



Newsletter

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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

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One-Day Workshop on ‘The Grounded Theory’



One-day workshop on grounded theory was held at National Institute of Psychology on 25th July, 2013. The resource person of this workshop was the Anthropologist Mag. Irene Bregenzer who is currently working as a Foreign Faculty Member of the Department of Anthropology at Quaid-i-Azam University. The aim of this workshop was to give an overview of the popular and rather fashionable research design and data analysis method *Grounded Theory*. Apart from giving an overview of the history and addressing the main current approaches to Grounded Theory, she discussed the main steps for conducting research with this methodology. A particular focus was set on the coding process and on memo writing. For this, practical exercises were carried out. At the end, strengths and weaknesses as well as the application of this method in psychological research were discussed. This academic event was organized and coordinated by Dr. Rubina Hanif and Ms. Saira Khan. *Reported by: Saira Khan*

Editorial Board



Patron

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



Editor

Naeem Aslam
naeamaslam@nip.edu.pk



Computer Assistance

Aslam Feroze

Ph.D. PUBLIC DEFENSE OF

Ms. Tehmina Saqib, Ms.Rehana Shujat and Ms.Gulnaz Zahid

A PhD public defense of **Ms. Tehmina Saqib** was held on Monday, 2nd July, 2013 at NIP seminar hall. The title of her research was **“Moral Reasoning in Children and its Relationship with Gender”**. The research was supervised by Dr. Anila Kamal, Professor at NIP. The external examiners were Dr. Ashfaq Hussain Gardezi (Brig. Retd.), GHQ, Rawalpindi and Dr. Syed Sajjad Hussain, Psychologist at Pakistan Army, Hamza Camp, Rawalpindi.

The 2nd PhD public defense was of **Ms. Rehana Shujat**. It was held on Monday, 5th July, 2013 at NIP seminar hall. The title of her research was **“Development and Validation of Personality Traits Assessment Scale for Cadre and Ex-Cadre Civil Service Executives”**. The research was

NIP-Activities



supervised by Dr. Anila Kamal, Professor at NIP. The external examiners were Dr. Ashfaq Hussain Gardezi (Brig. Retd.), GHQ, Rawalpindi and Dr. Syed Sajjad



Hussain, Psychologist at Pakistan Army, Hamza Camp, Rawalpindi.



The 3rd PhD public defense was of **Gulnaz Zahid** held on Monday, 3rd July, 2013 at NIP seminar hall. The title of her research was **“Impact of Perceived School Climate upon Students Outcomes: Differential Role of Mediating Variables”**. The research was supervised by Prof. Dr. Anis-ul-Haq. The external examiners were Prof. Dr. Mah Nazir Riaz, Dean Social Sciences, Frontier Women University and Dr. Tanvir Akhtar, Psychologist GHQ, Rawalpindi. All these three defenses were attended by large number of audience including students, faculty, and guests.

Reported by: Irum Naqvi

NIP Faculty Participation in the 5th National Symposium on Depression

NIP faculty Mr. Naem Asalm, presented research paper in the 5th National Symposium on Depression. The theme of the symposium was ‘Across the Poles from depression to Elation’. The symposium was organized by Pakistan Psychiatric Society (PPS) in collaboration with Department of Psychiatry, Rawal Institute of Medical Sciences, Pakistan Medical Association and Psychiatric Welfare Association, Lahore. The title of his paper was **“Gender Differences on Rumination Styles, Psychological Distress, Perceived Social Support, and Posttraumatic Growth among Flood Affected Individuals”**. This research was the part of the funded project of Higher Education Commission (HEC), under the program Themat-



ic Research Grant (Phase II), to Professor Dr. Anila Kamal and Mr. Naem Asalm. Over 200 Medical doctors, psychiatrists, psychologists, medical students and representatives of pharmaceutical firms attended the symposium.

