Dr. Zermina Tasleem

Assistant Professor (BPS-19) | Public Administration, Governance, Public and social Policy

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PROFILE

Public administration scholar working on governance, public and social policy and the governance of migration, with a focus on how state rules shape the lives of South Asian migrants and citizens. PhD in Public Administration (Universiti Utara Malaysia, 2020). Two first-authored articles in the *Journal of International Migration and Integration* (SSCI, Q1), and publications on governance reform, e-governance and public service delivery in Pakistan. First author of 22 of her 30 peer-reviewed publications. Supervisor of more than 40 M.Phil. theses. Google Scholar (October 2026): 149 citations, h-index 6, i10-index 4.

EDUCATION

2020	**PhD, Public Administration**, Universiti Utara Malaysia (UUM), Malaysia. Thesis focus: settlement experiences of Pakistani migrant labourers in Malaysia. HEC equivalence certificate held.
2015	**M.Phil., Public Administration**, Bahauddin Zakariya University (BZU), Multan. **Gold Medal;** GPA 3.98/4.00.
2013	**BBA (Hons)**, Bahauddin Zakariya University, Multan.

POSITIONS HELD

2022–present	**Assistant Professor (BPS-19)**, Department of Political Science, Bahauddin Zakariya University, Multan.
2021–2022	**Lecturer**, Bahauddin Zakariya University, Multan.
2013–2017	**Visiting Lecturer**, Bahauddin Zakariya University, Multan.

COURSES TAUGHT

M.Phil. (Public Administration)

- Comparative Public Administration
- Strategic Human Resource Management
- Research Methodology

Bachelor of Public Administration (BPA) and undergraduate

- Public administration
- Public Governance
- Principles of Public Finance
- Managing Public and Private Organizations
- Human Resource Management
- Contemporary Issues of Public Administration in Pakistan

SERVICES TO STUDENTS AND THE INSTITUTION

- Supervised more than 40 M.Phil. theses in public administration, governance, public and social policy and e-government.
- Designed course outlines for the Bachelor of Public Administration (BPA) programme, Department of Political Science, BZU.
- Member, Board of Studies, Department of Political Science, Bahauddin Zakariya University: reviews and approves curricula and course outlines.
- Programme Coordinator, Bachelor of Public Administration (BPA), Department of Political Science, Bahauddin Zakariya University.
- Member, Admission Committee, Department of Political Science, Bahauddin Zakariya University.
- Member, Visiting Lecturer Selection Committee, Department of Political Science, Bahauddin Zakariya University.

RESEARCH GRANTS

2018–2020 Issues and Challenges of Employment of Pakistani Migrant Labour in Malaysia. University grant, RM 5,000, Universiti Utara Malaysia.

