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Moments and Momentum

UMT

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UMT



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From the Editorial Desk

Research and knowledge transfer define how a modern university makes an impact on its students, faculty members and the society at large, nurturing both artistic expression and scientific thought along the path. That is why UMT engages in building linkages with some of the world's leading universities and corporate enterprises. Signing MoUs and agreements, such as those signed with Bursa University in Turkey and Microsoft, reflect our long term commitment towards achieving these goals.

One of the ways to stay abreast of latest trends and developments in specific fields of study is through collaboration with other institutions and bodies of higher learning. The UMT Quality Enhancement Cell (QEC) was awarded "W" category by the HEC and this speaks volumes for the commendable work done by the QEC since its establishment in 2010. The HEC led workshop on English language teaching reforms hosted at UMT attracted language teachers from Punjab and this helped our own ELT faculty to update their knowledge.

All these efforts are geared to draw the most talented scholars and researchers, and of course, the top students from Pakistan and abroad. We are proud to say that our faculty imparts world class teaching while working on an exhaustive schedule of research and publishing work. And our students have not been far behind. The Global Gap certification received by Insha Nadir, a graduate of SPA at UMT, is a case in point.

UMT Moments and Momentum has captured all these developments and presented them for benefit of the readers. This issue, as the one before it, is dedicated to you, the reader. We hope that you will enjoy going through the pages.



HEC funded School of Advanced Studies (SAS) training workshop on ELTR held at UMT



Workshop on ELTR reforms in progress at UMT

Higher Education Commission Pakistan English Language Teaching Reforms (ELTR) Phase-II organized a five-day workshop on *Andragogical and Pedagogical Skills* at University of Management and Technology, Lahore, from September 30 – October 4, 2013. School of Advanced Studies (SAS) at UMT hosted this important course for English teachers.

Professor **Dr Hasan Sohaib Murad** (Rector, UMT) honored this event with his gracious presence. **Nazeer Hussain**, Director RC, Lahore, represented HEC and ELTR project. A total of 22 English teachers from colleges across Pakistan participated in this workshop. The course was exclusively designed for ELT faculty to improvise their English teaching skills and to update their knowledge about the latest trends in language learning and teaching.

This workshop provided an excellent opportunity for resource and skill enhancement of English language teachers from across the province of Punjab and other parts of Pakistan. Language teaching is a complex art. In contemporary academic environment, it requires a comprehensive set of skills with an evolving knowledge base built on the concepts of Pedagogy (teaching children), Andragogy (teaching adults), and Heutagogy (self-determined learning). As long as we continue to ignore the special needs of adult learners and treat them on conventional pedagogical model, we are unlikely to impart appropriate instruction to these learners. It is in this context that ethno-cultural underpinnings gain critical importance for affective learning for all age groups.

Professor Bushra Khurram from Karachi University, Professor **Dr Munawar A Anees**, Dean, School of Advanced Studies, and

Maryam Iraj, Director, Scholarship Networks, SAS, acted as Facilitators for the workshop. The workshop highlighted major theories of learning and their relationship to adult and child learning in terms of types, stages, and processes. For adults, knowledge empowerment was identified as a major factor in learning. Moreover, it was emphasized that research was the road to knowledge empowerment.

Participants were introduced to a number of indigenous sources of research information. They were given hands-on experience in micro-teaching and instantly evaluated for their performance. They were introduced to the role of cognition and meta-cognition in second language acquisition.

There was substantial discussion on cultural identity in relation to language and how Islamic culture is receiving the impact of English language. Sessions were held on the themes of Group work and conflict resolution. Finally, the role of assessment and feedback was highlighted in the context of adult learning.

The closing ceremony was held on October 4, 2013 at UMT, Lahore. The participants were given certificates of completion and the contribution of Resource Persons was acknowledged.

Speaking on the occasion Professor Dr Hasan Sohaib Murad thanked HEC for conducting a purpose-oriented course and welcomed proposals for positive changes in the existing system.

Nazeer Hussain congratulated the participants and University administration on the successful completion of the workshop. He told the audience that quality of education is the main concern of HEC in Pakistan and HEC is considering this fact quite positively.

Academic Development Center (ADC) activated at UMT

Academic Development Center

Programs and services

Academic Development Center (ADC) at UMT is now operational under the patronage of **Dr Hasan Sohaib Murad**. The ADC is committed to fostering a culture of excellence in teaching and learning across UMT. It offers a wide array of programs and services that are designed to meet the teaching and learning needs of students, staff, and faculty members.

Individuals wishing to develop their teaching can choose from series of workshops on a variety of academic topics. Members of UMT community are also invited to attend individual workshops through the Teaching Development Workshop Series, which are offered in both Fall and Spring terms.

ADC offers individual consultation about all aspects of teaching at the university level, as well as support with, technology, course outlines, lesson planning and assessment, tailored to the needs and desires of faculty members. The Center also provides support to faculty members wishing to develop their teaching dossiers / portfolios.

It is worth noting that the ADC is enabling a culture of teaching and learning by developing its human resource through an array of services which improve the academic system continuously. The enrichment of the culture of teaching and learning is to support the faculty members, staff and teaching assistants at UMT. ADC functions as to provide services that cater for the skills and techniques being used in the classroom environment. It provides services of seminars and workshops, consultation on areas such as content area tutoring, study skills, and writing consultation and mentoring.

ADC aims at improving performance of their faculty members, staff and teaching assistants by providing services and research based knowledge. ADC contributes highly to the development of UMT through design and development of learning techniques and its continuous up-gradation.

Membership of STLHE, Canada



ADC is now member of the Society for Teaching and Learning in Higher Education (STLHE), Canada. STLHE Membership means connecting with a vibrant community of university and college faculty, educational developers, administrators, and students across the world. By connecting through the forum of STLHE, UMT faculty can collaborate with international colleagues, share expertise, resources, and innovative ideas. Together, we can develop skills and knowledge that enhance teaching and learning in our own classrooms, labs, and institutions.

