

The Aspire Zone

Department of Management Sciences, CUI Abbottabad Campus | E-Newsletter



Editorial

Welcome to the first issue of the Department of Management Sciences' E-Newsletter. The Management Sciences department at CUI Abbottabad Campus with the Slogan "Leaders all the Way" is always at the forefront of Campus Life. From students societies to different campus events, our students and faculty are offering support and leadership in various roles. This newsletter is an effort to showcase the struggles and achievements of our faculty and students. Another purpose of this newsletter is to communicate with our alumni, potential employers, partners and other stakeholders about over achievements, plans and ambitions.

This issue covers events organized and managed by our students and faculty. The first main event is the "First National Conference on Economic Development in Hazara Division" funded by the World Bank and jointly hosted by Abbottabad Chamber of Commerce and Industries (ACCI) and CUI Abbottabad Campus. The conference was the first of its kind that has provided a platform to all major stakeholders including Industry, Government and Academia.

Furthermore, another highlighted event is the State Bank of Pakistan's funded one-day capacity building workshop on Islamic finance for Sharia Scholars held at Abbottabad Campus. This workshop was organized by the Abbottabad chapter of 'The Center of Islamic Finance' based at Lahore campus of COMSATS University. This was the third in the series of workshops. The previous two workshops were held at Sa-

hiwal and Vehari campus of COMSATS University.

This issue covers the department's different initiatives and events for the student's development. These include different training workshops and seminars. Among the notable initiatives, the office of Industrial Liaison (ILO) at the Department of Management Sciences organized many workshops, seminars, industrial visits and training activities.

The department formed its first student society named "Managenics" to facilitate student's exposure & practical learning. This society is providing a platform to our students for polishing their managerial and leadership skills.

Finally, we have outlined our efforts and plans to tackle the unexpected and unprecedented Corona induced challenges, and how we are helping our students by using Online education platforms effectively.



Dr. Yasir Bin Tariq
Lead Editor

Special points of interest:

- 1st National Conference on Economic Development in Hazara Division
- Capacity Building Workshop on Islamic Finance for Sharia Scholars
- Digital Youth Summit'19
- Managenics - Students Society
- Freelancing Leading Entrepreneurship
- COVID19 Challenges

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Editorial Team



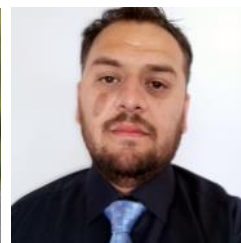
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BBA 8th Semester
Department of Management Sciences



Mr. Muddasir Riaz Khan
Research Editor
PhD Scholar
Department of Management Sciences

NEW STUDENTS' ORIENTATION — FALL 2019

September 02, 2019



Start of the University life is immensely thrilling as well as it is stressful. The reality that now I am a grown-up makes students feel on top of the world. At the same time, this new felt independence is unnerving because of all the unknowns like “What should my major be? Will I make any friends? How will I find all of my classes? Whom do I ask if I have a question? Where is the library?”

Department conducted an orientation session to ease the start of university life for freshers. This

session equipped them with the basic knowledge of the university’s culture, rules and regulations, academic position and grading systems.

Mr. Omar Hassan, Mr. Zarak Khan and Mr. Abdul Ghafoor, informed the newly admitted students about *‘what’s next’*.



Workshop on Internship Experience Sharing & Guidelines

September 20, 2019

Industrial Liaison Office (ILO) at the Department of Management Sciences organized a one-day workshop in which students of 7th and 8th semester of BBA shared their internship experiences in different organizations across Pakistan. The purpose of this session

was to prepare the next batch of students for internships in the next semester break (Fall 2019). The students who had completed their internships in summer of 2019 enlisted their positive experiences and difficulties faced during their internship. The highlight

of the event was the first batch of Afghan students who did their internship in different organizations in Pakistan and Afghanistan. Mr. Jamil Farid, in-charge of ILO at the Department of Management Sciences, organized and supervised this workshop.



THE BLIND TASTE TEST

September 27, 2019



Students of BBA 6th semester (Marketing major) organized a marketing event "Blind Taste Challenge" between the two greatest food rivalries of all time (Coca Cola & Pepsi). The first competition was to differentiate between 7-Up and Sprite, and the next was to distinguish between Coca-Cola and Pepsi blind-folded. It was a fun and research activity to find out if the consumers of the products could distinguish between the substitutes.



Training Workshop on Internship Report Writing

September 26, 2019

The undergraduate internship coordinator Dr. Yasir Bin Tariq, conducted a one-day training workshop on "Internship Report Writing." He discussed criteria, requirements, and framework of Internship report. He also discussed effective strategies for



managing and writing an internship report and how to handle the internship report viva exam. This report is a mandatory requirement which is to be submitted by the students after completion of 6-week internship during their semester break.



