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University of the Punjab. Lahore, Pakistan.

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Hailey College of Commerce.
Quaid-e-Azam Campus (New Campus)
University of the Punjab.
Lahore, Pakistan

Career Objective

To serve as a devoted and dedicated academician, researcher and trainer and to best utilize my inner human capital i.e. knowledge, education, training, and skills for the betterment of the society in general and humanity in particular.

Qualification

- **Ph.D. (Management)**
2012 - 2015
University Kebangsaan Malaysia
(The National University of Malaysia)
- **MS. / M. Phil (Business Administration) (3.40 CGPA)**
2009-2011
The Superior University. Lahore, Pakistan
- **MBA (Banking and Finance) (3.82 CGPA)**
2003-2005 **(First Position)**
University of the Punjab. Lahore, Pakistan
- **Bachelor of Commerce (First Division)**
1997-1999
University of the Punjab. Lahore, Pakistan

Professional/Formal Trainings and Skills

- **Sun Certified Java Programmer (SCJP) (74%)**
Java2 Platform
- **Post Graduate Diploma (Computer Sciences)(Grade 'A')**

Nicon College of Computer Sciences

- **Case Teaching Methods**
HEC-British Council Joint Higher Education Links Programme
- **HRDC Faculty Orientation Program**
Human Resource Development Centre (HRDC)
Institute of Administrative Sciences, University of the Punjab
- **FMM Selangor Entrepreneurship and Innovation Course**
Federation of Malaysian Manufacturers
Monash University, Malaysia
- **IBM-SPSS Certification Exam Preparation**
Research Centre for Training and Development
King Sultan University, Saudi Arabia
- **Nvivo Fundamentals and Advance Usage**
Research Centre for Training and Development
Institute of Research Promotion
- **Data Analysis Using SPSS**
College of Statistical and Actuarial Sciences
University of the Punjab
- **Introduction to Business Management**
Kings College London, UK
- **Mini MBA Certificate**
IdeaGist, Startup Pakistan Program
- **Fundamentals of Entrepreneurship**
Cranfield School of Management, Cranfield University

Experience

Teaching Experience

- **Aug, 2020 to Date : Hailey College of Commerce,
University of the Punjab. Lahore, Pakistan.**

Designation: Associate Professor

University of the Punjab is the leading public sector university of Pakistan. Hailey College of Commerce is one of the constituent colleges of the university which is providing specialized education

in the field of Commerce. Dedication and devotion of its staff members and very hardworking administration has made this prestigious college a leader in commerce and business education in Pakistan. I am teaching following courses here:

- Business Management
- Entrepreneurship
- SME Management
- Principles of Marketing
- Customer Relationship Management
- Marketing in Emerging Markets

Major Responsibilities:

- Supervising M. Com and Ph.D. Research Theses
- Coordinator for M. Com (1.5 Years) program
- Focal Person for International Conferences on Business and Commerce (ICBC)
- Focal Person for International Conferences and Graduate Colloquium
- Curriculum Development
- Preparing and Delivering Lectures
- Member Executive Development and Training Cell
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments

Administrative Responsibilities:

- Member, Board of Faculty – Faculty of Commerce, University of the Punjab (2020 – to date)
- Member, Board of Studies – Hailey College of Commerce
- Member, Departmental Doctoral Program Committee (DDPC)
- Focal Person for Incubation Center at Institute of Business Administration, University of the Punjab (2017 – to date)

- **June, 2008 – Aug, 2020 : Hailey College of Banking & Finance, University of the Punjab. Lahore, Pakistan.**

Designation: Assistant Professor, BPS-19 (2011 - 2020)

Lecturer, BPS-18 (2008 - 2011)

Hailey College of Banking & Finance is one of the constituent colleges of the University of the Punjab. It provides specialized education in the field of Banking, Finance, International Trade and Risk Management. Devotion of its administration and staff members has brought this college high up to the line of the rest institutions in a very short period of time. I taught following

courses there:

