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3 DAYS EXTENSIVE TRAINING WORKSHOP AT NIP



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As part of its focus on continued growth of scholars in research skills, National Institute of Psychology, Center of Excellence, Quaid-i-Azam University regularly organize training programs and workshops. Particularly, training programs offered on advances in data analysis offered at NIP are very popular among scholars and researchers at a national level. Given the high demands of scholars from various national institutes, an event was planned on advances in model testing with a focus on developments in mediation and moderation analysis.

Under the supervision of Acting Director of NIP, Prof. Dr. Anisul-Haque, the workshop was organized by Dr. Rubina Hanif (Assistant Professor-TTS). The event commenced on 19th August, 2015 and continued for three days till August 21st 2015. Dr. Jamil A. Malik was the sole resource person of the workshop who is well known for his skills on application of advance statistics in research. The workshop was aimed to upgrade knowledge and skills of researchers and scholars with the latest trends in moderation and mediation analysis. Starting with the basic concepts of mediation and moderation, the workshop covered advanced level of mediation and moderation analysis such as serial and parallel mediation, mediated moderation and moderated mediation, and mediation and moderation with latent variables.

NIP-Activities

First session of the workshop was devoted for theoretical clarification of the concepts of structural equation modeling along with an orientation to AMOS. Starting from simple hypotheses testing, the participants were gradually introduced to the complex model testing. The participants learned how to recognize mediator and moderator in their research and the basic criteria for mediation and moderation analysis. A number of contemporary approaches for mediation and moderation analysis were reviewed and their pros and cons were discussed in detail. Practical sessions included demonstration and practice using Processes Macro in SPSS and AMOS graphics. Graphical presentations were demonstrated using SPSS, Modgraph, and Medgraph.

The workshop also included session on advances in CFA. Participants were trained for determining structural validation and testing its generalizability across various samples. Multilevel mediation and mediated moderation were practiced using application of equality constraints. Analyses including feedback loop were addressed in non-recursive model testing. The last session of the workshop addressed longitudinal data analyses with latent growth curves. Along with supervised practice on data provided by resource person, the participants also discussed and practiced various analyses on their own data from their own research. The workshop also included sessions on reporting the complex data for publication according to APA 6th publication manual. The chief guest of the concluding session Prof. Waqar Ali Shah, Acting Dean Social Sciences

distributed certificates to the participants and showed his interest in training programs offered by NIP. The workshop participants appreciated the organizer of the workshop for providing them an opportunity to learn such kind of advanced practical research knowledge and skills. The participants also showed their interest for continuation of such workshops to keep themselves update with the advancement in research in social sciences. The participants further insisted for an increase in frequency and duration of these training programs.

Reported by: Jamil A. Malik



NIP FACULTY PARTICIPATION IN SYMPOSIUM/ SHOWCASING OF RESEARCH PROJECTS ON THEMATIC RESEARCH GRANT PROGRAMME (TRGP) ORGANIZED BY HIGHER EDUCATION COMMISSION

Higher Education Commission (HEC) has organized symposium and showcasing of research projects awarded under the Thematic Research Grant Programme (TRGP). The research findings were showcased by the concerned researchers at HEC Islamabad on 10th September, 2015 in the Auditorium Hall, HEC, H-9, Islamabad. Participants were requested to participate and present/ share research findings with the subject experts and faculty members, and M.Phil and PhD scholars of social sciences to broaden the prospective effect of the research, especially in the academia and society in general. Researchers all over the country presented their project findings. From NIP Prof. Dr. Anila Kamal and Dr. Rabia Muqtadir presented the findings of their projects. Dr. Rabia Muqtadir presented the project titled “Antecedents and Consequences of

Work-Family Conflict: A challenge for Pakistani Organizations” The Principal Investigator for the project Prof. Dr. Anis-ul-Haque also participated in the symposium. The project brief was also displayed in the form of panaflex and brochures for the audience. Prof. Dr. Anila Kamal, who was the Principal Investigator of the project “Post Traumatic Growth among Youth Exposed to a Natural Disaster: Identifying Mediating and Moderating Factors between Traumatic Event and Posttraumatic Growth” presented the findings. Before starting the presentation, she acknowledged the financial support of Higher Education Commission (HEC) particularly in the award of the Thematic Research Grant that made this study possible. Moreover, she thanked to the participants of the study, from the different areas of Pakistan, including Neelum Valley,