Capacity Building Workshop on Islamic Finance

September 25, 2019

Abbottabad chapter of Center for Islamic Finance (CIF) (Based at COMSATS Lahore Campus) in collaboration with State Bank of Pakistan organized a one-day capacity building workshop on Islamic Finance on September 25, 2019, at COMSATS University Abbottabad Campus for Sharia Scholars of Hazara region. Renowned Shariah scholar Qazi Abdul Samad who is also a resident Sharia Advisor of Bank of Khyber and an International trainer, con-



ducted the workshop.

The workshop was attended by around 50 leading Sharia scholars from different schools of thought. Faculty and students from the Department of Management Sciences also attend this workshop.

Dr. Jamil Anwar, the workshop coordinator, welcomed the participants and elaborated on the objectives of CIF and apprised the participants about the efforts of CIF for the promotion of Islamic Finance.



#MeetOurFaculty

Dr. Kashif Rashid

Associate Professor/HoD
PhD, Finance
Victoria University, Melbourne,
Australia

#Peace & Kindness

The theme of 'Students Week' in Fall 2019 was "#Peace And Kindness".



Managenics in collaboration with students from different departments organized an activity titled "#RoadToKindness". The highlight of this activity was different kindness-based notes which adorned trees in the campus. These notes reminded everyone of the pivotal role of kindness in life.



#MeetOurFaculty

Mr. Umar Hassan

AP/Principal Academic Coordinator- BS(BA)
MS—Management Sciences
CIIT, Abbottabad Campus



1st National conference on Economic Development in Hazara Division

23-25 October, 2019

CO MSATS University Abbottabad successfully hosted the “1st National conference on Economic Development in Hazara Division” from October 23rd to 25th. Management Sciences faculty (Dr. Syed Afzal Moshadi (main coordinator), Mr. Umar Hassan, Mr. Asad Rafaq, Mr. Jamil Farid, and Dr. Mansoor Nazir Bhatti) and Managenics - Management Sciences student society along with IEEE student members from engineering department managed the entire event. This event once again showcased the professionalism of Management Sciences faculty and unearthed the talent and skills of the students via project stalls and event management functions.

The conference was first of its kind that provided a platform to all major stakeholders, including Industry, Government and Academia. The purpose of the conference was to bring the public and private sector together and seek local and foreign investment for Hazara Division which would help to boost up the economy of Hazara Division and to create as well as speed up employment opportunities. The conference was an initiative of The Federation Of Pakistan Chamber of Commerce (FPCCI) and Abbottabad Chamber of Commerce and Industries (ACCI). World Bank funded this conference under the Economic Revitalization of Khyber Pakh-

tunkhwa and FATA (ERKF) project. Further, the members of Khyber Pakhtunkhwa Economic Zones Development & Management Company (KPEZMEC) and SMEDA remained actively involved and provided support throughout the event.

Management Sciences faculty including Dr. Yasir Bin Tariq, Dr. Bilal Bin Saeed, Dr. Shakir Hafeez and Dr. Jamil Anwar served as panelists along with other guest’s panelists. High-profile dignitaries attended the conference. These included

Mr. Abdul Kaarim Khan, Special Assistant to Chief Minister KP for Industry

Mr. Taimur Salim Khan Jhagra, Minister Finance, Khyber Pakhtunkhwa

Mr. Mushtaq Ahmad Ghani, Speaker Provincial Assembly, KP

Mr. Zaheer Ul Islam, Commissioner Hazara Division

Mr. Aamer Latif, Secretary Industries Commerce & Technical Education KP

Mr. Hassan Daud Butt, CEO KP-BOIT on CPEC & Opportunities for Khyber Pakhtunkhwa



Mr. Yousaf Ayub Khan, Former Minister for Industries Commerce & Technical Education Khyber Pakhtunkhwa
 Mr. Munir Gul Project Director ERKF
 Ms. Shandadna Gulzar Khan, Parliamentary Secretary for Commerce
 General (retired) Ayyaz Salim Rana (Hilal-e-Imtiaz Military).
 Mr. Ghazanfar Khattak, MD - SIDB
 Dr. Ali Mehmood, Chief Information Officer, and Strategy, KPEZDMC
 Engr. Maqsood Anwar, President Sarhad Chamber of Commerce & Industry
 Mr. Rashid Aman, Provincial Chief, Small and Medium Enterprise Development Authority (SMEDA)
 Syed Nazar Hussain Shah, Secretary Mines & Minerals Environment Protection and Climate changes

