

# Dr. Ahmad Tisman Pasha

## PERSONAL:

**NIC No** : 36302-0338878-9

**DOB** : 15<sup>th</sup> September 1982

**Passport No.** : AJ3848784

**Contact** : +92-333-6103101

**Nationality** : Pakistani

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**Current/Permanent Address:** H# C-48 Staff Colony Opposite Community Center, Bahauddin Zakariya University Multan Pkaistan.

## QUALIFICATION:

Institute	Degree	Marks / %age	Distinction
Universiti Utara Malaysia, Malaysia	Ph.D Business Administration (Human Resource Management)	Passed in 2018	<b>Passed</b>
Bahauddin Zakariya University. Multan	MS (Business Administration) 2009-2011	CGPA 3.19/4.0	<b>1<sup>st</sup> Div</b>
Bahauddin Zakariya University. Multan	MBA 2004-2005	CGPA 3.6/4.0	<b>1<sup>st</sup> Div</b>
Bahauddin Zakariya University. Multan	M.I.T 2001 - 2003	CGPA 3.388 / 4.00 71%	<b>1<sup>st</sup> Div</b>
Bahauddin Zakariya University. Multan	B.Sc. Computer Science 1999 - 2001	602 / 800 75%	<b>1<sup>st</sup> Div Gold Medalist</b>
BISE Multan. (Govt. College of Science Multan)	F.Sc. (Pre Engineering) 1997 - 1999	688 / 1100 62%	<b>1<sup>st</sup> Div</b>
BISE Multan (Multan Public School Multan)	Matric (Science) 1997	626 / 850 74%	<b>1<sup>st</sup> Div</b>

## EXPERIENCE

- **01 April 2024 till to date**  
**Director**  
**Bahauddin Zakariya University Multan**  
Institute of Banking and Finance
- **23 Sep 2022 till to date**  
**Associate Professor**  
**Bahauddin Zakariya University Multan**  
Institute of Banking and Finance
- **25 July 2022 to 23 Sep 2022**  
**Associate Professor**  
**Bahauddin Zakariya University Multan**  
Department of Commerce
- **28 Jan 2021 to 25 July 2022**  
**Assistant Professor**  
**Bahauddin Zakariya University Multan**  
Institute of Banking and Finance
- **15 Nov 2019 28 Jan 2021**  
**Lecturer**  
**Bahauddin Zakariya University Multan**  
Institute of Banking and Finance
- **14 JUNE 2004 to 15 Nov 2019**  
**Lecturer**  
**Bahauddin Zakariya University Multan**  
Department Of Information Technology  
*Institute of Computing*
- **Oct.2003- Jan2004**  
**Marketing Executive**  
**Softessionals** (Software House)  
Responsible for marketing and consulting services at the company.  
Softessionals is company providing hardware, software and web

solutions to businesses.

- **April 04, 2012 till to date** Member Technical Inspection committee for Computers & Accessories.
- **February 02, 2019 to 03 Aug 2022** Focal Person E- Rozgaar of PITB Punjab Information Technology Board.
- **February 21, 2019 to 31 March 2021** Focal Person P&J Peace and Justice Organization.
- **February 17, 2021 till to date** Superintendent Ali Hall,

### TRAININGS

- Attending Research Methods Workshop on **Design Science** from 28<sup>th</sup> May 2007 to 1<sup>st</sup> June 2007 at **NUST (National University of Science & Technology)**.
- Attending Refreshing Course on **Computer Concepts** from 9<sup>th</sup> July 2007 to 3<sup>rd</sup> August 2007 at **LUMS (Lahore University of Management Sciences)**.
- Coordinator **NEEF (National Examination and Evaluation Foundation)** works with **PEF (Punjab Educational Foundation)**.

### COURSES

#### Business and Computer Courses

- Strategic Marketing
- Management
- Organizational Behavior
- Human Resource Management
- Strategic Human Resource Management
- Leadership and Motivation
- Entrepreneurship
- E-Commerce
- Technology Management
- Total Quality Management
- Human Computer Interaction
- Computer introduction
- Operating System

### OTHER SERVICES

- DSA (Director Student Affairs)
- Coordinator (BBA Program)
- Coordinator (MBA Weekend Program)
- Project Supervisor of Final Projects of Ph.D, MPhil, MS(01 Year Thesis), MBA, MBA(HRM), MBA(B&F), MBA(MFS), BBA Classes
- Member departmental examination committee 26-04-21

### Research Publications

Forty Seven research papers have been published in national and international journals.