AJK; Nowshara and Peshawar from KPK; and D.G. Khan, Mianwali and Muzaffargarh, from Punjab, who generously shared their responses. She thanked to enumerators who help in the data collection in the remote flood affected areas. She highlighted that up till now, from this project many papers were presented in various conferences and published in peer reviewed Journals including;

- Kamal, A., & Aslam, N. (2014). Frequency of Posttraumatic Stress Disorder (PTSD) Among Flood Affected Individuals. Pak Armed Forces Med Journal, 64 (1): 100-104.
- Kamal, A. & Aslam. N. (2014). Coping Strategies as a Predictors of Psychological Distress and Post Traumatic Growth among Flood Affected Individuals. J Alcohol Drug Depend, 3 (181). doi: 10.4172/2329-6488.1000181
- Aslam. N. & Kamal, A. (2013). Gender difference in distress responses, rumination patterns, perceived social support and posttraumatic growth among flood affected individuals. Journal of Pakistan Psychiatric Society, 10 (2), 86-89.
- Aslam, N. (2013). "What Doesn't Kill Me Makes Me Stronger" Are The Adverse Life Events The Prerequisite For Maturation And Growth? Pakistan Journal of Medical Research, 24, 2.
- Aslam & Kamal (2015). Stress, Anxiety, Depression, and Posttraumatic Stress Disorder (PTSD) among General Population affected by a Large-Magnitude Flood in Pakistan. Pakistan Journal of Medical Research.
- Kamal, A., Aslam, N., & Malik, J. A. (2014). Post Traumatic Growth Trajectory among Flood Exposed Individuals: Evidenced from a Longitudinal Study. Two Days International

Conference on Social Psychology, Department of Psychology GC University, Lahore from 20th - 21st May, 2014.

- Kamal, A. & Aslam, N. (2013). Stress, Anxiety, Depression, and Posttraumatic Stress Disorder (PTSD) Among Individuals Exposed to 2010 Floods in Pakistan" 4th Annual Public Health Conference 3 & 4 December, 2013.
- Kamal, A. & Aslam, N (2013). Gender Differences on Rumination Styles, Psychological Distress, Perceived Social Support, and Posttraumatic Growth among Flood Affected Individuals. Paper Presented in the 5th National Symposium on Depression on 31 August, 2013.
- Kamal.A., Aslam. N. & Malik. J.A (2012). Identifying Potential Antecedents of Post-traumatic Growth in Flood Affectees. International Conference of Applied Psychology (ICAPP), University of Punjab, Lahore. Moreover, she explained that the findings of this project have been taken as the baseline in a Ph.D longitudinal study, by Mr. Naeem Aslam, enrolled in National Institute of Psychology, Quaid-i-Azam University under her supervision with the title "Identifying Contributing Factors of Post Traumatic Growth after Experiencing a Natural Disaster" for which the data of this project was taken as the first wave.

She concluded that by conceptualizing traumatic reactions, we will be better qualified and informed in our efforts to help survivors of trauma to facilitate their resilience, recovery, and growth. The presentation ended with a lively question answer session At the end, all the speakers thanked HEC for their contribution in the promotion of social sciences in Pakistan.

Reported by: Naeem Aslam

Ph.D. PUBLIC DEFENCE OF MS. SUMBAL NAWAZ AND MS. SAHIRA ZAMAN

A Ph.D public defense of Ms. Sahira Zaman was held on July 28th, 2015. The title of her research was "Work-Family Interface, Marital Adjustment and Job Performance among Dual Earners: The Moderating Role of Personality and Role Salience". This research was supervised by Prof. Dr. Anis ul Haque. The external examiners were Prof. Dr. Farhana Jahangir and Dr. Tanvir Akther.



