

Javaria Abbas

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"I am a dedicated, detailed and capable researcher and teacher with more than 15 years of experience in graduate and under-graduate level teaching in a public sector university of Pakistan. I have successfully managed to be a part or lead multiple teams with proven ability to successfully work with tight schedules and deadlines. I am also a confident presenter with excellent verbal and written communication skills and capable to explain complex information to audiences of all levels".

Academic Qualifications:

- **PhD (Management) (October 2019) with specialization in "Entrepreneurship"**
University Utara Malaysia, Malaysia
- **MS (Management) (2012-2014)**
Gold Medalist
Institute of Management Sciences, Bahauddin Zakariya University, Multan, Pakistan
- **Master of Business Administration (MBA) with Research Thesis (2000-2002)**
Institute of Management Sciences, Bahauddin Zakariya University, Multan, Pakistan
- **Bachelor of Business Administration (BBA) (1998-2000)**
Institute of Management Sciences, Bahauddin Zakariya University, Multan, Pakistan

Professional Qualifications:

- Attended workshop on **Bibliometric Analysis** (2024).
- Attended Workshop in **SLR and Meta-analysis** (2023).
- Attended training on **NVIVO** (2023).
- Attended four days training on Training Course on "**Strategic Management for Public-sector Productivity Enhancement**" (25-28 October, 2022)
By National Productivity Secretariat, Sri Lanka and Asian Productivity Organization (APO) Secretariat
- **Arranged and attended workshop on Smart PLS Workshop 3: A focus on modelling mediation, exploring moderation and explaining higher order factors (February, 2020)**
By Prof Ramayah Thurasamy
- **Attended Workshop on Smart PLS 3.2.6 (October 2018)**
By Prof Ramayah Thurasamy

- **Attended Workshop on Smart PLS 3.2.6 (November 2018)**
Othman Yeop Abdullah Business School, Universiti Utara Malaysia

Trainings/Workshops Conducted:

April 2025	Guest Speaker and judge at Innovate and Elevate 2025 at NFC , Multan.
February 2025	Social Entrepreneurship expert at a panel discussion for “Social entrepreneurship for sustainable growth” at Lincoln’s Corner .
January 2025	Guest Speaker at Lincoln’s Corner for “Pitch Your Vision: Innovate, Inspire, and Secure the Support You Need”.
September 2024	Conducted two-day training at NAB on Stress Management, Time Management and work Management
April 2024	Conducted training on Ethics and Corporate Social Responsibility for MEPCO .
September 2024	Conducted three days training for NAB on Stress Management, Anger Management, Work Management
2023	Conducted Training for SMEDA on Business Plan.
2020-Till Present	Conducted various trainings for Business Incubation Centre at BZU

Academic Work Experience:

April 2015-Present	Assistant Professor Institute of Management Sciences, Bahauddin Zakariya University
Jan 2006 – April 2015	Lecturer Institute of Management Sciences, Bahauddin Zakariya University
2022	Reviewer British Academy of Management Nust Business Review IBA School of Business Studies (SBS) International Conference Heliyon
2021-Present	Official Mentor and Judge (Regional Plan 9, Bahauddin Zakariya Univeristy, Multan)
2021	Advisor (Miswak Fresh and Swap) Two incubated startups at Regional Plan 9 for a period of six months

Additional Positions held:

Nov 2024- Present	Coordinator External Linkages
Nov 2024- Present	Coordinator Entrepreneurship
2024-Present	Coordinator (MBA non-business education)
2023- Present	Co-patron (Emerging Skills Society)
2023- Present	Focal person for people with disabilities
2023- Present	Member House Allotment Committee
2023	Member Committee (Revenue generation out of Government of Punjab Funds)
2022- Present	Member Admission Committee, Bahauddin Zakariya University, Multan
2022	Member Discipline Committee, Bahauddin Zakariya University
2019- 2022	Member Syndicate Bahauddin Zakariya University, Multan
2020- Present	Member examination committee, IMS, BZU
2014-2015	Director Student Affairs Institute of Management Sciences, BZU
2014-2015	Patron Executive Club, a student-run body
2014-2015	Coordinator Bachelor of Business Administration (BBA) program
2011-2012	Member Executive Academic Staff Association

Key Responsibilities:

- Taught multiple courses to BBA & MBA classes.
- Supervised research thesis.
- Involved in the research and designing of new course outlines and materials.