### Research Students

32 MPhil students have completed their research under my supervision and 05 Ph.D students are currently working with me.

**LIST OF RESEARCH ARTICLES  
DR. AHMAD TISMAN PASHA**

47.	<b>Pasha, A. T., Habib, S., &amp; Gilani, S. F. A (2023).</b> Is this a reality? Occupational stress impacts on Employee Turnover Intention mediated by Democratic Leadership. <i>Journal of Quantitative Methods</i> Vol 5 No 2 (2021): August	Y- Category <b>PUBLISHED IN 2023</b>
46.	<b>Ahmed Tisman Pasha, Sonia Hassan, Raza Zafar., (2023).</b> A Study on Consumer Satisfaction using Islamic Fintech with the Moderation Effect of Attitude toward Behavior. <i>Annals of Social Sciences and Perspective</i> . ISSN (Print): 2707-7063, ISSN (Online): 2788-8797. Volume 4, Number 2, July-December 2023, Pages 307-320 <a href="http://assap.wum.edu.pk/index.php/ojs">http://assap.wum.edu.pk/index.php/ojs</a>	Y- Category <b>PUBLISHED IN 2023</b>
45.	<b>Ahmad Tisman Pasha, Fatima Shahid &amp; Muhammad Shaukat Malik., (2023).</b> Enhancing Brand Identification Through Consumer Self-Efficacy: Mediating Role Of Consumer Vanity And Moderating Role Of Brand Personality. <i>Journal of Social Research Development</i> , Volume 4, Issue 2, JUNE, 2023.	Y- Category <b>PUBLISHED IN 2023</b>
44.	<b>Ahmad Tisman Pasha, Safeena Sahar &amp; Muhammad Raza Zafar., (2023).</b> Women Entrepreneur Success Through Women Empowerment: An Approach Of Motivational Need Theory. <i>Journal of Social Research Development</i> , Volume 4, Issue 1, March, 2023	Y- Category <b>PUBLISHED IN 2023</b>
43.	<b>Huma Ali1, Ahmad Timsal, Ahmad Tisman Pasha, Asif Imdad., (2023).</b> Investigating the impact of transformational leadership on change management in government institutions: Case of district & session courts. <i>Journal of Management and Administrative Sciences</i> . <a href="https://jmas.pk">https://jmas.pk</a> (ISSN 2790-7899). Vol. 3, No. 1, June 2023	Y- Category <b>PUBLISHED IN 2023</b>
42.	<b>Pasha, A. T., Ahsan, M., &amp; Malik, M, S., (2022).</b> The Impact of Green HR Practices on Corporate Sustainable Development with the Mediation of Green Innovation. <i>International Journal of Social Sciences and Entrepreneurship (IJSSE)</i> . Vol 2 , Issue 2 ISSN (Online): 2790-7716 , ISSN (Print): 2790-7724	Y- Category <b>PUBLISHED IN 2022</b>
41.	<b>Pasha, A. T., Malik, M, S., &amp; Muneer, H., (2022).</b> Investigating the Mediating Role of Regulatory Focus between Career Commitment, Career Management and Career Satisfaction. <i>Journal of Management Practices, Humanities and Social Sciences</i> . Vol 6 Issue 3 pp. 137-146. <a href="https://doi.org/10.33152/jmphss-6.3.13">https://doi.org/10.33152/jmphss-6.3.13</a>	Y- Category <b>PUBLISHED IN 2022</b>
40.	<b>Pasha, A. T., , Kamran, M., Chishti, S. Z., Ali, M. H.,(2022).</b> Fostering Innovative Work Behaviour in SMEs Exploring Ecopreneurship Perspective. <i>iRASD Journal of Management</i> . Vol. 4 No. 2 (2022): June 2022 <a href="https://doi.org/10.52131/jom.2022.0402.0089">https://doi.org/10.52131/jom.2022.0402.0089</a>	W- Category <b>PUBLISHED IN 2022</b>
39.	<b>Pasha, A. T., Hussain, A., Riaz, K. (2022).</b> Students with Visual Impairment Suffer for their Academic Career and Professional Development: An Empirical Investigation of Test Anxiety and Coping Strategies. <i>Pakistan Languages and Humanities Review April-June, 2022</i> , Vol. 6, No. 2[852-866]. P-ISSN 2708-6453 O-ISSN 2708-6461	Y- Category <b>PUBLISHED IN 2022</b>
38.	<b>Weng, Y., Pasha, A. T., Malik, M, S., Farooq, M, U., Hussain, S.,</b>	W- Category