Mr. Hanif Gohar Businessman, Chairman Gohar Group of Companies
 Ms. Shamama Arbab, Chairperson, Pakistan Stone Development Company (PASDEC)
 Mr. Shahzad Sabir, President Hotel Association
 Mr. Ali Raza, Assistant Director, Galiyat Development Authority (GDA)
 Mr. Liaquat Sultan, Executive Member Abbottabad Chamber of Commerce & Industry/Executive Committee Member in FPCCI and Director CHINAR Group of Companies
 Col (R) Sadiq Sultan, Executive Member, Abbottabad Chamber of Commerce & Industries (ACCI) and Chief Executive Officer of CHINAR Group
 Engr. Naveed Sabir, Expert on Energy
 Col (R) Muhammad Shahid, Director Energy, KP Board of Investment and Trade

1st National conference on Economic Development in Hazara Division



Bargain Hunt

November 05, 2019

Mr. Jamil Farid, course instructor- Brand Management, organized a student sales activity for the 7th & 8th-semester students. The purpose of this activity was to help these students to undergo a rigor-

ous activity of sales, which is the basic building block of every for-profit organization. The participating teams had to sell their products in a given time of 2 hours. The team that made the most profit and sales were announced as the winners of the competition. It was a fun activity and provided the participant with a chance to gain exposure to the real marketplace. The members of the winning team were; Mr. Arsalan Khan, Ms. Seerat Javed, Ms. Huda Muratib and Mr. Umer Nasir.



#MeetOurFaculty

Dr. Imran Khan Jadoon
 AP/Graduate Program Coordinator
 PhD, International Finance
 Hacettepe University, Ankara
 Turkey



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#MeetOurFaculty

Ms. Faiza Sajjad
 Lecturer
 MS—Management Sciences
 CIIT, Abbottabad Campus

Digital Youth Summit

September 28, 2019



Student Startup Business Center (SSBC) at COMSATS Abbottabad arranged for students of the Department of Management Sciences and Department of Computer Sciences to attend "Digital Youth Summit 2019" held at Peshawar.

The Digital Youth Summit (DYS) is a technology-focused conference that takes place annually in Peshawar, Pakistan. A total of 31 students of BBA, BSE & BCS attended the event under the supervision of Dr. Syed Afzal Moshadi (In-charge SSBC). They actively participated in numerous panel discussions and sessions conducted by renowned speakers and panellists.

Department of Management Sciences started a society for students called **'Managenics'** to provide a platform for polishing the management skills of its students. From the Managenic's platform, students can showcase their talents, polish their personalities, learn practical skills, and, most importantly, have fun in a variety of activ-



ities (both curricular and non-curricular). Mr. Asad Razaq was appointed as the first faculty in-charge of the society.

The interviews for different societal positions were conducted on September 30, and the first student team was selected.



Nishwa Ibrar
President



Umer Zamir
Vice President
Operations



Ayesha Iqbal
Vice President
Coordination



Iqra Shaukat
General Secretary

Workshop on CV Writing and Interviewing Skills

The Industrial Liaison Office of Management Sciences Department organized a one-day workshop on "CV Writing & Interview Skills" on 05-Nov-2020. The purpose was to prepare the graduating students for the market and to enhance their interviewing and CV writing skills. Mr. Jamil Farid and Mr. Omar Hassan conducted the training.



#MeetOurFaculty

Mr. Asad Razaq
Lecturer / Departmental Operating
Officer; Faculty In-Charge Managenics
MSc - Finance, Acct. & Mgmt.
University of Bradford, UK

Industrial Visit

November 08, 2019

Industrial Liaison Office of Management Sciences Department arranged an industrial visit for the students of BBA 5th semester as a part of their course, i.e. Operational Management. The visit provided the students with an opportunity to learn about operational management and different aspects of the Phosphate industry. They were given a guided tour of Hazara Phosphate and were shown different processes that are involved in the production.

INVITED TALKS

Faraz Ameer, CEO Brand Interface and our graduate, gave a talk on the opportunities in the field of event management to final year marketing students at CUI Abbottabad Campus. Students had a very fruitful discussion with him on event management ideas and entrepreneurship.



#MeetOurFaculty

Mr. Jamil Farid
Lecturer / In-charge ILO
MA - Management
Durham Business School
University of Durham, UK

Presentation Competition

November 26, 2019



tation skills. Each class had to nominate at least one team under the supervision of the respective class advisor. Each team presented on the topic of their choice. A total of 13 teams from all the semesters of BBA participated in the competition. The presenters were judged based on their slides, content, delivery, dressing and confidence. Dr. Mansoor Nazir Bhatti supervised the event. Dr. Yasir Bin Tariq, Mr. Umar Hassan and Ms. Nadia Bag, faculty Department of Management Sciences, served as the judges.

Department of Management Sciences organized a presentation competition for all undergraduate business students. The purpose was to enhance the student’s confidence and presen-

Surprisingly, the team from BBA-1A won the competition, whereas teams from BBA-6 and BBA-7A stood at 2nd and 3rd positions, respectively.



