



Volume and Issues Obtainable at the Department of Tourism and Hospitality Management-
The Islamia University of Bahawalpur, Bahawalpur, Pakistan 63100.

Journal of Tourism, Hospitality, and Services Industries Research

ISSN: 2958-5570 ; ISSN (E): 2958-5589

Volume 3, No.1, July 2023

Journal homepage: <https://journals.iub.edu.pk/index.php/jthsir>

DOI: 10.52461/jths.v3i01.2173

A Sociological Analysis of Campus Crimes and Their Preventive Measures: “A Case Study of Universities in Jamshoro, Pakistan”

Shuja Muhammad Jalaluddin Khuhawar*, Department of Sociology, University of Sindh, Jamshoro, Pakistan

Hamadullah Kakepoto, Department of Sociology, Faculty of Social Sciences, University of Sindh, Jamshoro, Pakistan

ARTICLE DETAILS

History

Revised format: June 2023

Available Online: July 2023

Keywords

Awareness, Campus Crimes,

Education System, Safety,

Security

ABSTRACT

The author of this article has worked on the issue of Campus Crimes from socio-legal perspectives. Crime on university campuses have existed since their founding but this got public attention in 1980s, when media spotted over some violent crimes, which occurred on several school, college, and university campuses in United States. Present study aimed to explore sociological root causes of the campus crimes and preventive measures at universities in Pakistan. Study is conducted with qualitative and quantitative approaches of data collection; moreover, adopted Krejcie & Morgan’s “Small Sample Techniques” for survey respondents. Survey study used self-designed questionnaire of .857 Cronbach’s Alpha reliability. Using SPSS, results are presented in simplest form of tables and charts. Study showed that, campus crimes could have similar causes, as to those which occur anywhere outside but their consequences are more complicated. Study will promote understanding about campus safety and security dilemma at higher educational institutions, esp. in Pakistan.

© 2023 The authors, under a Creative Commons Attribution Non-Commercial 4.0



*Corresponding author: shuja.khuhawar@usindh.edu.pk

Introduction

The “Campus” and “Crimes” are two different words, but media used both together in 1980s, while reporting some violent crimes on college or university campuses in America (Bedenbaugh, 2003). Situation in Pakistan is alarming due to terrorist attacks and fear of it, clashes between the students’

revival groups, violent protests, boycotts, corruption, malpractices, and sexual harassment against female students and teachers on campus, etc.

Most of the campus crimes occurs due to political means besides several ulterior factors contribute significant role. Although mostly peoples in Pakistan are not yet aware about the term “Campus Crimes”, but teachers, students with parents always seems perturbed for campus safety and security issues, along with academic environment at their university (Gulzar et al., 2021). Therefore, present study aimed to explore social, legal and policy perspective of campus crimes. Further it investigates campus safety and security issues along with preventive measures at the university c campuses in Pakistan. Presents study aims to explore causes and consequences of the campus crimes and this will also promote sense for understanding present / future challenges towards peaceful academic environment for quality education and future development of the country. This research study has been designed following previous studies in the same field (e.g., Peng, Liang, Fatima, Wang, & Rasheed, 2023; Rasheed, Hameed, Kaur, & Dhir, 2023; Rasheed, Pitafi, Mishra, & Chotia, 2023; Pitafi, Rasheed, Kanwal, & Ren, 2020; Rasheed, Okumus, Weng, Hameed, & Nawaz, 2020; Zhang, Rasheed, & Luqman, 2020; Nisar & Rasheed, 2020; Rasheed, Jamad, Pitafi, & Iqbal, 2020; Rasheed, Yousaf, & Noor, 2011; Sattar, Rasheed, Khan, Tariq, & Iqbal, 2017; Pitafi, 2023).

Literature Review

The aftermath of world war II engraved massive transformative impacts over societies worldwide, hence a new era started. Wherefore more people pursued higher studies, thus many educational institutions were established for higher learning enrichment and world’s forthcoming needs. Meanwhile, gradually increasing number of academic institutions with their students and staff, also changed public views about those institutions, which they believed safe against crimes, faced by the surrounded larger societies. According to Smith (1988), problems of evolutionary societies have begun to intrude upon academia. Moreover, offshoots of modern technologies and developments has disintegrated wall between society and academia; consequently, historic status of the academic institutions has also been drastically changed.