ADC encourages faculty members to take advantage of STLHE membership, visit its website, connect with like-minded colleagues through STLHE directory, and access its resources.

UMT inks MoU with Microsoft; becomes first private sector university in Pakistan to get license for Microsoft Dynamics ERP



UMT has inked MoU with Microsoft as a result of which Microsoft has given its license for the Microsoft Dynamics ERP to UMT. It is worth mentioning that UMT is the first private sector university in Pakistan to get this license from Microsoft.

In addition to getting an institutional license of Microsoft Dynamics ERP for server, UMT will get dedicated license workstations, and teaching and training manuals for faculty. Special portal has already been created for UMT. Specialized department based software for UMT School of Business and Economics is also available for use.

It is worth mentioning that UMT will also be able to give out Microsoft Certification with licensed software. UMT plans to offer such corporate training through Center for Management Development (CMD) which is one of the leading training providers of Pakistan.

UMT and Bursa Teknik University, Turkey, sign MoU for scientific and cultural cooperation



Bursa Teknik Üniversitesi
Bilim ve Teknoloji Üssü

University, Turkey, signed MoU for scientific and cultural cooperation between the two institutions for higher learning. The MoU is part of a concerted effort by UMT to build institutional and academic linkages with prestigious institutions of higher learning all over the world.

The MoU provides for the exchange of staff, scholars, students, academic information and materials in the belief that the research and education processes at both universities would be enhanced and that mutual understanding between their respective staff, scholars and students would be increased by the establishment of such exchange programs.

Bursa Technical University is a public research university in Bursa, Turkey. Established in 2010, it is the country's fifth technical university. The university consists of six faculties, two institutes and a school. The university started education in the 2011-12 semester.

Accreditation Inspection Committee (AIC) visits SPA to accredit Master in Agribusiness program



A team of National Agriculture Education Accreditation Council (NAEAC) accreditation committee comprising of **Naseer Alam Khan**, Secretary NAEAC, members inspection committee **Dr Khalid Mustafa**, and **Dr Abdul Hayee** visited SPA on July 4, 2013 for the assessment and accreditation of Master of Agribusiness program.

It is worth mentioning that Master of Agribusiness is one of the flagship programs of SPA which has attracted huge acceptance among the students and agriculture community. **Khalil A Arbi**, program head for Master of Agribusiness gave a detailed presentation to the inspection committee and presented them the relevant documents. The three-member committee appreciated the program and its curriculum design. The committee also praised the pedagogic philosophy of SPA.

External evaluation and accreditation of the agriculture degree programs is the mandatory function of the National Agriculture Education Accreditation Council (NAEAC) of HEC. Accreditation/rating process is carried-out through validation of reports of a degree program as well as an objective assessment of the human, physical, financial resources and facilities available for the degree program.

During the visit, committee members also met with Rector UMT **Dr Hasan Sohaib Murad**, **Abid H K Shirwani**, Director External Affairs, and **Dr Naveed Yazdani**, Director SPA. Rector UMT explained to the committee the core objectives of Master of Agribusiness program and also the future plans of UMT to launch more innovative programs to serve the agriculture sector.



Khalil Arbi explains salient features of the MAB degree program

UMT teacher training programs accredited by NACTE



National
Accreditation
Council for Teacher
Education

The National Council for Accreditation of Teacher Education (NACTE) has accredited teacher education programs at UMT. At present, MA Education, MA ELM, MPhil Education and PhD Education have been accredited.

It is worth mentioning that UMT is one of the first universities in the country to get four degree programs accredited. UMT is also the only university in the country to get MPhil and PhD degree programs in Education accredited.



HEC awards score of 85.1% to UMT Quality Enhancement Cell

UMT Quality Enhancement Cell under the dynamic leadership of **Dr A Rashid Kausar** has obtained total score of 85.1% for the period ending June 30, 2013 as per the latest quantitative assessment received from HEC. Now, the Quality Enhancement Cell of UMT falls in the highest category "W".

It is worth noting that this score is the result of consistent efforts made by QEC towards meeting HEC criteria. These included timely submission of quarterly progress reports (QPRs), attending the HEC organized quarterly meetings /events regularly, and completing the SARs (Self Assessment Reports) for 12 programs (BBA, MBA, MBF, MCom, BCom, BS Accounting, BS Electrical Engineering, BS Social Sciences with majors in Psychology, BS Computer Sciences, BS Textiles, MS Education and MS Applied Linguistics).

QEC also formed assessment teams and conducted the assessment exercise of all the relevant programs against which the SARs were established. Assessment Teams Rubric reports, Executive Summaries and implementation plans against the identified weaknesses were created. WEC conducted training sessions for Program Team members on "Writing SARs for the identified Programs" and "Conducting Assessments and Writing Rubric Reports". QEC activities were also published through Intranet.

It is worth mentioning that the QEC was established in 2010 to facilitate the academic environment to seek ways towards excellence in quality of education by keeping in view the standards and criterion laid down by world renowned peer educational institutes and HEC, Pakistan. Led by Dr A R Kausar, the QEC team has achieved one milestone after the other.

Director General Quality Assurance, HEC, visits QEC



In order to assess the progress of the QEC, **Dr Rafiq Baloch**, Director General, Quality Assurance Agency, along with **Fakeha Zafar**, Project Director visited QEC on September 27, 2013. The delegate admired the functioning of QEC in its true letter and spirit and hoped to enhance its effectiveness throughout UMT. The HEC team also appreciated the efforts of QEC in sustaining its performance in W category ranking. Wide ranging discussions on issues of mutual interest and collaboration were held.

Fakeha Zafar, Project Director, QAA, Dr Rafiq Baloch, Director General, QAA, Dr A R Kausar, Head QEC and Yusuf Jamil, Director QEC, snapped at UMT



Dr Hasan Sohaib Murad meets Governor Punjab Chaudhry Muhammad Sarwar

Dr Hasan Sohaib Murad, Rector UMT, called on the Honorable Governor Punjab **Chaudhry Muhammad Sarwar** at the Governor House. He was accompanied by **Arslan Khan Khakwani**, Member BoT, and **Ibrahim Qazi**, Director, Foreign Relations.