#MeetOurFaculty

Dr. Aziz Ullah Sayal
AP/PAC Economics
PhD - Environmental Economics
CIIT, Abbottabad Campus
Pakistan



#MeetOurFaculty

Ms. Sania Khalid
Lecturer
MS - Management Sciences
COMSATS University, ATD

Freelancing leading Entrepreneurship



Marketing major BBA 6 & 7 students under the supervision of Mr. Ghias Shah organized a one-day workshop on “Freelancing leading to Entre-

preneurship”.

Mr. Usman Shehzada and Mr. Saad Manzoor were two leading speakers of the workshop who discussed different perks of freelancing and need of the digitalization in the coming future. Speakers added that a freelancer could provide nearly every type of service needed by most businesses.

At the end of the workshop, HoD Management Sciences presented Shields to the speakers and event organizers.



#MeetOurFaculty

Dr. Naveed Iqbal
Lecturer / In-charge Departmental
QEC
PhD - Management Sciences (HR)
COMSATS University, ISB



Annual Management Dinner

December 20, 2019

The Annual Management Dinner, a get together of management sciences faculty and students concluded the activities for the Fall 2019 semester. The management dinner has been a tradition of the management sciences department for several years now. The event was jam-packed with entertainment activities and followed the tradition of giving the customary farewell to the graduating batch and welcoming the new one. The management dinner is an opportunity for the whole department to interact and socialize with one another.



Outreach / CSR

Under the department’s outreach & CSR initiative, Dr. Jamil Anwar conducted a workshop on “Strategic Time Management” for the faculty and BS students of Govt. Degree college Havelian, Abbottabad. The workshop aimed to enhance student’s capacity building and professional development of the faculty of the college.



INVITED TALK

Prof. Dr. Hassan Qudrat Ullah, professor at York University, Toronto, Canada visited Department of Management Sciences, CUI Abbottabad Campus. He had a wonderful session with our faculty on the topic of decision science and its application in daily life.



A Day Out - Faculty Brunch

At Golf Club Abbottabad - November 16, 2019

It's great when you can plan a day, to take your friends to brunch. Sitting with them, chatting away, between every munch and crunch. We don't do this too often, as we find it hard to get out. But when we get together, there's so much, to talk about. Whatever the reason, the timing was perfect. We managed to get away. Enjoyed every moment, we spent together, let's do it again soon, my friends!



Choosing Major—A Guiding Session by ILO

A perplexing question every BBA student face is which specialization to choose between 'Finance, 'HR' & 'Marketing". ILO organized a session for BBA 4th semester students who are going to opt for one of the three specialization courses offered by the department in the next semester. Teachers from respective specialization were invited to talk about the strengths and challenges of each specialty. It was a



#MeetOurFaculty

Dr. Malik Fahim Bashir
Assistant Professor
PhD Economics
Huazhong University of Science
and Technology, Wuhan, China

Internship Placements by ILO

Degree requirement of a 6-Week internship in the final year offers the graduating students a chance to connect the theoretical knowledge obtained in the classroom with the real world. Industrial Liaison Office (ILO) of Management Sciences Department is continuously trying to ensure that our students should have ample opportunities to obtain practical experience in the form of an internship, in a diverse range of organizations. Among many, few of these organizations where the students were placed during the last semester break are

- Mad Mob, Islamabad – Advertising
- AgriTech-Hazara Phosphate Fertilizer, Hattar Industrial Estate – Manufacturing
- National Electric Power Regulatory Authority (NEPRA) – Govt. Organization / Regulator
- Careem, Abbottabad – Services
- Centre for Communication Pakistan - Nonprofit
- Soneri Bank, Karachi – Financial Services
- Toyota Abbott Motors – Sales



#MeetOurFaculty

Ms. Humera Khitab
Lecturer
MS - Management Sciences
CIIT, Abbottabad Campus
Pakistan

#MeetOurGraduatingStudents

I still remember the day when we entered COMSATS Abbottabad Campus like a reluctant caterpillar. And in four years we were transformed into admirable graduates. COMSATS, no doubt has made me an independent person who knows how to be kind with the people and tough enough to face the difficulties that come over time.

Hareem Mehdi - BBA Class of Spring 2016



#MeetOurGraduatingStudents

I would like to describe my experience at COMSATS Abbottabad Campus in two words "Absolutely Wonderful". Socio-Cultural experiences at COMSATS were terrific. I developed professional attributes being an active member of many student societies. I have learned a lot, made a lot of memories and most of all, made some everlasting friendships.

Iqra Shoukat - BBA Class of Spring 2016



Graduate Program - Department of Management Sciences

Research Corner

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#MeetOurPhDScholars



Khadija Hamayun is pursuing PhD in Marketing and is from the pioneer badge of PhD program that started in Fall 2016. She completed her MS from COMSATS University Islamabad, Abbottabad Campus in 2008. Her MS thesis topic was 'An Analysis of Consumers Values, Needs, and Behavior' which was a case study of liquid milk of Hazara, Pakistan. In PhD, she is interested in constructing a customer satisfaction index for Pakistan. Customer satisfaction defines the meaning of economic activity because what matters, in the end, is not what is produced or consumed, but how well an economy satisfies its consumers.