So far, many students, teachers, and staff have become victim; due to lack of awareness about the extent of actual crimes, committed on their university campuses or at surrounded societies. According to Fisher & Nasar (1992), criminal activities on campus shatters positive activities and undermines the quality of learning environment, moreover it dissuades students from attending their college or university campuses and destabilize the core principles of higher education. Modern research explicitly notifies importance of peaceful academic environment for quality education, and future development; but the crimes and fear of crimes, badly effects the performance and glory of any institution. Present study is an attempt to show importance with causes and consequences of the campus crimes. Overall, literature review of this paper has been conducted after following the literature style adopted by studies published in big research journals (e.g., Anser et al., 2020; Kanwal, Pitafi, Rasheed, Pitafi, & Iqbal, 2019; Kanwal, Rasheed, Pitafi, Pitafi, & Ren, 2020; Moin, Omar, Wei, Rasheed, & Hameed, 2021; Rasheed, Malik, et al., 2020; Yousaf, Rasheed, Hameed, & Luqman, 2020; Yousaf, Rasheed, Kaur, Islam, & Dhir, 2022).

Data, Variables and Methodology

Research methodology is a phrase that is synonymous with and dependent upon methods; according to Neuman (2014), methodology is the main structure that contains methods (Blackstone, 2018). This is an approach in which social methods are used in academic research to reveal facts about social events (Lawal, 2019). The present study intends to explore the real picture of the sociological root causes of campus crimes. Moreover, this is exploratory research conducted with both quantitative and qualitative approaches to data collection and analysis. Survey data has been collected through a self-designed questionnaire with tested reliability at.857 Cronbach's alpha. Further, by using Krejcie & Morgan's "Small Sample Techniques" with stratified sampling method, the study included 378 survey respondents from the area of study, i.e., the main campus of the i. University of Sindh (SU), ii. Mehran University of Engineering & Technology (MUET), and iii. Liaquat University of Medical & Health Sciences (LUMHS), all established together in Jamshoro, Sindh, Pakistan. The study attempts to resolve the research quandary in light of the collected empirical data and a review of the literature. For designing research method of this study, we have followed the research method designs of the following good research studies from social sciences (Iqbal et al., 2021; Kanwal, Pitafi, Rasheed, Pitafi, & Iqbal, 2022; Luqman, Masood, Shahzad, Imran Rasheed, & Weng, 2020; Luqman, Masood, Weng, Ali, & Rasheed, 2020; Naeem, Weng, Hameed, & Rasheed, 2020; Nisar, Rasheed, & Qiang, 2018; Saleem, Rasheed, Malik, & Okumus, 2021; Zhang, Wu, & Rasheed, 2020).

Rationale of Selection of Area of the Study

Higher educational institutions are not anymore safe by worldly happenings (Morriss, 1993; Charles, 2013; Ezarik, 2021); however, campus safety and security situation in Pakistan is not different. Thori Phattak incident (1984), Malala's school van shooting in Swat (2012), Terrorists' attacks on APS Peshawar (2014), Bacha Khan University Charsadda (2016), Mashal Khan's lynching at Mardan University (2017), Sexual harassment at Gomal University D.I. Khan (2020), Islamia University Videos Scandal (2023), etc., are some glimpses from Pakistan. Area of present study is selected in Jamshoro, because place is country's largest residential university campuses site and known as "Education City of Pakistan"(Safdar et al., 2023). Overall, our research has found results which are in line with the results discussed in the previous research studies in social sciences (e.g., Ahmed, Nawaz, & Rasheed, 2019; Anser et al., 2022; Chang et al., 2022; Khalid, Weng, Luqman, Rasheed, & Hina, 2022, 2023; Khan, Liu, Khan, Liu, & Rasheed, 2020; Khizar, Iqbal, & Rasheed, 2021; Rasheed & Weng, 2019; Umrani et al., 2022; Yousaf, Humayon, Rasheed, Ahmed, & Danish, 2014).

Limitation of the Study

Limitations in this study are characteristics of contextual framework. They influence research applications and constraints on generalizability of the present research findings. Thus, eases interpreting results for establishing internal or external validity. Thus, the present study is focused on its hypotheses, research questions, and area of the study.

