



Dr. FARAH DEEBA (HEC APPROVED SUPERVISOR)

- Department of Education, Bahauddin Zakariya University, Multan

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EMPLOYMENT

Assistant Professor

Department of Education, Bahauddin Zakariya University,
Multan (Pakistan).

WORK EXPERIENCE

20 Years to date

Lecturer: From 2nd May, 2006 to 8th September, 2012

Assistant Professor: Since 9th September, 2012 to date

AREAS OF SPECIALIZATION

- Research in Higher Education
- Teaching Practice (Practicum)
- Educational Psychology
- Action Research

COURSES TAUGHT AT MASTERS, BS, B.ED. (HONS), M.PHIL. and PH.D.

- Educational Technology
- Curriculum Development and Organization (BS and M.Phil.)
- Child Development
- Psychological Foundations of Education
- Teaching Practice (Theory)
- Perspectives of Education in Pakistan
- Guidance and Counselling
- Inclusive Education
- Early Childhood Education
- Human Growth and Development
- Philosophical Foundations of Education
- Quality Assurance in Higher Education
- Human Resource Management
- Social Sciences
- Human Development & Learning
- Non-Formal Education (M.Phil.)
- Globalization in Higher Education (Ph.D.)

- Current Trends & Practices in Education (M.Phil.)
- Educational Leadership and Supervision (M.Phil.)

ACADEMIC QUALIFICATION

Degree/ Certificate with Year of Passing	Institution, City, Country	Group/ Specialization	%age Obtained	CGPA / Marks Obtained
SSC 1995	BISE, Sargodha	Humanities	78% 1 st Division	665/850 Marks
HSSC 1997	BISE, Sargodha	Humanities	69% 1 st Division	761/1100 Marks
BA 1999	University of the Punjab, Lahore. Pakistan	Education	63% 1 st Division	507/800 Marks
M.A 2001	University of the Punjab, Lahore. Pakistan.	Education	81% 1 st Division	2018/2500 Marks
M.Phil. 2003-2005	Bahauddin Zakariya University Multan. Pakistan.	Education	70% 1 st Division	3.31 out of 4.00 CGPA
Ph.D. 2016	Bahauddin Zakariya University Multan. Pakistan	Education	NA	3.57 out of 4.00 CGPA (course work)

DISTINCTIONS AND ACHIEVEMENTS IN ACADEMICS

- Throughout first division in academics.
- Overall, 1st position in school and city in SSC.
- 1st position in District in Humanities Group in HSSC.
- 1st position in District in Humanities Group in Graduation.
- M.Phil. under Merit Scholarship by the University.
- 4th position in M.Phil.
- Ph.D. Under HEC Scholarship
- 1st position in semester 1st and 2nd position in semester 2 of Ph.D. coursework
- Overall 632 Google Scholar citations along with h-index 7 and i10 index 6

RESEARCH PUBLICATIONS

1. Ahmad, I., Deeba, F & Raza, M.A. (2025). Development and construct validation of service-learning civic competency scale in Pakistani context. *Research Journal of Psychology (RJP)*, 3(2), 1-15.

