

DR RAFIA FAIZ

Assistant Professor

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Teaching and Research Areas: Business Management, Human Resource Management, International Management, Equality and Diversity, Gender, Qualitative Research

EDUCATION

- 2015 PhD (Management)**
Business School, University of Hertfordshire, U.K.
Thesis: *Work-Family Conflict: A Case Study of Women in Pakistani Banks*
Faculty Development Scholarship by Higher Education Commission Pakistan
- 2014 Postgraduate Diploma (Learning and Teaching in Higher Education)**
University of Hertfordshire, U.K.
- 2008 MBA (Business Administration)**
Institute of Management Sciences, Bahauddin Zakariya University, Pakistan
Academic Excellence Scholarship
- 2006 BBA Honours (Business Administration)**
Academic Excellence scholarship *Gold Medal / Distinction*
Institute of Management Sciences, Bahauddin Zakariya University, Pakistan

ACADEMIC/TEACHING EXPERIENCE

- 2015 – to date: Assistant Professor, Institute of Business Administration, Punjab University
- 2011 – 2015: Visiting Lecturer, Business School, University of Hertfordshire, UK
- 2008 – 2010: Lecturer, Institute of Management Sciences, Bahauddin Zakariya University, Pakistan

PROFESSIONAL /MANAGERIAL ROLES

- 2019 Session chair, International Interdisciplinary Conference on Gender, Work and Society, LUMS Pakistan.
- Between 2017-19 Staff Secretary; Member of Curriculum Committee, Research Seminars Committee and Doctoral Programme Coordination Committee
- 2018-19 Member (Subject Expert), Board of Studies, School of Professional Studies, University of Management and Technology, Pakistan

PROFESSIONAL MEMBERSHIPS

- 2019 Member of Administrative Sciences Association of Canada (ASAC)
- 2018 Article Editor for SAGE Open
- 2011-2015 Member of British Academy of Management (BAM)
- 2017 to date Member of Editorial Board of Journal of Management Research (Pakistan)
- 2014 to date Fellow of Higher Education Academy, UK (Ref. No. PR144530)

RESEARCH OUTPUT (Selective)

- Malik, O. F., Schat, A. C., Shahzad, A., Raziq, M. M., & Faiz, Rafia. (2018). Workplace psychological aggression, job stress, and vigor: a test of longitudinal effects. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260518770650>

- Malik, O.M., Sattar, A., Shahzad, A., and Faiz, Rafia (2017). Personal Bullying and Nurses' Turnover Intentions in Pakistan: A Mixed Methods Study. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260517719903>
- Hassan, A., Faiz, Rafia, Mirza, N.A. (2017). Gender, Generation and transition leadership: Towards a conceptual framework. *Global Management Journal of Social Sciences*. Vol 8 (2), pp. 48-60. [Available here](#)
- Faiz, Rafia, Bano, S., Asif, A. (2016) Walls all around: Developments in gender and leadership in Pakistan. *Gomal University Journal of Research, Special Issue 1*. [Available here](#)
- Parveiz, A., Faiz, Rafia (Aug 2017) *Aesthetic Labour and self-esteem for employees in aviation industry*. Paper Presented at 9th South Asian International Conference (SAICON). Awarded Best Student Paper in Management Category
- Faiz, Rafia. (Nov 2016). "It is quite natural, obviously": Using symbolic violence to examine women's work-family interface. Paper presented at 1st International Conference on Gender: Global Gender Perspective. Organized by Lahore College for Women University, Pakistan and George Washington University, USA.
- Riaz, M. and Faiz, Rafia. (Aug 2016) *Career progression dilemma: A case study of "wonder women" in Pakistani banks*. Paper presented at SAICON, Pakistan. Awarded Best Student Paper in Human Resource Management Category.
- Faiz, Rafia And Hussain, S. (2016) *Career experiences of employees on wheelchairs in Pakistan*. Paper presented at British Academy of Management Conference, UK.
- Graham, H., Faiz, Rafia., and Forson, C. (Jul 2015) *MNEs and sifarish, or personal networking, in Pakistan: A case of competing dominant logics*. Paper presented at the 31st European Group of Organisation Studies Colloquium. Greece.
- Faiz, Rafia., Forson, C., Calveley, M. & Grey, S. (Jun 2014) 'Ideal Worker' Versus 'Good Woman': *Voices from Pakistan*. Paper presented at the 7th Equality, Diversity and Inclusion International Conference. Germany.

PG GRADUATE DISSERTATION SUPERVISION

- 2019 Responses to Harassment in Academia (Moeza Khan; MPhil); Gender diverse workforce in banks (Numra; MPhil); Workplace ostracism, workplace bullying and work-family conflict (Naima Imran; MBA)
- 2018 Gendered perspective to corruption (Muhammad Ilyas; MPhil); Work-life balance of women entrepreneurs (Maira Sohail; MPhil); Professional image maintenance of pregnant women (Benish Khan; MPhil)
- 2017 Ethical leadership and turnover intentions (Affifa Mariam; MBA); Relational perspective of career experiences of academic expatriates in Pakistan (Zanib Ijaz; MBA); Aesthetic labor and self-esteem of employees in aviation industry (Altamash Pervaiz; MPhil); Engaging millennials: a holistic perspective to employee wellness (Muzayen Qaiser; MPhil); Challenges to the career advancement of women in higher education institutes (Sobia Nisar; MPhil); Consequences of work-family conflict for women in academia: a life course perspective (Faryal Khalid; MBA)
- 2016 Impact of package information on purchase intention of dairy products in Pakistan (Mehak Tauqeer; MBA); Determinations of consumers' attitude towards local area cable advertisements in Pakistan (Dilawayz Paracha; MBA); Understanding glass ceiling in a male-dominated profession (Mehreen Riaz; MPhil); Objectification of women: a qualitative study of skincare products' television commercials in Pakistan (Iqra Babar; MPhil); Customers' attitude towards digital and outdoor marketing (Hera Anam; MPhil); Multi-level perspective on career experiences of employees on wheelchairs (Seemab Hussain; MPhil)