Alumni Association of National Institute of Psychology (NIP), Quaid-i Azam University, Islamabad along with current students organized Spring Flare to celebrate spring on 17th April 2015. This occasion was mainly augmented with farewell of 2nd Executive Board of Alumni Association. This was a colorful event that included creative performances, poetry competition, and singing competition from students and alumni. Food and games stalls, musical evening, and bonfire were the continuation of the event. Participants took a lot of interest and enjoyed song dedication and friendly jail segment. Ex. President of NIP Alumni Association Prof. Dr. Seema Pervez (Chief Guest) and Dr. Tanvir Akhtar (Ex-Vice President) distributed the certificates to the winners of competitions. Prof. Dr. Anila Kamal (Director, Patron in Chief), Ms. Fatima Zahra (President), and Dr. Syed Sajjad Hussain (Vice-President) congratulated the Executive Board of Alumni Association-NIP, Student Affair Incharge, and the organizing committee of the students for arranging such a mega event that brought in around 200 participation. Alumni from various batches graced the occasion. At the end of the event, alumni and students enjoyed folk dances around bonfire. Event was concluded with the wish to continue fun based joint ventures between Alumni Association and current students to express our devotion to NIP.

Reported by: Dr. Humaira Jami
A five day workshop on Soft Skills Training (1-5 June, 2015) was organized by National Institute of Psychology in collaboration with Pakistan Air Force Headquarters (AHQ). The current event has been conducted with the second group of Air Force Officers as part of series of workshops that are scheduled as a joint venture of NIP with AHQ. The backdrop of the workshop was based on the idea that socio-political scenarios presently prevailing in Pakistan have induced major transformations in the dynamics of armed forces work settings. Conclusively, our workplaces have evolved into interpersonal dynamic entities; therefore, knowing how to get along with people, displaying positive attitudes, communication skills, expressing personal strengths, and similar other whole host of personal attributes are the soft skills that are crucial for career success. The acts of listening, presenting ideas, resolving conflict, and fostering an open and honest work environment all matters in knowing how to build and maintain relationships with people. The work environment disparity between the military and the private sector is usually perceived as incredibly different. However, shared societal, cultural, and political circumstances has converged more common grounds of harmony and synchronization between civilian and armed forces regions. Therefore, such circumstances provide basis for the preparedness of acquiring multidimensional skills and broadening the horizon of our workplace behaviors and interactions.

The present workshop on Soft Skills Training is therefore designed keeping in view the ever changing work demands and multiplicity of the problems that we encounter as a collective nation. The broader objectives of this activity were to develop insight into personal strengths, potentials, self-awareness and proficiency in building healthier workplace attitudes and collaborative skills. It was also intended to develop amplified vision of personal, national, and global perspectives in relation to present socio-political scenarios.

Duration of the workshop was five days (1-5 June, 2015) and constituted overall fifteen session with three sessions scheduled each day. Group Captain Atta-ur-Rehman, Director Training Officers, Air Headquarters, Islamabad was the chief guest on the inaugural session of the workshop. Prof. Dr. Anila Kamal, Director National Institute of Psychology, shared in her welcome note that National Institute of Psychology (NIP) renders its services as a national organization in the educational sector for more than 35 years. The main focus of the institute has been to conduct advanced research on psychosocial issues and to organize national and international seminars, workshops and conferences designed to update psychologists on the latest developments in the field both in Pakistan and abroad. The Institute is actively investing and contributing both in teaching and research pursuits. She further added that NIP has extensive tradition of conducting professional training courses and in collaboration with other organizations as well. Workshops are arranged in specific areas to impart training and capacity building of the professionals, educationists, public and private sector employees, psychologists, and teachers.