During the meeting, the Governor acknowledged the role played by ILM towards the promotion of education in the country. He especially appreciated Dr Hasan for leading UMT in the direction that has now placed it among the premier institutions of higher education in the country. The Governor also pledged that the government would provide all support that is necessary to promote and develop the educational sector.



Dr Imtiaz Hussain visits one of the laboratories of SST

Prof Dr Imtiaz Hossain, VC, Islamic University of Technology, visits UMT

Prof Dr Imtiaz Hossain, Vice Chancellor, Islamic University of Technology, an OIC institution, visited UMT on September 26, 2013. He was invited by **Dr Hasan Sohaib Murad**, Rector UMT. After holding discussions on issues of mutual interest and collaboration with Rector UMT, Dr Imtiaz took a tour of the campus. He was taken to the Information Processing Center, and engineering and textile laboratories. He also visited the UMT Library where he appreciated the huge collection and variety of books.

It is worth noting that an MoU has already been signed between UMT and Islamic University of Technology for mutual collaboration.

Rector UMT Dr Hasan Sohaib Murad chairs 16th meeting of Academic Council



Dr Hasan Sohaib Murad presents overview of academic progress made by UMT: Also seen in the picture
Abid H K Shirwani, Director, External Affairs, and Aneesa Rahat, Registrar

Rector UMT **Dr Hasan Sohaib Murad** chaired 16th meeting of the Academic Council on August 27, 2013. **Abid Shirwani**, Director External Affairs, **Aneesa Rahat**, Registrar UMT, Deans, Directors, senior faculty members, and heads of support offices also attended the meeting.

Giving an overview of academic progress since the last meeting, Dr Hasan appreciated the completion of registration process before the start of the new semester. This, he said, would facilitate academic planning. The timetable has been prepared according to availability of faculty. Dr Hasan advised that any change in the timetable should be avoided. He also advised that finalization of class rosters should be completed in the next week. He said that we want stability and clarity in the classroom. As such, only serious students should be allowed in classes.

Dr Hasan said that we have 350 fulltime faculty members, 1000 students are enrolled in graduate programs and there are 200 doctoral students. He added that our focus was on taking charge of the teaching process but now we have to show our credentials in research to enhance institutional ranking. Emphasizing coordination with support offices, Dr

Hasan proved his point that the Chief Library Officer should be aware of recommended textbooks so that multiple copies of the same are available for use of students.

The Rector's overview was followed by presentation and discussion of various programs offered by the schools and institutes of UMT.



Senior faculty members attend the Academic Council meeting

Job fair for engineering and computer science graduates draws 2500 jobs seekers

The Office of Career Services (OCS) at UMT organized a departmental job fair for electrical engineering, computer science, industrial engineering and textile engineering students on September 24, 2013. The job fair brought over 2500 job seekers and more than 200 jobs to a single platform. On the spot interviews were conducted for vacancies in organizations like Haier, Pel, Netsol, Sigmatech, Crescent Bahuman, Nishat, i2c, Adam Soft International, Copper Gat cables, Auto soft dynamics, Nextbridge, and many more. Nishat Chunian conducted management trainee test in which more than 70 graduating students participated. It was an excellent opportunity for graduates and alumni to network with reputable employers, improving their success rate for building their careers and achieving future goals.


Earlier, the job fair was inaugurated by **Dr Abdul Aziz Bhatti**, Dean SST, along with **Dr Salim Abid Tabassum**, Dean, School of Engineering (SEN). Speaking on the occasion, he said, "This is also an opportunity to create good and effective networking along with a fair chance for organizations to explore right talent and recruit the best".

Farzoq Ahmad Chaudhry, Director OCS, stated that working closely with the corporate sector will help universities in making their course outline according to the current working practices which will save time and cost of the organizations to train fresh graduates.

It is worth mentioning that the Office of Career Services (OCS) is working very hard in bridging the gap between the graduates of UMT and the employers. It has already helped hundred's of talented UMT graduates to find the right career path. The primary responsibility of OCS is to enhance the professional skills portfolio of both students and alumni by organizing a wide range of career related activities such as workshops, individual advisory services, comprehensive job posting, on-campus recruitment facilities, opportunities to meet industry professionals during activities specifically designed for the purpose, etc.



Dr Abdul Aziz Bhatti, Dean SST, inaugurates the job fair; later, students receive career counseling from company representatives



Dr Abdul Hameed participates in the annual joint quadrilateral conference, China



A three-member delegation headed by Prof **Dr Abdul Hameed**, Dean, School of Social Sciences and Humanities (SSS&H), **Khalid Rahman**, Director General IPS, and **Irfan Shahzad**, Lead Coordinator IPS, participated in the annual joint quadrilateral conference organized by the Institute of Central Asian Studies (ICAS), Urumqi, in collaboration with Institute of Policy Studies (IPS) Islamabad, Institute of South Asian Studies (ISAS) Chengdu, and Institute of South Asian Studies (ISAS), Kunming in Urumqi, on July 11, 2013.

Dr Abdul Hameed presented his paper on “Educational Collaboration between China and Pakistan”. He explored various possibilities of such collaboration, particularly at institutional level. Dr Hameed highlighted the opportunities of educational cooperation between the two countries including higher education, technical and vocational training, human resource development and knowledge sharing. Dr Hameed introduced UMT as a base camp for developing better ties between China and Pakistan.

Muhammed Feyyaz trains Youth Parliament members in counter extremism



Muhammad Feyyaz conducts workshop for Youth Parliament members

Muhammad Feyyaz from School of Governance and Society, UMT, conducted counter extremism workshop for National Youth Parliament in Islamabad on August 29-30, 2013. The workshop was organized by Pakistan Institute of Legislative Development and Transparency.

Spanning over 2 days, the workshop focused on identifying various facets of extremism in the society followed by exercises on developing objectives, long and short term goals, strategies and recommendations.

