

Name: Dr. ASIA RAFIQ
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Objectives:

Knowledge acquisition and its application as aesthetic creativity in work in a challenging environment. To advance into a management role within the industry, leveraging my strong analytical skills and strategic mindset to drive business growth and lead high-performing teams. I have the ability to adjust quickly in any working environment and can manage to yield desired results. You will hopefully find me a professional fit for your requirements.

Work Experience:

- 17/02/2022-Present Assistant Professor (Tenure Track System)
University of Agriculture, Institute of Business Management Sciences, Faisalabad, Pakistan
- Subjects taught: 1) Total quality management, 2) Principal of Management, 3) Human Resource Management, 4) Business Communication 5) Leadership and Team Management 6) Organizational Behavior 7) Personnel Training and Development 8) Oral communication and Presentation 9) Introduction to Business 10) Strategic Management 11) Money and Banking 12) Staffing and Talent Management 13) Leadership and Interpersonal Dynamics
 - Teaching
 - Researcher
 - Capacity Building Trainer
 - Focal Person for recruitment drives
 - Internship committee member
 - Industrial linkages committee member
- 14/09/2010 -16/02/2022 Lecturer in Business Studies (Basic Pay Scale-17)
Divisional Model College, Faisalabad, Pakistan
- Teaching O and A level (Business Studies) students: subjects were:
 - 1) Business Studies, 2) Economics
 - Main duties: Teaching
- 4/09/2015- 25/01/2016 Visiting Lecturer (Basic Pay Scale -18)
Government College University, Faisalabad, Pakistan
Teaching BBA Level subjects was Business Research Methods
- Main duties: Teaching
- 14/09/2014-30/06/2015 Visiting Lecturer (Basic Pay Scale -18)
University of Agriculture Faisalabad, Pakistan
- Main duties: Assistant Registrars Cooperative Society Punjab (Human Resource Management)
 - Teaching

Education:

- | Dates | Qualification |
|-----------------------|---|
| 14/10/2014-9/09/2020 | PhD (Business Administration) <i>Government College University, Faisalabad, Pakistan</i> <ul style="list-style-type: none">• Title of thesis: "The Cross-Cultural Adjustment Process of Extrovert Expatriates in Asian Context: Impact of Cultural Novelty and Intrapersonal Motivation on Work Engagement and Organizational Citizenship Behavior" Supervisor (Dr Sharjeel Saleem). |
| 15/03/2013-15/04/2015 | Masters in Education |

- 14/09/2012 -23/09/2014** MSc (Business Administration)
Government College University, Faisalabad, Pakistan
- Title of thesis: “Investigating the “Glass Ceiling” Phenomenon: An Empirical Study of Glass Ceiling’s Effects on Selection -Promotion and Female Effectiveness” Supervisor (Dr Sharjeel Saleem)
- 27/04/2013** English Spoken Course
Global Language College Faisalabad, Pakistan
- 1/04/2010-18/01/2013** Bachelors in Education
Allama Iqbal Open University, Islamabad, Pakistan
- Main subjects studied: 1) Educating 2) Teaching methodology
- 1/09/2007– 28/08/2009** MBA (R) Human Resource Management
University of Agriculture, Faisalabad, Pakistan
- 1/09/2005-22/08/2007** Bachelors in Arts (ECONOMICS)
Government College for Women, Madina Town, Faisalabad, Pakistan
- Main subjects studied: 1) Economics
- 23/08/2006** English Language Skills – IELTS (Band 6.5)
- 1/09/2003-20/08/2005** Intermediate (Political Science) – Grade A
Government College for Women, Madina Town, Faisalabad, Pakistan
- Main subjects studied: 1) Political Science, 2) Islamiat
- 1/09/2001-14/09/2003** Matriculation (ARTS) – Grade B
Board of Intermediate and Secondary Education Faisalabad, Pakistan

IT Skills:

Office Automations: Covering MS Word, Excel, and Power point.

Publications:

- Saleem, S., Shaheen, K., Rafiq, A., & Arslan, A. (2024). Political skill and personal reputation: an analysis of workplace and entrepreneurial outcomes. *Asia-Pacific Journal of Business Administration*.
- Wenwu X, Khurram MU, Yiqiang Z and Rafiq A (2023) Venture capital, financial constraints, and corporate tax avoidance: Evidence from Chinese listed firms. *Frontiers in Psychology*. 14:1077980. doi: 10.3389/fpsyg.2023.1077980.
- Wenwu X, Khurram MU, Qing L and Rafiq A (2023) Management equity incentives and corporate tax avoidance: Moderating role of the internal control. *Frontiers in Psychology* 14:1096674. doi: 10.3389/fpsyg.2023.1096674.
- Rafiq, A., Saleem, S., Bashir, M., & Ali, A. (2019). The paradox role of extraversion in the cross-cultural adjustment process of Asian expatriates. *Psychology research and behavior management*, 12(2019), 179-194.
- Saleem, S., Rafiq, A. and Yusaf, S. (2017), "Investigating the glass ceiling phenomenon: An empirical study of glass ceiling’s effects on selection-promotion and female effectiveness", *South Asian Journal of Business Studies*, Vol. 6 (3), pp. 297-313.
- Rafiq A., Bashir M., Akhtar M., Saqib, S. (2015). “What fuels the engine of career success”. The Pakistan Journal of Social Issues. v. 6 p.35-52.