Workshops are also held in collaboration with different organizations. In lieu with the prevailing traditions of National Institute of Psychology. This
workshop on the Soft Skills Training is designed to equip the tailored needs of the Air Force Officers and workforce. Group Captain Atta-ur-Rehman in his opening address emphasized the need of developing linkages and designing customized courses and training workshops for various groups of Pakistan Air Force. He appreciated the efforts of National Institute of Psychology for enhancing the horizon of relevance and function of psychology and coming up with pragmatic approach in the milieu of collective settings of Pakistan.

The broader topics covered in the five day event included Ethnic and Cultural Diversity at Workplace, Organizational Commitment and Obligation, Organizational Socialization, Tolerant Perspective of Leadership, Enhancing Work-Life Balance, Self-Compassion, Maximizing Personal Strengths and Expressing Gratitude, Developing Interpersonal Skills, Perceptions and Beliefs: Influencing and Being Influenced, Enhancing Emotional Intelligence, Social Skills for Managing Intolerance and Extreme Behaviors, Stress Management, Anger Management, and Influence of Media on Society.

Resource persons of the workshop had extensive academic and research experience and were very dynamic in their approach. They encompass diverse issues with multiple perspectives and opted bilateral experiential learning. Worthy resource persons of the workshop were both faculty of NIP and experts of the field including Prof. Dr. Anila Kamal, Dr. Seema Pervez, Dr. Tanvir Akhtar, Prof. Dr. Anis-ul-Haq, Dr. Sobia Masood, Dr. Jamil A. Malik, Dr. Rubina Hanif, Dr. Humaira Jami, Dr. Rabia Muqtaidir, Dr. Shaista Waqar, Irum Naqvi, Naeem Aslam, Saira Khan, Imran Bokhari, and Aisha Zubair.

Participants of the workshop liberally participated with their rigorous input through interactive dialogues and discussions. They were rich source of sharing their personal experiences and knowledge. Participants expressed their utmost appreciation and positive reception for the activities of the workshop and also shared their concern for the extended duration of such activities.

In the concluding session, Prof. Dr. Aliya H. Khan, Dean Faculty of Social Sciences, Quaid-i-Azam University was the chief guest. While expressing her views she graciously acknowledged the efforts of National Institute of Psychology for its outreach services and initiative taking for widening the scope of real time application of psychology in the perspective of genuine and core issues of Pakistan. She also highlighted the need of spectrum of such activities among other occupations and career oriented capacity building. Group Captain Muhammad Sarfraz conveyed vote of thanks on behalf of the participants. He greatly appreciated the initiative taken by NIP in introducing the need for diverse and pragmatic approach in enhancing personal and professional skills of Air Force Officers. He further added that orienting the PAF officers about elevating their individual skills would also facilitate them in delivering their professional responsibilities with excellence and brilliance. In the end, Prof. Dr. Aliya H. Khan awarded certificates among the participants, resource persons, and members of the organizing committee.

Reported by: Aisha Zubair
Workshop Organizer
Featured Alumni

Rehana Shujaat

Graduated from Postgraduate College for Women F-7/2 Islamabad, she did M.Sc in Applied Psychology from Applied Psychology department Punjab University Lahore. Initially started work/career from Federal Government Margalla College for Women F-7/4 Islamabad as lecturer in April 1983. Association with this department spanned only for six months. In September 1983 she joined Federal Public Service Commission and held different posts in the Psychological wing of this organization as a Psychologist. Currently she heads the same wing and holds the post of Chief Psychologist in the institution for over four years. As a member of Psychological assessment team the main assignments undertaken included research in test development and validation studies, diagnostic assessment of emotional, motivational and personality problems of candidates appearing in competitive examination for induction in senior managerial posts in occupational groups of Civil Services of Pakistan generally known as CSS. It includes evaluating performance of candidates in group based situational tests for Psychological Assessment, holding diagnostic interviews of these candidates and vetting of the Psychological Assessment Reports. This work of national nature required extensive travelling to various provincial capitals and centers to administer tests and conduct interview. Under her leadership the role of Psychological Testing and assessment in different other organization has been acknowledged and the wing has been strengthened in terms of additional positions and greater involvement in selection procedures. She has been instrumental in introduction of the concept of personnel selection through Psychological Assessment in various organizations and furthered the cause of Psychology in applied fields. In addition to this she has been looking after the administrative functions as head of Wing and contributes in various committees as professional member e.g departmental promotion and selection committee. Additionally she has been involved in comparative study of various systems of Civil Services across different countries of the region.