Awas Ahmad is a PhD scholar who specializes in Human Resource Management. He received MS in Management Sciences from Capital University of Science and Technology, Islamabad. The title of his thesis was "Supervisor's Social Support in Predicting Performance of Employees with Disabilities: Using Mediating and Moderating Mechanisms". His current research in Stigma against disabled employees at the workplace. Disability is the restriction of functions of certain body parts due to some deficiencies by birth or a condition developed with age or an accident. Stigma is the negative treatment of an individual due to his belonging or relation to a particular group such as minority or opposed group due to a spe-



Ameer Taimur Ali Khan is a PhD scholar who specializes in Human Resource Management. He did his MS in 2017 from Capital University of Science and Technology Islamabad. His thesis title was "Workplace Ostracism and Counter-productive Work Behaviors (CWBs):

Examining the Mediating Role of Organizational Cynicism and Moderating Role of Neuroticism". His current research interest lies in organizational psychology and workplace ostracism. In organizational context 'Ostracism' is a phenomenon that an individual is deliberately ignored by another individual via his/her actions, thus resulting in detrimental effects on an employee's physical and mental health.

INVITED TALK

The Department of Management Sciences invited Mr. Malik Sajjid, Branch Manager, National Investment Trust (NIT), Abbottabad. He discussed the role of NIT in promoting the investment culture in Pakistan and the opportunities available for investment. Management Sciences Faculty and PhD students attended the talk.



#MeetOurGraduatingStudents

Being a part of BS(BA) at COMSATS Abbottabad campus enabled me to participate in difference student societies actively. This entire experience has helped me with my self-esteem, polished my critical and analytical skills and made me understand the world a little better. #LongLiveComsats
Saifullah Naseem - BBA Class of Spring 2016

I feel lucky to receive my BBA from COMSATS Abbottabad Campus. The four years I spent here transformed me into a confident professional.

#MeetOurGraduatingStudents

Umer Abbasi - BBA Class of Spring 2016



Strategic Change

Madiha Shafiq - PhD Scholar

Change in this era is unavoidable. The only survivors are change leaders. Global competition, rapid technological changes, uncertain economic forces, demanding customers and much more similar issues establish that change is inevitable in contemporary's world. Change is always hard to take both at the personal and organizational level, but this is the only way forward towards survival. As Jack Welch, the former chairman and CEO of General Electric, who rose the company's value 4,000% in his tenure, mentioned: "if [the] rate of change outside exceeds the rate of change inside, the end is near".

History of change goes back to the existence of life. Every being had to undergo many changes throughout the life cycle to survive. Therefore, for centuries philosophers have struggled with the definition of "change". However, the formal debate regarding change can be traced back to two famous philosophers of pre-Socratic times, Democritus and Heraclitus. They possessed conflicting views regarding the change. According to Democritus, the whole universe is composed of *substances or things* which only changes by changing their position with respect to time and space.

In contrast, Heraclitus was of the view that the universe is composed of *processes or activities* of changes, not substances or things. More recently, various famous philosophers of 19th and 20th century debated over the subject, generally favoring the Democritus's view, such as C.S. Pierce, William James, John Dewy and Alfred North Whitehead. The first-ever study on organizational change was conducted in the 1920s. The study was published in Harvard Business Review (HBR)

regarding breaking the merchandise departments in two departments for increasing efficiency. Human relations were the most studied area since post World War 2. Subsequently, many issues such as personnel management, organizational flexibility, adaptation between organizational communication structure and managerial change, the concept of change agents, theories of change, changing employee's behavior and participation in change process were considered in Change Management field. The organizational world witnessed the transition from personnel management to human resource management during the '80s and '90s. During this period, trends in organizational change processes, antecedents and outcomes of change were investigated. However, during the late 1990s, focus moved towards the research regarding change content, context and process, strategic responses and challenges. Post - 2000's, researchers started focusing on subjects such as sustainability, leadership and complex change processes.

A strategic change in the firm is the overall shift in its mission, priorities, structure, scope and goals. It has grown into a dominant concern in the fields of management and strategy, as strategic transformations are taking place at a rapid pace in a broad range of private, public and nonprofit organizations due to numerous environmental challenges. Strategic change may emerge from two sources; either from the external environment or from the internal environment. Causes of changes from the external environment may include changes in its competitors, actors, government regulations, economic conditions or technological advances. How-

Strategic Change by Madiha Shafiq (Continued)

ever, changes originating from within the company itself include a new corporate vision and mission, the purchase of modern technology, mergers and acquisitions and a decline in the morale of the team etc.

