

SANIA MOAZZAM, PhD**Organizational Behavior & Strategy**

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LinkedIn profile: <https://www.linkedin.com/in/sania-moazzam6042b153/>**EDUCATION**

PhD in Organizational Behavior & Strategy Lahore University of Management Sciences, Suleman Dawood School of Business Concentration: Organizational Behavior CGPA: 3.61	September 2020 to September 2025
Master of Philosophy Business Administration Lahore School of Economics, Lahore, Pakistan Concentration: Organizational Behavior CGPA: 3.55	September 2016 to December 2020
Master of Business Administration Lahore School of Economics, Lahore, Pakistan Concentration: Marketing CGPA: 3.70	August 2013 to December 2014
Bachelor of Business Administration Lahore School of Economics, Lahore, Pakistan Concentration: Marketing & Finance (Double Majors) CGPA: 3.69	August 2009 to April 2013

WORK EXPERIENCE

Editorial Assistant Journal of Economic and Administrative Sciences	June 2025 to Present
PhD Student Research Associate Suleman Dawood School of Business Lahore University of Management Sciences (LUMS)	May 2022 to June 2025

Visiting Faculty
Lahore School of Economics (LSE)

August 2024 to Present

Visiting Faculty
The Millenium Universal College (TMUC)

August 2019 to July 2020

Teaching Associate
Lahore School of Economics (LSE)

September 2015 to December 2019

JOURNAL PUBLICATIONS

1. **Moazzam**, S., & Malik, M. A. R. (2025). Bottom-line mentality: systematic literature review and future research directions. *Journal of Economic and Administrative Sciences*.
2. Arain, G. A., & **Moazzam**, S. (2025). *Unveiling bottom-line mentality in Pakistan's banking sector* (Case Research Unit No. 05-789-2025-2). Internal repository, Lahore University of Management Sciences (LUMS).
3. **Moazzam**, S., & Malik, A. (2023, September). Impact of Workplace Incivility on Work Family Conflict: The Mediating Role of Emotional Exhaustion and Moderating Role of Job Experience. *Lahore Journal of Business*, 11(1), 27-55. Retrieved from <https://lahoreschoolofeconomics.edu.pk/getLjbArticles>
4. **Moazzam**, S. (2022, June 30). Relationship Between Socio-Demographic Characteristics and Loan Accessibility. *Pakistan Economic and Social Review*, 60(1). Retrieved from <https://pesreconpu.edu.pk/website/journal/article/6318a8c5be447/page>

RESEARCH PROJECTS

1. "Impact of Pressure to Produce Results (PPR) Climate on Employee Task Performance and Self-Serving Unethical Behavior: The Mediating role of Employee Bottom-Line Mentality and Moderating role of Supervisor Bottom-line mentality" (Working Paper)

CONFERENCE PRESENTATIONS

1. Presented "Surface Acting in Organizational Context: A Systematic Literature Review" at The British Academy of Management (BAM), UK, August 2021.
2. Presented "Impact of Service Quality Dimensions on Caller Satisfaction and Loyalty in a Business-to-Business Context" at the 9th Annual American Business Research Conference, New York, USA, July 2017.

TRAINING/WORKSHOPS RECEIVED

<i>Title</i>	Basics of Qualitative Data Analysis
<i>Institute</i>	Lahore University of Management Sciences (LUMS), Lahore, Pakistan
<i>Date</i>	April 11, 2025
<i>Title</i>	State-of-the-Art Meta-Analysis in Management Sciences: Conception to Publication
<i>Institute</i>	Sukkur IBA, Sindh, Pakistan
<i>Date</i>	March 06, 2024
<i>Title</i>	Writing for Quality Journals
<i>Institute</i>	National Business Education Accreditation Council (NBEAC) of Higher Education Commission Pakistan, Islamabad, Pakistan
<i>Date</i>	February 09, 2018 to February 10, 2018
<i>Title</i>	Faculty Colloquium organized by the Association of Management Development Institutions of Pakistan (AMDIP)
<i>Institute</i>	Institute of Business Management Karachi, Pakistan
<i>Date</i>	November 23, 2016 to November 24, 2016
<i>Title</i>	29 th International Summer University ^{WU}
<i>Institute</i>	Vienna University of Economics and Business (WU), Vienna, Austria
<i>Date</i>	July 23, 2018 to August 10, 2018

RESEARCH SKILLS

Structural Equation Modeling using MPlus, SPSS, SmartPLS, AMOS

REVIEWER

Journal of Economic and Administrative Sciences (ABDC recognized)

HONORS & AWARDS

PhD Fellowship Award from Lahore University of Management Sciences (LUMS)	September 2020
Global Business School Network (GBSN) Scholarship	July 2018
Merit Scholarship Award from Lahore School of Economics	September 2016
Dean's Honors List for MBA, Lahore School of Economics, Lahore	January 2015
Dean's Honors List for BBA (Hons.), Lahore School of Economics, Lahore	January 2014

UNDERGRADUATE TEACHING EXPERIENCE

Undergraduate Courses at The Lahore School of Economics

Semester	Subject	Enrolment	Evaluation	Avg: Evaluation
Winter 2015	Principles of Marketing	30	4.12	3.78
Winter 2015	Principles of Marketing	30	4.00	
Spring 2016	Strategic Management	35	3.75	
Spring 2016	Strategic Management	12	3.41	
Spring 2016	Strategic Management	47	3.66	
Spring 2016	Export Marketing	29	3.71	
Winter 2016	Organizational Behavior & Human Resource Management	22	3.85	
Winter 2016	Organizational Behavior & Human Resource Management	36	3.57	
Spring 2017	Advertising	50	3.53	
Spring 2017	Strategic Management	39	4.04	
Spring 2017	Entrepreneurship & SME Management	46	4.10	
Winter 2017	Advertising	50	3.81	
Spring 2018	Principles of Marketing	18	3.50	
Winter 2018	Operations Management	41	3.26	
Winter 2018	Operations Management	44	3.78	
Winter 2019	Organizational Behavior & Human Resource Management	51	3.40	
Winter 2024	Entrepreneurship & SME Management	45	4.08	
Winter 2024	Entrepreneurship & SME Management	45	4.06	
Winter 2024	Entrepreneurship & SME Management	43	4.16	

REFERENCES

Name	Title
Dr. Muhammad Abdur Rahman Malik	Associate Professor, Suleman Dawood School of Business, Lahore University of Management Sciences (LUMS), Pakistan abdur.malik@lums.edu.pk
Dr. Ghulam Ali Arain	Associate Professor, Suleman Dawood School of Business, Lahore University of Management Sciences (LUMS), Pakistan ghulam.arain@lums.edu.pk
Dr. Sohail Zafar	Professor & Dean, Department of Business Administration Lahore School of Economics, Pakistan drsohail@lahoreschool.edu.pk