



Issue No. 1, Vol. 35 - January-March, 2016

National Institute of Psychology, Centre of Excellence, Quaid-i-Azam University, Islamabad, Pakistan
 Phone: 2896011, Fax: 2896012, E-mail: newsletter@nip.edu.pk, Website: http://www.nip.edu.pk

In this Issue

Workshop on Counseling Skills: Integrated Approach
 By: Aisha Zubair 1

News of Ph.D. Public Defence of Ms. Ayesha Inam
 By: Irum Naqvi 3

NIP Students and Faculty Participation in
 One Day International Conference on
 “Islamic Tradition in Psychology”
 By: Jamil. A. Malik..... 3

Featured Alumni Gulnaz Anjum..... 4

Dealing With Grief (Interactive Session
 Brain Storming Session)..... 5

Ph.D Researches Completed
 By: Naeem Aslam 6

Report of NIP Faculty and Students Participation in
 Various National and International Conferences at
 Islamabad, Peshawar and Multan 7

A Trip to Rohtas Fort and Mangla Dam
 By: Sadaf Rehman 8

Student’s visit to Mashal Model School
 By: Sadaf Rehman 8

Call for Papers of 6th International Conference at NIP

A WORKSHOP ON COUNSELING SKILLS: AN INTEGRATED APPROACH



Editorial Board



Patron
Prof. Dr. Anila Kamal
 dranilakamal@nip.edu.pk



Editor
Naeem Aslam
 naemaslam@nip.edu.pk



Computer Assistance
Fahad Mukhtar

A three day Workshop on Counseling Skills: Integrated Approach was organized by National Institute of Psychology in collaboration with Pakistan Air Force Headquarters. The backdrop of the workshop was based on the idea that in the present era, our workplaces have evolved into interpersonal dynamic entity. The emerging demands and stressors have highlighted the ever increased importance of counseling. Counseling is the process through which performance and potential of the personnel can be augmented. Counseling is also one of the most important leadership development responsibilities for armed forces leaders. The counselor can identify strengths and weaknesses of the personnel and create an individual development plan that builds upon those strengths and compensates for (or eliminates) weaknesses. One challenging aspect of counseling is selecting the proper approach to a specific situation. To counsel effectively, the technique used must fit the situation, counselor capabilities, and client’s expectations.

This workshop on Counseling Skills 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 are to develop insight into existing practices of counseling and therapeutic services rendered to service personnel in enhancing their emotional and mental health and augmenting their professional competencies.

NIP-Activities



The workshop was spanned for three days (28-30 December, 2015) and constituted overall nine sessions with three sessions scheduled each day. Prof. Dr. Anila Kamal, Director National Institute of Psychology, shared in her welcome note that National Institute of Psychology (NIP) is rendering its services as a national organization in the educational sector for more than 40 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 presently functioning in a good balance of 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, the workshop on the Counseling Skills

Training is designed to equip the tailored needs of the psychologists working in Pakistan Air Force.

The broader topics covered in the three day event included basic principles of counseling, facilitating the facilitators, countering anxiety, stress, and depression; interventions of disaster management, basic assumptions of client centered counseling, cognitive-behavior therapy for encountering irrational beliefs, health promotion and wellness counseling, counseling for service personnel: changing perspectives, and counseling ethics.

Resource persons of the workshop had extensive academic and research experience and were very dynamic in their approach. They encompassed 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, Prof. Dr. Tahir Khalily, Dr. Uzma Masroor, Dr. Sobia Masood, Dr. Rubina Hanif, Dr. Humaira Jami, Dr. Sajjad Hussein, Naeem Aslam, 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. Anila Kamal, Director, NIP awarded certificates to the resource persons, participants, and the organizers of the workshop.

Reported by: Aisha Zubair



Ph.D. PUBLIC DEFENCE Ms. AYESHA INAM



A Ph.D public defense of Ms. Ayesha Inam was held on Tuesday 26th January, 2016 at NIP seminar hall. The title of her research was “Effectiveness of Preschool PATHS (Promoting Alternative Thinking Strategies) Curriculum to Enhance School-Emotional Competence”. This research was supervised by Prof.



Dr. Naeem Tariq (Retd). The external examiners were Dr. Tanvir Akhtar and Dr. Mumtaz Jaffery. The defense was attended by large number of students, faculty and guests.