Hypotheses and Research Questions (RQs)

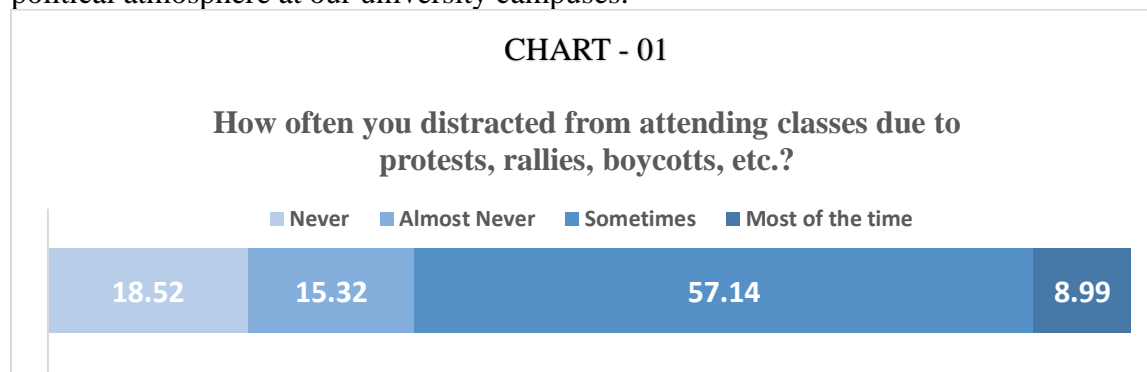
Hypotheses of the present study basis on main research questions, i.e., Campus Crimes occurs due to Population Growth; Poverty; Tribalism; Politics; Educational System; and / or, Lack of awareness.

Results & Discussion

Survey questionnaire included few questions to know about the respondents' living, income, and parent's qualification, etc. Hence, data revealed that only 5.69% parents of the survey respondents

were reported uneducated, however rest of the 100% answered their parents’ qualification at primary, secondary or any higher degree. Only 8.2% showed their monthly income less than ten thousand and 19% mentioned living with their large family. Moreover, 69.32% respondents showed satisfaction over university policies but only 38.89% were aware about, where to call or complain in the situation about any crime or fear of it? Besides, 65.07% respondents replied they know, where to report if scheduled classes are not conducted. The overall satisfaction about the Campus Security, Private Security, Police, and Rangers’ performance was reported 46%. Results shown that highest 61.11% respondents were reported satisfied with Rangers’ performance and lowest of 34.65% about the Police performance at their university campuses. Furthermore, less than half i.e., 45.9% respondents replied their university rules are fair but only 24.78% said these rules are properly enforced or practiced justified. Survey administrated few questions to know where (e.g., Class, Library, Hostel, Home) respondents find better study environment. Results shown that, 62.96% replied library but even greater number of the respondents i.e., 74.60% replied at their homes. Study shown many commuter students esp. girls could not return campus for library and they prefer study at their homes.

Politics is a social science which is offered as separate discipline by many institutions and when students are asked to elect their union representatives, in such manner it is practiced at these institutions in a limited scale. Besides, somewhere students come out on roads and interfere in government matters by protests or other mob activities. However, education not only refines politics, but also facilitates its transmission to young generations. Meaningfully, politics and educational institutions interplay in our society. Thus, survey administrated question to know political atmosphere at our university campuses.



University campuses ranks higher amongst all educational institutions. They impart knowledge with modern scientific methods and advanced research techniques. Besides, violent crimes against the students and teachers, harassment complaints by the female students and lady teachers, and campus property crimes have been increased rapidly in near past. Therefore, issue needs proper investigation and understanding, whether campus crimes occur due to overall country’s situation or there are other reasons behind this situation. Thus, present study is limited to explore relationship between the population growth, poverty, tribalism, politics, education system, and lack of awareness with campus crimes. Table – 01 mentioned below shows the average of the total of survey results.

TABLE – 01

(%)	Yes	No	To some extent	Don’t know
-----	-----	----	----------------	------------

<i>Population Growth</i>	57.23	21.60	13.49	7.67	
<i>Poverty</i>	51.05	17.33	16.01	15.61	
<i>Tribalism</i>	41.67	14.55	17.99	25.79	
<i>Politics</i>	52.48	21.46	13.79	15.71	
<i>Education System</i>	52.57	16.89	15.08	7.78	
<i>Lack of awareness</i>	58.11	19.66	15.52	6.70	

Population growth and Campus Crimes: Population growth is obvious to informal social control and crimes (Chamlin, 2004). Furthermore, Jalil (2010) defined, social perspective of urbanization encourages crime as mostly big cities are reported with higher crime rates. People could observe administrative weaknesses behind the reasons for crimes. Data shows the number of students with teaching and non-teaching staff has increased so as the university campuses, teaching departments, science laboratories, libraries, residential and transportation facilities, etc. Besides, 57.23% survey respondents replied population growth is reason behind the campus crimes.