2. Ahmad,I,Deeba,F & Saleem. A.(2025).Factors influencing learning readiness of university students in new normal era: A factor analysis. *The Critical Review of Social Sciences Studies*,3(2),20-34.
3. Jamil.Z. & Deeba.F.(2025).Investigating the effect of financial literacy on financial decision-making of prospective teachers in universities of South Punjab. *Indus Journal of Social Sciences*,3(1).137-150.
4. Jamil.Z. & Deeba.F.(2025).The interplay between financial literacy and financial well-being: Perspectives of prospective teachers. *Indus Journal of Social Sciences*,3(2).303-319.
5. Ajmal.M;Deeba.F & Imran.Q.(2025).Organizational citizenship behaviour among university teachers: A demographic analysis of public sector universities in Sindh.(2025).*Policy Journal of Social Science Review*,3(6).282-292.
6. Deeba.F; Ahmad,I.& Naseem,M.S.(2025).Measuring teacher educators' beliefs regarding professional standards of teacher education in Pakistan: development and initial validation of a scale. *Journal for Social Science Archives*,3(2).69-82.
7. Deeba,F. Ahmad,I & Nargis, A.(2024).Interplay of self-efficacy beliefs and teaching competencies in Science: A quantitative inquiry through the lens of Science teachers. *Research Journal of Psychology*,2(3),232-243.
8. Ahmad,I,Deeba,F & Raza,M.A.(2024).Mediating role of emotional intelligence in the interrelationship of elementary school teachers' social skills and social competence. *Journal of Social Science Archives*,2(2),404-418.
9. Ahmad,I,Raza,M.A & Deeba,F.(2024). Development and preliminary validation of health service measurement scale (HSMS) for measuring effectiveness of health care services in universities. *Pakistan Journal of Humanities and Social Sciences*,12(2), 1736-1747.
10. Saleem,A.,Deeba,F.,Warsi,Q.L.,& Fatima,Z.S.(2024).An exploration of soft skills in relation to teaching Competencies: a correlational study. *Migration Letter*,21(S5), 1527-1539.
11. Samuel,A;Deeba.F;& Ahmad.I.(2024).Using an exploratory factor approach to determine strategies for effective implementation of teaching practicum in schools. *Journal of Asian Development Studies*,13(3).202-212.
12. Ali, G., Fatima, S. Z., Deeba, F., & Tariq, M. H. (2024). A comparative study on scientific attitudes of university students. *Kurdish Studies*, 12(1), 5052-5057.
13. Deeba, F., Saleem, A. & Ahmad, I. (2024). Developing an instrument for measuring the effect of democratic classroom environment on leadership behavior of students. *International Journal of Academic Research for Humanities*. 4(2), 49-61.
14. Zeb, J., Ahmad, I., & Deeba, F. (2024). Effect of Digital Stress on Students' Online Learning Readiness: University Students' Standpoint. *Pakistan Languages and Humanities Review*, 8(1), 60-72.
15. Deeba,F.& Ahmad,I.(2023).A Rasch analysis of achievement goal orientation scale in language education context.*NUST Journal of Education and Social Sciences*,9(2).184-208.

16. Deeba, F, Raza, A. M, Gillani, G. I. & Yousaf, M. (2023). An investigation of role of portfolio assessment on students' achievement. *Journal of Social Sciences Review*, 3 (1).149-161.
17. Ahmad,I.,Deeba,F.,& Raza,M.A.(2023).Measuring university students' perception of self-assessment and its effect on their critical thinking learning style. *Pakistan Journal of Educational Research and Evaluation*,11(1),97-109.
18. Deeba, F., Raza, M. A., & Gillani, I. G.(2023).An analysis of teachers' insight concerning inclusive education in secondary schools of Punjab.*Alhamd Multidisciplinary Research*,2(2),153-172.
19. Ahmad,I. Deeba,F.,& Raza,M.A.(2023). Examining undergraduates' perspectives on course-based outcomes of service-learning from vocational education context. *VFAST Transactions on Education and Social Sciences*,11(1),155-165.
20. Naseem,M.S.& Deeba.F.(2023).An exploratory overview of teacher educators' demographic based insight regarding standards of quality of teacher education in public sector universities of Pakistan. *Perennial Journal of History (PJH)*,4(2).125-169.
21. Kashif.M;Ahmad.I.& Deeba.F.(2023).Supervisor's behavior as predictor of enhanced research performance among university students. *The Discourse*,9(2).1-22.
22. Ahmad,I.,Deeba,F & Saleem. A.(2023).Determining issues and challenges to sustainability of service learning in Pakistan: a confirmatory factor analysis. *Pakistan Journal of Educational Research and Evaluation*,11(2).27-44.
23. Ahmad, I. Khan, I. & Deeba, F. (2022). An analysis of teachers' perceptions concerning issues and challenges with online teaching during Covid-19 in the universities of Malakand. *The Discourse*, 8(2), 16-26.
24. Saleem, A., Deeba, F. & Raza, M. A. (2022). Global citizenship education: A new approach to global citizenship development. *Perennial Journal of History (PJH)*,3 (2), 392-409.
25. Saleem, A., Deeba, F., Raza, M. A. & Shaheen. I. (2022). An analysis of teachers' insight on continuous assessment practices. *International Journal of Social Sciences and Entrepreneurship (IJSSE)*,2 (2), 266-281.
26. Ahmad, I., Deeba, F. and Khalil-ur-Rehman, (2022). Teachers' perspectives on strategies for effective classroom management: A qualitative inquiry. *Research Journal of Social Sciences & Economics Review*, 3(4), 73-85.
27. Deeba, F., Saleem. A. & Raza., A. M. (2022).Smart pedagogy: A smart approach to prepare prospective teachers of digital era. *Competitive Educational Research Journal (CERJ)*, 3(1), 55-61.
28. Raza, M. A., Deeba, F. & Faqir, R. (2022). A comparative analysis of school teachers' teaching aptitude. *Global Educational Studies Review*.7 (3).45-52.
29. Raza, M. A., Malik, M. H. & Deeba, F. (2022).Performance of public and PEF school students in literacy and numeracy drive (LND): A comparative analysis. *VFAST Transaction on Education and Social Sciences*.10 (2), 142-148.