	(2022). How External Environment and Altruistic Traits Drive Eco-Centric Entrepreneurial Intention Among Youth in the Post-COVID-19 Era? <a href="https://doi.org/10.3389/fpsyg.2022.817619">https://doi.org/10.3389/fpsyg.2022.817619</a> <i>Frontiers in psychology</i> .	PUBLISHED IN 2022 Impact factor 2.99
37.	<b>Sadiq, M., Riaz, A., Sajid, M., Shafiq, R., Pasha, A. T., (2022).</b> Impact Of Dual Oriented HR Practices On Employee Performance: Mediation Role Of Job Competence And Job Insecurity. <i>PJAEE, 19 (2) (2022)</i>	Y- Category PUBLISHED IN 2022
36.	<b>Chohan, S. R., Hu, G., Khan, A. U., Pasha, A. T., &amp; Sheikh, M. A. (2021).</b> Design and behavior science in government-to-citizens cognitive-communication: a study towards an inclusive framework. <i>Transforming Government: People, Process and Policy</i> .	Y- Category PUBLISHED IN 2021
35.	<b>Chohan, S. R., Hu, G., Khan, A. U., Pasha, A. T., Saleem F., &amp; Sheikh, M. A. (2021).</b> IoT as Societal Transformer: Improving Citizens' Continuous Usage Intention In Digital Society Through Perceived Public Value. <i>Library Hi Tech Emerald Publishing Limited 0737-8831</i>	Y- Category PUBLISHED IN 2021
34.	<b>Adnan, M., Pasha, A. T., Mehmood, Rashid, Dr., Sadiq, M., Waris, M., Naveed, R, T. (2021).</b> Impact Of Financial Indicators On The Bank Performance And Also A Comparison Of Small And Large Banks. An Evidence From The Bahrain. <i>International Journal of Innovation, Creativity and Change. <a href="http://WWW.IJICC.NET">WWW.IJICC.NET</a> Vol 15, Issue 5, 2021</i>	W- CATEGORY PUBLISHED IN 2021
33.	<b>Pasha, A. T., Zarrar, S., Sharafat, A., Fatima, B., Saeed, Shafaq. (2020).</b> Moderating Role of Firm Size between Working Capital Management and Profitability of manufacturing firm in Pakistan. <i>Hamdard Islamicus, Vol. 43 No.1 (2020), 1067-1077. <a href="https://hamdardfoundation.org/hamdardIslamicus/">https://hamdardfoundation.org/hamdardIslamicus/</a></i>	Y-CATEGORY. PUBLISHED IN JAN 2020
32.	<b>Irfan, M., Pasha, A. T., Naveed, R. T., Dilshad, W., Aqeel, U.,(2020).</b> Empirical Evidence On Comparative Performance Of Conventional And Islamic Banking In Pakistan. <i>Epistemology Vol.7 No.3 (2020), 166-174 <a href="http://epistemology.pk/">http://epistemology.pk/</a></i>	Y-CATEGORY. PUBLISHED IN 2020
31.	<b>Chohan, S. R., Hu, G., Pasha, A. T., Si, W. (2020).</b> Synthesizing e-government maturity model: A public value paradigm towards digital Pakistan. <i>Transforming Government: People, Process and Policy. Emerald Publishing Limited 1750-6166 DOI 10.1108/TG-11-2019-0110</i>	PUBLISHED X-CATEGORY EMERALD PUBLISHING.
30.	<b>Pasha, A. T., Ali, S. W., Malik, S. (2020).</b> Connection Between Glass Ceiling Beliefs of Female Employees and Their Commitment Towards Organization: Mediation of Job Satisfaction. <i>Pakistan Journal of Social Sciences (PJSS) Vol. 40, No.2 (2020), pp. 925-936</i>	Y-CATEGORY. PUBLISHED IN June 2020
29.	<b>Ali, S. W., Nadia., Anwar, Bilal., Pasha, A. T., Zahra, S. A. (2019).</b> The Interaction Effect Of Development And Non-Development Expenditures On The Relationship Of Public Debt And Economic Growth In Pakistan. <i>HamdardIslamicus, Vol. 42 No. 4 (2019),722-735. <a href="https://hamdardfoundation.org/hamdardislamicus/">https://hamdardfoundation.org/hamdardislamicus/</a></i>	Y-CATEGORY. PUBLISHED IN 2019
28.	<b>Pasha, A. T., Ali, S. W., Mansoor, H., Sheikh, M. R., Ishart, S. S. (2019).</b> Moderating Effect Of Exchange Rate, On The Relationship Among Bank Size, Asset Quality, Asset Composition And Profitability Of Islamic Banks In Pakistan. <i>Al-Qalam Vol 24 No 1 (2019): June</i>	PUBLISHED Y-CATEGORY