Poverty and Campus Crimes: Gal Brecht said, addressing crime would involve poverty along with numerous other factors within community (Ben, 2012). There are many reasons to believe that poverty alone is not responsible for crimes and it doesn't seem predictor of crimes, but factors evolve with poverty could have relation with numberless crimes. Present survey results showed, 51.05% respondents said poverty is related to campus crimes.

Tribalism and Campus Crimes: Tribalism in terms of conformity is a way of thinking or behaving in which people are more loyal to their tribe than to others, e.g., friends, social groups, etc. (Bonnie, 2002). Peoples often comply with rules from a desire for security within a group, mostly a group of a similar age, sex, culture, region, religion, politics, and educational status. Literature review explains conformity affects humans of all ages but often associated with adolescence and youth culture. Moreover, unwillingness to comply with tribal rules may result opposition or social rejection by different groups. Survey data of present study identified, 41.67% respondents considered tribalism, reason behind the campus crimes.

Politics and Campus Crimes: The 1972 law in Pakistan permits Students' Unions but they were banned in 1984 by the Gen. Zia-ul-Haq's regime, meanwhile almost all political parties opened their students' wings. However, every main steam party has promised the ban lift but yet they didn't so. Political critics also claim that political parties have dissuaded students' core issues and diverted student's attention from the academics. The survey data shows, 52.48% respondents believe political clout is the reason behind most of the crimes which occurs against the academia.

Education system and Campus Crimes: Unfortunately, education is one of the deprived fields in Pakistan. Low literacy, low standards, curriculum, attendance, teaching skills, training aids, including many other problems have driven since decades and yet requires governments due attention. Besides direct or indirect effects of all above problems have derived towards our universities, but fees, transportation, dormitory, laboratories, library, or other annual and semester-based exam problems are often reported. Moreover, survey data shows that, 52.57% respondents consider weakness of our education system are the reasons behind campus crimes.

Lack of awareness and Campus Crimes: Modern research explicitly spell out the importance of information. Bedenbaugh (2003) defined, information plays role of remedy against the fear of crime to self-defense; moreover, necessary and timely information dissipates victimization. Pakistan was the first country in South Asia, when it promulgated the Freedom of Information Ordinance in 1997. Besides, that Ordinance was neither placed before the Parliament nor repromulgated and lapsed but the same was again enacted by the Presidential Ordinance in 2012. However, 17th Constitutional Amendment in Pakistan further provided cover to all those laws and never required separate ratification by the Parliament. University campuses can be safer but yet it requires enough to do. Survey data shows, 58.11% respondents believe campus crimes occurs due to lack of awareness of campus community.

Conclusion and Discussion

Study identifies population growth, poverty, tribalism, politics, education system, and lack of awareness are some reasons behind those crimes which occurs at our university campuses but more significant are campus administrative measures.

Suggestion & Recommendations:

- i.** Universities requires review their policies and all policies, rules, regulations, and notifications should be placed on university's official websites.
- ii.** Coordination between administration and all designated security forces is highly needed. Moreover, "Campus Event Log", "Campus Crime Statistics Register" with establishment of "Campus Safety and Security Control Room" equipped with modern technology and permanent trained staff at the Campus Security Office is suggested.
- iii.** It is suggested that Special training program should be designed and provided to Campus Security Officers, Supervisors, Guards and to those who are assigned same duties.
- iv.** Students' unions promised under law should be restored to promote students supported academic environment at university campuses.
- v.** Positive and healthy extracurricular activities must be promoted at class / hostel levels. This will help keeping students un-spared for unlawful activities. Students' societies (Registered) can be supported for this purpose.
- vi.** It is suggested that necessary and timely information must be provided to keep campus community aware about the crimes and fear of it, with safety precautions in the light of modern research.
- vii.** An investigation about social, legal and policy perspective along with campus security issues and preventive measures against the campus crime is suggested.
- viii.** Government should establish "Campus Police Department" and speedy trails at courts, by making necessary legislative amendments to meet modern challenges and litigation problems, esp. for campus property crimes and other heinous crimes against academia.

