

## **DR. NAZIM ALI (HEC APPROVED SUPERVISOR)**

A highly motivated postgraduate possessing a wide range of skills, knowledge and experience gained through academic study and work. Works effectively with others and highly capable of working on own initiative, possesses an enthusiastic approach to work and attention to details where appropriate, with the ability to plan projects and prioritize conflicting demands. Have achieved a high academic standard now committed to building a successful and rewarding career with a progressive company offering the opportunity for additional personal career development.



### **ACADEMIC QUALIFICATION**

#### **PhD (Management Sciences)**

2011 Qurtuba University, Pakistan

#### **M.Com**

2005 University of Peshawar

#### **B.Com (Honour)**

2001 University of Peshawar

#### **B.Com**

2000 University of Peshawar

#### **D.Com**

1998 Technical Board Peshawar

#### **Matric**

1996 BISEP

### **PROFESSIONAL EXPERIENCE**

Muslim College of Commerce

Jan 2006- Dec 2009 Lecturer

Abasyn University, Peshawar

Jan 2010 September, 2011 Lecturer

Abasyn University, Peshawar

October, 2011 to 1<sup>st</sup> March Head, Department of Management Sciences

University of Malakand

March 02, 2012 till date Assistant Professor

# **DR. NAZIM ALI (HEC APPROVED SUPERVISOR)**

## **PRODUCED ONE PHD DOCTOR**

**Dr. Haji Rahman**

**PhD Topic.** The mediating effect of employees' career issues on the relationship between organizational learning culture and employees' perceived job performance

## **PUBLICATIONS**

1. Haji Rahman, Wali Rahman, **Nazim Ali** and Fawad Khan (2016). Organizational Learning Culture and Employees' Career Development: Empirical Evidence from Colleges of Malakand Division of Pakistan. Journal of Manageria Sciences. Vol 10 (1), pp 15-29
2. **Nazim Ali** and Arshad Ali (2014). The Mediating Effect of Job Satisfaction between Psychological Capital and Job Burnout of Pakistani Nurses (Empirical Evidence by Using Confirmatory Factor Analysis), Pakistan Journal of Commerce and Social Sciences, Vol 8 (2), pp. 399-412
3. **Nazim Ali**, Shahid Ali, Anjum Ahsan, Wali Rahman, Shahid Jan kakakhel (2014). Effects of Leadership Styles on Job Satisfaction, Organizational Citizenship Behavior, Commitment and Turnover Intention (Empirical Study of Private Sector Schools' Teachers). Life Science Journal vol.11(3s), pp 175-183  
**Impact Factor: 0.165**
4. **Nazim Ali**, Wali Rahman, Fayaz Ali Shah (2014). Effects of Human Resource Management Practices on Perceived Employees' Performance (An Empirical Evidence). Life Science Journal Vol 11(3s), pp 184-187  
**Impact Factor: 0.165**
5. **Nazim Ali**, Shahid Jan kakakhel, Wali Rahman, Anjum Ahsan (2014). Impact of Human Resource Management Practices on Employees' outcomes (Empirical Evidence from Public Sector Universities of Malakand Division, KPK, Pakistan). Life Science Journal, Vol 11(4s), pp 68-77  
**Impact Factor: 0.165**
6. Shahid Jan, **Nazim Ali** (2014). An Examination of the Relationship between Psychological Capital and Job Burnout among Doctors of KPK and Punjab Provinces, Pakistan by Using Confirmatory Factor Analysis. Life Science Journal Vol 11(4s), pp 91-93  
**Impact Factor: 0.165**
7. Shahid Jan, Kashif Amin, Muhammad Tariq, Zahoor Ul Haq, **Nazim Ali**

## **DR. NAZIM ALI (HEC APPROVED SUPERVISOR)**

(2014). Self Satisfaction of the Entrepreneurs in relation to the CSR Practices across Peshawar KPK Pakistan. Life Science Journal, Vol. 11(5s), pp. 36-40

**Impact Factor: 0.165**

8. **Nazim Ali**, Shahid Jan, Arshad Ali, Muhammad Tariq (2014). Transformational and Transactional Leadership as Predictors of Job Satisfaction, Commitment, Perceived Performance and Turnover Intention. Life Science Journal, Vol. 11(5s), pp. 48-53

**Impact Factor: 0.165**

9. Wali Rahman, Nazim Ali, Shahid Jan. (2014). Performance appraisal in public Universities of Khyber Pakhtunkhwa, Pakistan: The essence and the form. Life Science Journal, Vol. 11(4s), pp. 379-386

**Impact Factor: 0.165**

10. Shah Khalid, Arshad Ali, Qadar Baloch and **Nazim Ali** (2014). Analysis of the Impact of Leverage on Various Measures of Corporate Performance, using Arellano and Bond Dynamic Panel Data Estimation Technique. Abasyn Journal of Social Sciences. Vol 7(1), pp 1-10