- Research Methodology
- Business and Market Research
- Entrepreneurship
- Organizational Behaviour
- Strategic Management
- Human Resource Management
- Advance Management Techniques
- Banking & Finance
- Islamic Banking
- Essentials of Business
- Micro and Macro Economics

Major Responsibilities:

- Conducting/Supervising Research Activities
- Member Organizing Committee for the Research Conferences of the College (CBIBM, 2016-2017-2018-2019)
- Curriculum Development
- Preparing and Delivering Lectures
- Research Supervision of Postgraduate Students
- Conduct Seminars and Workshops
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments

Administrative Responsibilities:

- Controller of Examination
- Incharge Academics
- Member, Board of Faculty – Faculty of Commerce, University of the Punjab (2017 – 2020)
- Member, Board of Studies – Hailey College of Banking and Finance, University of the Punjab (2016 to 2020, 2008 to 2012)
 - Participate in Setting Courses and Degree Requirements
 - Participate in Curriculum Revision and Academic Planning
- Member, Departmental Doctoral Program Committee (DDPC) (2016 to 2020)
- Focal Person for Incubation Center at Institute of Business Administration, University of the Punjab (2017 – to date)
- Convener, Disciplinary Committee (2017 to 2020)
- Convener, Departmental Purchase Committee (2017 to 2020)
- Incharge Sports Activities (2017-2018)
- Convener, Computer Lab Committee (2018; 2008-2012)
- Convener, Library Management Committee (2016-2018)
- Member, Library Management Committee (2008 - 2012)

- Member, Co-curricular Activities Committee (2010-2012)
- Incharge, Internal Audit of Fixed Assets (2009 - 2011)
- Focal Person, Implementation of Campus Management Solution at University of the Punjab (2011-2012)

▪ **Apr, 2006 – June, 2008 : Hailey College of Banking & Finance,
University of the Punjab. Lahore, Pakistan.**

Designation: Visiting Faculty Member

Taught following courses to the BBA (Hons.) and MBA level classes:

- Strategic Management
- Human Resource Management
- Organizational Behavior
- Production and Operations Management
- Economy of Pakistan
- Essentials of Business
- Micro and Macro Economics

Major Responsibilities:

- Course Material Development
- Preparing and Delivering Lectures
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments

▪ **Mar, 2004 – Apr 2006 : National College of Textile and Management
Sciences. Lahore, Pakistan.**

Designation: Faculty Member

Taught various courses to BBA and MBA classes. Courses that I taught there are as under:

- Marketing Management
- Principles of Management
- Human Resource Management
- Organizational Behavior
- International Business
- Economics

Major Responsibilities:

- Course Material Development
- Preparing and Delivering Lectures

- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments
- Member, College Management Committee

- **Feb, 2001 – Feb, 2004: Nikon (Pvt.) Ltd. Lahore, Pakistan.
(Nicon College of Computer Sciences)**

Designation: Faculty Member

Taught professional level courses to BBIT and MBIT classes up to the students and management satisfaction level. Some of the courses that I taught there are as follows:

- Management Information System
- Business Computer Applications
- E-Commerce
- Accounting Software
- Java Programming language
- Visual Basic (.Net)

- **Training Courses / Seminars Conducted**

- Conducted 2 weeks training program on importance and application of e-commerce for the emerging organizations.
- Training of newly appointed faculty members for improving teaching and technical skills.
- Conducted 2 days seminar on Visual Basic .Net.

Non-Teaching Experience

- **Mar, 2000 – Feb, 2001: Alliance Shipping Company.
Lahore, Pakistan.**

Designation: IT Supervisor

Alliance Shipping Company is a container services provider which also provides the clearing services to its clients. My responsibilities involved handling computer section specially the computerized accounts of clients.

- **Jan, 1999 – Jan, 2000: Arabian Marine Services (Pvt.) Ltd.
Lahore, Pakistan.**

Designation: Accounts Officer

This was a shipping company providing container and clearing services to the exporters. Arabian Marine Services (Pvt.) Ltd was the sister concern of Normar Line Inc. which is a renowned multinational organization. My responsibilities involved handling accounts activities in accounts department.