She visited Malaysia and Singapore for this purpose and attended conference of SAARC countries held for exchange of views amongst the regional countries to ensure refinement in selection procedures of various careers/jobs in public sector. Her relationship with Centre of Excellence National Institute of Psychology at Quaid-i-Azam University Islamabad is over 25 years old when she joined M.Phil for professional as well as academic growth and did M.Phil in 1992, the topic of dissertation for M.Phil was "Assessment of Organizational Leadership", under supervision of then Director, NIP Dr. Z. A. Ansari.

Later she enrolled for Ph.D under supervision of Dr. Anila Kamal, Director, NIP. The topic of dissertation was "Development and Validation of Personality Traits Assessment Scale for Cadre and Ex-cadre Civil Service Executives". In addition to this she has attended and completed successfully Senior Management Course offered by Govt. of Pakistan from National School of Public Policy (NSPP). Her fields of interests and expertise are Personality Test development, measurement of intellectual abilities and evaluation, conducting evaluation interviews, performance appraisal for personnel selection. She is also well-versed with diverse cultural and socio economic aspects of different regions of Pakistan.

Growing demand of the subject in applied fields of modern technologies and addition of new fields, where it is being applied or demands of its application, shows that future of Psychology as subject in coming years is bright provided research and scientific observation is continued in those areas in our country. Increasing need for counseling in careers and assessment of aptitudes and abilities for choice of profession, coping with stress and related societal pressures in everyday life are now being acknowledged in our society also. In most of these areas previous knowledge or experiences may not be available or are limited which is a challenge for the young and budding psychologists. Therefore they need to prepare themselves for venturing in such areas with confidence in themselves and desire to contribute meaningfully to the profession. This can be done with knowledge of basics of the subject and their creative application without compromising the scientific principles.
The purpose of the present research was to examine the relationship between work family conflict and its directions with work and non-work outcomes. The study also examined the moderating role of social support and gender in relation between work family conflict (i.e., work interference-with family and family-interference-with work) and outcomes. The research was conducted in two distinct studies; Study I (N= 216) was aimed at addressing the psychometric properties of the instruments in local context and Study II was main study (N= 366) which aimed at testing hypotheses formulated for the present research. The sample for both the studies was drawn purposively from financial institution, telecom and health sector organizations of Rawalpindi and Islamabad. Instruments included Work Family Conflict Scale (Carlson, Kacmar, & Williams, 2002), Perceived Social Support Scale (Caplan, Cobb, French, Harrison, & Pinneau, 1975), General Job Satisfaction Scale (Hackman & Oldham, 1975), Turnover Intention Scale (O’Driscoll & Beehr, 1994), Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffin, 1985), and ENRICH Marital Satisfaction Subscale (Fowers & Olson, 1993). The results of Study I revealed fair to good model fit for study variables. Reliability estimates also provided fair to satisfactory internal consistency evidences for the instruments used. Results of Study II found that Work family conflict was significantly negatively correlated with Job satisfaction and Marital Satisfaction as an outcome variable. The relationship was negative for Turnover Intention. Work-interference-with family did not correlate with Job Satisfaction and Turnover Intention. Family interference-with Work was significantly negatively correlated with Marital Satisfaction. Among the work related sources of support, supervisor support moderated the relation between work-interference-with family and job satisfaction as well as turnover intention. Coworker support also moderated the relation between work-interference-with family and job satisfaction as well as turnover intention. Spousal and friend support did not appear to moderate the relation between family interference-with work and marital satisfaction as well as family social support also appeared to be nonsignificant moderator between family interference-with work and marital satisfaction. Gender was a significant moderator between work-interference with family and turnover intentions. Gender fails to moderate the relation between work-interference-with family and job satisfaction as well as family-interference-with work and marital satisfaction. It was also found out that work-interference-with family is more strongly felt as compare to family-interference with work. Significant gender differences showed that women feel more of work family conflict as well as family-interference-with work than men, although there was nonsignificant difference on direction of work interference-with family. The results of the present research are discussed in the light of relevant literature for future implication. This research is supervised by Prof. Dr. Anis-ul-Haq.

