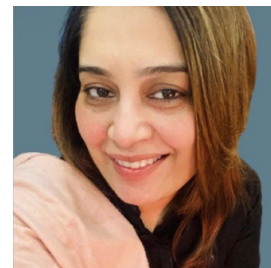


NOSHEEN SARWAT

Institute of Management Sciences (IMS),
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EDUCATION

PhD Management Sciences (2019)

Riphah International University, Islamabad, Pakistan.
(CGPA for coursework 4.00/4.00)

Doctoral Dissertation Title: Differential Effects of Challenging and Hindering Job Demands on Stress-Related Presenteeism and Outcomes: Can Psychological Capital and Mindfulness be Successful Interventions to undo the Harm?

MS Management Sciences (2010-2012)

Riphah International University, Islamabad.
Completed program with distinction (CGPA 4.00/4.00)

MS Dissertation Title: Dispositional Predictors of Individual Knowledge Creation Ability and its Relationship with Innovative Performance.

MBA (2000-2002)

Bahauddin Zakariya University, Multan.
Completed program with distinction (CGPA 3.60/5.00)

INTERNATIONAL WORK EXPERIENCE

Visiting Faculty Member

Jan to May 2022

The United Arab Emirates University, College of Business and Economics (AACSB recognized), UAE for the Spring semester January to May 2022.

International Research Support Initiative Program

Dec 2016 to June 2017

Worked under the supervision of Prof. Vishwanath Baba at the DeGroote Business School, McMaster University, Canada under International Research Support Initiative program funded by Higher Education Commission of Pakistan. Audited various PhD Courses at the business school, worked on my PhD research, and attended a course on teaching and learning at the Macpherson Institute for Leadership, Innovation, and excellence in teaching

WORK EXPERIENCE

● Assistant Professor Institute of Management Sciences, Bahauddin Zakariya University, Multan.	2013 to till date
● Lecturer Institute of Management Sciences, Bahauddin Zakariya University, Multan.	2005 - 2013

ADMINISTRATIVE ASSIGNMENTS

- Member of IMS Quality Assurance Committee (2021 till date)
- IMS Ph.D. program coordinator (2021 till date)
- IMS program coordinator for BS in Business Analytics (2024 till date)
- Focal person of IMS to Office of Research, Innovation & Commercialization (ORIC) Bahauddin Zakariya University.
- Member Synopsis Evaluation Committee Ph.D. program (2020 till date)
- Coordinator BBA Evening Program
- Coordinator MBA I & II (Morning program)

JOURNAL EDITORIAL AND REVIEWING SERVICES

- Ad Hoc Reviewer Journal of Organizational Behavior (Wiley & Sons)
- Ad Hoc Reviewer International Journal of Hospitality Management (Science Direct)
- Ad Hoc Reviewer Personnel Review
- Ad Hoc Reviewer Canadian Journal of Administrative Sciences (Wiley & Sons)
- Reviewer Gender in Management: An International Journal
- Ad Hoc Reviewer The International Journal of Management Education (Science Direct)
- Ad Hoc Reviewer European Journal of Work and Organizational Psychology (Taylor & Francis)

RESEARCH INTERESTS

- Presenteeism. Leadership, Ethics, Knowledge Creation, Creativity and Innovation, Job Crafting, Work Stress and Employee Well-Being, Sustainability, Multi-level Research, Experimental Designs

AWARD/HONORS/DISTINCTION

- HEC APPROVED Ph.D. SUPERVISOR
- Won Higher Education Commission of Pakistan's scholarship (January, 2017-June, 2017) under IRSIP (International Research Support Initiative program) Scheme for PhD students registered in Pakistan to work under the supervision of foreign supervisors for a period of six months in world ranked top 200 universities.
- PhD course work, secured highest grades among all candidates
- MS-Management Sciences, with distinction (Gold Medalist)
- MBA, with distinction (Gold Medalist)

PROJECT GRANTS WON

Project Title: Impact of Business Education on Personal and Professional Values of A Longitudinal Examination
Funding Agency: Higher Education Commission of Pakistan
Grant Amount: PKR 1.8 million
Year: 2016-2018
Role: CO-Principal Investigator

Project Title: Adding Fuel to the Fire: Devastating Effects of Environmental Racism after Pandemics on Health Disparities and Social Stress
Funding Agency: Higher Education Commission of Pakistan
Grant Amount: PKR 4.1 million
Year: 2022-23
Role: Principal Investigator