Publications in HEC Recognized Journals

1. Socio-Economic and Corporate Factors and COVID-19 Pandemic: A Wake-up Call [Environmental Science and Pollution Research (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 2.914**) 2021]
2. Risk Propagation in Healthcare Supply Chain: The Implications of Fuzzy-ANP and Bayesian Inference [Academic Journal of Social Sciences (Y Category) 2021]
3. Stay or Quit: A Study on Banking Sector Employees [International Journal of Management (Y Category / Scopus) 2021]
4. What it Takes to be a Successful Woman Entrepreneur: A Qualitative Insight [International Review of Management and Business Research (Y Category) 2021]
5. Hypothetical Assessment of Corporate Governance Theories and Strategies Influence on The Firm Performance [Elementary Education Online (X Category / Scopus) 2021]
6. From Entrepreneurial Education to Entrepreneurial Intention: A Sequential Mediation of Self-Efficacy and Entrepreneurial Attitude [International Journal of Innovation Science (X Category / Scopus / WOS) 2021]
7. Impact of Industrial Munificence, Industry Dynamism and Asset Structure on the Firm Leverage [Elementary Education Online (X Category / Scopus) 2021]
8. Phenomenological Study: Assessing the Differences in Crypto-Currency and Other Forms of Currencies, Legality in Islamic Jurisprudence [Al-Qalam (Y Category) 2021]
9. The Role of Debt Financing in the Relationship between Capital Structure, Firm's Value, and Macroeconomic Factors: To Through Caution to the Wind [Quarterly Review of Economics and Finance (X Category / Scopus / WOS) 2020]
10. Understanding Knowledgeable Workers Behavior toward COVID-19 Information Sharing Through WhatsApp in Pakistan (Frontiers in Psychology (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 2.067**) 2020]

11. Old Wine New Bottle: Prominence of Resilience in Educating Entrepreneurs [International Journal of Management (Y Category - Scopus) 2020]
12. Interpretive Analysis of the Shari'ah Status of Insurance Policies and Establishment of the Alternatives [Al-Qalam (Y Category) 2020]
13. Employees' Response to Code of Ethics and Corporate Philanthropic Social Responsibilities: Evidence from Pakistan [Journal of Research Society of Pakistan (Y Category) 2019]
14. Socio-Economic and Environmental Factors Influenced Pro-Poor Growth Process: New Development Triangle [Environmental Science and Pollution Research (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 2.914**) 2019]
15. Saudi Arabia-China-Pakistan Economic Corridor: Intergovernmental Green Initiatives [Environmental Science and Pollution Research (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 2.914**) 2019]
16. The Impact of Financial Development Indicators on Natural Resource Markets: Evidence from Two-Step GMM Estimator [Resources Policy (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 3.986**) 2019]
17. The Impact of Air Transportation, Railways Transportation, and Port Container Traffic on Energy Demand, Customs Duty, and Economic Growth: Evidence from A Panel of Low, Middle, and High Income Countries [Journal of Air Transport Management (W Category / Scopus / WOS / ISI-JCR **Impact Factor: 2.412**) 2018]
18. Effects of Supervision Practices of Principals on Work Performance and Growth of Primary School Teachers [Bulletin of Education and Research (Y Category) 2018]
19. Employees' Response to CSR: Role of Organizational Identification and Organizational Trust [Pakistan Journal of Commerce and Social Science (Y Category / Scopus) 2018]
20. Consequences of Leader-member Exchange in Hospitality Sector: Moderating Role of Gender [Journal of Managerial Sciences (Y Category) 2017]
21. Halal Assurance System: Positioning of Food Safety and Assuring Halal Standards [Jihat Al-Islam (Y Category) 2017]
22. Exploring the Causes of Stress and Coping with it amongst Doctoral Level Students: Highlighting the Importance of Information Collection and Management [Pakistan Journal of Information Management & Libraries (Y Category) 2016]