Career development theories emphasize the importance of individual’s characteristics and cognitive processes for several career outcomes. Under the theoretical framework of Krumboltz’s Social Learning Theory of Career Decision Making (1979), the present study aimed to explore career beliefs of the employed individuals and to investigate its direct and indirect relationships with personality and career success. More specifically, the study attempted to find out the predictive relationship between big five personality factors (i.e., agreeableness, extraversion, neuroticism, openness to experience and conscientiousness) and two facets of career success (i.e. objective and subjective career success). Further, mediating role of career beliefs in relationship of personality factors and career success was also explored. Additionally, role of human capital and demographic variables were also studied. For the very purpose, present study was conducted in two parts comprising multiple phases. Career Beliefs Scale, Urdu version of NEOFive Factor Inventory (Costa & McCrea, 1985) and Urdu version of Career Satisfaction Scale were utilized for assessing the constructs of the study. Part I dealt with preparation of the instrument for the study. An indigenous Career Beliefs Scale (CBS) was developed. Career Satisfaction Scale (CSS) developed by Greenhaus, Parasuraman, and Wormley (1990) was translated into Urdu language. This part also dealt with establishing construct validity through Exploratory Factor Analysis (EFA) and criterion
related validity for CBS and construct validity for CSS through Confirmatory Factor Analysis (CFA). EFA of CBS resulted in two factor structure (named as Facilitating Career Beliefs and Career Myths) of the instrument while CFA of CSS confirmed its unidimensional structure. The findings also provided the evidence of the sound psychometric properties of the two measures. Part II consisted of pilot study and main study. The pilot study aimed to check the trends of data for present sample and main study aimed for testing proposed hypotheses. The two instruments finalized in Part I and Urdu version of NEO-FFI (Chishti & Kamal, 2002) originally developed by Costa and McCrea (1985) was administered on 690 full time employed adults with average age of 32 years, working in banks and telecom sector. The sample comprised of 400 males and 176 females working in government, semi-government and private banks and telecom organizations from Rawalpindi, Islamabad and Lahore. The findings revealed that among personality factors, conscientiousness and extraversion significantly predicted subjective career success, whereas among demographic variables only age significantly predicted subjective career success. Both types of Career Beliefs i.e. Facilitating Career Beliefs and Career Myths proved to be significant predictors of subjective career success. On the other hand, for objective career success, gender and age from demographic variables and education and work experience from human capital variables acted as significant predictors. Among personality factors, agreeableness and neuroticism significantly predicted objective career success. Career myths also significantly negatively predicted objective career success. Overall, human capital and demographic variables resulted to be better predictors of objective career success. The study also found the evidence that Facilitating Career Beliefs and Career Myths partially mediated the relationship between conscientiousness and subjective career success. Career Myths also partially mediated the relationship between agreeableness and objective career success. Gender was found to play moderating role in the relationship between human capital (work experience) and objective career success. Group wise comparisons showed that male employees experienced higher levels of objective career success as compared to female employees. Employees working in semi-government experienced higher objective career success while employees in government experienced higher subjective career success. Results also showed that employees who are married, who have employed spouse and those working on permanent basis had higher levels of objective and subjective career success as compared to employees those are unmarried, don’t have employed spouse and those working on contract basis. Employees working in banks and semi-government tended to have higher objective career success as compared to those working in telecom, government and private sectors. On the other hand, employees working in government sector possessed higher levels of career myths and experienced higher subjective career success as compared to those working in semi-government and private sectors. Implications of the present study are discussed under career development perspectives and career counseling process. Limitations have been acknowledged and future research directions have been suggested accordingly. This research is supervised by Dr. Rubina Hanif, Assistant Professor at NIP.