NIP OUTREACH SERVICES
Two Days Training Workshop on Structural Equation Modeling with AMOS at Center for Clinical Psychology, University of Punjab



of the Punjab. The workshop participants included MS and PhD students of Institute of Applied Psychology, and Center for Clinical Psychology, University of the Punjab. Approximately 40 scholars participated in the training program. The two days workshop was aimed to excel the knowledge and skills of scholars for advance data analytic techniques i.e., an extensive and in-depth practical orientation of structural equation modeling using AMOS. Starting from the basic understanding of various structural equation

As part of its outreach services to promote research standards across nation, National Institute of Psychology facilitates skills development programs at higher education institutions. Such an event was organized by Center for Clinical Psychology, University of Punjab. On behalf of **Prof. Dr. Rukhsana Kausar** (Director, Center for Clinical Psychology), the event organizer **Dr. Irum Fatima** (Assistant Professor, PU) contacted **Dr. Jamil A. Malik** (Assistant Professor, NIP) to facilitate a two days workshop on Structural Equation Modeling with AMOS as the sole resource person. Keeping with its tradition, **Prof. Dr. Anila Kamal** (Director, National Institute of Psychology) supported the workshop by sending its faculty member to upgrade research skills of scholars and faculty members at CCP, University

modeling techniques; the workshop covered more advanced SEM techniques focusing on a non-statistical illustration of basic to advance techniques. The topics covered during the three days workshops included testing of hypothesis, causation, path-analysis, mediation, moderation, latent variable analysis, confirmatory factor analysis, multi-group modeling, and exploratory analysis. The director Center for Clinical Psychology (PU) thanked the resource person for supporting and facilitating knowledge sharing event at the institute. Participants of the workshop appreciated the workshop organizer and the organizer for their efforts in arranging events to equip the scholars with practical knowledge and skills of advance analytic techniques.

Reported by: Jamil Malik

Dr. Rubina Hanif Participated at 8th International Conference on Adolescents and Child Psychopathology, Roehampton (UK)

Dr. Rubina Hanif, Assistant Professor-TTS at NIP presented a research paper titled “Impact of Parental Conditional Regard and Internal Compulsion on Relationship Quality: Emotion Regulation as Moderator” at 8th International Conference on Adolescents and Child Psychopathology (13-15 July, 2013) organized by Roehampton University, London (UK). This paper is co-authored by Ayesha Saeed (NIP M.Phil student) and Bushra Hassan (Ph.D scholar at University of Sussex, UK). The study aimed to investigate the relationship of parental conditional regard, internal compulsion and adolescents-parent relationship quality; where internal compulsion

operated as mediator between parental conditional regard and parent-adolescent relationship quality; and emotion regulation strategies (i.e., reappraisal and suppression) played role as moderating variable.



OGDCL FINANCE THE CONSTRUCTION OF GIRLS HOSTEL AT QAU

Oil and Gas Development Company Ltd (OGDCL) is to provide funds for the construction of a hostel for 300 female students in the campus of Quaid-i-Azam University (QAU). A MoU to this affect was signed here on Friday by the Vice Chancellor of Quaid-i-Azam University (QAU) Prof Dr. Masoom Yasinzai and Managing Director OGDCL Mr. Masood Siddiqui. Speaking on the occasion Dr. Masoom Yasinzai lauded the noble step of OGDCL and urged the Corporate Sector of the country to come forward and support the premier institutions. The Vice Chancellor said that QAU is a federally chartered university devoted to teaching & research. At QAU students are admitted from all over Pakistan according to regional quota but purely on merit. Therefore, he said the requirement for hostel accommodation is much more than any other university. He praised the step of OGDCL and hoped that shortage of hostel accommodation will be tackled successfully with the completion of the new hostel.

He said, "I truly appreciate the OGDCL's generous donation and hope that this gesture will serve as a signal to other large corporations to invest in the educational institutions. Moreover, donor support is crucial for public sector universities as philanthropic



support will be helpful increasing awareness among community about fund raising for Higher Education and Achieving the goal of an educated Pakistan, he added. Managing Director OGDCL, Mr. Masood Siddiqui while addressing the ceremony congratulated the university as it has been recently ranked among top 200 Universities of Asia. He said that his organization values the linkage of industry and academia a lot. Promoting Industry-Academia Linkage is decisive for developing a knowledge based economy. "Unfortunately, right now there is an ocean between the academic world and the industrial world, a gap which needs to be overcome if university research is to be useful for the private sector" said the MD. Deans of the faculties, officers and senior faculty members attended the signing ceremony.