Reported by: Irum Naqvi

NIP STUDENTS AND FACULTY PARTICIPATION IN ONE DAY INTERNATIONAL CONFERENCE “ISLAMIC TRADITION IN PSYCHOLOGY” ORGANIZED BY SOCIETY FOR ADVANCEMENT OF MUSLIM PSYCHOLOGY (SMP), LAHORE

Society for Advancement of Muslim Psychology (SMP) organized one day Conference on the topic of “Islamic Tradition in Psychology” on 5th March, 2016 at Lahore School of Management, University of Lahore. The conference featured state of the art lecture and key note address as well presentations of research relevant to the key theme. The conference included four scientific sessions, one of which was chaired by Dr. Jamil A. Malik from National Institute of Psychology. A large number of students and faculty from National Institute of Psychology participated in the event. Faculty and students from NIP actively participated particularly in scientific sessions of the conference. The research papers presented by NIP included (1) Role of Sectarian Prejudices in Forming Religious Orientation among Adolescents by Asia Khan and Jamil A. Malik; (2) Accentuating Profound Traditions to Experience Presence of God during Stressful Situations by Maryam Khan & Naem Aslam; (3) The Psychological Understanding of Piri-Muridi in Pakistan by Asim Siddique Bhatti and Anila Kamal; and (4) Religious Orientation and Self-Control as Predictor of Psychological Well-Being by



Ms. Gulnaz Pari and Shaista Waqar. The scientific contribution from NIP was highly appreciated by the audience and experts attending the conference. In his address, the conference organizer and President of the Society for Muslim Psychology Prof. Dr. Asir Ajmal especially thanked NIP faculty and students for their participation.

Reported by: Jamil A. Malik

Featured Alumni Gulnaz Anjum



Gulnaz completed Bachelors of Science from Postgraduate College for Women, F-7/2 Islamabad she joined NIP as a student from 2007-2010. She completed her M.Sc. and M.Phil in Psychology from NIP. As an alumn of NIP, and being trained in industrial and organizational psychology, she started working as a marketing research executive at Oasis Insights, Islamabad.

Gulnaz's interest in academic research, and motivation to study abroad drove her to pursue Fulbright fellowship, one of the most prestigious academic fellowships in the world. She received a two-year long fully funded MS fellowship from American Fulbright program under auspices of International Institute of Education. As a Fulbright fellow, Gulnaz joined The New School, New York City, USA, where she completed her Research MS in Psychology. Her area of research was Social Psychology and she worked under supervision of Professor Dr. Emanuele Castano.

During her MS fellowship in the U.S., Gulnaz represented Pakistan at several forums. For instance, in 'Soft Power Group' at the U.S. Naval Academy's 2012 conference, 'One to the World Group' a non-profit cultural experience promoting organization, at 'American Gateway orientations' in Portland-Oregon, and Denver-Colorado. She was involved in several academic research and growth activities where she collaborated multinational projects with researchers from the U.S. and U.K. Her relationship with NIP was never lost during this time. She worked on projects such as impact of emotions in international apologies. Professor Dr. Anis-ul-Haque from NIP was a key collaborator on the project. She travelled extensively in the Northern hemisphere as a Fulbright fellow to attend several events and present her work at conferences of psychological societies such as Society of Personality and Social Psychology, and International Society for political psychology.

On completing her MS fellowship with Fulbright,

she was offered a three-year fully funded Ph.D. fellowship from Fulbright program at The New School. However, due to her interest in interdisciplinary research she pursued Max Planck Society's fellowship. She won this fellowship after open competition of International Max Planck Research School, Germany. In her doctoral fellowship she was supervised by Professor Dr. Thomas Kessler (Head of Social Psychology Department at University of Jena, Germany), and Professor Dr. Christoph Engel (Lawyer and Head of Max Planck Institute of Public Goods, Bonn, Germany). Her other trainings and projects at the International Max Planck research school were assisted by Professor Werner Gueth (Director of Max Planck Institute of Economics) and Dr. Adam Chilton (Assistant professor of International Law, University of Chicago, USA). She developed interdisciplinary research projects on the function of honor and respect in groups, and convention on elimination of all forms of discrimination against women.

During her doctoral fellowship, Gulnaz received several research grants and travel grants from Prochance, German research foundation, Jena Graduate Academy, Max Planck Institute of Economics, University of Chicago, and European Association of Social Psychology. Other than collaborating with several international researchers, she also received several opportunities to travel to international conferences, summer schools, and workshops in Northern America, Europe and East Asia. Furthermore, as a seminal part of her doctoral fellowship she completed a research stay abroad at the University of Kent, Canterbury, UK. She worked under supervision of Professor Dr. Roger Giner-Sorolla on role of emotions in apologies in various political conflicts. During this time abroad she integrated in several cultural and academic environments, and rigorously trained in interdisciplinary research in Psychology. Currently she has joined NIP as an Assistant Professor of Psychology. She hopes that she can bring in and incorporate what she has learned and been trained at in past five years. She is now actively involved in teaching at NIP, and pursuing new research projects and grants.