	2019	
27.	<b>Waleed, A., Akhtar, A., Pasha, A. T. (2018).</b> Oil Consumption And Economic Growth: Evidence From Pakistan. <i>Energy Sources, Part B: Economics, Planning, And Policy 2018, VOL. 13, NO. 2, 103–108</i>	<b>X-CATEGORY IMPACT FACTOR 1.093</b>
26.	<b>Mehran, M. M., Kashmiri, T., Pasha, A. T. (2018).</b> Effects of Brand Trust, Brand Identification and Quality of Service on Brand Evangelism: A Study of Restaurants in Multan. <i>J. Arab. Crops Market. 02 (01) 2018. 07-22 DOI: 10.33687/jacm.001.01.3191</i>	PUBLISHED
25.	<b>Mehran, M. M., Kashmiri, T., Pasha, A. T. (2018).</b> Mediating Role of Organizational Commitment: A Study of NADRA, Multan Region. <i>J. Arab. Crops Market. 02 (01) 2018. 23-41 DOI: 10.33687/jacm.001.01.3192</i>	PUBLISHED
24.	<b>Pasha, A. T., Akhtar, A., Waleed, A. (2017).</b> The Impact Of Corruption On Economic Growth In Saarc Countries. <i>Asia Pacific, Research Journal, Volume 35, 2017.</i>	<b>PUBLISHED HEC RECOGNIZED</b>
23.	<b>Akhtar, A., Pasha, A. T., Waleed, A. (2017).</b> Analyzing the Performance of Agriculture Sub-Sector in the Growth Rate of Agriculture GDP. <i>Paradigms: A Research Journal of Commerce, Economics, and Social Sciences. Print ISSN 1996-2800, Online ISSN 2410-0854. 2017, Vol. 11, No. 2 Page 135-140.</i>	<b>PUBLISHED Y-CATEGORY</b>
22.	<b>Pasha, A. T., Hamid, K. AB., Shahzad. A. (2017).</b> Mediating Role of Career Commitment in the Relationship of Promotional Opportunities, Rewards and Career Success. <i>Pak.j.stat.oper.res. Vol.XIII No.1 2017 pp185-199</i>	<b>PUBLISHED Y-CATEGORY</b>
21.	<b>Pasha, A. T., Hamid, K. AB., Shahzad. A. (2017).</b> Moderating Effect Of Self-Efficacy And Impact Of Career Development Practices On Career Success Under The Mediating Role Of Career Commitment In The Insurance Sector Of Pakistan. <i>Journal of Internet Banking and Commerce, April 2017, vol. 22, no. 1.</i>	<b>PUBLISHED Y-CATEGORY</b>
20.	<b>Pasha, A. T., Hamid, K. AB., Shahzad. A. (2016).</b> Factors Affecting Career Success Of Employees In The Insurance Sector Of Pakistan. <i>Advances in Social Sciences Research Journal – Vol.3, No.11</i>	PUBLISHED
19.	<b>Waleed, A., Pasha, A. T., Akhtar, A. (2016).</b> Exploring The Impact Of Liquidity On Profitability: Evidence From Banking Sector Of Pakistan. <i>Journal of Internet Banking and Commerce. December 2016, vol. 21, no. 3</i>	<b>PUBLISHED Y-CATEGORY</b>
18.	<b>Mosawi, N., Shahzad. A., Golamdin, A. G., Pasha, A. T., Sheikh, A. A. (2016).</b> Third Party Recognition, Perceived Product Related Risk, and Perceived Ease of Use among the Online Consumer Trust: The Moderating Role of Internet Experience. <i>Pakistan Journal of Commerce and Social Sciences 2016, Vol. 10 (2), 239-256 Pak J Commer Soc Sci.</i>	<b>PUBLISHED Y-CATEGORY</b>
17.	<b>Pasha, A. T., Waleed, A. (2016).</b> Factors Affecting Customer Loyalty In Banking Sector Of Punjab, Pakistan. <i>Paradigms: A Research Journal of Commerce, Economics, and Social Sciences. Print ISSN 1996-2800, Online ISSN 2410-0854 2016, Vol. 10, No. 2, pp. 43-52.</i>	<b>PUBLISHED Y-CATEGORY</b>
16.	<b>Akhtar, A., Pasha, A. T., Waleed, A. (2016).</b> The Impact Of Human Resource Management Practices On The Career Satisfaction In Banking Sector Of Punjab, Pakistan. <i>Gomal University Journal of Research, Special Issue IV, December, 2016, ISSN: 1019-8180.</i>	<b>PUBLISHED Z-CATEGORY</b>
15.	<b>Cheema, S., Javed, F., Akram, A., Pasha, A. T. (2016).</b> The Impact	PUBLISHED