The 2nd PhD public defense was of Ms. Sumbal Nawaz that was held on Monday, 11th August, 2015 at NIP seminar hall. The title of her research was "Role of language Interaction in Children's Theory of Mind among Preschoolers". The research was supervised by Dr. Rubina Hanif, Assistant Professor

at NIP. The external examiners were Prof. Dr. I.N.Hassan and Dr. Syed Sajjad Hussain, Psychologist at Pakistan Army, Hamza Camp, Rawalpindi. The defense was attended by large number of audience including students, faculty, and guests.

Reported by: Irum Naqvi



M.PHIL/PHD RESEARCHES COMPLETED

Sahira Zaman (2015). *Work-Family Interface, Marital Adjustment and Job Performance among Dual Earners: The Moderating Role of Personality and Role Saliency* (Unpublished Ph.D Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

Work-family interface (WFI) research is a well investigated phenomenon in organizational psychology. Research evidences suggest that understanding of both aspects of WFI is diverse in different cultures (Aycan, 2005). Transformation in demographics of work places (Hill, Yang, Hawkins, between two roles can also be influenced by personalities of individuals and saliency of roles (Cinamon, 2010) because individual differences have stronger impacts on Work –Family Interface (WFI) as compared to many work family stressors or support variables (Allan et. al. 2012; Michel, Kotrba, Mitchelson, Clark, & Baltes, 2011). However, the moderating role of individual differences and role saliency are less focused area in field of WFI in different cultures. Therefore present research aimed to examine both aspects of WFI and its relationship with Marital Adjustment (MA) and Job Performance (JP) among employees belongs to dual-earning families. The research focused on the moderating role of three personality dimensions (Conscientiousness, Neuroticism, and Agreeableness) and role saliency [Work role saliency (WRS), Parental role saliency (PRS) and Family role saliency (FRS)] between WFI, MA and JP. It was hypothesized that interrole conflict would be negatively associated with marital adjustment and job performance whereas interrole integration would be positively associated with marital adjustment and job performance. It was assumed that positive personality dimensions (conscientiousness and agreeableness) would positively moderate the association between WFI, MA and JP. Negative personality dimensions (neuroticism) would negatively moderate the association between WFI and outcomes. Likewise, it was hypothesized that role saliencies (WRS, PRS, and FRS) would buffer the association between WFI and its outcomes. Present research was conducted into two separate studies. Study-1 aimed at adapting the Work-Family Interface scale,

Role Saliency scale and Job Performance scale. Scales were adapted by following the forward and back translation method of Brislin (1976). Sample of the study-1 consisted of 250 employees from different manufacturing concerns from the city of Karachi (Pakistan).

Data was collected through self-reported questionnaires by using purposive sampling strategy. Exploratory factor analysis extracted two dimensions of WFI named as interrole conflict and interrole integration. Role saliency scale resulted in three dimensions (WRS, PRS, and FRS) and job performance scale extracted only one factor and all items were loaded on factor 1. Study-II aimed to test the hypotheses of present research. Sample of the study-II consisted of 350 employees (males = 173 and females = 172), belong to dual earner families and had children. Adapted version of work-family interface scale (WFI-S), three dimensions of NEO-PIR (conscientiousness, neuroticism and agreeableness), Role saliency scale (WRS, PRS, and FRS), Marital adjustment scale (MA-S) and Job performance scale (JP-S) were used for information collection.

Results of present research indicated that interrole conflict aspect of Work family interface was negatively associated with marital adjustment and job performance. Whereas interrole integration did not explain the significant effect associated with any of the selected outcome. The main effect of personality dimensions on marital adjustment and job performance indicated that neuroticism was significantly negatively associated with marital adjustment and job performance, whereas Conscientiousness was positively related to marital adjustment. The main effect of role saliency dimension on marital adjustment and job performance indicated a significant positive effect of parental and family role saliency on marital adjustment, whereas work role saliency was negatively associated with job performance.