Dealing with Grief (Interactive Session Brain Storming Session)

We all undergo through trauma and resultant grief in our life that requires a lot of energy and attention to combat with resultant emotions. To discuss how we handle our grief experiences, an interactive session was arranged by NIP Alumni Association on 15th March 2016 in which Prof. Dr. Seema Pervez (Ex-President of Alumni Association) convened the session and discussed with other participants in how to handle grief. Prof. Dr. Anila Kamal (Patron) and Ms. Fatima Zahra (President) along with other board members also attended the session. Thirty six alumni and a few students attended the session. In discussing nature of grief, it was highlighted that grief reaction and stages through which one passes are quite normal and cathartic, nevertheless, main concern is the resultant stress, if get prolonged, may bring in mental and physical health issues.

Expression and celebrations of grief are healthy practices and indeed a right of the person who left us amid of life. Sometimes, it generates guilt too, however, one should try to accept that trauma cannot be undone, but resultant stress can be managed. Grief related emotional expressions and their handling varies from person to person. Culturally and gender-wise, grief reaction varies, as in rural areas women are behaviourally very expressive in manifesting their grief. At times, there are social pressures and expectations to react in certain way. Personal motivation and initiatives are key in how to handle one's grief. It can be passive like taking sleeping pills and avoid feelings generated out of trauma or it can be active like considering oneself as substitute for aggrieved and providing social support to significant others. In case of death of



loved one, having feeling that now soul of deceased is in peace itself generates peaceful feeling. Besides relaxation, Dr. Seema discussed certain practical strategies based on her personal experience like try to be self-compassionate by looking after personal health and quality of life. Seeking help and looking for social support is very important. One should try to socialise with social group to keep oneself busy and taking social responsibility after loss. Symbolic use of things also helps to maintain connection with deceased. One should try to seek positive energy and avoid negative vibes by meeting people with positive orientation. Changing life style and environment would be helpful. Maintaining diary can be effective in addressing feelings and emotions.

Finally, session was concluded over a cup of tea by ascertaining that strategies discussed are very helpful in not only handling personal grief, but also to be empathic to those who have experienced grief.

Arranged by NIP Alumni Association

Reported by: Dr. Humaira Jami (General Secretary)

Disability Awareness and Sensitization Session at NIP

National Forum of Women with Disabilities delivered an advocacy and awareness session about disability rights on March 22, 2016 at NIP. National Forum is committed to bring women with disabilities in mainstream society through empowering them and producing community leaders nationwide. People with disabilities in general and women with disabilities in specific are major but most marginalized segment of our population. A large number of students attended the session.

Reported by: Imran Bukhari



Ph.D RESEARCHES COMPLETED

Adnan Adil. (2015). Impact of Psychological Capital on Work Attitudes, Intentions, and Behaviors Among University Teachers. (Unpublished Ph.D. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

The present research was conducted to develop and empirically test an integrated model of positive organizational behavior among university teachers of Pakistan. More specifically, this study sought to explore the impact of positive psychological capital and perceived authentic leadership on positive work behaviors (including in-role performance, organizational citizenship behavior, and job related affective wellbeing) as well as undesirable work outcomes (counterproductive work behaviors and burnout). Grounded in the theoretical framework of theory of planned behavior (Ajzen, 1991), it also examined the mediational role of psychological ownership and work engagement between psychological capital and the aforementioned work behaviors and outcomes. Furthermore, it integrated Job-Demands Resources Model (JD-R Model; Bakker, Demerouti, De Boer, & Schaufeli, 2003) into the framework of positive organizational behavior and assessed the moderating role of job autonomy, social support (job resources) and quantitative overload (job demand) in the relationship of psychological capital with work engagement, psychological ownership, and various aforementioned work related behaviors. This research comprised of two studies. In study I, a series of focus group discussions were conducted to develop an in-depth understanding of psychological capital, work engagement, authentic leadership, and psychological ownership among university teachers of Pakistan. The findings of these focus group discussions revealed that the western operationalizations of these positive constructs accurately measured them in our indigenous occupational settings of university teachers. Salient job resources and job demands in profession of university teaching were identified through a second series of focus group discussions with university teachers of different universities of the Punjab province. The results suggested that job autonomy and social support were the most valued job resources whereas increasing quantitative overload was the most hazardous job demands for Pakistani university teachers. The measurement instruments of the present study were adapted to the occupational settings of university teaching through