Administrative Work Experience:

28-29 April 2025	Focal Person IMS Business Symposium 2025
22 May 2024	Arranged awareness session for person with disabilities in collaboration with PITB and Social Welfare Department, Multan.

13-14 May 2024	Focal Person IMS Business Symposium, 2024
6 March 2024	Arranged Para sports seminar for person with disabilities (PWDs)
November 2023	Arranged Global entrepreneurship Week
17 April, 2023	Focal Person, Prime Minister Electric wheelchair Scheme for University Students, 2023.
16-17 March, 2023	Focal Person IMS Business Symposium, 2023
Jan 2005- Jan 2006	Manager Admin/ Assistant Registrar Institute of Management Sciences, Bahauddin Zakariya University
July 2004- Jan 2005	Course Consultant Beaconhouse Business School, Multan

Key Responsibilities:

- Organizing the successful Business Symposiums at IMS for the consecutive two years.
- Committee member of all the important bodies of the IMS i.e. Board of studies, scholarship committee, coordinator's committee, purchase committee
- Correspondence with various national and international educational institutes for short term teacher exchange programs (STEP)
- Conducted recruitment tests, arranged interviews & processed joining documents of new students.
- Event management (annual dinners, training sessions, celebrations, cricket matches etc.)
- Analyzing and purchasing the required equipments, furnitures and fixtures etc.
- Expense reporting and management.
- Managed course files.

Subjects Taught:

Ph.D. Level	Organization Change and Development
Post Graduate Level	Research issues in Management, Cases in Small and medium Enterprises, Knowledge management, Advance Research Methods
Graduate Level	Advance Research Methods, Entrepreneurship, Human Resource Management, Principles of Management, Cross Cultural Resource Management, Principles of Marketing, Personal Development
Under-graduate level	Entrepreneurship, Organization Behavior, Introduction to Human Resource Management, Principles of Management, Principles of Marketing, Personal Development

Research Project supervised (Ph.D):

Tuba Ghani (2019-2023)	An exploration of functional and dysfunctional consequences of daily workplace interruptions (In progress)
Badr Mohay Ul Din Bhutta (2019-2024)	Understanding Civic Wealth Creation (CWC) in Pakistan Tourism Sector (In progress)

Research Project supervised (MS):

Iqra Nazir (2025)	The Impact of Supervisor Support for recovery on Employee Recovery Experience (In progress)
Nimra Munir (2024)	Overcoming AI Anxiety: Exploring Trust and Usability Factors in AI- Based Adaptive Learning Environment (In progress).
Arman Jamil (2024)	Exploring the mediating role of cognitive ability in the relationship between usage of Ai and dishonest behavior among students (In progress).
Danish Mushtaq (2023)	The Consequences of Envious Behavior among University Students: Role of Personality Traits
Umer Chaudhary (2023)	Determinants of Food Tourism sharing experience on social media in Pakistan
Maryam Khaliq (2023)	The role of entrepreneurial marketing in developing sustainable tourism in Pakistan
Mahum Raza (2022)	The Role of Stakeholder Collaboration in Civic Wealth Creation: A Social Entrepreneurial Perspective
Afsheen Raza (2021)	Understanding the Mediating Role of Meaningful Work between Volition Work, Decent Work, and Withdrawal Intention among the Frontline Healthcare Workers of Pakistan
Zainab Shoukat (2020)	Intangible resources and social value creation: Understanding the moderating effects of perceived gender discrimination and entrepreneurial alertness
Junaid Arif (2019)	Understanding the role of resource constraints, bricolage behavior, and frugal innovation in creating social value among the social ventures of Pakistan (In progress).
Abdul Qadir (2015)	The impact of work-family enrichment and family to business support on family role performance and entrepreneurial success
Haseeb Afzal (2015)	The role of entrepreneurial social capital in innovative outcomes: The mediating role of intention to share knowledge
Sara Dost (2010)	Compensation packages and their impact on job satisfaction of employees
Romisa Kanwal (2010)	The impact of downsizing on survivor's behavior and performance

Areas of Interest:

