

## **Dr. Naveed Iqbal Chaudhry**

### **Associate Professor**

Head, Department of Business Administration,  
University of the Punjab Gujranwala Campus  
Near Alipur Chowk G.T Road Gujranwala, Pakistan  
Cell: + 92 3004784831,  
Landline: +92 55 9201365  
Email: naveed.iqbal@pugc.edu.pk



### **Brief Profile**

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I am working as Head; Department of Business Administration, University of the Punjab Gujranwala Campus. Prior to joining Punjab University, I was working as a Senior Lecturer at the Lord Ashcroft International Business School, Anglia Ruskin University Cambridge, UK. In 2013, I achieved my PhD from the Business and Management Research Institute (BMRI), University of Bedfordshire, UK. My main research interest lies in the area of Human Resource Accounting. I have been teaching courses related to Entrepreneurship, Advance Research Methods, and HRM since July 2004 from the undergraduate to PhD level. I have presented my research work in several international conferences in the UK, Italy, Turkey, Malaysia and UAE. I have also participated as a session chair and keynote guest speaker in national and international conferences. I have been honoured with the best research paper award at the 1<sup>st</sup> SMEs Conference arranged by SMEDA and HEC in June 2016 at Pearl Continental Hotel, Lahore. I have a list of research publications in Thomson Reuters JCR, Scopus, Emerald, and HEC 'X & Y' indexed journals. I am a member of external examiners board for M.Phil. or equivalent degrees for the students of Management Sciences at the University of the Punjab Lahore, IB&M UET Lahore, University of Gujarat, COMSATS Islamabad, College University Lahore and University of Sindh Jamshoro. I am a member of external examiners committee for M.Phil. and PhD candidates at the department of Accounting and Corporate Governance, Macquarie University Australia, since June 2015. I am an approved HEC supervisor in the area of Management Science since 2014. I am Chairman Career Counselling & Placement Cell and Chairman of Research Society of Gujranwala Campus as well. I am also a member of European Accounting Association (EAA), British Accounting and Finance Association (BAFA) UK, Higher Education Academy (HEA) UK and member of Africa-Asia centre for sustainability research at University of Aberdeen UK. In academic year 2017, I have been awarded with a post-doc scholarship by PHEC for fellowship at the Copenhagen Business School Denmark. Moreover, in July 2019, I have been registered as a Certified Director under the Pakistan Code of Corporate Governance 2017.

## Qualifications

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- **PhD Management Accounting (2010-2013)**  
Title of Thesis: A Framework for Assessing the Impact of Investment in Human Capital Development on Organisational Performance, From Business and Management Research Institute (BMRI), Business School, University of the Bedfordshire, UK
- **PG Cert. HE (2013)**  
Lord Ashcroft International Business School, Anglia Ruskin University, UK
- **Master of Commerce (2001 – 2003)**  
Specialization: Accounting, Grade: A  
Hailey College of Commerce, University of the Punjab, Lahore, Pakistan
- **Bachelor of Commerce (1999 – 2001)**  
Specialisation: Accounting and Auditing, Grade: B  
Punjab College of Commerce, University of the Punjab, Lahore, Pakistan
- **F.SC Intermediate (1997 – 1999)**  
Pre-Medical, Grade: B  
Govt. College Lahore, Pakistan
- **Matriculation (1995 – 1997)**  
Major in Science, Grade: A+  
Government Higher Secondary School Tulamba, Khanewal, Pakistan

## Area of Interest for Teaching and Research

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- Advance Research Methods
- PhD/ MPhil Dissertation Writing
- Entrepreneurship
- Human Resource Management
- Advance Academic Writing
- Seminar in Research
- Organizational Behavior
- Management Accounting

## Work Experience

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### 1. August 2020 to date

Associate Professor & HOD

**Department of Business Administration, University of the Punjab GRW Campus**

**Responsibilities:** I am working as Head of the department and teaching Advance Research Methods, Human Resource Management and entrepreneurship to MBA (18 years) and BBA programs.

### 2. January 2014 till to date

HOD & Assistant Professor

**Department of Business Administration, University of the Punjab GRW Campus**

**Responsibilities:** I am working as head of the department and teaching Advance Research Methods, Financial Accounting, Human Resource Management and entrepreneurship to MBA (18 years) and BBA programs.