PUBLICATIONS

1. **Tasleem, Z.**, Shahwar, M., Muhammad, S. A., & Akbar, M. (2026). E-governance and the pillars of good governance: Empirical evidence from district-level public administration in Punjab, Pakistan. *Journal of International Law & Human Rights, 5*(5), 34–42. https://doi.org/10.59075/jilhr.v5i5.220 [HEC Y]
2. **Tasleem, Z.**, Shahwar, M., & Muhammad, S. A. (2026). E-governance practices in Muslim societies: A study of public administration through an Islamic ethical lens. *Pakistan Journal of Criminal Justice, 6*(4), 1–13. https://doi.org/10.59075/pjcj.v6i4.218 [HEC Y]
3. **Tasleem, Z.,** Shahwar, M., & Akbar, M. (2026). Digital transformation and institutional performance: A technology-organization-environment analysis of e-governance outcomes in District Khanewal, Punjab. Journal of International Law & Human Rights, 5(2), 1–14. [HEC Y]
4. **Tasleem, Z.**, Muhammad, S. A., & Akbar, M. (2026). Good governance in Pakistan's public service: Assessing transparency, accountability, and bureaucratic challenges. *Global Social Sciences Review, 11*(1), 72–80. [HEC Y]
5. **Tasleem, Z.** (2026). Teacher performance in Punjab's government schools: The role of job satisfaction and workplace conditions. *Global Social Sciences Review*. [HEC Y]
6. **Tasleem, Z.** (2026). E-governance in public universities: Administrative challenges and structural obstacles. Journal of Political Stability Archive. [HEC Y]
7. Saeed, A., **Tasleem, Z.**, Muhammad, S. A., ur Rehman, A., Shah, S., Jamil, Q. A., & Al-Tamimi, S. K. (2025). Economic burden of acute myeloid leukemia in European Union: Results from a systematic review of literature. *PharmacoEconomics-Open, 9*(3), 365–378. https://doi.org/10.1007/s41669-024-00554-y [SSCI; Scopus; Q1; HEC W]
8. **Tasleem, Z.**, & Muhammad, S. A. (2025). Technological advancements in public services: A systematic review. *Policy Journal of Social Science Review, 3*(12), 390–405. [HEC Y]
9. **Tasleem, Z.** (2025). E-governance in public services: A systematic review. *Bulletin of Management Review, 2*(4), 302–322. [HEC Y]
10. **Tasleem, Z.** (2025). Governance reform in Pakistan: Key challenges, thematic insights, and policy pathways. Journal of Arts and Linguistics Studies, 3(4), 6447–6463. [HEC Y]
11. Nisar, M., **Tasleem, Z.**, Muhammad, S. A., Javid, A., Rasool, M. F., Karuniawati, H., & Rehman, A. U. (2024). The direct cost of chronic kidney disease (CKD) reported in Asian countries: A systematic literature review. *Cost Effectiveness and Resource Allocation, 22*(1), 65. https://doi.org/10.1186/s12962-024-00566-9 [ESCI; Scopus; Q2; HEC W]
12. Rehman, A. U., **Tasleem, Z.**, Muhammad, S. A., Rasool, M. F., Shah, S., Jabeen, G., & Haseeb, A. (2024). Pattern and associated factors of COVID-19 knowledge, attitude and practice among COVID-19-comorbid patients: A systematic review and meta-analysis. *Frontiers in Public Health, 12*, 1365744. https://doi.org/10.3389/fpubh.2024.1365744 [SSCI; Scopus; Q1; HEC W]
13. Rasheed, S., Rehman, A. U., **Tasleem, Z.**, Azeem, M., Rasool, M. F., Mehreen, A., & Al-Tamimi, S. K. (2024). Tests employed in the psychometric validation of the Insulin Treatment Appraisal Scale (ITAS) in T2DM patients: A systematic review of the literature. *Journal of Patient-Reported Outcomes, 8*(1), 124. https://doi.org/10.1186/s41687-024-00792-y [ESCI; Scopus; Q2; HEC W]
14. **Tasleem, Z.,** Nawaz, D., & Saif, A. (2024). (2024). Addressing violence against women: Impact of education and culture in Lahore, Pakistan. *Governance and Society Review, 3*(2), 99–119. [HEC Y; DOAJ]
15. **Tasleem, Z.**, & Saif, A. (2024). Media coverage of child abuse cases: Impediments and limitations. *Media and Communication Review, 4*(2), 161–183. [HEC Y]
16. **Tasleem, Z.** (2024). Analysis of the education policies of Pakistan: Identifying factors behind its shortcomings and failure to achieve goals. *Journal of Public Policy Practitioners, 3*(1), 31–46. [HEC Y]
17. **Tasleem, Z.**, & Saif, A. (2024). Factors affecting employee performance: A quantitative study of UMT Lahore. *Governance and Society Review, 3*(1), 29–49. [HEC Y]
18. Hatim, M., **Tasleem, Z.**, et al. (2023). The dynamics of the Pakistan–US alliances during the Cold War: A psychology of threat perception. *Journal of Namibian Studies, 34*, 2489–2500. [Scopus at time of publication; HEC X]