30. Deeba, F., Saleem, A. & Sameeullah. (2022). An analysis of students' academic self-concept in English as predictor of their academic performance. *Pakistan Journal of Humanities and social Sciences Review*, 10(1), 403-415.
31. Deeba, F., Syeda, Z. F., & Saleem. A. (2022). A correlational analysis of high and low achievers' study habits with their achievement. *Journal of Development and Social Sciences*.3 (2).617-631.
32. Salahuddin, A; Deeba, F. & Saleem, A. (2022). Enhancing confidence in students' English speaking skills by the use of interactive practices. *VFAST Transactions on Education and Social Sciences*.(10) (1),148-155.
33. Saleem, A., Saira. & Deeba, F. (2022).Relationship between language and culture: A study of communication styles and social identities of Post-Graduate students in university. *Pakistan Languages and Humanities Review*,6 (2), 352-362.
34. Syeda, Z. F., Shah, A. A., Deeba, F. & Malik, F. (2022). Generic competence of sport sciences students and their assessment of academic achievement. *Journal of Innovative Sciences*, 8(1): 80-87.doi | <https://dx.doi.org/10.17582/journal.jis/2022/8.1.80.87>
35. Deeba, F., Khan, H. K., & Abiodullah, M. (2021).University teachers' contextual performance: A quantitative analysis of demographic variables. *Pakistan Social Sciences Review*, 5(1), 870-886.
36. Ali, A., Deeba, F. & Ajmal. M. (2021).An evaluation of English text book at primary level in Punjab, Pakistan. *Pakistan Languages and Humanities Review*, 5(2), 293-309.
37. Deeba, F., Hafeez, S., & Noureen, S. (2021).An investigation of 10th grade students' self-efficacy beliefs in Mathematics. *Pakistan Journal of Educational Research*, 4(1), 126-142.
38. Deeba, F., Khan, H. K., & Saleem, A. (2021).Family school partnership: A cohesive perception of teachers and parents. *Pakistan Social Sciences Review*, 5(2), 431-445.
39. Deeba, F., Saleem, A., & Noor, S. (2021). Exploring association between emotional intelligence and Job Satisfaction of Subject Specialists. *Psychology and Education Journal*, 58(1), 3965-3982.
40. Deeba, F., Saleem, A., Abidollah, M. & Hashmi, M. (2021). Emotional intelligence and contextual performance of teachers of higher education: A correlation study. *Psychology and Education Journal*, 58(2), 9063-9084.
41. Deeba, F., Abiodullah, M., Khurshid, K., & Mukhtiar, S. (2021). An interplay of oral and written communication and performance of undergraduates. *International Journal of Innovation in Teaching and Learning*, 7(2), 52-69.
42. Khan, H. K., Batool, Y., & Deeba, F. (2021). Transforming prospective teachers' beliefs about teaching: What teacher educators do in a teacher education institution in Pakistan? *Sir Syed Journal of Education & Social Research*, 4(1), 545-554.
43. Khan, H. K., Deeba, F., & Syeda, Z. F. (2021). Teaching action research through action research at higher education in Pakistan: Experiences from the field. *Sir Syed Journal of Education & Social Research*, 4(2), 31-39.