### **3. September 2012 to December 2013**

Lecturer in Financial Accounting

**Lord Ashcroft International Business School, Anglia Ruskin University, UK**

**Responsibilities:** I was asked to teach two modules at undergraduate level – a third year undergraduate module ‘Advance Financial Reporting’ and a second-year undergraduate module ‘International Financial Strategies’. I was teaching the course of Financial Statement Analysis to full time MBA programme. I was also assigned the role of Module Leader for Financial Statement Analysis. In addition, I was also teaching the finance related part of ‘Developing Skills for Business Leadership’ course to MA HRM students.

### **4. September 2010 – To September 2012**

Tutor Creating a New Business

**Business School, University of Bedfordshire, UK**

**Responsibilities:** I was teaching the course of ‘Creating a New Business’ to the undergraduate students of BA Business Studies level three. This course comprises of contents such as business idea generation, preparation of financial statements, market research, growth strategies etc.

### **5. July 2005 to December 2009**

Lecturer in Commerce

**University of the Punjab, Gujranwala Campus Pakistan**

**Responsibilities:** To teach the course of Financial Accounting and Business Research Methods to the students of graduate and post graduate level. Mostly, I was engaged in teaching a list of courses to the classes of MBA and M.Com. I was also working as semester coordinator for the classes of B.Com and BBA.

### **6. July 2004 to June 2005**

Lecturer in Commerce

**Punjab Group of Colleges, University of Central Punjab, Pakistan**

**Responsibilities:** To teach the course of Business Taxation to the student of undergraduate and post graduate.

### **National or International Awards**

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- I have participated as a session chair and presented our research paper at International Conference Banking Insurance and Business Management (CBIBM) arranged by Hailey College of Banking and Finance, University of the Punjab, Pakistan. The conference was held on December 12-13, 2019 and I have been honoured with the best research paper award.
- In June 2019 I have been awarded with research incentive award of Rs. 35000/- on the basis of publications of academic year 2017
- In fiscal year 2019, I have been awarded with a grant of Rs. 150,000 for a research project.
- In January 2019, I have been awarded with the highest Research Incentive Award of Rs108,000 on the basis of publications of academic year 2016, it was the highest among the whole Faculty of Economics and Management Sciences, Punjab University Lahore.

- Performance Evaluation Award for year 2017 on the basis of good performance.
- Performance Evaluation Award for year 2016 on the basis of good performance.
- Performance Evaluation Award for year 2015 on the basis of good performance.
- In Year 2017, I have been awarded with a post-doc scholarship by PHEC for fellowship at the Copenhagen Business School Denmark.
- I have been honoured with the best research paper award of Rs20, 000 at the 1<sup>st</sup> SMEs Conference arranged by SMEDA and HEC in June 2016 at Pearl Continental Hotel, Lahore.
- I have participated as a member of Scientific Committee and Key Note speaker in international conference on Economics, Finance and Management ICEFM arranged by Istanbul Gelisim University Turkey in cooperation with the University of the West of England UK. The conference was held on April 13-15, 2017 and honoured with best research paper research presenter.

### **Professional Memberships**

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- Member of Africa-Asia centre for sustainability research at University of Aberdeen UK.
- Member of European Accounting Association (EAA) since 2011.
- Member of British Accounting and Finance Association (BAFA) since 2011.
- Member of Higher Education Academy UK since 2013.
- Approved HEC supervisor in the area of Management Sciences since 2014.
- Member of Departmental Doctoral Program Committee PUGC.
- External Examiner for MPhil and PhD at the department of Management Sciences at University of Gujarat, since 2014.
- Research Dissertation Coordinator at Department of Management Studies, Govt. College University (GCU) Lahore, since January 2015.
- External Examiner for MPhil and PhD at the department of Accounting and Corporate Governance Macquarie University Sydney Australia, since June 2015. I had examined their 03 PhD thesis and 03 MPhil theses.

### **Other Memberships**

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- Member of Departmental Doctoral Program Committee (DDPCC) Gujranwala Campus
- Chairman, Career Counselling and Placement Cell, PUGC
- Chairman, Research Society PUGC
- In-charge Research Supervision Program at the Department of Business Administration, PUGC
- Member of Purchase Committee and Disciplinary Committee, PUGC
- Chairman, Business Incubation Club PUGC
- Member Admission Entrance Test Committee, PUGC.

