

University of the Punjab, Jhelum Campus

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## Dr. Sohail Younus

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### **Academic Qualification**

PhD (Commerce-Management) HCC, University of the Punjab Lahore	13-07-2021	CGPA 3.66/4
M.Com (Hons-18 Years) University of the Punjab, Gujranwala Campus	26-05-2014	CGPA 3.58/4
B.Com (Hons-16 Years) University of the Punjab, Gujranwala Campus	04-09-2012	CGPA 3.74/4
D.Com (Intermediate HSSC with distinction) PBTE, Lahore	15-08-2008	905/1200
Matric (SSC with Science) BISE Gujranwala	10-08-2006	753/1050

### **Research Theses**

PhD Thesis “*Destructive Leadership and Counterproductive Work Behavior: Evidence from Pakistani Industry*”

M.Com Hons. Thesis “*Management Accounting Practices and its level of usage: Evidence from Services Sector of Pakistan*”

### **Theses Supervised at MPhil (18 Years Study)**

Sr. No	Name of Students	Registration No	Topics
1	Nabeel Abdul Waheed	14 F-US-G-BUS-263 University of Sargodha	Impact of Service Quality and Perceived Value on Post Purchase Intentions with moderating effect of switching cost
2	Farhan Mirza	14F-US-G-BUS-268 University of Sargodha	Impact of Product and Service Related Attributes on Repurchase attentions: Role of Customer Characteristics and Satisfaction
3	Arshad Ali	14F-US-G-BUS-273 University of Sargodha	CSR and Consumer Loyalty : Moderating Role of Consumer Characteristics

4	Syed Aftab Shah	14F-US-G-BUS-281 University of Sargodha	Impact of Emotions on shopping behavior outcome: Moderating role of demographics
5	Adnan Javed	14F-US-G-BUS-265 University of Sargodha	Impact of product attributes and store attributes on repurchase intention with mediating effect of customer satisfaction

### **Subjects Taught:**

Business Management	(Graduate & Post Graduate Level)
Human Resource Management	(Graduate & Post Graduate Level)
Organizational Behavior	(Graduate & Post Graduate Level)
Research Methods for Business	(Graduate Level)
Advance Research Methodology	(Post Graduate Level)
Performance Management	(Graduate & Post Graduate Level)
Operations Management	(Graduate & Post Graduate Level)
Strategic Management	(Graduate & Post Graduate Level)
Contemporary Issues in Business	(Post Graduate Level)
Seminar in Business Management	(Post Graduate Level)

### **Publications**

1. Ashfaq, K., **Younus, S.**, Rehman, S., Riaz, A., & Razzaq, H. (2021). Effect of Companies Act 2013 on the Relationship Between Non-Audit Services and Earnings Management in India; *International Journal of Innovation, Creativity and Change*. Volume 15, Issue 8.
2. Zia, A., **Younus, S.**, & Mirza, F. (2021). Investigating the Impact of Brand Image and Brand Loyalty on Brand Equity: the Mediating Role of Brand Awareness; *International Journal of Innovation, Creativity and Change*. Volume 15, Issue 2.
3. **Younus, S.**, & Danish, R. Q. (2020). Destructive Leadership Constructs and Counterproductive Work Behavior: Evidence from Tanner Sector of Pakistan; *Orient Research Journal of Social Sciences*, Vol. X, No. Y, xxx (Accepted).
4. **Younus, S.**, Danish, R. Q., Sair, S. A., Ramzan, M. & Shekh, L. (2020). Relationship of Machiavellian Leadership to Counterproductive Work Behavior with Mediating Mechanism of Justice Perceptions: Evidence from Tanner Sector of Pakistan, *Academic Journal of Social Sciences*, 4(3).