For last few years, rate of change faced by organizations is growing bigger and challengeable, such as increased number of mergers and acquisitions, high pressure to compete in global market, rapid technological changes, as well as a series of management fads such as cultural change programs, total quality management, business process re-engineering, etc. Therefore, the capability of a firm to identify its future state and clearly indicate the changes in order to get there is critical. Thus, organizational change cannot be separated from organizational strategy and vice versa. The dilemma with leading strategic change is that most of the time, we are clear about the directions but not sure about the destination. This implies that managing strategic change in this fast-moving and uncertain world is perplexing. Therefore, the management of organizational change is highly required management competence today. Besides, the topic has occupied a cen-

tral place in the literature of Strategic Management.

However, the unfortunate reality is that most of the change efforts do not become successful and get collapsed on the way. The reported failure rate is over 70 percent. One of the possible reasons for failure could be the lack of change agents' consideration towards human-related aspects which plays a meaningful role in organizational change. It is essential to use an extensive and comprehensive structure to study organizational change which explains the phenomenon from all possible aspects. Hence, there are a number of areas within Strategic Change having potential for further research. Future researchers may work on exploring different types of strategic changes, along with their processes and outcomes. Also, the scope of actors concerning strategic change may be investigated. Moreover, the nonlinear nature of strategic change should also be studied. There are a number of puzzles related to the strategic change, such as how can change and stability go hand in hand? Such paradoxes may also be considered for further exploration.

***“Change is always hard to take
both at the personal and
organizational level, but this is the
only way forward towards survival”***

STIGMA

Awais Ahmed - PhD Scholar

People around the world have been suffering from negative stereotypes and stigmas from centuries based on some specific attributes such as colour, language, geography, philosophy or social structure. But in the 20th century, the focus of psychologists has shifted towards stigma and its various types and their influence on certain minorities in the society such as studies on women, blacks and disabilities. In the last couple of decades, the momentum of research has been shifted towards stigma amongst employees in the workplace.

Disability is a growing concern. Around 15% of individuals are suffering from some disabilities. These disabilities are of various types, i.e. Physical, Mental and Intellectual. With growing concern and welfare for disabled employees in the 21st century, the jobs for disabled employees has increased; hence more disabled employees are now working in organizations. As disability is considered a minority and more normal employees feel disrespected of being treated on the same terms due to their limitations. Therefore, there are more chances of stigmatization of disabled employees in organizations.

Stigma is the negative treatment of an individual due to his belonging or relation to a particular group such as minority or opposed group due to a specific trait. Stigma is of different types, mainly Social, Self and Associative. Social Stigma is the stigma in which one victim (a minority group member such as a disabled individual) is being negatively treated due to the condition by others around. Self-Stigma refers to the stigmatization of oneself

due to the negativity asserted by others, i.e. assessing oneself as a negative phenomenon due to the negative treatment of their condition. Associative stigma is the stigmatization of certain individuals associated with people with a stereotypical condition such as a friend of a disabled employee at workplace is bullied due to his association with the disabled employee.

Disability is the restriction of functions of certain body parts due to some deficiencies by birth or a condition developed with age or an accident. Physical disabilities include individuals with some physical condition, i.e. a bodily organ or body part missing. Mental disabilities include individuals with psychological disorders or conditions, i.e. depression, anxiety. Intellectual disabilities include individuals with weak motor and learning skills or having less adaptive and developmental grooming.

Researches have focused on the stigmatization of a particular disabled group individually. Such as most investigations have a focus on the stigmatization of mentally disabled individuals and now trends have shifted towards studying stigma amongst physically disabled and intellectually disabled individuals. The current trends have been focusing on the differences of stigmatization amongst all types of disabilities and the assertion of remedies to develop organizational harmony and emit obstacles that elevate stigma at the workplace.