References

- Ahmed, H., Nawaz, S., & Rasheed, M. I. (2019). Self-efficacy, self-esteem, and career success: the role of perceived employability. *Journal of Management Sciences*, 6(2), 18-32.
- Anser, M. K., Yousaf, Z., Yasir, M., Sharif, M., Nasir, M. H., Rasheed, M. I., . . . Majid, A. (2022). How to unleash innovative work behavior of SMEs' workers through knowledge sharing?

- Accessing functional flexibility as a mediator. *European Journal of Innovation Management*, 25(1), 233-248.
- Anser, M. K., Zaigham, G. H. K., Imran Rasheed, M., Pitafi, A. H., Iqbal, J., & Luqman, A. (2020). Social media usage and individuals' intentions toward adopting Bitcoin: The role of the theory of planned behavior and perceived risk. *International journal of communication systems*, 33(17), e4590.
- Bedenbaugh Cheryl (2003). "Measuring Fear of Crime on Campus", Study of an Urban University; Department of Sociology, University of Louisiana at Lafayette.
- Blackstone, A. (2018). Principles of sociological inquiry: Qualitative and quantitative methods. Retrieved from <https://openlibraryrepo.ecampusontario.ca/>
- Bonnie S. Fisher, John J. Sloan (2007). *Campus Crime: Legal, Social, and Policy Perspectives*.
- Bonnie, S. Fisher* (2002) *Making Campuses Safer for The Students*. Vol. XXXII.
- BNN (2023), *Unveiling the Shadows: The Scandal that Rocked Islamia University*. Sited on: <https://bnn.network/> Accessed on: July 30, 2023.
- Charles Chekwa, E.T. (2013). What are College Students' Perceptions about Campus Safety? *Contemporary Issues in Education Research*, 6(3), 325-332.
- Chang, Y.-S., Yue, Z., Qureshi, M., Rasheed, M. I., Wu, S., & Peng, M. Y.-P. (2022). Residents' waste mobile recycling planned behavior model: the role of environmental concern and risk perception. *International Journal of Emerging Markets*(ahead-of-print).
- Data Collection Guidelines, (2000) *National Incident-Based Reporting System (NIBRS)*, F.B.I., U.S. Department of Justice. Vol.01.
- Gulzar, M. A., Ahmad, M., Hassan, M., & Rasheed, M. I. (2022). How social media use is related to student engagement and creativity: investigating through the lens of intrinsic motivation. *Behaviour & Information Technology*, 41(11), 2283-2293.
- Iqbal, J., Yu, D., Zubair, M., Rasheed, M. I., Khizar, H. M. U., & Imran, M. (2021). Health consciousness, food safety concern, and consumer purchase intentions toward organic food: The role of consumer involvement and ecological motives. *Sage Open*, 11(2), 21582440211015727.
- J. Fredericks Volkwein, Bruce P. Szelest and Alan J. Iizotte. (2007) *Relationship of Campus Crimes to Campus & Student Characteristics*.
- Jalil Hafiz Hanzla, Iqbal M. Mazhar (2010). *Urbanization and Crime; A Case Study of Pakistan*.
- James J. Nolan III* (2004). *Establishing the Statistical Relationship Between Population Size and UCR Crime Rate; Its Impact and Implications*. West Virginia University, Division of Sociology and Anthropology, United States.
- Kanwal, S., Pitafi, A. H., Rasheed, M. I., Pitafi, A., & Iqbal, J. (2019). Assessment of residents' perceptions and support toward development projects: A study of the China–Pakistan Economic Corridor. *The Social Science Journal*.
- Kanwal, S., Pitafi, A. H., Rasheed, M. I., Pitafi, A., & Iqbal, J. (2022). Assessment of residents' perceptions and support toward development projects: A study of the China–Pakistan Economic Corridor. *The Social Science Journal*, 59(1), 102-118.
- Kanwal, S., Rasheed, M. I., Pitafi, A. H., Pitafi, A., & Ren, M. (2020). Road and transport infrastructure development and community support for tourism: The role of perceived benefits, and community satisfaction. *Tourism Management*, 77, 104014.
- Khalid, J., Weng, Q. D., Luqman, A., Rasheed, M. I., & Hina, M. (2022). After-hours work-related technology use and individuals' deviance: the role of other-initiated versus self-initiated interruptions. *Information Technology & People*, 35(7), 1955-1979.