- Social Entrepreneurship
- Quantitative Analysis using PLS
- Strategic Management
- Entrepreneurship
- Resource Mobilization
- Organizational behavior

Publications (Corresponding author*14):

- Arshad, R., Siddiquei, A. N., Tufail, M. S., Khosa, Z., & **Abbas, J.** (2025). Standing on the shoulders of giants: Predictors of perceived overqualification and its impact on adaptive behavior. *Acta Psychologica*, 256, 1-13.
- Raza, A., **Abbas, J.**, Arshad, R., & Mushtaq, D. (2025). Examining the role of meaningful work in reducing withdrawal intentions among healthcare workers: A study on decent work and work volition. *Contemporary Journal of Social Science Review*, 3(1), 1290-1308.
- Shahid, Z., **Abbas, J.**, & Arshad, R. (2024). Against all Odds: Intangible Resources Driving Social Value Creation Among Women Entrepreneurs in Pakistan. *Review of Applied Management and Social Sciences*, 7(4), 649-669.
- Arif, M. J., **Abbas, J.**, Raza, M., Arshad, R. (2024). Understanding the Role of Resource Constraints, Bricolage Behavior and Frugal Innovation in Creating Social Value among The Social Ventures of Pakistan. *Pakistan Journal of Social Sciences*, 44(3), 459-474.
- Bhutta, B. M., **Abbas, J.** (2024). The Role of Local Stakeholder Empowerment in Ensuring Sustainable Development: Past, Present and the Future. *Remittances Review*, 9(S3), 124-142.
- Arshad, R., **Abbas, J.**, Tufail, S., Zulfiqar, A. (2024). The Dark Facet of Perceived Overqualification: Predictors and their Impact on Proactive Behavior. *Bulletin of Business and Economics (BBE)* 13 (2), 53-64.
- 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.
- Raza, M., **Abbas, J.**, Abbasi, M. N. (2024). The Role of Stakeholder Collaboration in Civic Wealth Creation in Pakistan: A Social Entrepreneurial Perspective. *Pakistan Journal of Humanities and Social Sciences* 12 (1), 231–247-231–247.
- Mirza, A., **Abbas, J.** (2022). Value Relevance of Financial Information in Malaysian Listed Firms: Real Earnings Management's Perspective. *Journal of Accounting and Finance in Emerging Economies*, 8(1), 227-238.
- Mirza, A., **Abbas, J.**, Nawaz, A. A. (2020). Which financial information leads to better market valuation and economic decision making in Malaysian main market listed firms? A value relevance perspective. *Pakistan Journal of Social Sciences*, 40(2), 995-1006.
- **Abbas, J.**, Arshad, D., & Subramaniam, C. (2019). Applying the radical view of resource-based theory (RBT) to understand the resource mobilization strategies and performance of the social enterprises of Pakistan. *Pakistan Journal of Social Sciences*, 39(4), 1613-1628.
- **Abbas, J.**, Arshad, D., & Subramaniam, C. (2019). The mediating role of social innovation between bricolage behavior and social enterprise performance in Pakistan. *International Journal of Education and Social Science Research*, 2(3), 1-8.
- **Abbas, J.**, Arshad, D., & Subramaniam, C. (2019). Social capital and social enterprise performance in Pakistan: Social innovation as a proposed mediator. *Social Science and Humanities Journal*, 3(4), 1089-1095.

- Hassan, M. U., & **Abbas, J.** (2013). Shopping is not just for Fun: Exploring the Wellbeing Side of Shopping and its Impact across Gender Cohorts in an Agrarian City of Pakistan. *Middle East Journal of Scientific Research* 16(7), 967-979. doi: 10.5829/idosi.mejsr.2013.16.07.11941