Hierarchical regression analysis discovered that examining the moderating role of personality dimensions in relation between two aspects of WFI and outcomes revealed that conscientiousness and agreeableness mitigated the relationship whereas neuroticism exacerbated these relationships. Findings of the moderating role of role saliency in

relation between two aspects of WFI and outcomes indicated that parental and family role salience significantly moderated this relationship between inter role conflict and both outcomes while work role salience moderated the association between inter role integration and marital adjustment. Parental role salience also moderated the association between inter role integration positive aspect of WFI and job performance. Based on findings of the present study, it is to conclude that personality characteristics and role salience have served as important moderators between WFI and outcomes and have differential impacts on marital adjustment and job performance.

The present research provides implications for better understanding of the role of personality attributes and role centrality within work family interface context and its outcomes. This research is supervised by Prof. Dr. Anis-ul-Haq.

Sumbal Nawaz (2015). Role of language Interaction in Children's Theory of Mind among Preschoolers (Unpublished Ph.D. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

Theory of Mind (TOM) is a much researched area in developmental psychology. The evidence suggests that TOM development is universal and sequential, but both these claims require testing in different cultural groups, notably a lag in some small scale cultures (Vinden, 1999) and in Japanese children (Wellman, Cross, & Watson, 2001). Given the small number of non-Western data within the TOM corpus, present research was conducted with Pakistani preschoolers and comprised of three studies.

The study 1 was carried out in two independent settings, one in school (Tryout 1) and other in home setting (Tryout 2). Tryout 1 included 72 preschoolers aged between 3-4 years to test, first, whether preschoolers in Pakistan showed the dominant pattern of failure in false belief at age 3 and success at age 4 (Wellman et al., 2001). In order to broaden the research framework beyond false belief, the children were also tested on Lillard and Flavell (1992) tasks of desire, pretence and belief. The results showed the expected significant age effect on false belief performance. However, 3 year olds were below statistical chance, while

4 year olds were at chance. In addition both age groups did not showed the expected patterns of performance in the Lillard and Flavell tasks. This significantly poor TOM performance was replicated in tryout 2 with 71 preschoolers (3- 5 year olds) in home setting. Not only did 4 year olds lag behind their Western counterparts in all these tests, but the very different patterns of performance in this sample across a wide range of TOM skills underlines the need for more detailed analysis of the development of these skills in Pakistani preschoolers and possible education programmes to prepare children for the social demands of schooling.

Despite the wide spread use of TOM tasks, determination of their psychometric properties remained neglected. Study 2 was aimed at calculating the test retest reliability of theory of mind (TOM) tasks (pretence, desire, belief, false belief) on 77 children from Islamabad. Two alternate forms of tasks were administered at two points in time, separated by approximately 2 weeks. Half of the children were administered with form 1 at time one and the other half were administered form 2 at time 1. Children performed at chance level on pretence, desire and belief tasks at both administrations. Performance was below chance for false belief (FB) tasks at both administrations. Moreover, Kappa values were satisfactory for pretence, desire and belief tasks (range = .43-.60), and the values fall below acceptable level for FB tasks. Study 3 was designed to investigate the concurrent and longitudinal associations of maternal and child's language measures (content and quality) and children's TOM (at time 2) over 8 months for 35 mother child dyads. Results indicated that maternal language quality (initiative talk at time 1) and child's language content (cognitive terms at time 2) significantly predicted children's TOM composite score (time 2). Moreover, maternal failed talk at time 2 significantly but negatively predicted: (a) belief task performance (b) other belief task performance (c) and composite TOM performance. However, child's content of talk (cognitive terms at time 2) was an independent predictor of (a) composite TOM performance and (b) pretence task performance. The present study concurs with the need to eavesdrop on the familial language interaction to find out its contribution for the children's TOM development. The implications of these findings for current research

Researches Completed

in language interaction and TOM are discussed. This research is supervised by Dr. Rubina Hanif.