Farewell Party to a Faculty Member

NIP faculty gave Farewell Party to Dr. Muazzama Abidi. She served as an Assistant Professor at National Institute of Psychology, Quaid-i-Azam University. She was the part of NIP faculty for 5 years. Due to her personal and family commitment, she resigned. Dr. Abidi was a clinical psychologist and was the incharge of NIP Counseling Centre. She also contributed to the aesthetic enhancement of NIP as incharge of Beautification of NIP. We wish her all the best and success for her future endeavours.

Retirement of a Colleague

We tribute our colleague Mr. Farooq, who has been retired last month on 30th June, 2013. He served as a driver in NIP for more than 25 years. He was committed and devoted worker. We wish him good health and prosperous time in future.

M.Sc., M.Phil and Ph.D.

Admissions for Fall Semester 2013

MSc and MPhil new admissions for fall semester, 2013 have been completed and classes are started from the 2nd September 2013. However, the PhD admissions are in process

FEATURED ALUMNI

AISHA ZUBAIR

Aisha Zubair has started her official career from Govt. Post Graduate College (women) Rawalpindi. Her services to the department spanned over ten years which involve teaching and research supervision at post graduate level. In 2008 she joined NIP as lecturer in pursuit of professional growth and higher academic goals. She acquired her M.Phil degree from NIP and presently pursuing her Ph.D under the supervision of Prof. Dr. Anila Kamal. In her M.Sc, she got first class first position and gold medal from Punjab University.

She has been an external examiner to the PMAS Arid Agriculture University and Punjab University for post graduate evaluations. Her main areas of interest include positive psychology, industrial-organizational psychology, and social issues. She has conducted extensive number of workshops at various organizational and business forums and also worked as part of organizing teams for national and international conferences organized by NIP. She has been actively involved in the editorial work as being assistant editor of Pakistan Journal of Psychological Research,



editor of Pakistan Psychological Abstracts (a serial publication of NIP) and proceedings of international conferences. There are numerous publications in refereed journals on her credit. In addition to that she has been member of selection and evaluation panel of National Institute of Vacuum Science and Technology and Kahuta Research Laboratories.

Her ongoing projects are pertinent to human factor engineering and personnel appraisal of national organizations. As a guest speaker, she delivered lectures and seminars at various national forums. She has been a rigorous member of the National Review Committee, Curriculum Wing, HEC for designing graphical content of the text books for pre-elementary students.

Before her selection from PPSC, she worked with different offshore companies, hospitality management, and manufacturing organizations for the provision of psychological and performance appraisal of new and existing employees. To unwind herself, likes to enjoy contemporary and classic movies and sight-seeing.

One-Day “Lose Weight Effortlessly While Sleeping” Seminar

National Institute of psychology, Quaid-i-Azam University, Islamabad, in collaboration with ‘TRANSFORMATION’ is organizing one day Seminar on the topic “Lose Weight Effortlessly While Sleeping” on Tuesday, 8th October, 2013 at 10: 00 a.m. -1: 00 p.m. in Earth Sciences auditorium. Dr. Imran Y. Muhammad, Licensed International Trainer of National Guild of Hypnotists and Neuro-Linguistic programming (NLP) for Society of NLP (USA) will be the guest speaker.