44. Naz, F. L., Khurshid, K., & Deeba, F. (2021). Transformation of peace culture: Suggestions for universities in Pakistan. *Pakistan Social Sciences Review*, 5(2), 199-210.
45. Saleem, A.; Kausar, H. & Deeba, F. (2021). Social constructivism: a new paradigm in teaching and learning environment. *Perennial Journal of History (PJH)*, 2(2), 403-421.
46. Saleem, A., Deeba, F., & Naz, F. L. (2020). Role of instructional leadership on teachers' performance at college level. *Pakistan Social Sciences Review*, 4(1), 1058-1071.
47. Deeba, F., & Shah, A. F. (2016). A study of relationship of self-concept and achievement of students at higher education level. *Pakistan Journal of Social Sciences (PJSS)*, 36(1).
48. Ismail, M., Deeba, F., & Khan, M. I. (2015). Evaluation of the IT labs project by the Punjab government at secondary level. *Journal of Educational Research*, 18(2), 32-43.
49. Deeba, F., & Anjum, M. S. (2012). Development of a model for streamlining early childhood education in Pakistan. *Journal of Educational Research*, 15(1), 17-29.
50. Deeba, F., & Hameed, A. (2009). A study of attitude of parents towards the education of their children at preschool level. *Journal of Educational Research*, 12(2), 163-171.
51. Deeba, F., & Anwar, K. (2008). A comparative analysis of the scholastic achievement of the students of government and private secondary schools in English and Urdu prose. *Journal of Research*, (13), 25-33.
52. Deeba, F., & Shah, A. F. (2007). A comparative analysis of the scholastic achievement of secondary school students in private and government schools in the subject of English. *Journal of Research Humanities*, (27), 93-102.
53. Bano, S. & Deeba, F. (2025). A gender based analysis of life skills among prospective teachers in universities of Pakistan. *Journal for Social Science Archives*, 3(3), 336-350.
54. Liaqat, S. & Deeba, F. (2025). Examining pro-social behaviour and its interplay with psychological wellbeing among undergraduates. *The Critical Review of Social Sciences Studies*, 3(3), 2267-2278.

RESEARCH SUPERVISION OF M.PHIL. STUDENTS

1. **M. Saeed Anjum (2006-08)**, Dissertation Title, "Development of A model for Streamlining Early Childhood Education (defended successfully).
2. **Sumera Kulsoom (2008-10)**, Dissertation title, "An Analytic study of the effectiveness of self-regulated learning at Masters Level (defended successfully).
3. **M. Ismail (2010-12)**, Dissertation title, "Evaluation of the IT labs project by the Punjab government at secondary level" (defended successfully).
4. **Safia Khaliq (2009-11)**, Dissertation Title, "A study of the perceptible differences of teachers and students regarding personality profile of a high school administrator" (defended successfully).
5. **Ruqaiya Altaf (2012-14)**, Dissertation Title, "A comparative study of human resource management practices by the public and private colleges of Multan" (defended successfully).