RESEARCH PUBLICATIONS

- Ghani, T., Abbas, J. & Sarwat, N. (2024) (under review). Unravelling the Impact of Workplace External Interruptions: A Comprehensive Daily Diary Analysis of Dysfunctional Consequences of Receiving Calls. *Canadian Journal of Administrative Sciences*. Q2
- Abbas, M., Malik, M., & Sarwat, N. (2021). Consequences of Job Insecurity for Hospitality Employees amid COVID-19 Pandemic: Does Social Support Help? *Journal of Hospitality Marketing and Management*. DOI:<https://doi.org/10.1080/19368623.2021.1926036>. Q1
- Ruhle, S. A., Breitsohl, H., Aboagye, E., Baba, V., Biron, C., Correia Leal, C., Sarwat, N. ... & Yang, T. (2020). "To work, or not to work, that is the question"—Recent trends and avenues for research on presenteeism. *European Journal of Work and Organizational Psychology*, 29(3), 344-363. <https://doi.org/10.1080/1359432X.2019.1704734>. Q1
- Sarwat, N., & Abbas, M. (2020). Individual knowledge creation ability: dispositional antecedents and relationship to innovative performance. *European Journal of Innovation Management*. <https://doi.org/10.1108/EJIM-05-2020-0198>. Q1

RESEARCH PUBLICATIONS

- Ghani, T., Abbas, J., & Sarwat, N. (2024). Delving into Workplace Interruption: Analyzing the Impact of Phone Calls and Coworker Conversations on Procrastination at Work. *Journal of Asian Development Studies*, 13(2), 1706-1716.
- Abbasi, M. N., Altaf, A., Hassan, N. M., & Sarwat, N. (2023). Self-Influencer Congruence: A Stimulus towards Purchase Intention. *Review of Education, Administration & Law*, 6(1), 13-30.
- Munir, M. A., & Sarwat, N. (2022). Cognitive Appraisal of Organizational Change and Psychological Well-Being: The Mediating Role of Goal Congruence. *Review of Education, Administration & Law*, 5(2), 85-97.
- Hanif, F., & Sarwat, N. (2022). Proactive Personality and Innovative Work Behaviors: The mediating role of Knowledge Creation Ability. *Review of Applied Management and Social Sciences*, 5(1), 53-65.
- Hanif, F., Sarwat, N., & Rafique, M. (2022). Past Abusive Supervision, Hindrance Appraisal and Posttraumatic Stress: The Moderating Role of Social Support. *Bulletin of Business and Economics (BBE)*, 11(2), 212-219.
- Aslam, M., & Sarwat, N. (2021). Linking Anticipated Stigma to Psychological Well-Being: Mediating Role of Anxiety & Depression. *International Journal of Business and Economic Affairs*, 6(3), 201-212.
- Sarwat, N., Fatima, S., & Mubbashar Hassan, M. (2021). Injustice as a predictor of knowledge hiding in school teachers: The moderating role of self-monitoring. *Ilkogretim Online*, 20(5), 890-898. <https://dx.doi.org/10.17051/ilkonline.2021.05.95>
- Sarwat, N., Ali, R., & Khan, T. I. (2021). Challenging, Hindering Job Demands and Psychological Well-Being: The Mediating Role of Stress-Related Presenteeism. *Research Journal of Social Sciences and Economics Review*, 2(1), 135-143. [https://doi.org/10.36902/rjsser-vol2-iss1-2021\(135-143\)](https://doi.org/10.36902/rjsser-vol2-iss1-2021(135-143))
- Sarwat, N., Ali, R., & Khan, T. I. (2021). Cognitive Job Demands, Presenteeism and Procrastination: The Moderating Role of Psychological Capital. *sjesr*, 4(1), 193-203. [https://doi.org/10.36902/sjesr-vol4-iss1-2021\(193-203\)](https://doi.org/10.36902/sjesr-vol4-iss1-2021(193-203))
- Ahmad, Z., Abbasi, M. N., Hassan, N. M., & Sarwat, N. (2021). Impact of CSR on Customer Value Co-Creation Behavior: The Investigation of Moderation Mechanisms. *Journal of Accounting and Finance in Emerging Economies*, 7(2), 369-383. <https://doi.org/10.26710/jafee.v7i2.1715>
- Khan Marri, M. Y., Sarwat, N., Aqdas, R., & Nadeem, S. (2021). Exploring The Nexus Among Green Supply Chain Management, Environmental Management, And Sustainable Performance: The Mediating Role of Environmental Management. *Journal of Contemporary Issues in Business and Government*, 27(2), 1910-1921. <https://doi.org/10.47750/cibg.2021.27.02.201>
- Sarwat N., Hussain A., & Khan T. I., (2021). Investigating the Relationship between Work-family Enrichment and Psychological well-being: The Mediating Role of Meaningful Work.. *International Review of Management and Business research*, 10(1), 227-234. [https://doi.org/10.30543/10-1\(2021\)-19](https://doi.org/10.30543/10-1(2021)-19)