### **Trainings, Seminars & Workshops**

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- I have conducted a research seminar on “How to write research paper for impact factor journals” at the Department of Management Science at University of Okara, Pakistan (22 April 2019)
- I have conducted a one-day workshop on “Using of SPSS for Advance Data Analysis” at University of Lahore Gujrat Campus. (13 April 2019)
- I have conducted a one-day workshop on “Using of SPSS for Advance Data Analysis” at University of Narowal. (19 November 2018)

- I have conducted a seminar on “Research Proposal Writing” at University of Gujarat Narowal Campus. (4<sup>th</sup> April 2018)
- I have conducted a seminar on “Proposal Writing for Foreign Funding” at the Institute of Business and Management, UET Lahore. (November 2017)
- I have participated in Training for trainers on How to Start and Manage a Small Business, arranged by CIPE (July, 2010)
- Presentation Skills Training Course (PSTC) arranged by ICAP at CAPS Lahore, Pakistan.
- Computer Course for Practical Trainings (CCPT) arranged by ICAP at CSMIT Lahore, Pakistan
- Working as a Master Trainer of Creating a New Business for various public and private universities
- Financial Analysis Competition (FAC 2014), University of Gujarat.

## **Research Publications**

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### **Year 2021**

- A nexus of natural resource rents, institutional quality, human capital, and financial development in resource-rich high-income economies, Resources Policy 74 (2021) 102259 (**Recognized “W” Category by HEC & Impact factor is 5.634**)
- Nexus Among Cyber Loafing Behaviour, Job Demands and Job Resources: A Mediated-Moderated Model., Education and Information Technologies, accepted on March 05, 2021. (**Recognized “W” Category by HEC & Impact factor is 2.01**).
- Impact of health information technology adoption and its drivers on quality of care & patient safety in the health care sector of Pakistan, Pakistan Journal of Commerce and Social Sciences 2021, Vol. 15 (1) 196-212 (**Recognized “Y” Category by HEC & Scopus Indexed**).
- Work from Home and Employees' Performance During Covid19 Outbreak: Role of Time and Communication Cultures, International Journal of Management Research and Emerging Sciences, Vol 11, No 1, March 2021, PP. 01-11. (**Recognized “Y” Category by HEC**).
- Institutional Corporate Social Responsibility and Organizational Performance: The Moderating effect of Transformational and Transactional Leadership, Sir Syed Journal of Education & Social Research (SJESR), Vol. 4, Issue (1), March 2021, Page 184-192. (**Recognized “Y” Category by HEC**).

### **Year 2020**

- From institutional pressure to the sustainable development of firm: Role of environmental management accounting implementation and environmental proactivity, Business Strategy and the Environment, July 2020 (**Recognized “W” Category by HEC & Impact factor is 10.302**).