List of MS Thesis Defended

Fall 2019

#	Students Name	Supervisor	Thesis Title
MS (Management Sciences)			
1	Marium Kainat	Dr. Imran Khan	The Enterprise Risk Management and Corporate Governance as Mediators of CSR and Firm Value in Pakistan
2	Muhammad Bilal	Dr. Muhammad Asim Afridi	Impact of Remittances on Economic Growth: Role of Financial Development
3	Syed Junaid Kazmi	Dr. Bilal Bin Saeed	Exploring Relationship between Green Human Resource Management and Green Supply Chain Management with Moderating Effect of Employees Resistance to Change
4	Ehtisham UI Haq	Dr. Muhammad Asif	Impact of Ownership Structure and Corporate Governance on Earning Management: Evidence from Firms Listed on Pakistan Stock Exchange
5	Mehwish Iqbal	Dr. Yasir Bin Tariq	Determinants of Executive Compensation: Evidence from Pakistan
6	Muzayyab Taqdees	Dr. Kashif Rashid	Green Governance: Board of Directors' Compositions effect on Environmental CSR in Pakistan
7	Zainab Mansoor	Dr. Yasir Bin Tariq	A Cross Country Analysis on the Role of Capital Adequacy, Bank Governance and Risk Taking
8	Hazrat Ali	Dr. Kashif Rashid	Determinant of Dividend Policy: Evidence from Non-financial Firms Listed in Pakistan Stock Exchange
9	Khurram Shahzad	Dr. Kashif Rashid	The Impact of Corporate Governance on Intellectual Capital Efficiency: Evidence from Pakistan
10	Aleena Qazi	Dr. Muhammad Asim Afridi	The Impact of Financial Development on Non-Performing Loans: An international Evidence
11	Bibi Zaira	Prof. Dr. SAF. Hasnu	Factors Affecting Leverage: Case from Listed Firms at Pakistan Stock Exchange
MS (Economics)			
12	Komal Sultan	Dr. Aziz Ullah Sayal	Determining Factors of Residential Housing Prices in Abbottabad, KP, Pakistan
13	Zainab Niaz	Dr. Muhammad Tahir	Pakistan's Global Trade Potential: The Gravity Model Approach
MS (Project Management)			
14	Abdul Aziz Khan	Dr. Muhammad Asif	Corruption as a Source of Government Project Failure in Pakistan

Coronavirus pandemic caught the world at a surprisingly fast pace. The alarming infectious rate coupled with the unavailability of any COVID-19 vaccine resulted in the world coming to a standstill in a matter of only three months. The staggering pace of life stopped leaving everyone baffled as to how to respond to this new and unprecedented situation.

The spring 2020 semester at CUI Abbottabad also

came to a halt just two weeks after its start on March 2nd 2020. CUI faced a similar challenge in 2005 when a devastating 8.2 magnitude earthquake brought the campus to a halt. Abbottabad survived the quake, but nearby areas suffered heavy human losses and complete loss of all kinds of infrastructure. CUI Abbottabad campus not only started classes quickly but also was on the frontline of helping the nearby areas decimated by the earthquake.



COVID-19 Challenges and Our Response

Safety & Continuity of Education

Following the legacy, CUI rose to this new challenge with the quick training of its faculty and students in using MS Teams for online education. It was quickly realized that this coronavirus is not a temporary episode, and it is not going away soon. Therefore, saving student’s time and ensuring the continuity of their education while protecting the lives of the staff and students were the two biggest challenges CUI

had to wrestle with.

COMSATS University is one of the few universities in the country with an established LMS and highly qualified and committed faculty. Along with other campuses and academic departments, Department of Management Sciences at Abbottabad campus got ready to tackle this challenge. We wasted no time and started preparing for continuing education over the online medium.

Abbottabad Campus Faculty Training Program

March 30 - April 01, 2020



COMSATS IT Center (CITC) at Abbottabad campus organized three-days online training sessions for Abbottabad’s Campus Faculty on how to effectively use “Microsoft Teams for Online Education”.

Pertaining to the present situation, where the country is facing lockdown in almost all parts and spheres of life due to COVID19 Virus, COMSATS University decided to carry on with the current semester, through online teaching in the best possible and feasible manner. The CITC team, Mr. Muhammad Shaukhat and Mr. Ali Bin Abid effectively demonstrated on how to use the Microsoft Teams tool for delivering and managing online education. Through these training sessions, different queries and concerns of the faculty members were addressed. In line with the guidelines provided the CUI’s principal seat (head office), the trainers discussed different strategies for effective online content delivery and management.

Management Sciences Faculty Training Using MS Teams for Online Teaching

13-14 April 2020

Meeting ended: 2h 11m 

In addition to the campus provided training, Department of Management Sciences organized two more hands-on training sessions for its faculty. Dr. Yasir Bin Tariq, faculty, management sciences department, conducted the training.