The workshop trainer is a seasoned instructor with extensive experience of leading similar workshops in renowned national institutions.

Sadia Asif conducts workshop on curriculum development and lesson planning



Workshop on curriculum development and lesson planning in progress

Academic Development Center (ADC) conducted a workshop on September 24, 2013 in which the participants reviewed and analyzed the existing processes for successful curriculum development. The workshop also entailed how teachers should tailor their curriculum to meet the needs of their students. Curriculum development and lesson planning matter in the learning of the students. In the workshop, the teachers learned how their behavior leads to student learning and why lesson planning is so important when teaching content. The workshop was conducted by **Sadia Asif**, Director ADC.

Speakers dream of an inclusive Pakistan in seminar by Department of Special Needs Education



Students, faculty members and guests attend the seminar on inclusive Pakistan. Seen on stage: Rahat ul Ain, Director SGS, Dr Abdul Hameed, Dean SSS&H, Raja Anwar, Chairman PEF, and Inayatullah, Senior Vice President PSRD

Raja Muhamamd Anwar, Chairman, Punjab Education Foundation (PEF), was the chief guest of seminar on “My dream about Pakistan”, organized by Department of Special Needs Education on September 12, 2013. The seminar was attended by distinguished educators, professionals in the field of special education, faculty members and students. Participants were also given opportunity to share their dreams about the future of Pakistan.

In his welcome address, Prof **Dr Abdul Hameed**, Dean SSS&H, said that this inclusive seminar provides equal opportunities to all based on Islamic view of equality. He added that once we are true to our dreams, we will lead rather than follow the rusted rules of our community.

Raja Anwar appreciated the efforts of the Department of Special Needs Education towards inclusive education. He said that progress in inclusive education bode well for the future and expressed hope that such efforts will give respectful place to special people in our society.

Anayatullah, Senior Vice President, Pakistan Society for Rehabilitation of the Disabled (PSRD), encouraged all the participants to play their part in improving the system of inclusive education. He said that we should work on economizing our efforts to achieve more in less time.

Dr Zahid Mehmood, Head, Clinical Psychology Department, UMT, said our beliefs and actions should be compatible. He added that persons with disabilities should have complete access to every aspect of life. **Rahat ul Ain**, Director, School of Governance and Society (SGS) at UMT, strongly supported inclusive education and offered his complete support to achieve the same.

Zara Hussain, Principal, Lahore School of Language and Speech, said that her dream is to change the attitude of people towards the deaf and hard of hearing community, spread awareness towards their education, and educate children so that they can compete with other students on an equal basis.

Tauseef, Research Associate, UMT, said he dreamt of making Pakistan a model of inclusive education. He recommended that persons with special needs should be included in policy developing committees. **Naureel Abbas**, Founder of Inclusive Education Society, UCP, emphasized equal rights for all citizens. He said that Government of Pakistan should make the society completely accessible for persons with special needs. **Abudul Munim Mohammad Ra'ad**, Member Leader Forum, UMT, simply urged everyone to follow the teachings of *Allah*. He struck a chord with the audience when he said 'Dream high, dream big and make Pakistan the best'.

In his concluding remarks, Dr Abdul Hameed said that this is first time that people with varying degrees of special needs have stood together to share their dreams about Pakistan and work towards a new future. He added that our collective dream is to see an inclusive education system take root in our society. It is worth mentioning that inclusion in education is an approach to educating students with special needs. Under the inclusion model, students with special needs spend most or all of their time with non-disabled or ordinary students. Implementation of these practices varies but the system means that all students attend and are welcomed by schools in age-appropriate, regular classes and are supported to learn, contribute and participate in all aspects of the life of the school.



Participants of the talk focusing on the taliban's war on schools in KPK and FATA snapped with the guest speaker Rehman Azhar

CLP hosts talk on Taliban's war on schools in KPK and FATA

The Center for Law and Policy (CLP) hosted a talk, titled "Taliban's war on schools in KPK and FATA", on August 30, 2013 by **Rehman Azhar**, LL.M. (Fordham), Advocate, High Court, Broadcast Journalist. The participants included law professors, lawyers, police officers and alumni of Harvard Law School.

Rehman Azhar discussed the issue of Taliban attacks on schools based on his experience covering the Swat operation in 2009 and 2010, and his subsequent academic research on the topic. He elaborated on why schools are targeted, what laws are applicable to this problem, and the extent to which such laws have been complied with. The speaker stressed the psychological impact on the inhabitants of KPK and FATA due to these attacks. He mentioned several international commitments and constitutional provisions that establish a right to education in Pakistan, and child protection during armed conflict. He also provided an overview of international humanitarian law. In addition, international

criminal law is an important dimension. Eventually the speaker moved to evaluate the Pakistani government's response and presented recommendations for the future. He provided several suggestions, namely, accurately determining the situation in KPK and FATA, classifying attacks on schools as a specific crime, ensuring that Taliban respect schools, giving preeminence to reconstruction of girls' schools, establishing rapid response and recovery mechanisms, setting up substitute places for education, and protecting schools at the community level.

An animated discussion ensued, and **Salman Choudhry**, LL.M. (Hamburg), Deputy Inspector General, Punjab Police, clarified the position of the government in this thorny issue to contribute to the vibrant debate. In the end, **Syed Imad-ud-Din Asad**, LL.M. (Harvard), Advocate, High Court, Founder and Director, CLP, thanked Mr Azhar for sharing his views and experiences on this issue of national interest.

Talk on flood risk reduction in the Indus Basin

The Center for Law and Policy (CLP) hosted a talk on August 16, 2013 by **Laila Kasuri**, a recent graduate from Harvard College with a concentration in environmental sciences and engineering, titled "A Decision Support System for Flood Risk Reduction in the Indus Basin". The participants included Harvard alumni, law professors, and lawyers.

Laila Kasuri explained Pakistan's water management problems during floods, which cause widespread devastation, and the opportunity Pakistan has to use the recent 2010 floods to have proper flood management regulations put in place.