Limited seats are available so get yourself Registered Early to avoid disappointment

For Free Registration:

Please Contact: Mr.Naeem Aslam and Mr.Mohsin Sajjad: 051 90644029, 90644154:

Email: naemaslam@nip.edu.pk

IF YOU THINK, YOU CAN (A book review)

TJ Hoisington is the author of the book *'If you think you can'*. Writer considered this book as a classic for Achievers. Writer discussed 13 laws that govern the performance of high achievers His mission is to inspire people to unleash their greatness within. He believes that every person has enormous potential, value and individual worth. The question isn't whether or not someone has greatness or not – rather a major piece to life's puzzle is discovering one's individual greatness, releasing it, and then contributing it in a meaningful way. He opened his book with the famous quote of George Lucas that 'We are all living in cages with the doors wide open'.

Writer believes that we were born to win, yet soon we are conditioned to lose. We come with innate greatness we possessed the moment we came out of the wombs would soon be replaced with limitations and defeat. It is like as the champions are born and then unmade. It is a destructive conditioning. Buch Minister Fuller put it this way "All children are born genius; 9,999 out of every 10,000 are swiftly, inadvertently degenuinized by grown-ups". This is because of the fact that elders give them instructions like you are going to do what? You cannot do that, you don't have the education, money, talent etc. Life is a process not a product. With effort and struggle we may change it. Writer believes that 'Some time those who are given more end up with less and those who are given less, end up with more.

TJ believes that extraordinary people are simply the ordinary people that do the extraordinary things. The most important ingredient that determines whether or not a person succeeds, is the power of believing in yourself. Beliefs are the 'embryo of possibility' it is not the external circumstances or conditions that limit you, it is you. It is your negative thoughts, comfort zones, self defeating habits, poor strategies, blame lists etc. People spend a lot of time in finding the excuses and justifications of their failures. TJ says that 'once they convincing themselves that they are too young to achieve a particular goal and now they are convincing themselves they are too old. Age is not the prerequisite of success. Oliver Wandell Holmes said, 'What lies behind us and what lies before us are tiny matters compared to what lies within us'.

The power of decision is matters. It was the power of decision that Rosa Parks had a great impact on the civil rights movement. In 1955 she refused to give up her seat on a crowded bus for a white man. A decision that changed a nation. What make indecision? Fear of making the wrong decision. Any decision is better than no decision. Theodore Roosevelt said. 'He who makes no mistakes makes no progress' we are not born to make right or wrong decisions. We are born to make decisions and then make them right. William James said, 'there is no more miserable human being than one in whom nothing in habitual but indecision'. We

feel the safest decision is to make no decision. There is difference between being interested in something and being committed to it. Interest show up in conversation and, commitment shows up in behavior. Child knows this principle, when children truly want something they become utterly unstoppable. Where as adults make compromises. The most pervasive disease in the world is the disease of mediocrity.

Sometimes we don't change because it is easier to stay the same. Jim Rohn said, 'if you want your life to change then you must change' you must not wait for your spouse, boss, or weather to change before you change; your entire world will change. It is easier to lower your standards then it is to raise them. It is easier to go along with the masses then it is to separate yourself from them. Whenever there is doubt between the easier path and the one that requires you to *stretch*, get in the habit of stretching. Osborne once said, 'unless you are willing to go beyond that which you have already mastered, you will never grow'. Grandma Moses when she reached the end of her life she said, 'I look back on my life like a good day's work, it is done and I am satisfied with it.

If you want more, then you must become more. The biggest room in the world is the room for improvement. Benjamin Disraeli said, "The secret of success in life is for a man to be ready for the opportunity when it comes. Growth is not any automatic process. By default life creates opportunities by which we grow. So the deliberate effort is required. Richard Bandler said that the mind likes what is the same, but it learns from what is different. Definition of insanity is Doing the same thing and expecting the different results. So use it or lose it. Writer says that, achieving is not merely about getting, it is about becoming all that you possibly can and contributing in a positive way.

The greatest division between achievers and non achievers it could be quality of one's thinking. Victor Hugo said that 'a small man is made up of small thoughts' Circumstances does not make the man, it reveals him to himself. We should "solution focused" then the obstacle focused. Your thoughts can either create fear, or they can create confidence. Virgil said "they can because they think they can" convince yourself that you are unstoppable. There is African proverb 'if there is no enemy within, then enemy on the outside can do us no harm' Always act when the emotion is high. Be sure you dwell on what you want rather than dwelling on what you don't want. If you are going to doubt something, doubt your limits. If you don't strive for the higher things in life, you will settle for the low and most people don't aim to high and miss, they aim to low and hit. Henry Ford said whether you think you can or think you can't, you are right. Courage is not the absence of fear, it is ability to feel the fear and do it anyway.