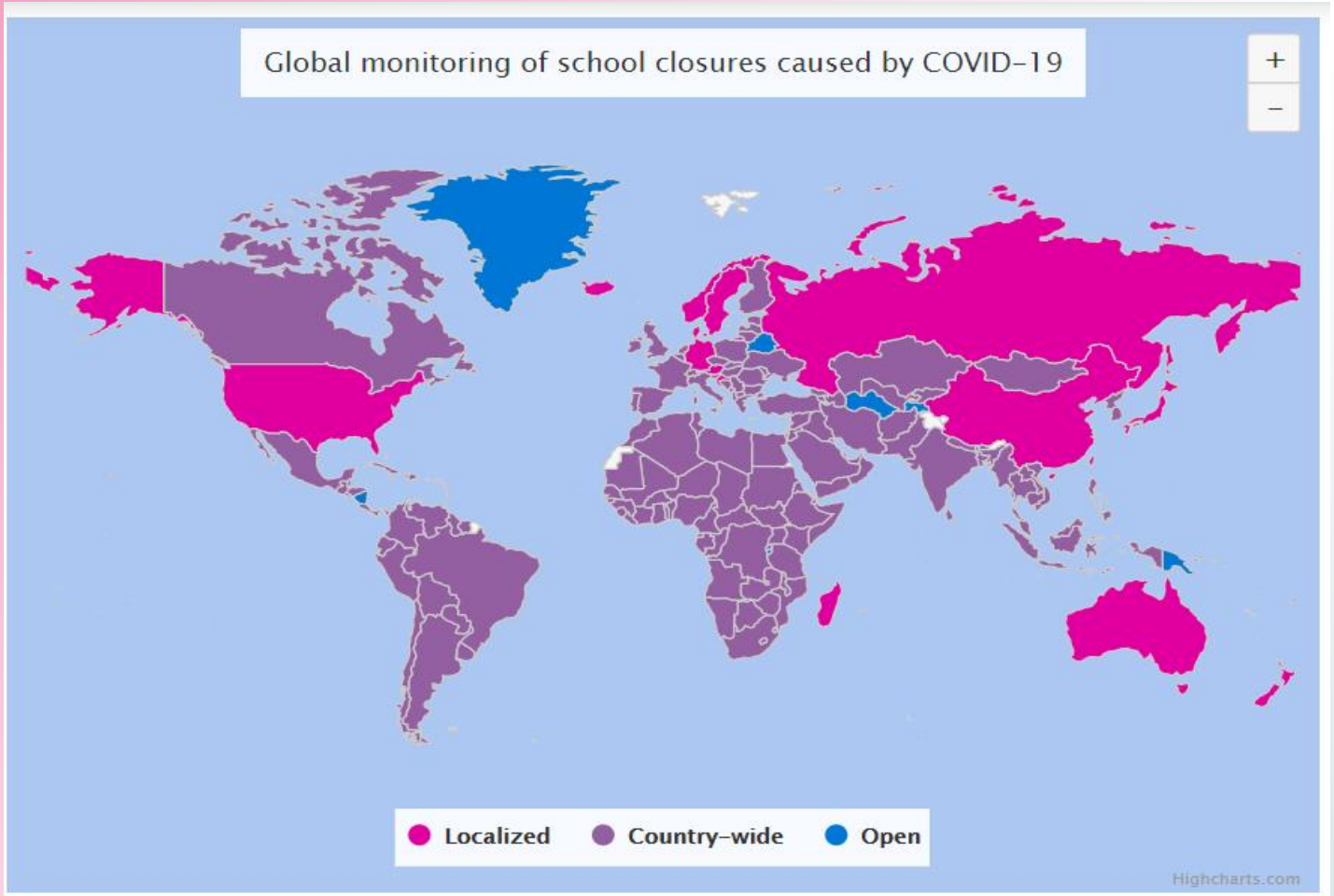
These training sessions covered the essential and effective use of Microsoft Teams and discussed different online teaching strategies. The trainer explained the potential and applications of Microsoft Teams and how to use it for content delivery, class evaluation and management. Furthermore, different approaches were discussed for students that having network access and connectivity issues.



Following the CUI leadership, Department of Management Sciences responded in a timely and effective manner to continue the momentum of offering quality education to the students. Our faculty agreed that the teachers will play their role in the pandemic and would stand by the students. We have arranged multiple trainings for the faculty and following a collaborative and consultative approach to ensure the quality of online education. Under the circumstances, we are doing the best that could be done to engage the students and continue providing education.

Umar Hassan

Principal Academic Coordinator - Undergraduate Program



Source: <https://en.unesco.org/covid19/educationresponse>

Statistics as of May 08, 2020

1,268,164,088 affected learners | 72.4% of total enrolled learners | 177 country-wide closures

Pakistan

Status: Country-wide

Affected learners: 46,803,407

Total females 20,679,671

Total males 26,123,736

School type	Females	Males	Total
PrePrimary	3,865,068	4,771,315	8,636,383
Primary	10,093,144	12,838,161	17,609,476
Secondary	7,478,381	5,879,237	13,357,618
Tertiary	842,222	1,035,879	1,878,101

Source: UNESCO Institute for Statistics data

Schools are closed

Minds are wide open

Coronavirus **COVID-19**



Coronavirus
COVID-19
Public Health
Advice

Social Distancing Outside

Spending time outdoors is good for our health.
But social responsibility is essential for ALL our health.



Avoid
close contact
with others



Distance
yourself at least
2 metres (6 feet) away
from other people



Small group
sizes should be kept
to a minimum



Don't arrange
to meet up with other
groups



Avoid
an area if it looks
very busy and go
somewhere else
for your walk

<https://www.ominecaexpress.com/news/district-asking-businesses-to-hang-social-distancing-posters/>

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