	of HRIS and HPWS on Employee Performance: Surveyed from SMEs of Pakistan Manufacturing Firms. <i>Elixir Org. Behaviour 91 (2016) 38270-38276.</i>	
14.	<b>Cheema, S., Javed, F., Rizwan, A., Samad, A., Akram, A., Pasha, A. T. (2016).</b> The Relationship of Transformational Leadership and Empowerment with Job Satisfaction: The Mediating Role of Ethics and Social Responsibility. <i>Elixir Org. Behaviour 91 (2016) 38258-38263</i>	PUBLISHED
13.	<b>Cheema, S., Javed, F., Akram., Samad, A., A., Pasha, A. T. (2016).</b> Organizational Learning and Its Impact on Performance: The Mediating Role of Innovation. <i>Elixir Org. Behaviour 91 38265 (2016) 38264-38269</i>	PUBLISHED
12.	<b>Ali, S., Zhongke, W., Khan, M. S., Pasha, A. T., Khalid, M. A., Mingquan, Z. (2015).</b> A New Bio-Informatics Framework: Research on 3D Sensor Data of Human Activities. ( <i>IJACSA</i> ) <i>International Journal of Advanced Computer Science and Applications, Vol. 6, No. 5, 2015</i>	HEC RECOGNIZED
11.	<b>Cheema, S., Durrani, A. B., Pasha, A. T., Javed, F. (2015).</b> Green Human Resource Practices: Implementations and Hurdles of SMEs in Pakistan <i>Journal of Business Studies Quarterly 2015, Volume 7, Number 2 ISSN 2152-1034.</i>	PUBLISHED
10.	<b>Durrani, A. B., Cheema, S., Khokhar, M. F., Pasha, A. T. (2015).</b> Influence of Green Marketing Mix and Customer Fulfillment: An Empirical Study. <i>International Journal of Sciences: Basic and Applied Research (IJSBAR) (2015) Volume 24, No 6, pp 168-177</i>	PUBLISHED
9.	<b>Durrani, A. B., Cheema, S., Khokhar, M. F., Pasha, A. T. (2015).</b> Exploring the Relationship of Organizational Justice with Employee Satisfaction and Employee's Commitment. <i>International Journal of Sciences: Basic and Applied Research (IJSBAR) (2015) Volume 24, No 6, pp 156-167</i>	PUBLISHED
8.	<b>Durrani, A. B., Cheema, S., Pasha, A. T. (2015).</b> Direct and indirect impact of leadership on perceived work Motivation and perceived job satisfaction. <i>European Journal of Business and Management</i> <a href="http://www.iiste.org">www.iiste.org</a> ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.7, No.36, 2015	PUBLISHED
7.	<b>Amjad, M. F., Amjad, M. R., Pasha, A. T. (2014).</b> Effect of Coal Fired Gadani Power Project on Energy Crisis in Pakistan. <i>J. Basic. Appl. Sci. Res., 4(4)147-154, 2014.</i>	HEC RECOGNIZED
6.	<b>Amjad, M. F., Pasha, A. T., Asdi, M. A., Amjad, M. R. (2014).</b> Review Of Tariff For Pakistan Coal Power Project. <i>International Journal of Business and Management Review Vol.2, No.5, pp.31-39, October 2014</i>	HEC RECOGNIZED
5.	<b>Ali, S., Zhongke, W., Moughal, T. A., Pasha, A. T., Qadri, S. (2013).</b> Analysis 3-D Joints Motion Data of Human Walk. <i>Life Science Journal 2013;10(4).</i>	HEC RECOGNIZED
4.	<b>Pasha, A. T., Hussain, M. M. (2013).</b> Takaful Business Models: A Review, a Comparison. <i>Business Management Dynamics Vol.3, pp.24-32.</i>	HEC RECOGNIZED
3.	<b>Pasha, A. T., Hussain, M. M. (2011).</b> Conceptual And Operational Differences Between General Takaful And Conventional Insurance. <i>Australian Journal of Business and Management Research Vol.1 No.8</i>	HEC RECOGNIZED

	<i>[23-28] November-2011</i>	
2.	<b>Pasha, A. T. (2010).</b> Effects of Merger on Management: Case Study of a Bank. <i>European Journal of Economics, Finance and Administrative Sciences</i> .	<b>HEC RECOGNIZED</b>
1.	<b>Khan, M. S., Aleem, M., Iqbal, Z., Pasha, A. T. (2009).</b> Reliability and Quantile Analysis of Pareto Distribution. <i>Pakistan Journal of Commerce and Social Sciences Vol.2 2009</i>	<b>PUBLISHED Y-CATEGORY</b>