- Role of Distributed Leadership and Readiness to Change Dimensions in Public and Private Schools Regarding Commitment to Change, *Bulletin of Education and Research* December 2020, Vol. 42, No. 3 pp. 159-181 **(Recognized “Y” Category by HEC)**.
- Environmental Innovation and Financial Performance: Mediating Role of Environmental Management Accounting and Firm’s Environmental Strategy, *Pakistan Journal of Commerce and Social Sciences* 2020, Vol. 14 (3) 715-737 **(Recognized “Y” Category by HEC & Scopus Indexed)**.
- An Impact of Workaholics on Creativity: the mediating role of Negative Mood and moderating role of Supervisor Support, *Sukkur IBA Journal of Management and Business*, Vol. 07 (2) 73-92 **(Recognized “Y” Category by HEC)**.
- Enhancing University’s Brand Performance during the COVID-19 Outbreak: The Role of ICT Orientation, Perceived Service Quality, Trust, and Student’s Satisfaction, *Pakistan Journal of Commerce and Social Sciences* 2020, Vol. 14 (3), 629-651 **(Recognized “Y” Category by HEC & Scopus Indexed)**.
- The role of digital learning toward students' satisfaction and university brand image at educational institutes of Pakistan: a post-effect of COVID-19, *Asian Education and Development Studies*, July 2020 **(Recognized “X” Category by HEC & Scopus Indexed)**.
- Impact of JD-R model on organizational outcomes: mediating role of work engagement and job burnout, *International Journal of Management Research and Emerging Sciences*, Vol 10, No 3, 2020 September, PP. 30-41. **(Recognized “Y” Category by HEC)**.
- Impact of Leadership Style and Organizational Culture on Organizational Commitment, *Sukkur IBA Journal of Management and Business*, Vol. 07 (1) 92-106 **(Recognized “Y” Category by HEC)**.
- Impact of consumer ethnocentrism and animosity on brand image and brand loyalty through product judgment, *Journal of Islamic Marketing*, Vol. 11 (6). 1-20 **(Recognized “X” Category by HEC)**.
- Factors affecting the employee retention in the banking sector of Pakistan, *Pakistan Business Review (PBR)*, Vol. 22 (2), 157-171 2020. **(Recognized “X” Category by HEC)**.
- Impact of expertise of audit committee chair and nomination committee chair on financial performance of firm, *Corporate Governance: The International Journal of Business in Society*, Vol. 20 No. 4, pp. 621-638 **(Recognized “X” Category by HEC)**.
- Barriers to financial product innovation in Islamic banks in Pakistan, *Journal of Islamic Accounting and Business Research*, Vol. 11 No. 2, 2020 pp. 346-360. **(Recognized “X” Category by HEC)**.

## Year 2019

- Impact of Customer-Oriented Strategy on Financial Performance with Mediating Role of HRM and Innovation Capability, Personnel Review, Personnel Review vol. 48 Issue (3), Page.631-643 **(Recognized “W” Category by HEC and Impact factor is 1.972).**
- Principal-principal agency conflict and information quality in China: the governance role of audit quality and analyst following, Journal of Financial Reporting and Accounting, Vol. 17 Issue (1), Page.20-40 **(Recognized “X” Category by HEC).**
- Mediating effect of innovative culture and organizational learning between leadership styles at third-order and organizational performance in Malaysian SMEs, Journal of Global Entrepreneurship Research, Vol. 9 Issue (1), Page.36- Springer **(Recognized “X” Category by HEC).**
- Linking environmental strategy to firm performance: A sequential mediation model via environmental management accounting and top management commitment, Pakistan Journal of Commerce and Social Sciences (PJCSS) vol. 13 Issue (4), Page.849-867 **(Recognized “Y” Category by HEC).**
- Business angels and investment rejection reasons: A Qualitative study by using exploratory sequential Mixed Method, Journal of Business Strategies, Vol. 13 Issue (1), Page.1-18 **(Recognized “Y” Category by HEC).**

## Year 2018

- Impact of Knowledge Sharing on Organizational Performance: Evidence from Pakistan, ILMA Journal of Business Studies-JBS Volume 14, Issue 1, June 2018 **(Recognized “Y” Category by HEC).**
- Analysing the Interaction among Factors Hindering the Growth of SMEs: Evidence from Cutlery Sector of Pakistan, Abasyn Journal of Social Sciences, Vol. 11, Issue (1), June 2018, Page 21-36. **(Recognized “X” Category by HEC).**
- Impact of TQM on Organizational Performance: The mediating role of business innovativeness and learning capability, Journal of Quality & Technology Management, (JQTM) has been accepted for publication in Volume XIV; Issue I, June 2018, **(Recognized “X” Category by HEC).**
- Does Celebrity Endorsement Influence the Consumer Purchase Intentions? Mediating Role of Advertising Effect and Advertising Appeal, Sir Syed Journal of Education & Social Research (SJESR), Vol. 1, Issue (2), December 2018, Page 126-137. **(Recognized “Y” Category by HEC).**
- The Relationship Between Employee Empowerment, Job Satisfaction, Organizational Commitment, and Turnover Intentions: An Evidence from The Banking Sector in Pakistan, Sir Syed Journal of Education & Social Research (SJESR), Vol. 1, Issue (1), June 2018, Page 149-168. **(Recognized “Y” Category by HEC).**

- Formal Specifications for Automated Face Recognition System using Z notations: Motivation towards Formal Methods, SINDH UNIVERSITY RESEARCH JOURNAL, Vol.50(003) 397- 404 (2018), **(Recognized “X” Category by HEC)**.
- Integrating Customer Relationship Management with Big Data Analytics in Retail Stores: A Case of Hyper-star and Metro, Journal of Business strategies, Volume 11, Issue 2, Dec 2017, **(Recognized “Z” Category by HEC)**.

