

Dr. Atif Bilal

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Professional Objective

To become an energetic professional striving for excellence in the field of education, training, and research, molding and shaping the minds of students to become better individuals in their field of interest and craft; focused and determined educator to bring out the best of every learner.

Introduction

Dr. Atif Bilal has over twelve years of experience as a researcher, corporate trainer, and instructor of Management Sciences. He was awarded the “Best University Teacher Award (2016)” by the Higher Education Commission, and the Best Researcher Award (2017) by Bahria University, Islamabad Campus. Dr. Atif Bilal represented Pakistan at several world’s prestigious forums including Harvard University, USA, and Oxford University, UK. He has been part of many national and international conferences as a keynote speaker and led various panel discussions related to various topics in Management Sciences.

Corporate Trainings

Dr. Atif has worked as a corporate trainer for several organizations, including USAID, Khan research Laboratories (KRL), Pakistan Institute of Fashion and Design, National Defense University, SZABIST, Higher Education Commission (HEC), Fast School of Management, Mehrgarh AASHA and Sir Syed School System. Dr. Atif has conducted several trainings and workshops related to a variety of areas which include Leadership and Motivational Techniques, How Leaders Inspire People, How Small Wins Become Source of Motivation, Consistent Self-Discipline is Key to Success, Time Management and Stress Management (Over loaded circuits), Team Building for Higher Performance, How to Motivate Your Problem People (Conflict Management)?, Organizational Development and Conflict Management, Change and Everything Will Change for You, How Disciplined Life Can Lead to a Fulfilled Life, Personal Management and Development, and Interpersonal Communication Techniques for managers.

Education

| Year/Session | Degree | Specialization | University |
|--------------|--------|----------------------------|----------------------------------|
| 2011-2017 | Ph.D. | Management Sciences | Bahria University, Islamabad |
| 2009-2011 | M.S. | Human Resource Management | The Superior University, Lahore |
| 2007-2009 | M.B.A. | Human Resource Management | Bahria University, Islamabad |
| 2014 | L.L.B. | Labour and Commercial Laws | The University of Punjab, Lahore |
| 2010 | M.A. | Political Science | The University of Punjab, Lahore |
| 2011 | B.Ed. | Education Management | The University of Punjab, Lahore |
| 2007 | B.A. | Journalism | The University of Punjab, Lahore |

Professional Experience

- Associate Professor, SZABIST, Islamabad (January 2014 to Date).
- Student Advisor (January 2020 to Date), SZABIST, Islamabad.
- Program Manager (EMBA/MHRM/MBA) (2014-2020), SZABIST, Islamabad.
- Lecturer (Management Sciences), Bahria University, Islamabad (2011- 2014).
- Video Lecture Recording for 32 hours (Full Course of Strategic Human Resource Management) for COMSATS Virtual Campus, Pakistan.
- Video Lecture Recording for 32 hours (Full Course of Human Resource Management) for COMSATS Virtual Campus, Pakistan.

Awards and Honors

- Best University Teacher Award, 2016 (Higher Education Commission of Pakistan)
- Best Student Researcher Award 2016 (Bahria University, Islamabad)
- HEC Approved PhD Supervisor (Management Sciences)
- Train the Trainer (Mehergarh, Pakistan)

Consultancies

- **USAID:** Data Analyst for Sindh Climate Risk Assessment (2022)
- **DMG:** Management Consultant

Journal Publications /Profile

| | | |
|------------------|-----|-----|
| <u>Citations</u> | 154 | 152 |
| <u>h-index</u> | 6 | 6 |
| <u>i10-index</u> | 5 | 5 |