5. **Younus, S.**, Danish, R. Q., & Ahmad, K. (2020). Destructive Leadership and Counterproductive Work Behavior with Mediation Mechanism of Information Silence: Evidence from Tanner Sector of Pakistan, *International Review of Management and Marketing*, 10(4), 83-88.
6. **Younas, S.**, Danish, R. Q., Sair, S., A. & Rahi, S. (2020). Mediating role of Information silence between destructive leadership and counterproductive work behavior: Evidence from Tanner sector of Pakistan, *International Journal of Business Excellence (Accepted)*.
7. Mirza, F., Waheed, N. A. & **Younus, S.** (2020). Impact of service quality and perceived value on the post-purchase intention with the moderating effect of switching cost: An evidence from Pakistan telecom industry; *Pakistan Journal of Multidisciplinary Research (PJMR) Vol. 1, Issue 1*.
8. Ahmad, A., Nisar, Q. A., Aziz, K. & **Younus, S.** (2019). The role of organizational socialization tactics and task characteristics toward turnover intentions: Mediating role of job embeddedness; *Middle East J. management Vol. 6, No. 1*.
9. Ashraf, S., Iftikhar, A., Yameen, A. & **Younus. S.** (2018). Empirical Relationship of customer brand engagement with satisfaction and loyalty through online brand experience; *The IUP Journal of Brand Management, Volume XV, No. 3*.
10. Bhatti, A., Arif, S., Mehar, M. & **Younus, S.** (2017). The Impact of CSR and Relationship Marketing on relationship maintainer and customer loyalty by mediating role of customer satisfaction; *International journal of economics and management engineering, Volume 4, No. 5*.
11. Javed, S., **Younus, S.**, Khalid, I. & Tabassum, S (2017). Ethical Leadership and Integrity with code of silence: Moderating role of Trust; *International journal of research and development in social science (IJRDS) Volume 03, Issue 02 No. 8, pp. 76-98*.
12. **Younus, S.**, Rasheed, F. & Zia. A. (2015). Identifying the Factors that Affecting Customer Purchase Intention; *Global Journal of Management and Business Research (A) Volume 15, Issue 2 Version 1.0, pp. 9-13, Year 2015. Publisher: Global Journals Inc. (USA)*.
13. **Younus, S.**, Ashfaq, K., Usman, M. & Azeem, M. (2014). Capital Structure and Financial Performance: Evidence from sugar industry in Karachi stock exchange Pakistan; *International Journal of Academic Research in Accounting, Finance and Management sciences, Vol. 4 No. 4, pp. 272-279*.
14. Ashfaq, A., **Younus, S.**, Usman, M. & Hanif, Z. (2014). Traditional vs. Contemporary Management Accounting Practices and its Role and Usage across Business Life Cycle Stages: Evidence from Pakistani Financial Sector; *International Journal of Academic Research in Accounting, Finance and Management sciences, Vol. 4 No. 4, pp. 104-125*.
15. **Younus, H. S.**, Sohail, A. & Azeem. M. (2014). Impact of Foreign Direct Investment on Economic Growth in Pakistan; *World Journal of Economics and Finance, Vol. 1(1), pp. 002-005*.
16. Ashfaq, K., **Younus, S.**, Mughal, Z. H. & Usman. M. (2014). Perception among the pass out graduates of different universities regarding challenges faced by graduate's business education (Evidence from Pakistan), *Elixir Mgmt. Arts 69, 23752-23757*.

## **Research Papers Presented in Conferences**

1. **Sohail Younus**, Rizwan Qaiser Danish; An empirical investigation of Destructive Leadership and Counterproductive Work Behavior: Evidence from Tanner Sector of Pakistan, **1<sup>st</sup> International Conference on Business Administration (ICBA) 11-12 June, 2021 at Institute of Business Administration (IBA)**, University of the Punjab Lahore Pakistan.
2. **Sohail Younus**, Rizwan Qaiser Danish; Relationship of Destructive Leadership and Counterproductive Work Behavior in Tanner Sector of Pakistan, **International Conference & Graduate Colloquium (ICGC) 5-6 April, 2021 at Hailey College of Commerce**, University of the Punjab Lahore Pakistan.
3. **Sohail Younus**, Rizwan Qaiser Danish; Mediating role of Information Silence between Destructive Leadership and Counterproductive Work Behavior: Evidence from Tanner Industry of Pakistan. **International Conference on Banking, Insurance & Business Management (CBIBM-2019) 12-13 December, 2019 at Hailey College of Banking and Finance, University of the Punjab Lahore.**
4. **Sohail Younus**, Rizwan Qaiser Danish; Abusive Supervision and Counterproductive work behavior in Tanner Industry of Pakistan. **2nd International Conference on Contemporary Issues in Management & Administrative Sciences (CIMAS-2019) 26 to 28 March, 2019 at Lahore College for Women University, Lahore**
5. **Sohail Younus**, Farzana Riasat, Zainab Abbas, Ayesha Shareef; Does a Work-Life Balance influence employee's job performance by Considering Moderating role of Job Satisfaction, Mediating role of Motivation: Descriptive study on Service sector Gujranwala; Pakistan. **CUST International Business Research Conference (CIBRC-2017), 19 and 20 October, 2017 CUST Islamabad.**
6. **Sohail Younus**, M. Usman, Anas Zia; Cybernetics and System theory enlighten the factors promoting the real estate investment in Pakistan, *Conference Paper* presented in **1<sup>st</sup> MDRC September, 2015** University of Sargodha.
7. F. Rasheed, Anas Zia, **Sohail Younus**; Impact of workplace learning, personal and work environmental characteristics on team learning; Evidence from banking sector of Pakistan, *Conference Paper* presented in **1<sup>st</sup> MDRC September, 2015** University of Sargodha.