The current study aimed to investigate the relationship of proactive personality and job characteristics (skill variety, autonomy and feedback) with proactive work behavior. The mediating effect of intrinsic and extrinsic work motivation on these relationships was also explored. A sample of 285 IT, telecommunication and mass communication employees was purposively selected from various companies of Islamabad and Lahore to carry out the study. For a correlational survey, Proactive Personality Scale-short version (Seibert, Crant & Kraimer, 1999), Job Diagnostic Survey-short version (Hackman & Oldham, 1976), Proactive Work Behavior Scale (Parker & Collins, 2010) and Work Motivation Scale (Gagne et al., 2008) were used to collect data. The Cronbach’s alpha coefficients for all the scales suggested that the instruments were reliable to use for study purpose. Results revealed that proactive personality and job characteristics had a positive relationship with work motivation i.e. intrinsic and extrinsic and proactive work behavior. Mediation analysis showed that intrinsic motivation mediated the relationship between proactive personality and proactive work behavior. Among the job characteristics of skill variety, autonomy and feedback only the relationship of feedback with proactive work behavior was mediated by intrinsic motivation. Moreover, no mediating effect of extrinsic motivation was evident in any of the relationships. The study also explored the role of gender, job position, age and job tenure in relation to proactive work behavior, where males, supervisors, older employees and more experienced employees were found to exhibit more proactive behavior, respectively. These findings have important
Implications in recruitment, designing jobs and developing training programs to foster proactive work behavior and hence improve organizational outcomes.


Juvenile delinquency is important phenomenon to study as it target the innocent people by the immature innocents who themselves are being victimized by the cruel behavior of their parents. The purpose of the study was to explore predictive relationship between psychological maltreatment and delinquent tendencies. Developmental emotional, behavioral, perceptual and social desirability dimensions were measured through valid instruments including Emotional Maturity Scale (Singh & Bhargava, 1990), Short version of Physical and Verbal Aggression Scale (Caprara & Pastorelli, 1993), Prosocial Behavior Scale (Caprara, Steca, Zelli, & Capanna, 2005), Positive Orientation Scale (Caprara et al., 2012) and Lie scale of Eysenck Personality Questionnaire (Eysenck & Eysenck, 1976). Study was initially divided into two phases, Phase I was related to translation and adaptation of scales by foreign authors and pilot study. Phase II is the main study which was further divided into three steps including psychometric validation, developing patterns of delinquency and hypothesis testing. Main study was carried out on respondents (N = 508) which include all juvenile delinquents (n = 232) from Borstal Institutions of Punjab and students (n = 276) as a comparative group taken from the same or related locality, gender, age and monthly income. Six patterns of delinquency were emerged including risk taking, sex related, stealing related, drugs related, police encountering, and attention seeking delinquent tendencies. Findings of the study showed that emotional abuse is a stronger predictor of delinquent tendencies as compared to emotional neglect and the relationship between emotional abuse and delinquency is mediated by emotional immaturity, physical and verbal aggression, and social desirability. In juveniles emotional immaturity through physical and verbal aggression and social desirability played a key role in emotional abuse and delinquent tendencies relationship whereas among students it was not a significant mediator. Thus, it proved to be the main difference between juvenile delinquents and students. Juvenile sample was further explored through different demographic variables like nature and reason of crime, friend’s involvement in crime, urban area of living, high monthly income, previous familial criminal record, father’s occupation and extra time spent in destructive activities do effect delinquent tendencies directly. Indirect effect on the delinquent tendencies through either mediators or associated variable was observed with respect to low educational level of delinquents, short duration of imprisonment, joint family system and specified change experienced after coming to these borstal institutions. No direct or indirect effect of group difference was found on the study variables of the present study with respect to age at crime committed, current age, parental education, number of siblings and birth order along with number of friends. The study contributes to the comprehensive understanding of the phenomenon named as juvenile delinquency through its development pathways and highlight important aspects which contribute to better policy making of these borstal institutions and help in developing plans to use energy of these delinquents in positive direction. This Research is supervised by Prof. Dr. Anila Kamal.