Conference presented/attended

- 1-2/11/2024 South West Conference in Asian Studies 2024
- 14-15/09/2023 Afghanistan Agribusiness and Investment Forum for Afghanistan
- 14-15/02/2022 2nd International Conference Graduate & Colloquium And 3 Minute Thesis Competition Impactful Research For Sustainable Development

Webinar/Seminar/ workshop/trainings organized and served as resource person

- 11/07/2024 A One-Day International Workshop on “Emerging Trends in Organizational Psychology: Opportunities and Prospects in Construction Industry” (I organized and also served resource person, Equity, Diversity and Inclusion was covered by me)
- 7/3/2024 Agribusiness Mela/Farmers’ Day 2024
- 12/4/2023 Connecting the dots: exploring freelance opportunities in the global it landscape (as organizing committee member)
- 15-15-Sep- Afghanistan Agribusiness and Investment Forum (as organizing committee member)

2023

- 11/27/2023 Quantitative data analysis using SPSS (Resource Person)
3/21/2023 Coca Cola “Talent Hunt”
3/14/2023 NayaTel “Beat the Curve, Marketing idea Competition”
10/28/ 2022 Inspiration to become a successful Entrepreneur
8/29-30/2022 Two days skill based training program for administrative/supporting staff of the Institute of Business Management Sciences (Organizer and Resource Person)
8/19/2022 Capacity building and acquiring the right skill set for banking profession (Organizer)

Webinar/Seminar/ workshops/ trainings attended

- 11/8/2024 Data Science in Central Banking (State Bank of Pakistan)
11/5/2024 Publishing Open Access with IEEE
9/18/2024 Monetary policy communications and their effects on household inflation expectations (State Bank of Pakistan)
7/30/2024 Capacity Building Workshop For Early Career Researchers (Office of research and Innovation, University of Agriculture Faisalabad)
7/30/2024 Central Bank Digital Currency (CBDC) and Bank Intermediation (State Bank of Pakistan)
7/10/2024 Tackling the risks in crypto: Choosing among bans, containment and regulation (State Bank of Pakistan)
6/7-18/2024 Key Essentials: Trade Rules, Sustainable Development and the Law (University of Cambridge)
2/12-23/2024 Enhancing Learner-Centered Pedagogical Skills (Academics Without Border, University of Sans Frontiers and University of Agriculture Faisalabad)
11/29-30/2023 AFS VENTURE SPARK 2023 (Muhammad Nawaz Shareef University of Agriculture)
10/20/ 2023 Navigating the pathways of publishing in High-quality journals by Using Science Direct (ELSEVIER)
10/10/ 2023 Navigating the pathways of publishing in High-quality journals by Using Scopus (ELSEVIER)
10/3/2023 Key Essentials: The Global Biodiversity Framework, Sustainable Development and the Law (University of Cambridge)
9/26/ 2023 Navigating the pathways of publishing in High-quality journals (ELSEVIER)
9/11-24/2023 Key Essentials: The Wealth Economy, Sustainable Development and the Law (University of Cambridge)
9/1/2023 Key Essentials: The Sustainable Development Goals and the Law (University of Cambridge)
8/19/2023 "Clinical Research Landscape- Challenges and Opportunities, University of Child Health Sciences, The Children's Hospital Lahore (Medical Education, Research, International training and transfer of Technology, Pakistan)
7/31/2023 Learning and Development (Coursera, Higher Education Commission Paris provided platform for building leadership skills)
7/11/2023 Talent Acquisition (Coursera, Higher Education Commission Paris provided platform for building leadership skills)
7/7/2023 Introduction to Data Analytics (Coursera, Higher Education Commission Paris provided platform for building leadership skills)
6/19/2023 Exploring Strategy workshop the “Swap Shop” (UK & Ireland Higher Education)
3/15/2023 Build Your Leadership Skills (Coursera, Higher Education Commission Paris provided platform for building leadership skills)
12/8/2022 Developing Entrepreneurs for the Future (Punjab Higher Education Commission Pakistan organized to develop entrepreneurial mindset in Pakistan)
10/27/2022 Webinar on “Agile Thinking”
9/14-16/2022 Demographics trends and productivity (Asian Productivity Organization, Japan organized to increase productivity based on demographics)
9/28-30/2022 Scrum and Agile Project management (Pakistan Planning and Management Institute, Pakistan organized for capacity building in project management)
5/27/2022 Optimum use of learning management system (Institute of Business Management Sciences, University of Agriculture Faisalabad)
4/20/2022 Publishing your research and innovation with IEEE: Choices and Procedures
4/6/2022 Literature Review with IEEE Xplore Digital Library (IEEE)

Reviewer:

- Sage Open
- Plos One
- Gender, Work & Organization
- Asia Pacific Journal of Human Resources

Roles as Focal Person:

- Focal Person for recruitment drives

Member of the committee and Board:

- Board of studies
- Faculty Board
- Internship committee member
- Industrial linkages committee member

Roles as a Journal Editorial

- Associate Editor in Revista de Administracao de Empresas (RAE)