19. Siddique, M., **Tasleem, Z.**, Siddiqua, A., Ahmad, S., & Ghaffar, H. A. (2023). Challenges in the implementation of hospital management information system (HMIS) in healthcare sector: A case study of Lahore, Pakistan. *Governance and Society Review, 2*(2), 56–80. [HEC Y]
20. **Tasleem, Z.**, & Muhammad, S. A. (2023). Factors contributing to stress in university teachers and coping mechanisms. *UW Journal of Management Sciences, 7*(2), 70–89. [HEC Y]
21. **Tasleem, Z.**, Hatim, M., & Muhammad, S. (2023). A case study of floods and its impact on agriculture, livestock and infrastructure in Balochistan. *Pakistan Journal of Education and Social Studies, 4*, 859–873. [HEC Y]
22. **Tasleem, Z.**, Muhammad, S. A., Ajis, M. N., & Abidin, N. A. Z. (2022). Pakistan to Malaysia: What expectations behind migration? *Journal of International Migration and Integration, 23*(2), 569–590. https://doi.org/10.1007/s12134-021-00860-y [SSCI; Scopus; Q1; HEC W]
23. **Tasleem, Z.** (2022). The influence of COVID-19 on students' learning in public universities in Pakistan. *Journal of Education and Social Studies, 3*(3), 332–339. [HEC Y]
24. Rehman, A. U., Muhammad, S. A., **Tasleem, Z.**, et al. (2021). Humanistic and socioeconomic burden of COPD patients and their caregivers in Malaysia. *Scientific Reports, 11*, 22598. https://doi.org/10.1038/s41598-021-01551-5 [SCIE; Scopus; Q1; HEC W]
25. **Tasleem, Z.**, & Muhammad, S. A. (2021). Pakistani migrant labourers and social network: Empirical evidence from Malaysia. *Pakistan Bi-annual Research Journal, 58*(1), 27–47. [HEC Y]
26. **Tasleem, Z.**, Ajis, M. N., & Abidin, N. A. Z. (2020). Examining the housing experiences in Malaysia: A qualitative research on Pakistani immigrant labours. *Journal of International Migration and Integration, 21*(1), 241–251. https://doi.org/10.1007/s12134-019-00723-7 [SSCI; Scopus; Q1; HEC W]
27. **Tasleem, Z.**, Ajis, M. N., & Abidin, N. A. Z. (2019). A conceptual framework on the settlement of Pakistani immigrant labours in Malaysia. *Asian People Journal, 2*(1), 155–168. [MyJurnal; HEC Y]
28. **Tasleem, Z.**, Ajis, M. N., & Abidin, N. A. Z. (2019). Housing experiences of Pakistani immigrant labours in Malaysia. *Malaysian Journal of Social Sciences and Humanities, 4*(1), 74–81. https://doi.org/10.47405/mjssh.v4i1.170 [MyJurnal; HEC Y]
29. Muhammad, S. A., **Tasleem, Z.**, & Salman, A. (2019). Influence of socializing agents on children involvement in family buying decision process. *International Journal of Academic Research in Business and Social Sciences*. [HEC Y]
30. **Tasleem, Z.**, & Muhammad, S. A. (2018). Role of demographic aspects on job satisfaction of university teachers in Punjab, Pakistan. *Journal of Social Sciences and Interdisciplinary Research*. [HEC Y]

CONFERENCES, WORKSHOPS, SEMINARS AND CONSULTATIONS

2026	Keynote Speaker, 1st International Research Conference on Business & Management (IRCBM 2026).
2019	Presenter, ASEAN University Conference on Public Relations and Communication (APRC 2019), Universiti Utara Malaysia.
2016	Presenter, National Conference on Emerging Trends and Challenges in Social Sciences, Bahauddin Zakariya University, Multan.

HONOURS, AWARDS AND FELLOWSHIPS

2026	Invited Keynote Speaker, IRCBM 2026.
2018–2020	Research grant, Universiti Utara Malaysia (RM 5,000).
2015	**Gold Medal,** M.Phil. Public Administration, Bahauddin Zakariya University.

RESEARCH SKILLS

- Qualitative: semi-structured interviewing with migrant communities, thematic and template analysis, case study design.
- Quantitative: survey design and statistical analysis (SPSS); systematic literature reviews.

LANGUAGES

English (advanced); Urdu (native).