Ultimately, policy makers will have to make decisions keeping in mind the rising population and monetary restraints, but the 2010 floods created an opportunity for them to readdress Pakistan's flood management issues. A centralized flood plan should be created to address where diversion channels can be created to reach lands that can more properly deal with flood water.

The talk was followed by a question and answer session. In the end, **Syed Imad-ud-Din Asad**, LL.M. (Harvard), Founder and Director, CLP, thanked Laila Kasuri for sharing her views on this issue of national interest.



Participants of the talk on flood risk situation in Pakistan snapped with the guest speaker Laila Kasuri



SPA alumnus with Master in Agribusiness degree, Insha Nadir, scores highest marks in Global Gap examination



Insha Nadir, who was awarded Master in Agribusiness (MAB) degree from the School of Professional Advancement (SPA), has passed the Global Gap examination with distinction. This is the highest ranked certification program in the field of agricultural standards. She has now been declared as the approved trainer of Global Gap in Pakistan. She is the only female trainer for Global Gap in Pakistan who got highest marks in the examination. Global Gap is a German organization active in certification and training all over the world in agriculture sector.

It is worth mentioning that Insha Nadir immediately got an 18th scale job as "Deputy Commercial Manager" in Punjab Halal Development Agency of Government of Punjab after completing MAB degree in 2013. The MAB qualification has given her an edge and she was given preference over other candidates because of her more market oriented degree.

Insha Nadir belongs to the second batch of Master of Agribusiness. All graduates got jobs immediately after completing their degrees, thus keeping the record of MAB for 100% employment for the second consecutive batch.



Insha Nadir receives the Global Gap after passing the examination with distinction

UMT BS-EE student Salman Khalid begins internship at EPFL, Switzerland



The UMT community will be proud to know that **Muhammad Salman Khalid**, final year student of BS-EE, Chair IEEE UMT student branch, has started internship at EPFL, Switzerland. Reporting his progress from Switzerland, Salman shared his learning experiences with his teachers. He is working in the network lab on a software router called "Click" which is designed to run on LINUX.

In February 2013, a 3-month internship was offered by EPFL Switzerland in their research laboratory. Salman applied for the internship on the advice of **Muhammad Haris**, EED faculty member. He was shortlisted for the interview which was based on an ongoing research project. After a grilling 2-hour interview by EPFL members, Salman was selected.

It is worth mentioning that only two students from Pakistan, including Salman, were selected for the internship. École polytechnique fédérale de Lausanne (EPFL) receives students, professors and staff from over 120 nationalities and has both a Swiss and international calling.

UMT wins Gold Award 2013 from IIE-USA



Saad Ahmad and Azeem Iqbal present the IIE Gold Award to Rector UMT Dr Hasan Sohaib Murad

The Industrial Engineering Student Chapter at UMT has earned national pride and recognition as they have been again endowed with the prestigious Gold Award, the highest award given to the allied student chapter by the Institute of Industrial Engineers (IIE), USA.

Founded in 1948, IIE is based in North America. It is the world's largest professional society dedicated solely to the support of industrial engineering profession and individuals involved with improving quality and productivity.

Every year IIE selects a handful of student chapters out of hundreds throughout the world based on their performance and activities following a strict criteria of conducting activities which include participation in international competitions, conducting seminars,

workshops, lectures and industrial visits. It is a moment of great pride that **UMT-IIE Student Chapter** has been rewarded with **Gold Performance Award** for the second time in a row. The first award was for the term 2011-12; the second is for the term 2012-13. It is very important to note here that by the grace of Allah UMT is the only University in Pakistan to win this award not only once but twice in a row! "I am very happy that we were able to win this award again after tireless efforts and strong commitment towards our cause of raising awareness of our field and creating academic opportunities for our students. We are thankful to UMT management for their continuous support and we are thankful to Allah Almighty that we were able to represent our University with this pride nationally," said **Saad Ahmad**, the second Gold Award winner President (2012-13).



Winners of the debating competition snapped with Rana Iftikhar Ahmad, Director OPA, and senior members of UMT management

GC University Lahore wins Inter- University Debate Competition at UMT

The Office of Participant Affairs and UMT Debating Club in collaboration with *Idara-e-Taleem-o-Agahi* (ITA) hosted Inter-University Debate Competition on September 13, 2013 in observance of International Youth Day. Students from five universities of Lahore participated in the competition.

The topics included the following:

- Do you think our educational structure supports our youth to become useful citizens of society?
- Do you think our health services are youth friendly?

- Is there need of any youth policy at provincial level to aid youth development?

GC University won the competition and was awarded Rs 12000. Second position was secured by FC along with Rs 10000 as prize money.

UMT secured third position and won Rs 5000. All the three teams won shields as well. Consolation prize of Rs 3000 was given to FAST-NU University.

UMT Media Society organizes workshop on radio broadcasting

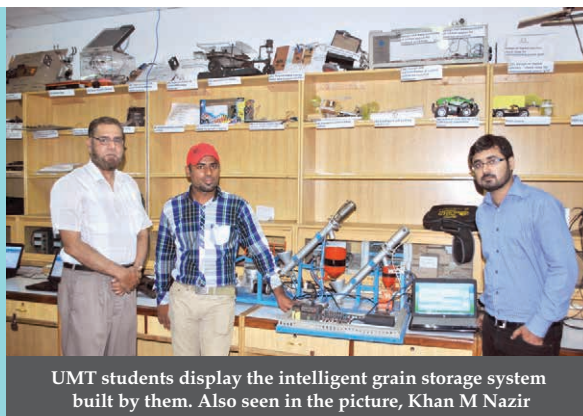


Participants of the workshop snapped with Dr Muhammad Khalid and senior faculty members

UMT Media Society organized a workshop on “Radio Broadcasting - Emerging Trends and Program Management” in collaboration with Media and Communication Department on July 4, 2013. The purpose of the workshop was to enhance the potential of media students and future RJs so that they may effectively perform their role in broadcast media.