23. Entrepreneur's Intention to Invest in the Current Business: An Empirical Study of Malaysian SME Entrepreneur's [GEOGRAFIA-Malaysian Journal of Society and Space (Y Category / WOS) 2016]
24. Impact of Foreign Direct Investment on Economic Growth of Pakistan [European Journal of Economics, Finance and Administrative Sciences (Y Category) 2011]
25. Relation of Stock Market Return with Interest Rates [Interdisciplinary Journal of Contemporary Research in Business (Y Category) 2011]
26. Assessing Impact of Management Support on Perceived Managerial Training Effectiveness in Public Organizations of Pakistan [European Journal of Social Sciences (Y Category) 2011]
27. Textile Sector Performance of Pakistan [Middle Eastern Finance and Economics (Y Category) 2011]
28. Impact of Global Financial Crisis on the Health of Pakistani Banks [Interdisciplinary Journal of Contemporary Research in Business (Y Category) 2011]
29. Cause of Disrespectful Behavior at Workplace: A Study on Doctors of Public Sector Hospitals in Pakistan [Interdisciplinary Journal of Contemporary Research in Business (Y Category) 2011]
30. Impact of HR Practices on Employee Engagement in Banking Sector of Pakistan [Interdisciplinary Journal of Contemporary Research in Business (Y Category) 2011]

Publications in Other International Journals

1. Mediating Effects of Entrepreneurs' Work Performance on the Relationship between Their Psychological Capital and Growth Intentions: A Study on Malaysian Entrepreneurs [The South East Asian Journal of Management, 2020]
2. Impact of Capital Structure on Companies' Performance: A Study of Food and Personal Care Product Sector in Pakistan [Journal of Islamic Countries Society of Statistical Sciences, 2018]
3. The Influence of Psychological Capital on The Growth Intentions of Entrepreneurs: A Study on Malaysian SME Entrepreneurs [Business and Economic Horizons, 2017]
4. Satisfaction of Goals Attainment and Intention to Restructure among Malaysian SME Entrepreneurs [Journal of Entrepreneurship and Business, 2016]

5. The Goal Attainment and Future Direction of Business among SME Entrepreneurs [Acta Universitatis Danubius. Economica, 2016 - Recognized by CNCSIS B+ Category]
6. Psychological Capital: Key to Entrepreneurial Performance and Growth Intentions [International Research Journal of Social Sciences, 2015]
7. Entrepreneurship and SMEs in Malaysia: Need to Nurture Women Entrepreneurship [Journal of Women Entrepreneurship and Education, 2015]

Research Papers Presented in Research Conferences

1. **Paper Titled** “Entrepreneurship and SMEs in Malaysia”. **Presented in** 8th International Seminar on Entrepreneurship and Business, Malaysia (2020).
2. **Paper Titled** “Covid’19: Students’ Reflections on Wellbeing, Learning, Career and Entrepreneurial Intent”. **Presented in** 7th Global Conference on Business Management and Social Sciences, UAE (2020).
3. **Paper Titled** “Impact of Work Environment, Job Demands and Stress on Deviant Workplace Behavior: Does Personality Moderate the Relationship between Stress and Deviant Workplace Behavior?”. **Presented in** 7th Global Conference on Business Management and Social Sciences, UAE (2020).
4. **Paper Titled** “Mediating effects of Entrepreneurs’ Work Performance on the Relationship between their Psychological Capital and Growth Intentions: A Study on Malaysian SME Entrepreneurs”. **Presented in** 3rd International Research Conference on Management and Business, December 11, 2018, Indonesia.
5. **Paper Titled** “Mediating Effects of Organizational Citizenship Behavior on the Relationship between Perceived Organizational Support and Job Performance”. **Presented in** the International Conference on Banking, Insurance and Business Management - CBIBM (2018)
6. **Paper Titled** “Perceived Supervisor’s Psychopathy and Quitting Intentions: An Abyss of Organizational Silence among Insurance Sector Employees”. **Presented in** the 7th Asian Management Research and Case Conference - AMRC (2018)
7. **Paper Titled** “The Mediating Effects of Brand Trust and Product Involvement on the Relationship between Values and Brand Loyalty”. **Presented in** the International Conference on Banking, Insurance and Business Management - CBIBM (2017)
8. **Paper Titled** “Insurance contract in the light of Islamic law: An interpretive approach” **Presented in** the International Conference on Banking, Insurance and