Samsam Haider (2015). Addressing Intention Behavior Gap: Role of Risk and Protectors among Patients with Type 2 Diabetes (Unpublished M.Phil Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

Present study was conducted to find out the role of risk and protective factors among patients with type 2 diabetes in the perspective of intention behavior gap. A sample of N=280 patients of type 2 diabetes n=168 male and n=112 female from the age range of 30 to 70 years were selected from Combined Military Hospital, Rawalpindi, CMH Attock, CMH Quetta and District hospital of Rawalpindi. A correlational study design was adopted to find out role of risk and protective factors. For this purpose seven scales including Generalized Self efficacy Scale (Jerusalem & Schwarzer,1992), Beliefs About Medicines Questionnaire-Specific (Robert Horne, Weinman, & Hankins, 1999), Social Support Questionnaire (Sarason, Sarason, Shearin, & Pierce, 1987), Problem Areas in Diabetes (Polonsky, Welch, & Jacobson, 1997), WHO Quality of Life (Power, 2003), Self Care Inventory (La Greca et al., 2004), and Three

Factor Eating Questionnaire,(Karlsson, Persson, Sjostrom, & Sullivan, 2000) were administered on patients in order to assess the variables. Findings of the study revealed a significant role of risk and protective factors in determining line of direction for intention behavior gap. Moreover prediction analysis showed that diabetes related emotional distress and eating problems were significant predictors of adherence. The moderation analysis showed that social support and self efficacy significantly moderated the relationship between intention to adherence and actual adherence while self efficacy significantly moderated the relationship between diabetes related problems and emergency precautions component of Adherence. Path analysis revealed that diabetes related intention to adherence predicts diabetes related emotional distress which in turn predicts actual adherence. Path analysis also showed that with increase in intention to adhere, eating problems also increased and negatively affected quality of life. Present study is helpful in explaining the gap between intention and adherence. Study is valuable in understanding the role of emotional distress and eating behaviors between intention to adherence and actual adherence. Furthermore findings have implications in diabetes management and adherence.

Compiled by: Editor Newsletter

NIP OUTREACH ACTIVITIES NIP FACULTY DELIVERED A SEMINAR ON THE PSYCHOSOCIAL INTERVENTIONS FOR BURN VICTIMS

Dr. Humaira Jami was invited by Acid Burn Centre, Depilex Smileagain Foundation, Lahore to deliver a talk on psychosocial interventions for burn victims. This activity was organised on Aug 16, 2015 in Depilex, Satellite Town Branch, Rawalpindi. Victims who are registered with Depilex from all over Pakistan attended the workshop.

Most of the participants were victims of domestic violence while a few were burnt accidentally in home setting. It was an interactive activity in which participants shared their social and psychological experiences; how they fought with the trauma; and currently coping with that.

Dr. Humaira during her stressed the significance

of education and professional skills in enhancing self-esteem that lead the individual beyond the limited aspirations like appearance, attractiveness, or outlook.



CHILDHOOD EXPOSURE TO TRAUMA

A Brain Storming Session

NIP Alumni Association arranged a brain storming session on 18 Sep 2015 to discuss children's exposure to trauma as evident in latest incidents of terrorist attack on Army Public School in Peshawar and series of sexual abuse experienced by teenage boys in Kasoor. This was a long awaited discussion to bring into psychologists notice to work for the interventions or at least to psycho-educate people about impact of trauma upon children and how this impact can be curtailed. This session was well-attended by both old and new fellows like Prof. Dr. Pervez and Prof. Dr. Seema Pervez to current students in NIP (the potential alumni). Session was presided over by Dr. Sajjad Hussein (Vice President of the Association). Patron-in-Chief, Prof. Dr. Anila Kamal, graced the occasion too.



Discussion brought into hot debate about definitional and contextual issues about what is trauma? And these two incidences have different impact and antecedents that needs to be addressed separately. Participants shared their childhood experiences of trauma and how memories still haunt them. As these memories are relived, therefore, needs to be addressed through psychosocial interventions. It was resolved that communication gap with parents and lack of disclosure at children's end become precursor for exposure to trauma. Parenting was strongly stressed to be taught as part of curriculum to help our youngsters to prepare for future. Children should be imparted assertive trainings to stand against abuse. NIP alumnus where ever residing should look forward to nearby educational institute to psycho-educate children, parents, and

teachers in how to deal with trauma and abuse, so that they should not become toys in the hands of untrained individuals.