- Khalid, J., Weng, Q. D., Luqman, A., Rasheed, M. I., & Hina, M. (2023). After-hours work-related technology use and individuals' deviance: the role of interruption overload, psychological transition and task closure. *Kybernetes*, 52(1), 158-181.
- Khan, S. U., Liu, X., Khan, I. U., Liu, C., & Rasheed, M. I. (2020). Assessing the investors' acceptance of electronic stock trading in a developing country: the Mediating role of perceived risk dimensions. *Information Resources Management Journal (IRMJ)*, 33(1), 59-82.
- Khizar, H. M. U., Iqbal, M. J., & Rasheed, M. I. (2021). Business orientation and sustainable development: A systematic review of sustainability orientation literature and future research avenues. *Sustainable Development*, 29(5), 1001-1017.
- Lawal, S.A. (2019). Understanding Social Science Research: An Overview. *Leapai International Journal of Management and Social Sciences*, 11(2), 1-22.
- Laurie, Elizabeth Farris, Bernie, Greene (1997). *Campus Crimes and Security at Post-Secondary Education Institutions; A Statistical Analysis Report*.
- Luqman, A., Masood, A., Shahzad, F., Imran Rasheed, M., & Weng, Q. (2020). Enterprise social media and cyber-slacking: an integrated perspective. *International Journal of Human-Computer Interaction*, 36(15), 1426-1436.
- Luqman, A., Masood, A., Weng, Q., Ali, A., & Rasheed, M. I. (2020). Linking excessive SNS use, technological friction, strain, and discontinuance: the moderating role of guilt. *Information Systems Management*, 37(2), 94-112.
- Moin, M. F., Omar, M. K., Wei, F., Rasheed, M. I., & Hameed, Z. (2021). Green HRM and psychological safety: How transformational leadership drives follower's job satisfaction. *Current issues in Tourism*, 24(16), 2269-2277.
- Safdar, M. N., Hassan, M., & Amin, S. (2023). Effect of Corporate Governance (CG) Practices on Financial Reporting Quality (FRQ); A Context of CEO Dismissal History. *Journal of Applied Research and Multidisciplinary Studies*, 4(1).
- Naeem, R. M., Weng, Q., Hameed, Z., & Rasheed, M. I. (2020). Ethical leadership and work engagement: A moderated mediation model. *Ethics & Behavior*, 30(1), 63-82.
- Neuman, W. L. (2014). *Social Research Methods: Qualitative and Quantitative Approaches: Pearson New International Edition*. Pearson Education Limited.
- Nisar, S. K., & Rasheed, M. I. (2020). Stress and performance: Investigating relationship between occupational stress, career satisfaction, and job performance of police employees. *Journal of Public Affairs*, 20(1), e1986.
- Nisar, S. K., Rasheed, M. I., & Qiang, W. (2018). They can't safeguard you when they are under stress: An exploratory study on issues and problems of job stress in police. *International Journal of Police Science & Management*, 20(2), 124-133.
- Peng, M. Y. P., Liang, Z., Fatima, I., Wang, Q., & Rasheed, M. I. (2023). The nexus between empowering leadership, job engagement and employee creativity: role of creative self-efficacy in the hospitality industry. *Kybernetes*.
- Pitafi, A. H., Rasheed, M. I., Kanwal, S., & Ren, M. (2020). Employee agility and enterprise social media: Role of information technology proficiency and work expertise. *Technology in Society*, 101333.
- Pitafi, A. H., Rasheed, M. I., Islam N., Dhir, A. (2023). Investigating visibility affordance, knowledge transfer and employee agility performance. A study of enterprise social media. *Technovation*, 128 (December 2023), 102874.