committee approach and expert opinion and a pilot study was conducted on a convenient sample of 100 university teachers to assess the psychometric properties of measurement protocol and an the identification of initial pattern of relationships among various constructs of the study. PsyCap Questionnaire (PCQ; Luthans, Avolio, Avey, & Norman, 2006), Authentic Leadership Questionnaire (ALQ; Walumbwa, Avolio, Gardner, Wernsing, & Peterson, 2008), Psychological Ownership Questionnaire (POQ; Avey, Avolio, Crossley, & Luthans, 2009), Utrecht Work Engagement Scale (UWES; Schaufeli & Bakker, 2003), In-Role Performance Scale (William & Anderson, 1991), Organizational Citizenship Behavior Scale (William & Anderson, 1991), Organizational Deviance Scale (Bennett & Robinson, 2000), Maslach Burnout Inventory-Educator Survey (MBI-ES; Maslach, Jackson, & Leiter, 1996), Job Related Affective Wellbeing Scale (JAWS; Katwyk, Fox, Spector, & Kelloway, 2000), Positive and Negative Affect Schedule (PANAS; Watson, Clark, & Tellegen, 1988), Quantitative Overload Subscale of Role Overload Scale (Dekker & Barling, 1995), Job Autonomy, Supervisor Support, and Co-worker Support Subscales of Job Content Questionnaire (Karasek, 1985) were used to measure their corresponding constructs. The results revealed satisfactory indices of psychometric soundness in terms of reliability and factorial structure of measurement instruments and a pattern of relationships in the expected direction. Study II constituted the main study of this research through which the proposed model of this investigation was tested. A convenient sample of 500 university teachers from the provinces of Punjab and KPK and the capital area was recruited. A minimum job experience of 1 year at an HEC recognized university and 16 years of formal education was the inclusion criteria for the participants. Structured equation modeling was undertaken through AMOS-20 for testing the proposed model. Results revealed that psychological capital was positively related to perceived authentic leadership, organizational citizenship behavior, in-role performance, and job related affective wellbeing and negatively associated with counterproductive work behaviors and burnout. Psychological capital explained a unique variance in these work outcomes while personal dispositions of positive and negative affectivity were controlled. Psychological ownership and work engagement mediated the relationship of psychological capital with the aforementioned work related outcomes in a serial fashion. Preventative

psychological ownership was positively related to burnout and this relationship was mediated by job demands whereas promotive psychological ownership was positively related to work engagement and job resources mediated this relationship. Quantitative overload moderated between psychological capital and psychological ownership; between psychological capital and job related affective wellbeing; between work engagement and in-role performance; and between authentic leadership and burnout. Job resources moderated the relationship work engagement and burnout; between psychological ownership and job related affective wellbeing; between work engagement

and job related affective wellbeing; between authentic leadership and OCB; and between authentic leadership and work engagement. Multivariate analysis of variance of demographics of university teachers did not demonstrate significant main effects, however, certain 2-way and 3-way interactions were observed in relation to various constructs such as psychological capital, psychological ownership, job autonomy, OCB, and burnout. Implications of the study for university teachers of Pakistan and suggestion for future research have been discussed. This research was supervised by Professor Dr. Anila Kamal.

NIP Faculty Participation in The Conference Organized by Islamic Educational, Scientific and Cultural Organization

A one-day conference was organized on the international women's day, Tuesday, 8th March 2016, by the Islamic Educational, Scientific and Cultural Organization (ISESCO) Women in Science Chair at the Department of Biochemistry, Quaid-i-Azam University, Islamabad. The conference brought together researchers from very broad categories: Biological Sciences and its sub-disciplines, Natural Sciences and its sub-disciplines, and

Social Sciences and its sub-disciplines. From NIP, Dr. Shaista Waqar presented her research paper on the topic "Factors behind successful women in non-traditional careers". This paper was co-authored by Dr. Rubina Hanif. The conference highlighted the contributions of Pakistani female researchers in scientific and social development of the country.

Reported by: Dr. Shaista Waqar

NIP Participation in Conference on Islamic Charity and Social Development in Pakistan

A two day conference on "Islamic Charity and Social Development in Pakistan" was held at Quaid-i-Azam University from 9-10 March, 2016. The conference was organized by Department of Anthropology, Quaid-i-Azam University under the HEC Thematic Research Grant Program. NIP participated in the conference through paper presented on Corporate Social Responsibility: Emerging Trends in Pakistan authored by Aisha Zubair and Anila Kamal. The paper

highlighted the case study based analysis of major practices of corporate sector that played pivotal role in the social development of Pakistan. The said paper was greatly appreciated for the indigenous significance of corporate organizations and native input of development sector in uplifting the overall stature of the community.