Dr Muhammad Khalid, Chairperson, Department of Media and Communication, Tayyab Farooq Bhatti, Assistant Professor, and Shabbir Sarwar were also present. The key guests were RJ Moin Sheikh and RJ Omer, who shared experience of different phases of their career. During the workshop, participants were given brief introduction of radio broadcast followed by presentations about the program management. The students also participated in group exercises.

Electrical Engineering students build intelligent grain storage handling system



UMT students display the intelligent grain storage system built by them. Also seen in the picture, Khan M Nazir

Muhammad Shoaib, Muhammad Zahid Iqbal and Muhammad Salman Khalid, students of Electrical Engineering, School of Engineering (SEN), presented their final year project to Dr Salim Abid Tabassum, Dean, School of Engineering.

The project is an intelligent grain storage handling system. An automatic control system prototype for modern storage systems, it includes a SCADA system and a client server approach for database handling. This whole system database was also made accessible on-line. The PLC and SCADA were main control systems and the prototype also contains screw conveyors, load cells, DC motors, pneumatic systems and air compressor. The students also explained the working of the system.



UMT School of Engineering students snapped outside the factory in Gujranwala

Industrial visit to Gujranwala by School of Engineering students

A team of forty students of Electrical Engineering Department, School of Engineering, visited 'Gujranwala Tools, Dies and Moulds Centre', Gujranwala on September 23, 2013. Students were shown state-of-the-art machinery for making dyes and molds including the rapid prototype machine, which has the capacity of

making exact duplicate of a sample in less than 30 minutes.

The team visited 'Indus Electrical Industry' and learnt the complete process of manufacturing of ceiling and pedestal fans. Finally the team went to 'Sonica Group of Industries'. Injection moulding facility was shown first, where plastic chairs, washing machine tubs and various other products were being manufactured. Another factory was engaged in manufacturing of electrical copper wires. The third factory was an assembly plant for motor bikes and rickshaws.

Knowledge@UMT



Emotional Labor and Big Five Personality

Dr Naveed Yazdani

University of Management and Technology

Exhibit of emotions has become a topic of great interest for sociologists and psychologists during the last few years. The main reason of this attention is due to the changes in the structure of economy, as the economy has shifted from the manufacturing to the service industry and more jobs are being offered in the areas of CRM. As a result of which employees are under a considerable stress to hide their emotions and state of mind, hence exhibiting a false sense of gregariousness with their customers or in other words, increasing the level of their emotional labor. Not all people respond to this challenge similarly. Therefore, the main purpose of this study is to expose that a personality plays a pivotal role in understanding and describing the phenomena of emotional labor. Examination of the role of personality relative to emotional labor may assist us to foresee which individuals are best able to perform emotional labor on the job.

In various occupational roles, especially service occupations, employees face emotionally charged encounters and work rules requiring specific emotional displays. According to Tews & Glomb (2003), despite the pervasiveness of emotional experiences on the job, research has recently begun to examine the role of emotions on the job. Grandey (2000) and A. R. Hochschild (1998) reported that emotional labor is one area that has witnessed increased research focus since a very long time.

Sociologist Arlie Hochschild (1986) used the concept of emotional labor for the first time to analyze the jobs of flight attendants. It is usually conceptualized as the degree of discord between emotions that are actually felt and those that the job requires to be expressed Zapf et al., (1999). According to Brotheridge & Lee (2003); Grandey (2000); Morris & Feldman (1996) up-till now, the main focus of emotional labor research was on theoretical issues, construct validation, and consequences of emotional labor.

Examination of personality differences is one way to extend emotional labor research. For instance, personality may influence the extent to which employees execute emotional labor and the extent to which adverse outcomes may result from such labor.

The big five personality model is a useful framework for examining the relationships between personality and emotional labor. This model reflects some consensus toward classification of personality traits, comprised of the subsequent dimensions: extraversion, conscientiousness neuroticism, agreeableness, and openness to experience. Warrick & Mount (1991) and Tokar, et al. (1998) debated that the model has extensive applicability and is associated to a variety of workplace phenomena, such as employee attitude job performance, and employee's well-being. Likewise, the big five model can be theoretically linked to emotional labor.

The paper was presented in the 3rd International Conference on Business Management (ICoBM) 2013 held at the UMT campus on February 27-28, 2013. Full paper can be accessed at

<http://cgr.umt.edu.pk/icobm2013/papers/Papers/IC3-Sept-2012-002.pdf>

Note: Knowledge@umt is a new addition to our newsletter whereby summaries or abstracts of research papers authored by UMT faculty members that have been published in reputable journals or conference proceedings will be reproduced here for the benefit of our readers.

Top 10 HR Tips for Managers



Human capital management is one of the biggest challenges being faced by companies who need to retain their staff while meeting organizational objectives and maximizing productivity. An organization is as good as its employees.

Happy employees lead to growing organizations. The following tips for HR managers were given in a blog dedicated to exploring the lighter side of human capital management from the perspective of a talent management evangelist, and compensation specialist who believes that excellent leadership is critical to business success.

1. **Talk to people about what *they* want** – To lead others you need to understand what motivates them. If you guess you'll probably guess wrong so ask them.
2. **Help people achieve their career goals** – The key to getting the best performance out of people is to show them how your goals align with theirs.
3. **Be flexible** – Does it really matter when, where or how people work as long as the job gets done?
4. **Be human not a robot** – Take an interest in people. Ask about their families. Share information. Don't embarrass people by sharing too much information but be approachable.
5. **Give regular feedback** – Nothing you communicate during the annual performance review should be a surprise. Let people know how they're doing early and often.
6. **Be appreciative** – Nothing motivates like saying thank you and good job sincerely. And when your team makes *you* look good to *your* manager don't forget to give credit where credit is due.
7. **Forget fair** – Everyone's different. Recognize great performance, address poor performance and try to tailor 'rewards' to what individuals value.
8. **Help the team bond** – People who like each other work better together and yes, that's part of your job. Create bonding occasions like team lunches or invite your team over for a barbeque.
9. **Help people play to their strengths** – One of the strongest motivators is pride, which people are more likely to feel if they're good at what they do.
10. **Don't rely on an open door policy** – Get your nose out of that computer and make time for people. And don't wait for them to come to you, go talk to people.