Written by: Naeem Aslam

M.PHIL/PhD RESEARCHES COMPLETED

Rehana Shujat (2013). Development and Validation of Personality Traits Assessment Scale for Cadre and Ex-Cadre Civil Service Executives. (Unpublished Ph.D. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

The present research aimed to explore similarities or differences in personality traits of executives working in seven selected CSS occupational groups (cadre). These are Commerce and Trade Group (CTG), Customs and Excise Group (CEG), District Management Group (DMG), Foreign Service of Pakistan (FSP), Income Tax Group (ITG), Pakistan Audit and Accounts Service (PAAS), and Police Service of Pakistan (PSP) and also to see the differences in personality traits of cadre and ex-cadre executives which include Medical, Defence, and Education professions. To achieve the objectives an instrument was developed and validated on Pakistani Civil Service executives. The research was carried out in two parts. The Part-I of the research consisted of indigenous development of the measure named Personality Traits Assessment Scale (PTAS). The non availability of an indigenous instrument to explore the personality traits of civil service executives working in selected seven most preferred occupational groups provided a rationale for the development of PTAS. This process was carried out in four phases with independent samples. 45 traits/items with three factors were extracted through exploratory factor analysis by using principal component analysis with Varimax Rotation. The extracted factors were Leadership Ability, Integrity, and Emotional Maturity. Results of the study suggest that PTAS possesses sufficient reliability. In Part-II of the study, the Phase-I was based on validation and pilot testing of the instrument. Psychometric properties i.e. reliability and construct validity of the instrument developed in part-I was established (N = 103). Big five Mini Markers Set (Saucier, 1994) was used to determine convergent validity and Procrastination Scale originally developed by Tuckman (1991) and its Urdu version (Fatimah, 2001) was used to determine discriminant validity of PTAS. As a result a reliable and valid instrument was developed. In Part II, Phase-II Main study was conducted. It was carried out to provide additional information on the convergent validity of PTAS .For

this purpose other construct i.e., Managerial Potential Scale (MP) of California Psychological Inventory (CPI; Gough, 1994) was used. Purpose of this part was primarily to explore similarities or differences in personality traits of executives working in seven CSS occupational groups (cadre) and to see the differences in personality traits of cadre and ex-cadre (Medical, Defence, and Education professions) executives and the effect of training and relationship between personality traits and demographic variables i.e., gender, age, education, and job experience. Differences were assessed through a series of statistical analysis of correlations, t test and One Way Analysis of variance (ANOVA). As it was an exploratory study and no before hand assumptions were made regarding the personality traits of executives. Findings of the study indicate that non significant differences in personality traits of executives, both within occupational groups and between other occupations, were observed on any of the instruments used. Result of this study show general agreement on the desirable traits of these groups and confirms that these personality traits are common which are required for all executives for working at responsible positions. This study offers an insight into personality traits of Civil Service executives of cadre (CSS occupational groups) and ex-cadre (Medical, Defence, and Education) at the time of selection. This research is supervised by Prof. Dr. Anila Kamal, Professor and Director of National Institute of Psychology, QAU, Islamabad.