NIP-Outreach Activities

Dr. Rubina Hanif (Assistant Professor-TTS) participated in Society for Research in Child Development (SRCD) (19-21 March, 2015) held in Philadelphia, USA. She presented her research titled “Role of cognitive distortions in the association between personality traits and adolescents’ aggression: A two years longitudinal study” co-authored by Ms. Tasnim Rehna, Ph.D Scholar. The Findings of research revealed that personality traits have relationship with aggression. Longitudinal structural equation models established a moderate to high stability of the personality traits and aggressive behavior, and indicated that self-reported aggressive behavior was primarily preceded by big five personality traits with a significant moderated effect shaped by self-serving cognitive distortions. Moreover moderation by gender was also established and the differences between the groups appeared to be strong. The aftermaths of these findings for prevention and treatment of aggressive behavior are discussed.
PH.D. PUBLIC DEFENCE OF MS. SHAISTA WAQAR AND MR. WASEEM FAYYAZ

A PhD public defense of Ms. Shaista Waqar was held on Monday, 16th March 2015 at NIP seminar hall. The title of her research was “Gender Beliefs, Personality, and Career Success: An Investigation of Direct and Indirect Effects.” The research was supervised by Prof. Dr. Anis-ul-Haque, Professor at NIP. The external examiners were Prof. Dr. Tanvir Akthar and Dr. Syed Sajjad Hussain, Psychologist at Pakistan Army, Hamza Camp, Rawalpindi.

The 2nd PhD public defense was of Mr. Waseem Fayyaz that was held on Tuesday 9th June 2015. The title of his research was “Conditions, Contexts, and Outcomes of Practicing Veil (Hijab) among Pakistani Women.” This research was supervised by Prof. Dr. Anila Kamal. The external examiners were Prof. Dr. Seema Pervez and Dr. Tanvir Akthar. The defense was attended by large number of audience including students, faculty, and guests.

Reported by: Irum Naqvi

A RECREATIONAL TRIP TO ABBOTTABAD

NIP took its students to a trip to Abbottabad, a beautiful city located in the Hazara region of the Khyber Pakhtunkhwa province, on June 14, 2015. The first stop was at a road side hotel at Haripur, to freshen up after being in the bus for a few hours. After the 30-minute stop, we resumed our travel towards Abbottabad, finally reaching there about 1pm. After much anticipation during the whole bus ride, we stopped at Harnoi which is a picnic spot in the outskirts of Abbottabad. Students were very excited for this much awaited trip!

At reaching Harnoi, some students rushed towards the flowing water whereas the others preferred to have lunch first. All the students were very thrilled to be there! The rides at Harnoi were pretty good too. When it was almost time to leave Harnoi, it started pouring rain. We all found shelter under a restaurant located at the area and waited for the rain to stop. While it thinned, we started boarding the buses and headed towards Judoon Plaza. The students snacked and shopped, walking around the area. Feeling still a bit cold from the rain, most chose tea and coffee as their first resort. Everyone enjoyed a lot there as well!

It was almost 6 pm when we left Abbottabad to head home. We got stuck in traffic. Passing through Haripur once again, we stopped at the same road side hotel, had some food and drinks. All the students and the accompanying staff were really tired, but everyone was still having fun trying to take advantage of the last moments of the trip. After this, all were ready to get back to university.

Reported by: Sadaf Rehman, MSc II