11. Khurshid Alam, Arshad Ali, **Nazim Ali**, Gohar Zaman (2014). Organizational Justice, Task Enjoyment, Leadership style and Organizational Culture as Strategies for Reduction of Social Loafing. Abasyn Journal of Social Sciences. Vol 7(1), pp 78-100

12. **Nazim Ali** and Arshad Ali, (2013). A Comprehensive Investigation into the Relationship between Employees' Empowerment and organizational Commitment and Turnover Intention (An Empirical Evidence from Pharmaceuticals firms), NICE Research Journal Vol. 6, pp 208-222

13. Islam, S, and **Nazim Ali** (2013). Motivation-Hygiene Theory: Applicability on Teachers, Journal of Managerial Sciences, Vol.7, no.1, pp 87-104

14. **Nazim Ali** and Jan, S. (2012). " Relationship between Organizational Justice and Organizational Commitment and Turnover Intentions amongst Medical Representatives of Pharmaceuticals Companies of Pakistan", Journal of Managerial Sciences, Vol.6, no 2, pp 201-212

15. **Nazim Ali**, Babar, A. A, and Bangash, S.A, (2011).Relationship between Leadership Styles and Organizational Commitment amongst Medical Representatives of National and Multinational Pharmaceuticals Companies, Pakistan (An Empirical Study), Interdisciplinary Journal of Contemporary Research in Business, vol.2 (10), pp 523-529

## **DR. NAZIM ALI (HEC APPROVED SUPERVISOR)**

16. Baloch, Q.B, **Nazim Ali**, Kiani, T.S, Ahsan, A and Mufty, A (2010). Relationship between HR Practices and Perceived Employees' Performance of Bankers in NWFP, Pakistan (An Empirical Evidence), *European Journal of Social Sciences*, Volume 18 (2), pp 210-214
17. **Nazim Ali** and Baloch, Q.B, (2010). "Job Satisfaction and Employees Turnover Intention (Case Study of NWFP Pakistan Based Banking Sector)", *Interdisciplinary Journal of Contemporary Research in Business*, vol.2, no.5, pp 39-66
18. **Nazim Ali**, Azam, M, Alam, M.F and Baloch, Q.B, (2010). "Measuring the level of Job satisfaction, commitment and turnover intentions of private sector universities' teachers of NWFP, Pakistan", *Interdisciplinary Journal of Contemporary Research in Business*, vol.2, no.6, pp 129-142
19. **Nazim Ali**, Kiani, T.S, Baloch, Q.B, and Usman, M. (2010). "Impact of organizational justice on organizational citizenship behavior of bankers of NWFP, Pakistan (An Empirical Evidence)", *Interdisciplinary Journal of Contemporary Research in Business*, vol.2, no.7, pp 111-117
20. Kiani, T.S, **Nazim Ali** and Baloch, Q.B, and Khan, Z, (2010). "Relationship between organizational commitment and perceived employees performance", *Interdisciplinary Journal of Contemporary Research in Business*, vol.2, no.8 pp, 225-233
21. **Nazim Ali** and Baloch, Q.B, (2009). "Predictors of organizational commitment and Turnover Intention of Medical Representatives (An Empirical Evidence of Pakistani Companies)", *Journal of Managerial Sciences*, Vol.3, no.2, pp 263-273
22. **Nazim Ali** (2009). "Effects of Perceived Organizational Support and Leader-Member Exchange on Organizational Citizenship Behavior", *Journal of Managerial Sciences*, Vol.3, no.1, pp 63-72
23. **Nazim Ali** (2008). "Factors affecting overall job satisfaction and turnover intention)", *Journal of Managerial Sciences*, Vol.2, no.2, pp 239-252
24. **Ali, N** and Baloch, Q.B, (2008). "Impact of job satisfaction on turnover intention: An empirical evidence", *Journal of Managerial Sciences*, Vol.2, no.1, pp 263-273

## **DR. NAZIM ALI (HEC APPROVED SUPERVISOR)**

### **CONFERENCES**

25. Second International Conference on Business, Technology & Engineering by Iqra University, Islamabad. Topic "Impact of affective commitment, continuous commitment and normative commitment on turnover intention." published in conference proceedings
26. 3<sup>rd</sup> International conference on economics, management and social sciences held by planetary scientific research center in Kuala Lumpur, Malaysia  
Topic: Effects of Employees' Empowerment on Employees' Commitment to Organization and Employees' Turnover Intention (An Empirical Evidence from Banking Industry of KPK, Pakistan). Published in conference proceedings

### **PERSONAL INFORMATION**

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Father's Name	Anwar Ali
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### **References:**

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