

SAIRA IRFAN

PHD, M.PHIL., M.Sc.

PHD IN THE FIELD OF ORGANIZATIONAL PSYCHOLOGY WITH A SOLID ACADEMIC BACKGROUND AND A COMPREHENSIVE SKILL-SET, UNDERPINNED BY WORK / RESEARCH EXPERIENCE IN ENVIRONMENTS NECESSITATING SELF-MOTIVATION AND A POSITIVE RESPONSE TO PRESSURE. STRONG TEAM BUILDER AND FACILITATOR WHO HAS EARNED A REPUTATION AS AN EFFECTIVE COMMUNICATOR, DEDICATED TO ONGOING DEVELOPMENT. EXPERIENCED USER OF SMART PLS, SPSS/MS OFFICE WITH LANGUAGE SKILLS IN URDU, ENGLISH, PUNJABI AND ARABIC.

ACADEMIC BACKGROUND

DOCTOR OF PHILOSOPHY	UNIVERSITY UTARA MALAYSIA	2018
M.PHIL. APPLIED PSYCHOLOGY	BHAUDDIN ZAKARIYA UNIVERSITY, MULTAN	2013
M.Sc. APPLIED PSYCHOLOGY	BHAUDDIN ZAKARIYA UNIVERSITY, MULTAN	2005

PROFESSIONAL EXPERIENCE AND SIGNIFICANT ACHIEVEMENTS

University of Sahiwal, Sahiwal **2016 - Present**
Teacher Incharge/Lecturer; Dept. of Applied Psychology

Bahauddin Zakariya University, Sub-Campus Sahiwal **2007 - 2016**
Lecturer; Dept. of Applied Psychology

- Developing and implementing new methods of teaching to reflect changes in psychology research.
- Demonstrating exceptional communication, presentation and people management skills.
- Supervising students' research activities.
- Designing, preparing and developing teaching materials – utilising expertise encompassing psychology.
- Maintaining a commitment towards ongoing personal development and career progression at all times.

Achievements

Secured 1st position in M.Phil. Applied Psychology session 2011-2013

Secured 3rd position in M.Sc. Applied Psychology session 2002-2004

TRAINING, INTERNSHIPS AND WORKSHOPS

- INSTRUMENT DEVELOPMENT 2018
- ONE DAY WORKSHOP ON QUALITATIVE DATA ANALYSIS USING NVIVO 2018
- DAY WORKSHOP ON MASTERING DATA ANALYSIS USING AMOS 2018
- TWO DAYS WORKSHOP ON SMART PLS 3 2018
- WORKSHOP ON PLS 2016
- WORKSHOP ON HOW TO WRITE PROBLEM STATEMENT AND IDENTIFY RESEARCH GAP 2016
- WORKSHOP ON QUESTIONNAIRE DEVELOPMENT FOR QUALITATIVE AND QUANTITATIVE RESEARCH 2016
- THE FIRST STEP IN A PHD JOURNEY 2016
- WORKSHOP ON STRUCTURAL EQUATION MODELLING 2016
- WRITING FOR PUBLICATION (INTERNATIONAL INDEXED JOURNALS) 2016

- RESEARCH WORKSHOP (INTERNATIONAL GRANTS) 2016
- 14TH INTERNATIONAL CONFERENCE OF PSYCHOLOGY 2015
- INTERNATIONAL CONFERENCE OF PPA 2013
- NATIONAL BANK OF PAKISTAN- INTERNSHIP 2012
- QUALITATIVE RESEARCH METHODS WORKSHOPS 2011
- PUNJAB INSTITUTE OF MENTAL HEALTH, LAHORE- INTERNSHIP 2004
- EIDETIC THERAPY WORKSHOP 2004
- WORKSHOP ON SELF-MANAGEMENT 2004
- WORKSHOP ON HYPNOSIS 2003

RESEARCH EXPERIENCE

- COMPLETED RESEARCH INTO THE MODERATING EFFECTS OF ORGANIZATIONAL CULTURE ON THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE, WORK MOTIVATION AND WORK COMMITMENT.
- COMPLETED RESEARCH INTO THE MODERATING EFFECTS OF PSYCHOLOGICAL DEFENSE MECHANISMS ON EMPLOYEE ATTITUDE TOWARD CHANGE AND ORGANIZATIONAL COMMITMENT.
- COMPLETED RESEARCH INTO THE RELATIONSHIPS AMONG CREATIVITY, EMOTIONAL QUOTIENT AND ANXIETY IN EDUCATED YOUTH IN BZU MULTAN.

PUBLISHED RESEARCH

1. MODERATING EFFECTS OF PSYCHOLOGICAL DEFENCE MECHANISMS ON EMPLOYEE ATTITUDE TOWARD CHANGE AND ORGANIZATIONAL COMMITMENT. MANUSCRIPT SUBMITTED FOR PUBLICATION.
2. HIERARCHY CULTURE AS A MODERATOR ON THE RELATIONSHIP BETWEEN WORK MOTIVATION AND WORK COMMITMENT. INDIAN JOURNAL OF POSITIVE PSYCHOLOGY, 2018, 9(1), 89-96
3. THE MODERATING EFFECTS OF ORGANIZATIONAL CULTURE ON THE RELATIONSHIP BETWEEN WORK MOTIVATION AND WORK COMMITMENT OF UNIVERSITY ACADEMIC STAFF. INTERNATIONAL JOURNAL OF LEARNING AND DEVELOPMENT, 2018, 8(1), 137-155.
4. RELATIONSHIP AMONG MALTREATMENT FACTORS, PTSD SYMPTOMS AND COPING STRATEGIES. INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN PSYCHOLOGY, 2015, 2(2), 11-30.
5. RELATIONSHIP BETWEEN PERCEIVED STRESS AND COPING IN CHILDREN OF BROKEN AND STABLE FAMILIES. EUROPEAN ACADEMIC RESEARCH, 2015, III (6), 6905-6919.
6. RELATIONSHIP AMONG PERSONALITY TRAITS, PROCRASTINATION AND COPING STRATEGIES. INTERNATIONAL JOURNAL OF ADVANCED RESEARCH, 2015, 3(11), 184-193.

PERSONAL DETAILS

MARITAL STATUS	MARRIED
NATIONALITY	PAKISTANI

REFERENCES AVAILABLE UPON REQUEST