Reported by: Ms. Aisha Zubair

NIP Students and Faculty Participation in Conference on "Emerging problems of the developing countries: Indigenous Responses and Way Forward"

Shaheed Benazir Bhutto Women University Peshawar conducted an International Conference on the topic of "Emerging problems of the developing countries: Indigenous Responses and Way Forward", from 15-17 March 2016 in their Peshawar campus. The conference included research papers from various disciplines of social sciences including education, religion, peace and conflict studies, as well as psychology. Three research papers were presented from NIP that included,

Relationship between Narcissism and Aggression among Men and Women University Students by Hifza Imran and Rabia Muqtadir. Impostor Feelings among Working Individuals: Demographic Analysis by Irum Mir and Dr. Anila Kamal and Impact of Perceived Social Support on Perinatal Grief among Women who Experienced a Miscarriage by Kashmala Zaman, Urwah Ali, and Dr. Humaira Jami.

Reported by: Kashmala Zaman

A Trip to Rohtas Fort and Mangla Dam

On Saturday, March 26, 2016 the students of NIP went to a one-day trip to Rohtas Fort and Mangla Dam with Dr. Jamil Malik and Sir Naeem Aslam. After everyone had been picked from their stops, everyone decided to stop for tea at a dhaba in pindi. The journey started, the students and the accompanying staff were excited. The first destination was Rohtas Fort. It is a historical garrison fort located near the city of Jhelum in Punjab. The students and the staff explored the fort while eating snacks and taking pictures of the beautiful area. After everyone had seen around the fort, it was time to go to the second destination. On the way, everyone stopped for

lunch at a roadside restaurant and ate heartily.

After lunch, the journey to Mangla Dam resumed. Mangla Dam is located on the Jhelum River in the Mirpur District of Azad Kashmir. It is a beautiful dam with beautiful scenery, and of course water sports! Students and staff dispersed to do various activities. Some played cricket, some went to get snacks, some walked around the dam, and some went for boating. After a long fun day, it was time to head back to the university, cherishing the memories that were created that day.

Reported by: Sadaf Rehman, M.Sc IV

NIP Students' Visit to Mashal Model School: A non Profit Charity School

The students of Educational Psychology visited Mashal School along with Dr. Rabia Muqtadir on December 14th, 2015. The students left the department at 10:30 am, reached there and met Principal Zeba Hussain who told that the school is a non-profit charity school which provides education to the street children of Bari Imam, Islamabad. Their mission is to work towards changing the lives of children who otherwise would not have the opportunity to get education. They aspire to inspire street children, educate them, give hope and respect, and promote meaningful life choices. As of December 2015, there are 570 children ranging from play group to Matric. One hundred and ten of these children are orphans and enrolled in the school for free. All classes cater for multi-aged children. In addition to all these activities, sewing and stitching classes are conducted by four experienced teachers daily from 3pm to 5pm for mothers, sisters of the students and all those who want to learn embroidery. Mashal School has a programme of sponsoring a child. The strict 'no physical abuse' policy at the school has eased the



children into discussing their traumatic experiences, and learning without being subject to abuse, thus instilling in them a true passion for acquiring knowledge. After talking with Zeba Hussain the NIP students visited every class and talked to children as well. The students were very ambitious and wanted to do something for the nation. It was a matter of pleasure to know that some of our university students were volunteering as a teacher. Zeba Hussain shared with the students that no one has, never ever, become poor by giving or helping the needy.

Reported by: Sadaf Arif

6th International Conference at NIP - Call for Abstracts

National institute of Psychology, Quaid-i-Azam University is pleased to announce its 6th International Conference, "Psychology of Gender: Issues and Challenges" on November 03-04, 2016. The major objectives of the conference are to provide opportunities for social scientists, academicians, civil society organizations, and students from all over the world to share knowledge and experiences and to highlight the issues and challenges that need to be addressed. We welcome Individual Papers, Symposium, Panel Sessions, Round Table Discussions, and Posters focusing on different issues related to Psychology of Gender. Members from governmental and nongovernmental organizations are invited to share the findings of any of their latest projects in the field of Gender.

Submission Deadline for all Abstracts is 30th April, 2016