Media's role was highlighted and it was stressed that it played a major role in indirect exposure to trauma. Parents should monitor media watching including online social networking sites that are biggest source for exposure. Nevertheless, same mediums can be used to give messages and impart knowledge and awareness to masses. People are anxiously waiting for psychologists to play their active role in how to handle consequences of traumatic conditions which is becoming part and parcel of the society. Prof. Dr. Anila Kamal encouraged members to write in newspapers or blogs and NIP will facilitate them in publishing their articles with NIP's affiliation. Any such article need to be vetted by committee (that will be especially devised for this purpose) for approval before publishing anywhere. Some members volunteered to write and to facilitate in editorial process. Dr. Seema Pervez was requested to help NIP in preparing modules for interventions to deal with trauma. It was highlighted that NIP should outreach current media channels and offer its services for counselling or knowledge and awareness based upon research based work.

Finally, meeting was concluded with the hope that members will try their best to play their role in context of trauma/terrorism to resolve the miseries of the nation. If anybody wants to render his/her services and professional expertise in this regard please contact Dr. Humaira Jami (General Secretary, NIP Alumni Association).



Reported by: Dr. Humaira Jami
General Secretary' NIP Alumni Association

NIP Ph.D SCHOLAR PRESENTED PAPER IN 7TH NATIONAL SYMPOSIUM ON DEPRESSION

Pakistan Psychiatric Association organized symposium on Depression in collaboration with Rawal Institute of Health Science. The symposium comprised of keynote addresses, scientific sessions, and panel discussions, accommodating empirical research papers from the fields of clinical psychology, social psychology, psychiatry, and biogenetics. Renowned psychiatrists and psychologists from all over Pakistan, participated and brainstormed about prevention and treatment of depression. National Institute of Psychology participated in the conference and Ms. Arooj Mujeeb (Ph.D Scholar) as principal author presented empirical paper titled Depression, Psychological Distress and Coping Strategies among Acid Burn Female Victims. The paper was coauthored by Anila Kamal and Aisha Zubair. The said presentation was greatly appreciated for the



uniqueness of the sample and focusing on extremely sensitive and important yet much under explored issue which need immediate attention of medical and mental health professionals.

Reported by: Arooj Mujeeb (Ph.D Scholar)

NIP OUTREACH ACTIVITIES NIP FACULTY GAVE A SEMINAR ON EFFECTIVE PARENTING IN THE TEEN YEARS

Dr. Humaira Jami was invited by Beaconhouse School System to orient parents of their elementary level students about parenting in this crucial time of development when child is undergoing through hormonal rush and physical, emotional, social, moral, and psychological development is at its peak and children are in the phase of identity development. This orientation was organised on Sep 5, 2015 in Beaconhouse School System, Civil Lines, Rawalpindi Cantt. Parents shared their experiences and asked

questions in better handling of their children's issues and emerging queries. How parenting creates impact on all the developmental aspects of children at this stage and how it can be facilitative was shared from psychological point of view. Parents stressed to arrange such orientations frequently and also to orient teachers about good teaching practices as in routine half of their day children spend with their teachers.

Reported by: Humaira Jami

WORKSHOPS AT COMSATS AND AT NATIONAL CENTRE FOR PHYSICS

Faculty Development Academy (FDA), a training wing of COMSATS has organized a series of workshops on the capacity building of the non-teaching staff of COMSATS. The workshops were designed to impart important skills that are essential for office work especially for those who are working in different capacities and at different managerial levels. Faculty of National Institute of Psychology has contributed in these workshops as resource persons. Ms. Aisha Zubair conducted sessions on Negotiation Skills and Effects of Feedback and Reward on Enhancing performance. In another

activity, The HR department of National Centre for Physics has arranged a workshop in collaboration with CAAD on Interpersonal Conflict Resolution Strategies at Workplace. Aisha Zubair, Lecturer, National Institute of Psychology has contributed in the workshop as a resource person. Participants were principal scientists and HR managers rendering their services in various departments of NCP. Director CAAD and HR also participated in the activity. The session was greatly appreciated by the participants and the senior executives for experiential and pragmatic activities of the workshop.