Asim Siddique Bhatti (2013). Personality as Determinant of Attitude of People Towards Piri-Muridi Relationship. (Unpublished M.Phil Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

The present study explored the predictive role of personality regarding attitude of people towards Piri-Muridi relationship. The study was carried out in two parts. The first part of the study deals with the phenomenological understanding of the Piri-Muridi construct through 14 semi structured interviews of various university and religious scholars. A semi structure interview guideline was prepared and interviews were conducted accordingly with a flexibility to incorporate new categories emerging during the interview sessions. The data was transcribed

Researches Completed

and was analyzed using thematic analysis technique and the guidelines provided by Braun and Clarke (2006) were adhered. The results yielded eight main themes and ten sub themes which encompass broad aspects of the Piri-Muridi practices and beliefs in Pakistan and provided ample theoretical propositions to structure the second study. The second, empirical study explored the predictive role of personality regarding attitude of people towards Piri-Muridi. The sample consisted of 401 participants (238 men, 163 women), having different age groups, varied education levels, different professions, sects and belief systems regarding Piri-Muridi. Among the measures include the subscale of Piri-Muridi scale developed by Hassan and Kamal (2010) measuring beliefs and attitudes of people towards Piri-Muridi and Translated version of NEO-PI-R originally developed by Costa and McCrae (1992), adopted by Chisti and Kamal (2009) measuring five main domains of personality and its thirty facets. The data was analyzed using SPSS 18 through a series of statistical analysis including Alpha reliabilities, Correlations, Stepwise regression analysis, moderated and mediated hierarchical regression analysis, t test and One Way Analysis of Variance with Bonferroni and Tukey HSD Post Hoc comparisons. The results established the psychometric properties of the instruments. The alpha reliabilities of both the measures for current sample were moderate to high and ensure their internal consistency and significant correlations between NEO-PI-R domains and their facets establishes its construct validity. Among the major findings, the results of step wise regression analysis identified that personality dimensions significantly predict the attitude of people towards Piri-Muridi relationship except extraversion domain and as a whole personality domains accounts for 18% of total variance towards Piri-Muridi. Whereas, out of thirty personality facets 9 were significantly predicting attitude of people towards Piri-Muridi and the amount of variance they explain was 26%. The study also explored moderating and mediating role of various factors and it was found that relationship between personality and Piri-Muridi is moderated by demographic variables like gender, marital status, education, income, profession and level of religiousness and belief system act as a bridge in mediating this relationship. Furthermore various other demographic related comparisons were also explored through t test and one way ANNOVA for comparing mean differences for various groups on Piri-Muridi scale and NEO-PI-R dimensions and

facets. The significant group differences through one way Anova were further confirmed through Post Hoc comparisons and findings are discussed and elaborated. The study may be valuable in the field of religiosity and spirituality being the first of its nature and may have implications for educationists, counselors and psychologists and may also help in opening new research avenues. This research was supervised by Professor Dr. Anila Kamal, Professor and Director of National Institute of Psychology, QAU, Islamabad.

Tuba Mumtaz (2013). Diabetes Care Knowledge, Treatment Adherence, Emotional Distress and Psychopathological Tendencies in Diabetes Patients. (Unpublished M.Phil Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

Present study was conducted to find out the relationship between diabetes care knowledge, treatment adherence and psychopathological tendencies in patients with diabetes. A sample of 300 patients of diabetes 135 male and 165 female from the age range of 20 to 55 were selected from Benazir Bhutto hospital and district general hospital Rawalpindi. A correlational study design was adopted to find out the associations between the three variables. For this purpose four scales which were Brief Symptom Inventory (Derogatis, 1993), Self Care Inventory (La Greca et al., 2004), Diabetes Knowledge Questionnaire-24 (Garcia, Villagomez, & Brown, 2001) and Problem Areas in Diabetes (Polonsky, Welch, & Jacobson, 1997) were administered on the patients in order to assess the variables. Findings of the study revealed a significant relationship between all variable except adherence and psychopathological tendencies. Moreover prediction analysis showed that diabetes care knowledge was a significant predictor of adherence to treatment. The moderation analysis showed that age, gender and diabetes duration significantly moderated the relationship between the triad variables. It is concluded from the findings that diabetes treatment adherence is demanding. To have expected outcomes a patients should have the suitable knowledge of the disease in this way he/she is more likely to have a better psychological wellbeing. This research is supervised by Dr. Jamil A. Malik, Assistant Professor at National Institute of Psychology, QAU, Islamabad.

Compiled by Naeem Aslam