### **Year 2017**

- Impact of Corruption on the Soundness of Islamic Banks in Pakistan, Abasyn Journal of Social Sciences – Special Issue: AIC 2016, June 2017, Pages 391-401 **(Recognized “X” Category by HEC)**
- Relationship between Channel Conflict and Stock Outs at Retail/Distribution Points, Abasyn Journal of Social Sciences – Special Issue: AIC 2016, June 2017, Pages 604-612 **(Recognized “X” Category by HEC)**
- Identifying Key Barriers to Customer Retention in Banking Sector of Pakistan, ILMA Journal of Business Studies-JBS Volume 13, Issue 1, June 2017 **(Recognized “Y” Category by HEC)**.
- The Mediating Role of Workplace Interpersonal Mistreatment: An Empirical Investigation of Banking Sector of Pakistan, ILMA Journal of Business Studies-JBS Volume 13, Issue 1, June 2017 **(Recognized “Y” Category by HEC)**.
- Fostering Knowledge Management with Organizations' Operational and Financial Performance - The Mediating Role of Innovation, European Journal of Business and Innovation Research 5 (3), 9-25, May 2017.
- Impact of Working Environment and Training & Development on Organization Performance Through Mediating Role of Employee Engagement and Job Satisfaction, European Journal of Training and Development Studies, Volume 4, Issue 2, May 2017.

### **Year 2016**

- Assessing the Role of Emotional Stability and Employee Motivation in Declined Job Performance: Role of Job Stress in Health Care Sector, The Shield-International Journal of Physical Education & Sports Science, Volume XI; Issue I, Dec 2016. **(Recognized “X” Category by HEC)**.
- The Mediating Role of Green Intellectual Capital Management on Environmental Consciousness, Competitive Advantage and Financial Performance of the Firm: An evidence from manufacturing companies of Pakistan, Journal of Quality & Technology Management (JQTM) Volume XII; Issue II, Dec 2016. **(Recognized “X” Category by HEC)**



- Do Islamic HRM Practices Influence Employee Outcomes: Mediating Role of Employee Engagement, International Research Journal of Arts & Humanities (IRJAH), Vol. 44, December 2016, Pages 85-100. **(Recognized “Z” Category by HEC)**
- Impact of Market Orientation on the Performance of Private Universities in Pakistan, International Research Journal of Arts & Humanities (IRJAH), Vol. 44, December 2016, Pages 21-32. **(Recognized “Z” Category by HEC)**
- Role of Appraisal Politics and Impression Management in Turnover of Dis-Satisfied Employees: Empirical Evidence from the Public Sector of Pakistan, Journal of Quality and Technology Management (JQTM), Vol. 12, June 2016, Pages 91 – 119. **(Recognized “X” Category by HEC)**
- Influencing the Attitude towards SMS Advertisement: An Empirical Study in Pakistan: Pakistan Business Review, Vol. 12, October 2016, Pages 675-69. **(Recognized “X” Category by HEC).**
- Antecedent’s of Female Learner Satisfaction Regarding E-Learning in the Pakistani Institutes, The Women-Annual Research Journal of Gender Studies, Vol. 8, November 2016, Pages 155-178. **(Recognized “Z” Category by HEC)**
- The destruction of gross domestic product and foreign direct investment in Pakistan: a case of economic downfall, Academic Research International, Volume 7, issue (2), Pages 308-322. June 2016. **(Recognized by HEC).**

### **Year 2015**

- Impact of Downsizing on Employee Commitment and turnover intentions in Public and Private Sector: Moderating Role of Social Support, Journal of Independent Studies and Research-Management, Social Sciences and Economics (JISR-MSSE) (2015), Vol.3, No.2, pages 35-47 **(Recognized “Y” Category by HEC)**
- Assessing the Role of Private Investment and Globalization in Economic Growth of Pakistan: A Foreign Direct Investment Perspective, The Journal of Commerce, (2015) Vol.4, No.7, pages 20 (Recognized by HEC)
- Impact of Capital Structuring on the Financial Risk: A Study on the Listed Companies in Pakistan, Bi-Annual Research Journal “BALOCHISTAN REVIEW” VOL. XXXIII NO. 2, 2015 **(Recognized “Z” Category by HEC)**
- Consequences of Discretionary and Non-Discretionary HR Practices on the Banking Sector of Pakistan, Grassroots, (2015), Vol. 49, No 2, Pages 89-99. **(Recognized “Z” Category by HEC)**