Publications: 9*

- Ahmed, Z., Khosa, M., Nguyen, N. T., Kayode Ibikunle, A., **Abbas, J.**, & Akhtar, A. (2025). Green entrepreneurial leadership as a catalyst of green service innovative behaviour: a serial mediation model with a dual theoretical lens. *Journal of Entrepreneurship in Emerging Economies*.
- Mehmood, K. K., Mufti, S., & **Abbas, J.** (2024). Building Psychological Capital: Role of Perceived Authentic Organization Behavior and Perceived Inclusion. *Review of Education, Administration & Law*, 7(4).
- Taimoor, S., **Abbas, J.**, Tariq, B. (2023). Sustaining the sisterhood: Soul Sisters Pakistan (SSP). *Emerald Emerging Markets Case Studies* 13 (4), 1-23.
- Abbasi, M. N., Munir, N., & **Abbas, J.** (2022). Theoretical Analysis of a Multi-Tier Supply Chain Management Process Integration: A Case Study Method. *Sustainable Business and Society in Emerging Economies*, 4(2), 435-450.
- Khan, A. A., Munir, F., **Abbas, J.**, Umar, M. (2022). Does Governance quality enhance stock market performance: Empirical Evidence from Pakistan. *Review of Applied Management and Social Sciences*, 5(2), 207-217.
- Abbasi, M. N., Hassan, N. M., **Abbas, J.** (2022). Should firms leverage Social Media usage to enhance Supply Chain Efficiency? A Post Covid-19 Empirical Investigation. *Review of Education, Administration and Law*, 5(2), 149-162.
- Hassan, M. U., Fatima, S., Akram, A., **Abbas, J.**, & Hasnain, A. (2013). Determinants of Consumer Attitude Towards Social-Networking Sites Advertisement: Testing the Mediating role of advertising value. *Middle East Journal of Scientific Research*, 16(3), 319-330. doi: 10.5829/idosi.mejsr.2013.16.03.11659
- Hassan, M. U., Malik, A. A., Imran, M., Hasnain, A., & **Abbas, J.** (2013). Relationships among customers' perceived Service Quality, Satisfaction and Loyalty in the Retail Banking Sector of Pakistan. *World Applied Sciences Journal*, 24(8), 1020-1030. doi: 10.5829/idosi.wasj.2013.24.08.13254
- Hassan, M. U., Malik, A. A., Hasnain, A., Faiz, M. F., & **Abbas, J.** (2013). Measuring Employee Creativity and its impact on Organization Innovation Capability and Performance in the banking sector of Pakistan. *World Applied Sciences Journal*, 24(7), 949-959. doi: 10.5829/idosi.wasj.2013.24.07.13253

Conference Paper:

- The Role of Stakeholder Collaboration in Civic Wealth Creation: A Social Entrepreneurial Perspective- ANZAM 2022 (Accepted)
- Intangible resources and social value creation: Understanding the moderating effects of entrepreneurial alertness and perceived gender discrimination- 3rd International Interdisciplinary

Conference on Gender, Work and Society 2022 held in Lahore University of Management Sciences (LUMS) by Centre for Business and Society (CBM).

- Performance measurement among social enterprises of Pakistan: A conceptual model- International Conference on Business Management 2018 held in Penang, Malaysia

Publications-Submission/ In-Press 6*:

- Ghani, T., **Abbas, J.**, Sarwat, N. (Accepted). Unravelling the Impact of workplace external interruptions: A Comprehensive Daily Diary Analysis of Dysfunctional Consequences of receiving calls. Canadian Journal of Administrative Sciences.
- Ghani, T., **Abbas, J.**, Sarwat, N. (Accepted). Navigating Workplace Dynamics: A survey of workplace interruptions, affectivity, and work-life conflict. Yugoslav Journal of Operations Research.
- Ghani, T., **Abbas, J.**, Sarwat, N. (Under Review). Managing Workplace Internal Interruptions: A Comprehensive Daily Diary Analysis Exploring Dysfunctional Consequences of Emotional Exhaustion. Personnel Review.
- Ghani, T., **Abbas, J.**, Sarwat, N., **Najam, U** (Minor Revisions) Disrupting the Flow: A Bibliometric Analysis of Workplace Interruptions and Emerging Research Frontiers. Journal of Facilities Management.
- Siddiqui, A., N., **Abbas, J.**, (Revisions submitted). Temporal Conflict, Time-Related Stress, and Individual Performance in Project Teams: Can Inclusive Leadership Buffer These Effects? International Journal of Project Management.
- Raza, M., **Abbas, J.**, Lodhi, R. N. (Under Review). Weaving the Fabric of Civic Wealth: Unraveling the Tapestry of Social Enterprise Collaboration. Journal of Small Business Management.

Referee

- Prof. Dr. Muhammad Najam ul Haq
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