1. Bilal, A., Saeed, M. A., & Yousafzai, T. (2020). Elderly care in the time of coronavirus: Perceptions and experiences of care home staff in Pakistan. *International journal of geriatric psychiatry*, 35(12), 1442-1448.
2. Bilal, A., & Ahmad, H. M. (2015). How team Goal orientation induces employee creativity and organizational innovation through information exchange. *Global Management Journal For Academic & Corporate Studies*, 5(2), 1-20.
3. Bilal, A., & Ahmad, H. M. (2017). Organizational Structure as a Determinant of Job Burnout: An Exploratory Study on Pakistani Pediatric Nurses. *Workplace health & safety*, 65(3), 18-28.
4. Bilal, A., & Ahmed, W. (2019). Impact of Team Goal Orientation and Information Exchange on Creativity and Innovation in Advertising Creative Teams of Pakistan. *Business & Economic Review*, 11(1), 145-160.
5. Bilal, A., Ahmad, H. M., & Majid, F. (2018). How Formalization Impedes Employee Creativity and Organizational Innovation: A Case of Advertising Agencies in Pakistan. *NUML International Journal of Business & Management*, 13(1), 66-78.
6. Bilal, A., Ahmad, H. M., Zeb, S., & Majid, F. (2015). A qualitative Inquiry of causes and consequences of workplace violence towards the female nurses of Pakistan. *Pakistan Journal of Women Studies*, 22(2), 43-58.
7. Bilal, A., Ahmad, W., Jan, M. F., Huseynov, R., & Nagy, H. (2020). How Women's Transformational Leadership Induces Employees' Innovative Behaviour Through Trust and Connectivity: A Sequential Mediation Model. *Global Business Review*, 1-16, DOI: 10.1177/0972150920982760.
8. Bilal, A., Ahmed, W., & Zeb, S. (2018). Examining the Relationship between Consumption of Counterfeit Apparel and Construction of Self-Identity: A Study on Pakistani Women. *Pakistan Journal of Women Studies*, 25(2), 37-58.
9. Bilal, A., Ahmed, W., & Zeb, S. (2018). The Impact of emotional intelligence on job satisfaction and performance in the healthcare sector of Pakistan. *Journal of Managerial Sciences*, 12(3), 107-119.
10. Laeeq, H., & Bilal, A. (2017). Violence Breeds Violence: Burnout as a Mediator between Patient Violence and Nurse Violence. *International Journal of Occupational Safety and Ergonomics*, 25(4), 604-6013.
11. Laeeque, S. H., Bilal, A., Babar, S., Khan, Z., & Rahman, S. U. (2018). How Patient-Perpetrated Workplace Violence Leads to Turnover Intention Among Nurses: The Mediating Mechanism of Occupational Stress and Burnout. *Journal of aggression maltreatment & trauma*, 27(1), 96-118.
12. Zeb, S., & Bilal, A. (2021). Financial Literacy and Retirement Planning in Pakistan. *Global Management Journal for Academic & Corporate Studies*, 11(1), 100-119.
13. Aslam, A., & Bilal, A. (2021). Impact of project management certification on project performance. *Journal of Project Management*, 1-10.

15. Ahmad, H. M., Mustaq, S., Saeed, A., Bilal, A., & Faheem, A. (2018). Ahmad, H. M., Mushtaq, S., Saeed, M. A., Bilal, A., & Faheem, A. (2018). Influence of Networking on Female Entrepreneurship in Patriarchal Societies: Empirical evidence regarding Role of Cultural effect as moderator. *Transylvanian Review*, 29(6), 7599-7608.
16. Laeeque, S. H., Saeed, M. A., & Bilal, A. (2022). Psychological mechanisms linking sibling abuse and school delinquency: an experiential sampling study based on conservation of resources theory. *Motivation and Emotion*, 46(2), 197-210.
17. Bilal, H., & Bilal, A. (2021). Impact of Human Resource System on Employee Engagement through Employee's Human Resource Attributions. *VFAST Transactions on Education and Social Sciences*, 9(3), 174-185.
18. Bilal, A., Laeeque, S. H., Saeed, M. A., & Mumtaz, M. (2022). Teacher-perpetrated sexual harassment and student performance: roles of emotional exhaustion and neuroticism. *Equality, Diversity and Inclusion: An International Journal*, 41(5), 793-812.
19. Bilal, A., & Malik, R. K. (2014). Career Counseling in Pakistan. *Developing Country Studies*, 4(16), ISSN 2225-0565 (Online).
20. Bilal, A. (2014). The Impact of Intrinsic Motivation on Creative Expressions: Does pro-social culture makes any difference? *European Journal of Business and Management*, 6(34), ISSN 2222-2839 (Online).
21. Bilal, A., & Mahmood, Z. (2014). How to Read a Book in Five Minutes? *Journal of Education and Practice*, 1(10), ISSN 2222-288X (Online).
22. Bilal, A., & Malik, R. K. (2014). Citizenship Education in Pakistan. *Developing Country Studies*, 4(16), ISSN 2225-0565 (Online).