From Working Girl Blog



Zahid Warriach, CEO, ILM Colleges, addresses students during their visit to UMT

ILM College Jauharabad visits UMT

Students of ILM College Jauharabad visited UMT on July 4, 2013 along with their respected faculty members; namely **Muhammad Abdullah**, Vice-Chairman, ILM College Jauharabad, **Muhammad Aamir Rafi**, Principal, **Muhammad Rafiq**, Lecturer Urdu, **Abdul Qayyum**, Lecturer Islamiyat, **Khalid Ismatullah**, Lecturer English, and **Sattar Ahmed**, Lecturer Urdu. Head Office Team comprising of **Muhammad Zahid Waraich**, **Muhammad Anwar**, **Mohsin Akhtar Alam** and **Shahzad Sultan** welcomed the students at UMT.

Zahid Waraich addressed the students of ILM College. In his welcome note, he emphasized on the importance of education and character building. Abubakar from the UMT admission office presented overview of UMT and of different programs being offered at UMT. He also guided the students regarding special discounts by UMT for students of ILM Group of Colleges.

It is worth mentioning that the ILM Colleges network is an initiative of the ILM Trust that aims to make quality education available at widely dispersed locations in the country. **Dr Hasan Sohaib Murad** is the Chairman of the ILM Colleges while **Zahid Warriach** is working as the CEO.

ILM Colleges offer a wide range of programs in faculties of arts, science, computer science and commerce. Separate campuses for both male and female students offer value-driven education to the nation's youth. Highly qualified and competent faculty members impart learning to students and give them individual attention when required.



TKS principals and coordinators snapped after the training with Dr Abdul Hameed, Vice Chairman, TKS



**The Knowledge
School Network**

A two-day training session for principals and coordinators was arranged by the academics department of The Knowledge School (TKS), Head Office. **Dr Hasan Sohaib Murad**, Chairman TKS, addressed the opening ceremony. He highlighted the importance of feedback for the growth of the system and ensured his unconditional support. The Chairman appreciated all the stakeholders for their wholehearted efforts towards ensuring academic quality of the system.

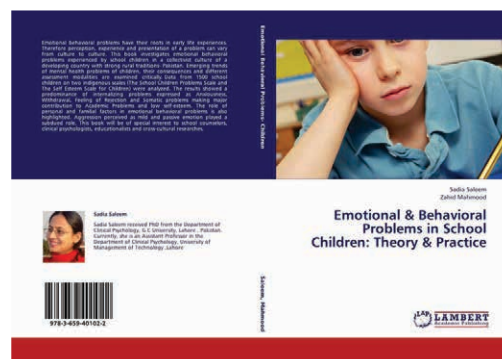
The Vice Chairman **Dr Abdul Hameed** in his address highlighted the importance of curriculum improvement and development according to the needs of the changing times. He also asked the principals to provide their suggestions for improving the system and asked them to take active role in the development of the system.

The Knowledge Schools have been set up as an initiative to provide quality education at an affordable fee. Students at The Knowledge Schools are promised not only effective learning in all academic subjects but also personality grooming based on our social and moral values. Some distinctive features of The Knowledge Schools are: inclusion of "Life Skills" as a new subject in the curriculum, special focus on building English speaking culture in schools, developing children's public speaking skill, and, above all, continuous personal and professional development of teachers which is so vital for meaningful education of children.

Research and Publications

Lambert Publishing publishes book authored by Dr Sadia Saleem and Dr Zahid Mahmood

It is worth mentioning that book titled "Emotional and Behavioral Problems in School Children: Theory & Practice" authored by **Dr Sadia Saleem**, Assistant Professor, SSS&H, and co-authored by **Dr Zahid Mahmood**, Professor, SSS&H, has been published by Lambert Publishing. This book investigates emotional behavioral problems experienced by school children in a collectivist culture of a developing country with strong rural traditions in Pakistan. Emerging trends of mental health problems of children, their consequences and different assessment modalities are examined critically by the authors.



LAP Lambert publishes book authored by Dr Sammia Shahid

A book titled "Biological and Chemical Investigations of Abutilon Indicum", authored by **Dr Sammia Shahid**, Assistant Professor, SST, has been published by LAP Lambert Academic Publishing, Germany, bearing ISBN 978-3-659-43361-0. The work embodied in this book is mainly concerned with the isolation and characterization of chemical constituents from a terrestrial medicinal plant *Abutilon indicum* L of genus *Abutilon* and its possible biological activities. The isolated compounds were characterized by using various sophisticated spectroscopic techniques.



Dr Sammia Shahid works as guest editor of "The Scientific World Journal"

Special issue of "The Scientific World Journal" having impact factor 1.730 has been published. **Dr Sammia Shahid**, Assistant Professor, SST, has worked as guest editor of the special issue titled "Natural Products: Bioactivity, Biochemistry, and Biological Effects in Cancer and Disease Therapy". Many papers were submitted for this special issue which she has reviewed thoroughly along with three coeditors.

Editorial Details

Sammia Yasmin, "Natural Products: Bioactivity, Biochemistry, and Biological Effects in Cancer and Disease Therapy," The Scientific World Journal, vol. 2013, Article ID 713480, 1 pages, 2013. doi:10.1155/2013/713480.



Research and Publications

UMT Press to publish Kogan Plan

UMT Press is publishing a new series of books of which “Kogan Plan” will be the first novel. A signing ceremony was held at UMT Campus. Manager UMT Press **Mirza Muhammad Ilyas** and the Novelist **Naeem Baig** signed the publishing contract. Director External Affairs UMT **Abid H K Shirwani** was also present at this occasion. This novel brings into light the role of foreign elements in terrorist activities in Pakistan in the ongoing war on terror.