### **Year 2014**

- Determinants of corporate hedging policies and derivatives usage in risk management practices of non-financial firms, Wulfenia Journal, Vol. 21 Issue:7, (2014). **(Recognized “W” Category by HEC).**

### Year 2013

- Empirical Relationship between Foreign Direct Investment & Economic Growth: An ARDL Co-Integration Approach for China, China Finance Review International, Vol. 3 Issue: 1, pp.26 – 41 (2013). **(Recognized “W” Category by HEC, included in JCR).**

### Year 2012

- Mediation effects of Political Skills Dimensions on Employee Performance, International Journal of Business and Management Vol. 7, No. 9, 2012. **(Recognized “Y” Category by HEC).**

### Year 2011

- Antecedents and consequences of subjective disconfirmation in e-service, African Journal of Business Management Vol.5 (10), pp. 3902-3912, May 2011. **(Recognized “W” Category by HEC, impact factor collapsed in 2012).**
- Consumer Ethnocentrism Tendency in Services Sector: An Evidence from Pakistan a Developing Economy, European Journal of Social Sciences, Vol. 20 Issue 1, p123, March 2011. **(Recognized “Y” Category by HEC)**

### Year 2010

- Accounting for the development of human capital in manufacturing organizations: A study of the Pakistani textile sector, Journal of Human Resource Costing & Accounting, Vol. 14 Issue: 3, November 2010. **(Recognized “W” Category by HEC, IF 0.570)**
- An Investigation of Theory and its Application in Investment Management Education-Case of Pakistan, International Journal of Business and Management Vol. 5, No. 7, July 2010. **(Recognized “Y” Category by HEC)**
- Effects of Motivational Factors on Employees Job Satisfaction a Case Study of University of the Punjab, Pakistan, International Journal of Business and Management Vol. 5, No. 3, March 2010. **(Recognized “Y” Category by HEC)**

### Conference Contributions

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- Influence of terrorism incidents and macroeconomic indicators on stock market performance of Pakistan at International Conference Banking Insurance and Business Management (CBIBM) arranged by Hailey College of Banking and Finance, University of the Punjab, Pakistan The conference was held on December 12-13, 2019 **(Declared as the best paper).**
- Barriers to integrated and sustainability reporting: An interpretive structural modeling approach, presented at 3rd International Conference on Advances in Business and Law, University of Dubai, UAE. held on 23th & 24th of November 2019.
- Business Angels and Investment Rejection Reasons: A Qualitative Study by Using Exploratory Sequential Mixed Method, presented at 6<sup>th</sup> International Conference on

Sustainable Business & Innovations: Challenges & Opportunities in Developing Economies held on December 21-22, 2017 at Greenwich University, Karachi, Pakistan.

- Unethical and Fraudulent Financial Reporting Intentions among Future Accounting Professionals: Applying the Extended Theory of Planned Behaviour, Paper presented at FOURA 2017 Asian Academic Accounting Association Conference held at Riverside Majestic Kuching Malaysia, November 2016.
- Analysing the Interaction among Factors Hindering the Growth of SMEs: Evidence from Cutlery Sector of Pakistan, Paper presented at the First SME's conference, May 2016, Pearl Continental Hotel Lahore Pakistan (*Declared as the best paper*).
- Impact of Market Orientation on the Financial Performance of Private Universities in Pakistan, 27<sup>th</sup> European Conference on Operational Research (EURO 2015), July 2015, University of Strathclyde in Glasgow, UK
- “Does Investment in Human Capital Development Bring any Benefits for Enterprises?” to be presented at the 4th Global Accounting and Organizational Change Conference during 17- 20 November, 2014 at American University of Sharjah, United Arab Emirates.
- Does Investment in Human Capital Development Bring any Benefits for Enterprises? An Empirical Evidence from the Middle East, Research Poster presented at University of Bedfordshire Conference 2012: Going for Gold, Luton UK, July 2012.
- Accounting for the human capital development in manufacturing organizations: Empirical evidence from the Pakistani textile sector, Paper Presented at International Conference on Management Research (ICMR) December, 2011, Superior University Lahore Pakistan.
- Dividend Payment Practices in the Non-Financial Sector of Pakistan: Empirical Evidence from the Karachi Stock Exchange: Paper accepted for presentation and publication in an international conference at Italy, Venice November 2011 ICBPM 2011: International Conference on Business Process Management.
- Accounting for the development of human capital in Manufacturing Organizations, Research poster presented at University of Bedfordshire Conference 2010: Bridging the Gaps, Luton UK, July 2010.