6. **Farah Uzma (2013-15)**, Dissertation Title, “A comparative study of learning difficulties of students of public and private school students in the subject of English and Urdu at secondary level” (defended successfully).
7. **Saira Bano (2013-15)**, Dissertation Title, “A study of relationship between academic self-concept and achievement of students of Arts and Science in the subject of English at secondary level” (defended successfully).
8. **Shabnam Noor (2013-15)**, Dissertation Title, “Relationship between emotional intelligence and job satisfaction of subject specialists at secondary level” (defended successfully).
9. **Ammara Mubashir (2013-15)**, Dissertation Title, “A study of English teachers teaching styles, pedagogical beliefs and preferences at secondary level” (defended successfully).
10. **Fariha Saleem (2014-16)**, Dissertation Title, “A study of relationship of intrinsic and extrinsic motivation of students at university level” (defended successfully).
11. **Sana Hafeez (2014-16)**, Dissertation Title, “Identification and analysis of factors affecting self-efficacy of students in Mathematics at secondary level” (defended successfully).
12. **Sidra Niaz (2016-18)**, Dissertation Title, “Relationship of teachers’ interpersonal skills with academic aspiration of students of public and private colleges” (defended successfully).
13. **Sania Mukhtiar (2016-18)**, Dissertation Title, “Relationship of oral and written communication skills of students with their performance at university level” (defended successfully).
14. **Lubna Shahzadi (2014-16)**, Dissertation Title, “Identification and analysis of self-determination of students at university level” (defended successfully).
15. **Pakeeza Hussain, (2014-16)**, Dissertation Title, “Family-school partnership and its relationship with achievement of students of secondary level” (defended successfully).
16. **Altaf Hussain (2014-16)**, Dissertation Title, “Learning difficulties of rural secondary school students and its relationship with their achievement” (defended successfully).
17. **Javeria Touseef (2014-16)**, Dissertation Title, “Students’ study habits and its relationship with achievement of high and low achievers at secondary level” (defended successfully).
18. **Masood Mustafa (2014-16)**, Dissertation Title, “Factors affecting high and poor achievement of students in subject of English at secondary level”(defended successfully).
19. **Marvi Hashmi (2017-19)**, Dissertation Title, “University Teachers' Emotional intelligence and its relationship with their contextual performance” (defended successfully).
20. **Zuha Masud (2018-2020)**, Dissertation Title, “A correlation study of pre-school teachers’ beliefs, practices with their students’ social skills regarding developmentally appropriate practices” (defended successfully).
21. **Sumiya Arif (2022-24)**, Dissertation Title, “Mediating effect of university teachers’ job satisfaction on their professional identity and job burnout”.(defended successfully)

22. **Hafsa Aijaz (2022-24)**,Dissertation Title, “A correlational analysis of students’ meta-cognitive skills with their critical thinking skills”.(defended successfully)
23. **Ayesha Nargis (2022-24)**,Dissertation Title, “ Analysis of science teachers’ self-efficacy and teaching competence at secondary level”.(defended successfully)
24. **Kalsoom Barozai (2022-24)**,Dissertation Title, “Analysis of prospective teachers’ self-compassion and its relationship with their resilience in universities of Balochistan”. (defended successfully)
25. **Zartaj Jamil (2023-25)**, Dissertation Title, “ Relationship of financial literacy with financial decision making skills and financial well-being among prospective teachers”.(defended successfully)
26. **Tahira Hussain (2023-25)**,Dissertation title, “Effect of art education on students’ creative thinking skills at elementary level”. (defended successfully)
27. **Afshen Zafar (2023-25)**,Dissertation title, “ Analyzing attitudes of prospective teachers towards digital literacy and its relationship with their digital citizenship behaviour” (defended successfully)
28. **Mehwish Ajmal (2023-25)**,Dissertation title, “Teachers’ organizational citizenship behaviour and its relationship with their professional commitment in universities of Sindh”(defended successfully)
29. **Farhan Ali Tayyab (2023-25)**,Dissertation title, “Examining the interplay of well-being and pro-socialness among university undergraduates”(defended successfully)
30. **Nasira Perveen (2023-25)**,Dissertation title, “Relationship of socio-emotional competence and student engagement among university undergraduates” (defended successfully)
31. **M.Shahzad Naseem**, Dissertation title, “An exploratory study of relationship between teachers’ beliefs of standards and practices concerning quality of teacher education in Pakistan.” Defended successfully his **Ph.D.** defense

ONGOING SUPERVISION OF PH.D. STUDENTS

1. **Saira Bano** (Registered for research work on 16-06-2022 December 2018) Dissertation Title, “An analysis of prospective teachers' life skills in public universities of Pakistan: implications for teacher education”. Thesis is submitted.
2. **Salma Liaqat** (Registered for coursework on 20-07-2022), Dissertation Title, “An analysis of students’ pro-social behavior and its relationship with their psychological well-being in universities of Punjab”. Thesis is submitted