## **Conference/Symposium Participation**

1. Attended Three Days Research Conference of Academy of Business & Retail Management (ABRM) with the Title, ZGU 9th International Conference on Restructuring of the Global Economy (ROGE) at **University of Oxford Park End Street, Oxford, OXI 1HP London, UK (2019).**
2. Attended and Participated in **Pakistan Turkey Economic Relation Symposium** in December 2015 at Pearl Continental (PC) Lahore.
3. Attended TWO days business and HR Summit held in 28 & 29 Oct. 2011 in Pearl Continental (PC) Lahore by Nutshell Organization.

## **Distinctions/ Honors**

1. 2<sup>nd</sup> Position in D.COM from whole Govt. College of Commerce Gujranwala.
2. Distinction Award in D.COM from College.
3. Best Attendance Award in D.COM from College.
4. Merit Scholarship from University of the Punjab in 2<sup>nd</sup> Semester 4<sup>th</sup> Semester 6<sup>th</sup> Semester and 8<sup>th</sup> Semester in B.COM Hons.
5. Merit Scholarship from University of the Punjab in 1<sup>st</sup> and 3<sup>rd</sup> Semesters in M.Com Hons.
6. Best Class Representative (CR) award from University of the Punjab in M.Com Hons.
7. Diploma in Intellectual property rights from university of the Punjab in 2011.

## **Professional Experience (As Permanent Faculty Member)**

Working as Assistant Professor (BPS-19) in Department of Commerce, University of the Punjab, Jhelum Campus (PUJC) from 06 August, 2021 to Date.

Worked as Lecturer (BPS-18) in Department of Commerce, University of the Punjab, Jhelum Campus (PUJC) from 26 June, 2019 to 05 August, 2021.

Worked as Lecturer (BPS-18) in Department of Business Administration and Commerce, Institute of Arts & Sciences (IAS, Affiliated Postgraduate Campus of Govt. College University Lahore) from 1 January, 2019 to 25 June, 2019

Worked as Lecturer (BPS-18) in Department of Business Administration and Commerce, University of Sargodha Gujranwala Campus from 22 February, 2016 to 31 December, 2018.

Worked as Lecturer (BPS-18) in Department of Business Administration, University of Sargodha M.B.Din Campus from 11 February, 2014 to 22 February, 2016.

## **Professional Experience (As Visiting Faculty Member)**

Worked as Visiting Faculty Member in Department of Commerce, University of the Punjab Gujranwala Campus (PUGC) from February, 2018 to June, 2019.

Worked as Visiting Faculty Member in Gift Business School (GBS), GIFT University Gujranwala from February, 2018 to June, 2019.

## **Administrative Experience**

Working as member Price Checking Committee at University of the Punjab, Jhelum Campus (PUJC) from July, 2021 to Date.

Worked as Focal Person for Scholarships Committee of all categories (Need, Merit and HEC Scholarships) at University of the Punjab, Jhelum Campus (PUJC) from June, 2019 to September, 2020.

Worked as In-Charge Examination at Department of Business Administration, University of Sargodha M.B.Din Campus from January, 2015 to February, 2016.

Worked as Deputy Convener in 1<sup>st</sup> Multi-Disciplinary Research Conference (MDRC-2015) at University of Sargodha M.B.Din Campus in 2015.

### **Industrial Experience**

Worked as an Accounts Manager in IJAZ Traders (Registered Qarshi Distributer of Natural Medicine Division) from July, 2012 to December, 2013.

### **Interpersonal Skills**

1. 40 words per minute typing speed
2. Good Command over business related Communication
3. Strive for quality with devotion and enjoy learning new skills

### **Computer Skills**

1. Peach-Tree Software
2. SPSS Software (16, 18, 19, 20 and 25)
3. AMOS Software (16, 18, 22, 23 and 25)
4. SMART-PLS
5. EndNotes, Mendeley & Zotero
6. MS Office (2003, 2007, 2010 and 2016)
7. Internet and Email Application

### **Languages**

English, Urdu and Punjabi

### **Personal Information**

Nationality: Pakistani

Marital Status: Married

Domicile: Gujranwala (Punjab)

## **References**

1. Dr. Rizwan Qaiser Danish (Associate Professor) Institute of Business Administration (IBA) University of the Punjab, Lahore Pakistan.

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2. Dr. Muhammad Mudasar Ghafoor (Director Campus and Associate Professor) University of the Punjab, Jhelum Campus (PUJC) Pakistan.

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