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Institute of Management Sciences, Bahauddin Zakariya University, Multan, Pakistan

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DATE OF BIRTH
19 Mar 1982

EMPLOYEE CODE
6621

RESEARCH INTERESTS

Management , Human Resources, Organization Behavior

RESEARCH METRICS

8
PUBLICATIONS

Scan for my full online profile

Dr. Saman Naz

Assistant Professor, Institute of Management Sciences

Faculty of Commerce, Banking and Business Administration, Bahauddin Zakariya University, Multan, Pakistan

PROFILE

Assistant Professor
18 years of Teaching and 3 years of Banking Experience
Experience of Peyton of Executive Forum

EDUCATION

PhD – Business Administration — 2016 – 2023
BZU Pakistan, Multan
Supervisor: Dr Money Ahmad Sandhu
3.4

MS – Management — 2012 – 2014
BZU Pakistan, Multan
Supervisor: Dr Ali Asad
3.44

MBA IT – Computer Science — 2004 – 2006
BZU Pakistan, Multan
Marks 4/4 (100%) · 4 · Gold Medalist MBA IT

BCS – Computer Science — 2000 – 2004
Central College, Multan
Marks 3.7/4 (92.5%) · 3.7 · A+

FSC Pre Medical – science — 1998 – 2000
BISE, Multan
Marks 750/1100 (68.2%) · A

Matric – science — 1996 – 1998
BISE, Multan
Marks 750/850 (88.2%) · A+ · 1st position in school, 3rd position in Board

ACADEMIC & PROFESSIONAL EXPERIENCE

Assistant Professor — Dec 2009 – Nov 2026
BZU, Multan

- Teaching, Supervision of Research scholars, As Researcher

ADMINISTRATIVE POSITIONS

Petron — Mar 2015 – Sep 2016
IMS

- Performance As Petron of executive forum

JOURNAL ARTICLES

1. Dr Saman **Naz** (2026). Exploring Drivers of Employee Turnover: A Mediated Model Of Job Satisfaction. *INTERNATIONAL JOURNAL OF HUMANITIES, MANAGEMENT AND SOCIAL SCIENCES*, *3*(8), 3104-8722.
2. Saman **Naz1** , Moeed Ahmad Sandhu2 , Muhammad Sajid Tufail3 (2024). Exploring Factors to enhance Organizational Dissent What is Moderating Effect of Psychological Safety. *Publisher Pakistan Journal of Humanities and Social Sciences,*, *Vol. 12,*(Issue 1), Pages 498-507,.
3. Saman **Naz Bahauddin Zakariya University**, Multan, Punjab. Author Muhammad Sajid Tufail Bahauddin Zakariya University, Multan, Punjab. Abid Zahoor (2024). Impact of social media influencer traits on brand Equity..Moderating Gender in Pakistani context. *2024 Journal of Asian Development Studies, Volume 13, Issue 2 June 2024*, *Vol. 12,2*.
4. a Saman **Naz**, b Muhammad Bahauddin, c Afinda Baloch, (2024). Exploring the Influence of Sustainability Initiatives on Employee Engagement in Pakistans Textile Industry. *Pakistan Journal of Social Sciences, Vol. 44 2 2024, 273-283273 2024 PJSS,*, *Pakistan Journal of Social Sciences, Vol. 44 2 2024,*.
5. Saman **Naz Bahauddin Zakariya University**, Multan, Punjab. Author Muhammad Sajid Tufail Bahauddin Zakariya University, Multan, Punjab. Abid Zahoor (2024). Impact of social media influencer traits on brand Equity..Moderating Gender in Pakistani context. *2024 Journal of Asian Development Studies, Volume 13, Issue 2 June 2024*, *Vol. 12,2*.
6. M Adnan, khawar, Athar ummad, Saman **Naz** (2021). Does High Performance Work System (HPWS) Yield Employee Well-Being During COVID-19 With Mediating Role Of Work Engagement? *webology*, (Volume 18, No. 2, 2021), 1856-1872.
7. 1Saman **Naz**, 2Dr.Moeed Ahmad Sandhu (2020). Role of Perception of Politics in Enhancing Organizational Dissent: Case of Pakistan Telecom Sector. *Journal of Business andSocial Reviewin Emerging Economies*, *vol, 6*(No. 2, 2020).
8. Sadia, Muhammad Saqib, Saman **Naz** (2014). Effects of innovation types on firm performance:An empirical study on Pakistan's manufacturing sector. *Journal of commerce and social sciences*, *7*(2), 243-262.

RESEARCH SUPERVISION

MPhil / MS: 1 completed

Afindah Balich (MPhil / MS) – *Drivers of Job Satisfaction And Employee Turnover* — 2026
Supervisor · Completed

TEACHING

Management – BS / Undergraduate

Every Day science

Marketing

Total Quality Management

Computer Science

Environmental Sustainability

Strategic Marketing – MS / MPhil

Strategic Management – BS / Undergraduate

Functional English – BS / Undergraduate

Performance Management

Introduction to Business – BS / Undergraduate

Psychology – BS / Undergraduate

Human Resources – BS / Undergraduate

Organization Behavior – BS / Undergraduate

Pak Studies – BS / Undergraduate

Sociology – BS / Undergraduate

Entrepreneurship – BS / Undergraduate

Recruitment and Selection – BS / Undergraduate

Supply chain Management – BS / Undergraduate

WORKSHOPS & TRAININGS

PlS Nov 2022

Workshop, IMS, Department

Participant

MPlus Sep 2021

Workshop, IMS

Participant