RESEARCH PUBLICATIONS

- Quresi J., Sarwat N., Ali R., & Afridi T. (2020). Ostracism and work attitudes: The moderating effects of emotional intelligence. *Pakistan Journal of Social Sciences* 40(2), 961- 971. Paper URL <http://pjss.bzu.edu.pk/website/journal/article/5ef3b0afe4006/page>
- Sarwat, N., Khurram S., Khurram A., & Fatima S.(2021). Job Insecurity and Innovative Performance: The Mediating role of Knowledge Hiding in Organizations. *EEO*. 2021; 20(5): 1258-1266. doi: <https://10.17051/ilkonline.2021.05.140>
- Sarwat, N., Shahzad, K. (2017). An investigation into the role of mindfulness on the relationship between hindering job-demands and stress-related presenteeism. *Pakistan Journal of Social Sciences*. 37(2), 608-619. Paper URL <https://www.bzu.edu.pk/PJSS/Vol37No22017/PJSS-2017-II-19.pdf>
- Abbasi, M.N., & Sarwat N. (2014). Factors Inducing career choice: Comaparative Study of Five Leading Professions in Pakistan. *Pakistan Journal of Commerce & Social Science* 8 (3), 830-845. Paper URL <http://www.jespk.net/publications/211.pdf>
- Sarwat N., Hayat K., Qureshi J. A., & Ali M. (2011). Impact of strategic leadership on organizational performance, in the context of job satisfaction and organizational commitment, evidence form educational institutions of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business* 3 (4),658-675.
- Qureshi J. A., Hayat K., Ali M., & Sarwat N. (2011). Impact of job satisfaction and organizational commitment on employee performance, evidence from Pakistan. *Interdisciplinary Journal of Contemporary Research in Business* 3 (4), 642-657.
- Ali M., Hayat K., Sarwat N., & Qureshi J. A. (2011). Job attitudes as a predictor of employee performance: evidence from public sector of Pakistan. *Interdisciplinary Journal of Contemporary Research in Business* 3 (4), 631-641

CONFERENCE PRESENTATIONS/PROCEEDINGS

- Sarwat, N., (Presenter) Khan, F., & Qasim, M. (2023). Adding fuel to the fire: A preliminary investigation on the devastating effects of Environmental Racism after the Pandemic on health disparities and social stress. *IBA SBS International Conference*. Retrieved from <https://sbsconference.iba.edu.pk/download/conference-agenda.pdf>
- Sarwat, N., (Presenter) Khan, F., & Qasim, M. (2023, March 18). Understanding Environmental Racism: The Harmful Nexus of Environmental and Social Stressors in Industrial Estate Neighborhoods 4th International Conference on Business and Management: Future Challenges and Opportunities under New Normal, Lahore Business School.
- Sarwat, N., Khan, F., (Presenter) & Qasim, M. (2022, November 25). Environmental Racism and the Industrial Workforce: Connecting the Dots between Environmental Injustice and the Occupational Safety and Health International Conference on Contemporary Issues in Sociology & Public Health, Department of Sociology, BZU Multan.