### **Conference Participations as a Session Chair and Key Note Speaker**

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- I have participated as Session Chair at International Conference on Business and Commerce (ICBC 2020): Creating Opportunities from Uncertainties, arranged by Hailey College of Commerce, University of the Punjab, Pakistan. The conference was held on November 24-25, 2020.

- I have participated as Session Chair at International Conference Banking Insurance and Business Management (CBIBM) arranged by Hailey College of Banking and Finance, University of the Punjab, Pakistan The conference was held on December 12-13, 2019.
- I have participated as a member of Discussant and Session Chair Accounting and Finance in International Conference on Management & Commerce-ICMC 2018, arranged by University of Gujarat and was held on April 04-05, 2018.
- I have participated as a member of Scientific Committee and Key Note speaker in International conference on Economics, Finance and Management ICEFM arranged by Istanbul Gelisim University Turkey in cooperation with the University of the West of England UK. The conference was held on April 13-15, 2017 and I have to deliver a talk of thirty minute on my area of research titled as “Human Resource Accounting: Emerging Issues”.
- I have participated as a session chair in International Conference on Management, Business & Technology (ICMBT) arranged by Institute of Business and Management, UET Lahore, held on March 13-15, 2017.
- I have participated as a session chair in FOURA 2017 Asian Academic Accounting Association Conference in cooperation with Utara University Malaysia held at Riverside Majestic Kuching Malaysia, November 2016.
- I have participated as a session chair in 1<sup>st</sup> Multi-Disciplinary Research Conference (MDRC) arranged by University of Sargodha, Mandi Bahauddin Campus, held on September 2015
- Participated as Chair in the 1<sup>st</sup> Research Symposium (Feb 2015) held at the Department of Management Sciences University of Gujarat, Gujarat.

### **Research Project**

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- From institutional pressure to the sustainable development of firm: Role of environmental management accounting implementation and environmental proactivity; Funded by University of the Punjab, Pakistan
- Assessing the Framework of Firm’s Sustainability through Green Intellectual Capital: Role of Financial Condition and Green HRM Practices; Funded by University of the Punjab, Pakistan

### **Book Contribution**

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- Income Tax Law
- Sales Tax Law
- Introduction to Business Studies

## **Thesis Supervision/Examination**

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- MPhil/Equivalent thesis supervised to date: 80
- MPhil/Equivalent students currently under supervision: 10
- PhD students currently under supervision: 3
- I have examined 09 PhD thesis from foreign and local universities as an external examiner
- I have evaluated a huge number (more than 50) of MPhil/Equivalent or MSc by Research dissertations from foreign and local universities as an external examiner

## **Hobbies**

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In addition to my usual academic activities, I enjoy playing cricket, watching TV and jogging.

## **References**

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**1. Professor Dr Muhammad Azam Roomi**

Vice Dean – Executive Education, Faculty and Research & Professor of Entrepreneurship

Direct: +966 12 615 9699 ext: 8803 | Mobile: +966563592635

Email: mroomi@mbsec.edu.sa

Postal Address: Prince Mohammad Bin Salman College (MBSC) of Business & Entrepreneurship, 7082-BayLaSun-Juman St. Unit No. 1, King Abdullah Economic City 23964-2522, Kingdom of Saudi Arabia

**2. Prof. Dr. Khalid Mahmood**

Professor, Department of Information Management

Dean Faculty of Economics and Management Sciences

University of the Punjab Lahore, Pakistan

Phone Number: +92-42 – 99231224

E-mail Address: dean.ems@pu.edu.pk

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