- Rasheed, M. I., Hameed, Z., Kaur, P., & Dhir, A. (2023). Too sleepy to be innovative? Ethical leadership and employee service innovation behavior: A dual-path model moderated by sleep quality. *Human Relations*, 00187267231163040.
- Rasheed, M. I., Jamad, W. N., Pitafi, A. H., & Iqbal, S. M. J. (2020). Perceived compensation fairness, job design, and employee motivation: The mediating role of working environment. *South Asian Journal of Management*, 14(2), 229-246.
- Rasheed, M. I., Malik, M. J., Pitafi, A. H., Iqbal, J., Anser, M. K., & Abbas, M. (2020). Usage of social media, student engagement, and creativity: The role of knowledge sharing behavior and cyberbullying. *Computers & Education*, 159, 104002.
- Rasheed, M. I., Okumus, F., Weng, Q., Hameed, Z., & Nawaz, M. S. (2020). Career adaptability and employee turnover intentions: The role of perceived career opportunities and orientation to happiness in the hospitality industry. *Journal of Hospitality and Tourism Management*, 44, 98-107.
- Rasheed, M. I., Pitafi, A. H., Mishra, S., & Chotia, V. (2023). When and how ESM affects creativity: The role of communication visibility and employee agility in a cross-cultural setting. *Technological Forecasting and Social Change*, 194, 122717.
- Rasheed, M. I., & Weng, Q. (2019). How to maintain career adaptability under abusive supervisor? The role of coworker support. Paper presented at the academy of management proceedings.
- Rasheed, M. I., Weng, Q., Umrani, W. A., & Moin, M. F. (2021). Abusive Supervision and Career Adaptability: The Role of Self-Efficacy and Coworker Support. *Human Performance*, 1-18.
- Rasheed, M. I., Yousaf, H. D. A. S., & Noor, A. (2011). A critical analysis of performance appraisal system for teachers in public sector universities of Pakistan: A case study of the Islamia University of Bahawalpur (IUB). *African journal of business management*, 5(9), 3735.
- Saleem, S., Rasheed, M. I., Malik, M., & Okumus, F. (2021). Employee-fit and turnover intentions: The role of job engagement and psychological contract violation in the hospitality industry. *Journal of Hospitality and Tourism Management*, 49, 385-395.
- Sattar, M. A., Rasheed, M. I., Khan, I. U., Tariq, H., & Iqbal, J. (2017). Why adaptable individuals perform better: The role of orientation to happiness. *Australian Journal of Career Development*, 26(3), 134-141.
- Sirajuddin (2020), 4 Gomal University Employees Fired Over Sexual Harassment, <https://www.dawn.com/news/1538642> Dawn Published on: March 5, 2020.
- Edmunds Christine (2002). National Victim Assistance Academy, U.S. Department of Justice.
- Ezarik, M. (2021, August 01). Best Practices and Policy, According to Students. Retrieved from Inside Higher Ed. <https://www.insidehighered.com/> Accessed on: August 17, 2023.
- Tacy, Costanzo (2006). *The Rights and Responsibilities of the Modern University*.
- Umrani, W. A., Ahmad, I., Rasheed, M. I., Ahmed, U., Pahi, M. H., Jhatial, A., & Abbsai, G. A. (2022). Managing intellectual capital: role of corporate entrepreneurship and absorptive capacity on firm performance. *Knowledge Management Research & Practice*, 20(5), 719-731.
- Westat, Diane, Ward; Janice, Lee Mann (2005). "The Handbook for Campus Crimes Reporting"; US Department of Education, Office of the Post-Secondary Education.
- Westat, Diane, Ward; Janice, Lee Mann (2016). "The Handbook for Campus Safety & Security Reporting"; U.S. Department of Education Yousaf, S., Humayon, A. A., Rasheed, M. I.,

- Ahmed, H. M., & Danish, R. Q. (2014). Factors affecting retention of female employees in organizations. *Journal of Basic and Applied Scientific Research*, 4(7), 1-9.
- Yousaf, S., Rasheed, M. I., Hameed, Z., & Luqman, A. (2020). Occupational stress and its outcomes: the role of work-social support in the hospitality industry. *Personnel Review*, 49(3), 755-773.
- Yousaf, S., Rasheed, M. I., Kaur, P., Islam, N., & Dhir, A. (2022). The dark side of phubbing in the workplace: Investigating the role of intrinsic motivation and the use of enterprise social media (ESM) in a cross-cultural setting. *Journal of Business Research*, 143, 81-93.
- Zhang, Y., Rasheed, M. I., & Luqman, A. (2020). Work–family conflict and turnover intentions among Chinese nurses: The combined role of job and life satisfaction and perceived supervisor support. *Personnel Review*, 49(5), 1140-1156.
- Zhang, Y., Wu, S., & Rasheed, M. I. (2020). Conscientiousness and smartphone recycling intention: The moderating effect of risk perception. *Waste Management*, 101, 116-125.