PROFESSIONAL EXPERTISE

- Expertise in MS Word, Excel, Power Point, SPSS, Nvivo and End Note

PROFESSIONAL RESPONSIBILITIES

JOURNALS'REVIEWERSHIP

- Member National advisory Board for the International Journal of Social Science Humanities
- Reviewer of VFAST Transaction on Education and Social Sciences
- Reviewer of Journal of Educational Sciences and Research (JESAR) published by Faculty of Social Sciences, University of Sargodha, Pakistan
- Reviewer of Journal of Secondary Education and Research published by Department of Secondary Education, Institute of Education and Research, University of the Punjab

RESEARCH WORK

THESIS SUPERVISION

- Supervised overall twenty-six (26) theses at M. Phil. Level and one (01) at PhD level
- Currently supervising four (09) Theses of M.Phil. Level and (02) theses of Ph.D. level
- Supervised overall ten (20) projects based on Action research

ADMINISTRATIVE DUTIES AND RESPONSIBILITIES

- In charge Teaching Practice in Department since 2007 to date
- Member Departmental Admission Committee since 2009 to date
- Member Departmental Surveillance Committee
- Member Departmental Doctoral Synopsis Committee
- External Examiner of affiliated colleges since 2007 to date
- External Examiner under annual system examination for the courses of curriculum development and educational technology since 2007 to date

WORKSHOPS AND SEMINARS ATTENDED

1. "Training of Faculty Members as Master Trainers on Interactive Teaching and Learning Methodologies" Organized by "Children Resources International" in Collaboration with Higher Education Commission Islamabad from **17-20th December, 2007.**
2. "Pre-STEP Workshop # 4, Data Collection and Analysis" Holiday Inn, Lahore, from **08-10th December, 2010.**
3. "Peace Education for Youth" workshop in collaboration with Punjab Higher Education Commission Lahore on **28th September, 2016.**
4. Seminar on "Human Rights Education" Organized by Department of Education, Bahauddin Zakariya University, Multan in collaboration with Higher Education Commission Islamabad on **2nd April, 2008.**
5. Seminar on "Civil Role of Education: Challenges and Strategies" Organized by Department of Education, Bahauddin Zakariya University, Multan in collaboration with Higher Education Commission Islamabad on **18th May, 2010.**
6. Seminar on "Public Education Campaign on Federalism" Organized by the Centre for Civic Education, Pakistan and Forum of Federations in collaboration with the Civic Education Resource Centre Bahauddin Zakariya University, Multan on **14th December, 2010.**

7. International workshop on “Advanced Research Methods and Data Analysis” organized by Department of Education in collaboration of Punjab Higher Education Commission (PHEC), Lahore on **April 07, 2016** by Professor Dr. Norman Reid, University of Glasgow, U.K.
8. International seminar on “Myths in Education” organized by Department of Education, Bahauddin Zakariya University, Multan on **3rd April, 2019**. **Speaker** Prof Emeritus. Dr. Norman Reid, University of Glasgow, Scotland.
9. International seminar on “Innovative Teaching Practices and Advance Research Techniques in Education” organized by Department of Education, Bahauddin Zakariya University, Multan on **3rd March, 2019**. **Speaker** Prof. Dr. Glenn Rideout, Associate Dean University of Windsor, Canada.
10. 10. Attended International workshop on “Advanced Qualitative and Quantitative Data Analysis using SPSS/NVIVO Software” from **28th June 2021-29th June 2021** organized by Department of Sociology, Bahauddin Zakariya University, Multan.
11. 11. Attended two days’ workshop on “Promoting Research Excellence in Academics across Pakistan on **1st and 2nd February 2022** in collaboration with HEC under Research Academy on Campus by **ELSEVIER**.
12. 12. Paper presented on, “Smart Pedagogy: A Smart approach to prepare Prospective Teachers” in 3rd International Meritorious Multidisciplinary Virtual Conference (III-1MMVC) from **16th-18th May, 2022**.
13. Paper presented on, “A quantitative analysis of teachers’ insight on inclusive education” in International Conference on Research in Special Education Organized by Department of Special Education, The Islamia University of Bahawalpur From **17th-18th November, 2022**.
14. Attended one-day workshop on “Statistical Data Analysis” on **August 31st 2022** organized by Department of Psychology, Virtual University, Pakistan in collaboration with MoITT, GOP.

Farah Deeba

SIGNATURE