Conference Presentations

1. Bilal, A., & Khan, F. (2018). How intention to quit can be reduced using CSR Activities. (**Oxford University, Oxford, UK**). Oxford: FLE Publishing.
2. Bilal, A., Ahmad, H. M., & majid, F. (2018). How Team Goal Orientation Through Information Exchange Induces Creativity And Innovation In Advertising Teams. *International Conference for Business and Economics*. **Harvard Campus, Boston, USA**: International Journal of Arts and Sciences.
3. Bilal, A., Khan, F., Ahmad, H. M., & Saeed, M. A. (2017). CSR Activities and their impact on employees' intention to quit in SMEs of Pakistan. *SMEs, A Source of Socio-Economic Development: Prospects and Challenges*. Karachi: **Bahria University , Karachi**.
4. Bilal, A., Ahmad, H. M., & Majid, F. (2016). Workplace Violence, stress, and Individual Innovative Behavior; the moderating role of abusive supervision. *Proceedings of National Conference on Public Administration and Management 26-27 October 2016*. **Fatima Jinnah Women University, Rawalpindi**.

Working Papers

- Post-COVID Future of Education
- When Leaders become Followers

Corporate Trainings & Workshops

- Leadership Development (KRL)
- Fundamentals of Management for Managers (KRL)
- Leadership and Motivational Techniques (KRL)
- Motivation and Discipline for Success (KRL)
- Workforce diversity and organizational culture (KRL)
- Personal Development (KRL)
- The Five Levels of Leadership
- Fundamentals of University Teaching (Capital University of Science and Technology, Islamabad)
- Fundamentals of University Teaching (SZABIST, Islamabad)
- How to become an Inspiring Teacher (NUML University)
- Online Teaching and Assessment Using Google Meet and Classroom (SZABIST, Islamabad)
- Physical Classroom Management (SZABIST, Islamabad)
- Business Plan and Entrepreneurial Skills (USAID Merit and Needs Based Scholarship)
- Bake Your Own Bread (Value of Self Employment)
- Career Counseling workshop Series (BBA/MBA Students)

External Examiner (PhD/ MPhil)

- Air University School of Management
- FAST School of Management (National University of Computer and Emerging Sciences, Islamabad)
- Fatima Jinnah Women University, Rawalpindi
- Iqra University, Islamabad
- Allama Iqbal Open University, Islamabad
- Bahria University, Islamabad

Member Editorial Board (Journal)

- The Lahore Journal of Business, Lahore School of Economics, Lahore.
- Journal of Business & Economics, Air University, Islamabad.

Professional Skills

- Strong communication skills in English, Urdu, and Punjabi.

- Strong Interpersonal Skills.
- Good Team Player.
- Sound Decision Making and Problem-Solving Skills.

Computer Proficiency

- WarpPLS, SPSS, N-vivo, Primavera P6, MS-Word, MS-PowerPoint, and MS-Excel

Personal Information

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|----------------------|---|--------------------------------|
| Father Name | : | Muhammad Safdar |
| Date of Birth | : | 31-10-1985 |
| NIC # | : | 35404-5083430-3 |
| Hobbies and Interest | : | Music and Key Chain Collection |

References

The references will be provided upon request.