business and management courses at BBA & MBA level
 2. Supervising and evaluating thesis of MBA (Post-graduate students)

Additional Duties include:

- April 2026- to date –**Incharge ORIC**
 1. Collection and maintenance of publication data of faculty members
 2. Capacity building in terms of Faculty Development Programs, seminars and webinars
 3. Event management and uploading Monthly/ Annual Reports on Portal.
- Sept 2023- April 2026 –**Incharge Placement Cell NUML Multan campus**
 1. Coordinate with corporate sector for student Internships and job placement
 2. Training/ workshops on Resume/ CV & Cover letter Writing
 3. Conduct Mock interviews and Grooming sessions for students
 4. Collaborate with organizations for signing MoUs
 5. Arranging Campus Recruitment Drives
- Sept 2021- 2023 –**Program Coordinator BBA & MBA**
 1. Preparing time table and results of mid and final terms examinations
 2. Maintaining monthly attendance record and lecture logs
 3. Arranging defense of research students and research coordination with Turnitin
 4. Preparing reports of FDPs and other academic activities, such as seminars and webinars
 5. Member of Department Board of Studies for Management Science Dept
 6. Resolving academic queries and student matters
- Oct 2018- Sept 2020: **Visiting Lecturer**
Faculty of Management Sciences, University of Education, Multan
Department of Political Science, BZU, Multan

- Nov 2005-2007: **Officer HR**
Habib Bank Ltd. Regional Headquarters Blue Area Islamabad
- Apr-Oct 2005: **Research Assistant**
Faculty of Management Sciences, International Islamic University Islamabad

Research Publications

- “**The power of language in leadership: a systematic literature review and bibliometric analysis of leader motivating language**” in *Asian Business and Management*, Vol. 9(1), 2025, (IF: 2.8/ Q2) <https://doi.org/10.1057/s41291-025-00289-6>
- “**How Supplier Trust Enhances Environmental Sustainability: A Moderated Mediation Model of Green Supply Chain Integration and Information Sharing**” in *Sustainable Trends and Business Research*, 3(2), 118-128, 2025. <https://doi.org/10.70291/stbr.3.2.2025.50>
- “**Linking Employee Ecological Behavior to Environmental Performance: The Mediating Role of Environmental Responsibility and the Moderating Role of Environmental Concern**” in *Sustainable Trends and Business Research*, 3(1), 36-48, 2025. <https://doi.org/10.70291/stbr.3.1.2025.40>
- “**An Empirical Investigation of Leader Motivating Language and Voluntary Work Behaviors in the Healthcare Sector of Pakistan**” in *Journal of Management Practices, Humanities and Social Sciences* Vol 8(3), 2024 <https://doi.org/10.33152/jmphss-8.3.8>
- “**A study on the ethical leadership perceptions and its impact on teacher’s commitment in Pakistan**” in *International Journal of Educational Leadership and Management* Vol. 9(1), 2021, (ESCI indexed) <https://doi.org/10.17583/ijelm.2020.4525>
- “**A qualitative analysis of the Islamic Management Model**” in *Pakistan Journal of Islamic Research* Vol. 21(2), 2020
- “**Models of Organizational Effectiveness at higher educational institutions**” in *International Journal of Innovation, Creativity and Change*, Vol. 9(3), 2019.
- “**Role of Emotionally Intelligent workers for Organizational Effectiveness**” *Amazonia Investiga* Vol. 8 (19), 2019
- “**A study on the Islamic perspectives of Recruitment and Selection Process**” *Al- Basirah Journal* Vol. 7 (2), 2019
- “**Impact of Psychological Need Satisfaction on Job Crafting with Mediating Role of Calling Orientation**” in *Journal of Research in Social Sciences- JRSS* Vol. 7 (1), January 2019
- “**Leader Motivating Language as predictor of Organizational Commitment among Generation Y teachers: the mediating role of Organizational Climate**” in *NUML International Journal of Business and Management* Vol. 13(1), June 2018.

Book Publications

- Chapter “**Sustainability: Concept Clarification and Theory**” in Book “**Corporate Sustainability in Africa**” by Palgrave Macmillan. Available https://doi.org/10.1007/978-3-031-29273-6_17 at https://link.springer.com/chapter/10.1007/978-3-031-29273-6_17

Conference Presentations

- Presented paper “**Leader Motivating Language as predictor of Innovative Work Behavior in Higher Education Sector of Pakistan**” in **1st International Conference on Business, Management & Social**

Sciences held on 23-24 June 2021: By **NUST Business School, Islamabad** and Abstract published in ICBMASS Conference Proceedings available at SSRN available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3916890

- Presented paper in **International Conference on Well-being: an interdisciplinary perspective ICW-22** held on 9-10 February, 2022: By **NUST Islamabad and Michigan State University** and abstract published in conference e- book

Research Affiliations (Reviewer)

- *Knowledge Management Research and Practice* by **Taylor & Francis** (IF: 3.2/ Q2)
- *Journal of Organizational Effectiveness: People and Performance* by **Emerald**
- *Journal of Applied Research in Higher Education* by **Emerald**
- *Frontiers in Education* (**ESCI index**) (**IF: 1.9**)
- *International Journal of Educational Leadership and Management* (**ESCI index**)

Professional Trainings

- *Enhancing University- Business and R&D- SME Collaboration for Innovation and Growth* by COMSATS Islamabad (2025)
- *Student Placement Alumni Relations and Software Learning* under Professional Development Centre, ORIC NUML Islamabad (2023)
- *Basic Banking Training in Operations, Consumer Products and Service Excellence* (Classroom and Rotational on-the-job) under Management & Organisation Development Institute, HBL Islamabad (2005-06)

Postgraduate Thesis Supervised

- Impact of Leadership on Job satisfaction and Organizational Commitment among faculty members of Higher education Institutes in Pakistan (2025)
- The impact of Ethical Leadership and Transformational Leadership on workplace deviant behavior, mediating role of organizational justice (2023)
- Impact of Authentic Leadership and Transformational Leadership on Organizational Citizenship Behavior via Core Self- evaluations in Inland Revenue Service of Pakistan (2021)

Achievements

- 1st Division throughout academic career
- 4/4 CGPA in MSBA Session 2016-2018
- 3rd position: B.Sc. Exams held by University of Punjab
- **Roll of Honor** from F. G. College for Women, F-7/2, Islamabad
- 3rd position: Basic Banking Training held at Management Development Institute, **HBL** Islamabad
- 3rd position: Business Idea in Entrepreneurial Day held at **NUML Multan campus Feb'25**

Skills

- Good communications skills
- Language proficiency in Urdu and English (**IELTS Score 7.5**)
- Working knowledge of MS- applications, LMS (Virtual Teaching system), Statistical software, such as SPSS, SMART PLS and Reference Management software Endnote.