**Yorid Ahsan Zia**

(091) 921 6757, [yoridahsanzia@uop.edu.pk](mailto:yoridahsanzia@uop.edu.pk)

Professor, Quaid-e-Azam College of Commerce, University of Peshawar

Jamrud Road, Peshawar, KP, 25120

**EDUCATION**  .

**University of the Punjab, Lahore, Punjab**

Ph.D., Administrative Sciences (Management) – 2013

* Dissertation: HRM-Performance Link: Looking through the Behavioral Lens

**University of Peshawar, Peshawar, Khyber Pakhtunkhwa**

Master of Commerce (Finance) – 1998

* Distinction: University Gold Medal

**University of Peshawar, Peshawar, Khyber Pakhtunkhwa**

Bachelor of Commerce – 1995

**MEMBERSHIP OF VARIOUS BODIES** .

Ex-Member, National Curriculum Review Committee of Commerce

Member, Sub-Committee, National Committee for Examination System

Member, Examinations Appellate Committee, University of Peshawar

Member, Board of Studies of Commerce, University of Peshawar

**ADMINISTRATIVE EXPERIENCE**  .

April 2017 – to date: Principal, Quaid-e-Azam College of Commerce

June 2013- to March 2017: Treasurer, University of Peshawar

2011-2013: Deputy Controller of Examinations, University of Peshawar

2009-2010: Staff Proctor

**TEACHING EXPERIENCE**  .

University of Peshawar, Peshawar

Lecturer to Professor 1998 to date

Developed and taught the courses of Human Resource Information Systems,

Organizational Theory and Marketing Research

Developed syllabi for Management Information Systems and Accounting Information Systems at Bachelor Level

University of the Punjab, Lahore

Adjunct Faculty in the subject of HR Information Systems 2005

Developed course outline and administered grades

**Adjunct Faculty in the subject of Human Resource Research 2005**

Developed course outline and administered grades

**AWARDS AND DISTINCTIONS**  .

* First Position in PhD Course Work
* University Gold Medal for securing First Class First Position in Master of Commerce Examination 1998, University of Peshawar, Peshawar
* Awarded Merit Scholarship for Two Years (1996-1998) in Master of Commerce, University of Peshawar, Peshawar

**SCHOLARLY PUBLICATIONS** .

Farooq, N., Ullah, R., & **Zia, Y. A.** (2017). Pay Disparity among Employees of the Federal Government of Pakistan and the Mediating Role of Motivation between Pay Satisfaction and Organizational Citizenship Behavior. *FWU Journal of Social Sciences, 11*(2), 60-70.

Khan, M. Z., & **Zia, Y. A.** (2014). Implementation of Public Sector Reforms in Pakistan: A Contextual Model. *Journal of Humanities and Social Sciences, XXII*(2), 53-64.

**Zia, Y. A.**, Farooq. N., & Zaman, G**.** (2014). Organizational Commitment of Private University Faculty: Does age matter? *PUTAJ - Humanities and Social Sciences, 21*(2), 81-88.

Zafar, A., Zahra, N., & **Zia, Y. A.** (2014). Antecedents of Job Burnout among Bank Employees. *PUTAJ - Humanities and Social Sciences, 21*(2), 13-22.

**Zia, Y. A.**, & Syed, P. H. (2013). An Exploratory Study into the Causes of Conflict and the Effect of Conflict Management Style on Outcome in a Competitive Workplace. *Journal of Managerial Sciences, 7*(2), 299-315.

**Zia, Y. A.**, & Mehmood, Y. (2013). Job Status as an Antecedent of Affective Commitment. *Abasyn Journal of Social Sciences, 6*(2), 53-63.

Farooq, N., & **Zia, Y. A.** (2013). Gender and Organizational Commitment. *PUTAJ - Humanities and Social Sciences, 20*(1), 273-281.

Syed, P. H., & **Zia, Y. A.** (2013). Conflict Resolution in Employee – Supervisor Relationship *Abasyn Journal of Social Sciences, 6*(2), 34-52.

**Zia, Y. A.**, & Zeb, M. (2013). Drivers of public sector reforms in Pakistan: A comparison of NPM with Alternative Reform Drivers. *The Dialogue, 8*(4), 452-459.

Zaheer, M., & **Zia, Y. A.** (2013). Perceived Effectiveness of Foreign Scholarship Schemes for Faculty Development offered by Higher Education Commission of Pakistan. *PUTAJ - Humanities and Social Sciences, 20*(1), 265-272.

**Zia, Y. A**., Khan, F., & Nouman, M. (2012). Participative Management and Job Satisfaction. *PUTAJ - Humanities and Social Sciences, 19*(1), 21-28.

Tufail, M., **Zia, Y. A.**, Khan, S., & Irfan, M. (2012). A Glance at Organizational Commitment, Antecedents and Consequences (1960-2005). *Journal of Managerial Sciences, 6*(1), 73-91.

**Zia, Y. A.**, & Tufail, M. (2011). Comparative Analysis of Organizational Commitment among Faculty Members of Public and Private Sector Universities of KPK. *Journal of Managerial Sciences, 5*(1), 37-52.

**Zia, Y. A**., & Javaid, K. (2009). The Influence of Human Resource Practices on Employees’ Affective Commitment. *PUTAJ - Humanities and Social Sciences, 16*(1), 246-258.

**LANGUAGES**  .

Hindko – native language

Urdu – speak fluently and read/write with high proficiency

English – speak fluently and read/write with high proficiency

Pashto – speak fluently and read with proficiency

**TRAININGS CONDUCTED**  .

Trainer of Trainers/Resource Person for all NWFP Commerce Teachers Training in the subjects of Management Information Systems, Accounting Information Systems and System Analysis and Design.

**IT SKILLS**  .

1. One-year Diploma in I.T. in “B” grade from Petroman Training Institute, Peshawar.
2. One-Year Office Automation Courses including Operating Systems as a partial fulfillment for the award of M.Com degree.
3. Pioneer Teacher of Computer Based Accounting Package (Peachtree Accounting) in NWFP.
4. Developed Semester Examination System in Excel for the College.

**PROJECTS**  .

1. Feasibility Study for establishment of Milk Processing Plant at Dera Ismail Khan.
2. Preparation of Design of Management Information System for the University of Peshawar.
3. Supervision of a number of projects carried out by commerce students at master level.