CONFERENCE PRESENTATIONS/PROCEEDINGS

- Sarwat N., & Baba V., (Presenter) (2019). On the Meanings of Presenteeism: A Conceptual and Theoretical Extension. European Academy of Management Conference 26-28, June 2019, Lisbon (Portugal)
- Sarwat N., (2018). The Sooner the Worst! How Perceived Gender Discrimination affects Young Pakistani Women's Aspirations to the Upper Echelons in Management. Paper presented at the Equality, Diversity, Inclusion Conference, University of Montreal, Canada.
- Sarwat N., & Baba V., (2018). The Meanings of Presenteeism: Toward a Research Agenda. Paper presented at the European Association of Work and Organizational Psychology (EAWOP), Small Group Meeting, University of Klagenfurt, Austria.
- Sarwat N., & Qureshi, J.A. (2017). When followers moralize leader behavior. An examination of follower's moral identity, Job demands and Value consistent behavior. (Paper presented at British Academy of Management conference, University of Warwick, UK, 2017).
- Fatima S., (presenter) & Sarwat N. (2014). Building on a Perspective of Social Capital: Evidence from Individual Entrepreneurs of Pakistan. Paper presented at the INSPIRE conference in Dubai.
- Bukhari K. S., (presenter) Sarwat N., & Jamshaid H. (2012) Sustainable Business Performance & Business Initiatives: Evidence from Automobile, Electronics & Sports Industry in Pakistan. Paper presented at World Business Capability Congress, Auckland, New Zealand.
- Sarwat N., (presenter) & Ashfaq J. (2011). An Empirical Investigation into the Moderating Role of Collectivist Cultures on the Relationship between Knowledge Management Processes and Organizational Performance in Public Sector Universities of Pakistan. Paper presented at International conference on applied & Business Research, Johr Bahru, Malaysia

PAPERS IN PROGRESS

- Physician's Empathy, Emotional Display and COVID-19 Patient Outcomes submitted to PLOS-ONE Health Services Research Journal
- Past Abusive Supervision, Cognitive Appraisals and Post-Traumatic outcomes: The Moderating effect of Social Support
- Leader Social Dominance Orientation and Concealable Stigma Identity Management
- Breaking My Spirit for Work: Exploring the Direct and Indirect effect of Workplace Bullying on Work Meaningfulness

MS/PH.D. THESIS SUPERVISION

- I have supervised more than 30 MS thesis
- Currently supervising 2 MS thesis and 4 Ph.D. thesis
- 1 Ph.D. thesis under my supervision has been submitted and is awaiting defense.

PROFESSIONAL DEVELOPMENT

- 6 weeks certificate course in “Microsoft Power BI” (October 2024- in progress) from Centre for Continuing Education, Suleman Dawood School of Business SDSB, (AACSB accredited), LUMS University, Lahore.
- 6 weeks certificate course in “Fundamentals of Data Analytics” (August 13, 2024- September 19, 2024) from Centre for Continuing Education, Suleman Dawood School of Business SDSB, (AACSB accredited), LUMS University, Lahore.
- Attended a 2-days workshop on Qualitative Research and data analysis using Nvivo (February, 2023)
- Two Days Training workshop on ‘AMOS”, (29-30 May,2021)
- One day workshop on “Experimental Design & Analysis” (18 April, 2021)
- Seminar on the Narrative of Case Thinking Seminar, (29 April, 2021)
- Two days training on Multilevel Data Analysis Using MPLUS Professional Workshop (05-06 September, 2020)
- Smart PLS 3 Workshop: A focus on modeling mediation, exploring moderation and explaining higher order factors (04-05 February, 2020)
- One day workshop on Research Gap Identification and conceptual understanding of Mediation and Moderation (08 November, 2019)
- Two days Workshop on “Research Methodology, Publications, Patents and Writing Techniques” Professional Workshop (04-05 Nov, 2019)
- A two-day workshop on Research techniques in MPLUS (April, 2019)
- Two days Training Workshop on “Case Study as a Teaching Methodology” (16-17 February, 2018)
- Worked under the supervision of Prof. Dr. Vishwanath Baba, DeGroot Business School, McMaster university Canada towards the completion of my PhD thesis for a period of 6 months (December 2016 – June, 2017)
- Attended a certificate course on “Principles and Practices of University Teaching” at McPherson Institute, Mills library, McMaster University, Canada (January 2017-April 2017)
- Audited a course on Applied Multivariate Statistics using Stata with PhD students at DeGroot business school, McMaster University, Canada Non-credit Course (January 2017-April 2017)
- One day training workshop on R-Packages (September, 2015)
- A 2-days workshop on Qualitative Research methods using Nvivo (October, 2013)
- R-Packages (September, 2015)
- A 2-days workshop on Qualitative Research methods using Nvivo (October, 2013)
- SPSS, AMOS (September, 2012)
- A two-weeks workshop on Research Methods and techniques in Quantitative Research methods (March, 2009)

REFERENCES

● **Prof. Dr. Vishwanath Baba,**

Professor of Management,
DeGroot School of Business, McMaster University,
Hamilton, Ontario, Canada
baba@mcmaster.ca

● **Prof. Abdul Karim Khan,**

Professor of Management,
Department of Management, College of Business and Economics,
United Arab Emirates University UAE.
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