Learning Metrics Task Force acknowledges contributions of Usman Ali

The Learning Metrics Task Force (LMTF) Secretariat has appreciated the valued services of **Usman Ali**, MPhil Scholar at the School of Social Sciences and Humanities (SSS&H), as a member of the LMTF. Usman was selected from a large pool of applicants based on his expertise and willingness to share his time and ideas to this important effort. Usman's contributions helped to inform a global movement of more than 1,700 people in at least 110 countries to build consensus on the skills and competencies that are important for all children and youth to develop and how learning can be measured at the national and global levels.

The UNESCO Institute for Statistics and the Center for Universal Education at Brookings have joined efforts to convene the Learning Metrics Task Force. The overarching objective of the project is to catalyze a shift in the global conversation on education from a focus on access to access plus learning.



Dr Amjad Waheed presents views in discourse on Iqbal's 'Reconstruction of Religious Thought in Islam'

Dr Amjad Waheed, Assistant Prof, Department of Islamic Thought and Civilization, UMT, presented his views in a discourse on Allama Iqbal's 'Reconstruction of Religious Thought in Islam' at *Dabistan-e-Iqbal* on September 7, 2013. The discourse presented three alternative viewpoints of eminent scholars who have extensive knowledge of Allama Iqbal's thought and philosophical ideas. The *Dabistan-e-Iqbal* is a forum for building an understanding of the ideological and philosophical foundations of Allama Muhammad Iqbal.

To Iqbal, according to Justice (Rtd.) **Javaid Iqbal**, the spirit of Islam is inclusive and limitless. **Basit Bilal Koushal**'s view is that Allama Iqbal integrated tradition and modernity. Dr Amjad Waheed's discourse presents the idea that Iqbal not only assimilates tradition and modernity but also opens up the possibility of a new civilizational paradigm. Iqbal's thought has assumed greater importance in view of the challenges being faced by Muslim thinkers in contemporary times.



Research Papers

- A research paper titled "Agricultural Information Needs of Pakistani Farmers" authored by **Muhammad Asif Naveed**, Library Officer, LRC, has been published in Malaysian Journal of Library and Information Science MJLIS, 18(3), 13 - 23, impact factor 0.423.
- A research paper titled "Some Non Price Factors that Fend Off Unemployment in Pakistan", authored by **Shahid Hassan**, Assistant Professor, SBE, and co-authored by **Dr Dawood Mamoon**, CoD, Department of Economics, and Associate Professor, SBE, has been published as working paper in MPRA Working Paper Series.
- A research paper titled "Preparation, Characterization and Antibacterial Activity of ZnO Nanoparticles on Broad Spectrum of Microorganisms", authored by **Sumera Siddique**, Assistant Professor, SST, co-authored by **Zaheer Hussain Shah**, CoD, Basic Sciences, and Assistant Professor, SST, and **Dr Sammia Shahid**, Assistant Professor, SST, has been published in "Acta Chimica Slovenica", Vol. 60, Issue No. 3, p 660-665, 2013. This is an ISI indexed journal (ISSN-0253-5106) with impact factor 1.328.
- A research paper titled "Organizational Learning: An Evaluation of Relevant Literature", authored by **Syed Shahid Hussain**, Assistant Manager Academics, SPA, and co-authored by **Dr Naveed Yazdani**, Director, SPA, has been accepted for publication in an international journal named Journal of Strategic Human Resource Management.
- A research article titled "Natural Order of Vocabulary Acquisition" authored by **Muhammad Shaban**, Lecturer, SSS&H, has been published in European Academic Research.
- A research paper titled "Multiform youth extremism in Pakistan", authored by **Muhammad Feyyaz**, Assistant Professor, School of Governance and Society (SGS), has been published in Pakistan Institute of Legislative Development and Transparency (PILDAT), a globally known Pakistani NGO.
- A research paper titled "Reverse Logistics: an empirical study for operational framework", authored by **Ijaz Yusuf**, Assistant Professor, SBE, and co-authored by **Dr Abdul Raouf** has been accepted for publication in the proceedings of Pakistan Academy of Science.
- A research paper titled "The Impact of Foreign Direct Investment on Stock Market Development: Evidence from Pakistan", authored by **Dr Rukhsana Kalim**, Professor and Dean, SBE, has been published in "Economic Research" (EKONOMSKA ISTRAZIVANJA) which is an indexed journal.
- A research paper titled "Perception of LinkedIn by HR Professionals" authored by **Zeeshan Rahat Kureshi**, Assistant Professor, SBE, has been accepted for presentation and subsequent publication in conference proceedings for Second Asian Business Research Conference, being organized by Asian Society for Management and Marketing Research (ASMMR). The conference will be held in October 2013, Burj-ul-Arab, Dubai, UAE.
- "Drums of Change", a quarterly publication of Action Support Centre, South Africa, dedicated to peace and development in Africa and worldwide, has published reflections by **Muhammad Feyyaz**, Assistant Professor, School of Governance and Society (SGS) on "Prospects of conflict transformation in Pakistan under Nawaz Sharif".
- The reputed English language daily Dawn has published an op-ed authored by **Ahmad Raza**, Research Fellow, ORC. The article is titled "Is new fiqh possible?" The article explores how new societal realities are challenging traditional concepts of *fiqh*.
- A research paper titled "Strategic Orientation and Organizational Types: A Theoretical Link" authored by **Syed Shahid Hussain**, Assistant Manager Academics, SPA, has been accepted for publication in the Journal of Organization and Human Behavior.
- A column titled "Doha talks: giving peace a chance?" authored by **Ahmad Sohail**, Coordinator, LRC, has been published in Daily The Nation, on July 6, 2013.

– EDITORIAL
Muhammad Tafteeq
Arjmand Zahra
Zafar Siddique
– PHOTOGRAPHY
Mehr Yaqoob

– Designed By
Ozma Nawaz
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C-II, Johar Town, Lahore-54770, Pakistan. Tel: 042-35212801-10

Email: sbe.info@umt.edu.pk URL: <http://sbe.umt.edu.pk>