Business Management - CBIBM (2017)

9. **Paper Titled** “The Influence of Psychological Capital on the Growth Intentions of Entrepreneurs: A Study on Malaysian SME Entrepreneurs” **Presented in** 2nd International Conference on Business Management – ICOBM (2017)
10. **Paper Titled** “Old Wine New Bottle: Resilience Redefined”. **Presented in** the Conference on Banking, Insurance & Business Management – CBIBM (2016)
11. **Paper Titled** “Does Personal Goals Attainment Influence Entrepreneurs’ Intention to Establish Competitive Business? A Study of Malaysian SME Entrepreneurs” **Presented in** the 2nd CHREST International Conference, Malaysia (2015).
12. **Paper Titled** “Does Personal Goals Attainment Influence Entrepreneurs’ Intention to Invest? A Study of Malaysian SME Entrepreneurs”. **Presented in** the 2nd CHREST International Conference, Malaysia (2015).
13. **Paper Titled** “The Enigma of Women Entrepreneurial Success in Malaysia” **Presented in** International Business, Economics and Law Conference, Malaysia (2015)
14. **Paper Titled** “Satisfaction of Goals Attainment and Intention to Restructure among Malaysian SME Entrepreneurs” **Presented in** Persidangan Kebangsaan Ekonomi Malaysia – PERKEM (2015).
15. **Paper Titled** “Psychological Capital, Performance and Growth Intentions of Entrepreneurs: Some Propositions”. **Presented in** the Malaysia-Indonesia International Conference on Economic, Management and Accounting - MIICEMA (2014).
16. **Paper Titled** “Does Goal Attainment Influence Intention to Remain in the Business? A Study of Small Business Owner in Malaysia”. **Presented in** the Malaysia-Indonesia International Conference on Economic, Management and Accounting - MIICEMA (2014).
17. **Paper Titled** “Cause of Disrespectful Behavior at Workplace: A Study on Doctors of Public Sector Hospitals in Pakistan” **Presented in** the International Conference on Local and Global Challenges in Emerging Markets (2010).

Awards

Best Paper Awards

- Received Best Paper of the Conference Award on the paper titles “Does Goal Attainment Influence Intention to Remain in the Business? A Study of Small Business Owner in Malaysia”. Presented in the Malaysia-Indonesia International Conference on Economic, Management and

Accounting - MIICEMA (2014).

- Received Best Paper of the Conference Award on the paper titles “Mediating Effects of Organizational Citizenship Behavior on the Relationship between Perceived Organizational Support and Job Performance”. Presented in the Conference on Banking, Insurance and Business Management - CBIBM (2016).

Distinctions

- Got overall first position in MBA (Banking and Finance) session 2003-2005. University of the Punjab. Lahore, Pakistan.
- Ph.D. thesis was recommended for the award of Best Thesis Award for year 2015 at National University of Malaysia (University Kebangsaan Malaysia).

Other Responsibilities/Experiences

- Member, Board of Studies (Department of Management Sciences, University of Okara, Pakistan)
- Member Banking Committee (Federal Chamber of Commerce and Industries)
- Lead Researcher Coordinator (Research and Development Department, Women Chamber of Commerce and Industries, Lahore)
- Member Art and Craft Association (Chamber of Commerce and Industries)
- Member of Management Team for Governor Award 2021.

Personal Information

Father's Name: Sheikh Muhammad Yousaf.
Date of Birth: August 08, 1978
Nationality: Pakistani
Marital Status: Married