

DR. MUHAMMAD RAMZAN

EMPLOYMENT, EXPERIENCES & TEACHING INTERESTS

September 2005 to Date

Assistant Professor

Hailey College of Commerce, University of the Punjab, Lahore

May 2004 to September 2005

Lecturer

Hailey College of Commerce, University of the Punjab, Lahore

October 1995 to May 2004

Lecturer

Higher Education Department, Government of Punjab, Lahore

Job Description

- Preparing & revising course material as assistant professor at University of the Punjab, Pakistan
- Delivering lectures for the courses of Auditing, Income Tax, Sales Tax, Business Management, Research Methods
- Teaching Research to undergraduate and graduate classes.
- Providing feedback on students' assignments and presentations, Talking tutorials
- Supervising MS students & guiding students in project preparation
- Conducting research and presenting findings
- Preparing quality assurance research-based reports.

ACADEMIC QUALIFICATION

2020 PhD (Commerce), Hailey College of Commerce, University of the Punjab, Pakistan

2012 M. Phil. (Commerce), University of Central Punjab, Lahore

1991 Master of Commerce, Hailey College of Commerce, University of the Punjab, Lahore

1989 Bachelor of Commerce, Govt. College of Commerce, Sargodha, University of the Punjab

1986 Diploma in Commerce, Govt. College of Commerce, Sargodha (PBTE), Lahore

1984 Matriculation, Board of Intermediate & Secondary Education, Sargodha

ACADEMIC & ADMINISTRATIVE ASSIGNMENTS

2020 to date Controller Examination, Hailey College of Commerce

2020 to date Member Departmental Doctoral Program Coordination Committee at HCC

2020 to date Member, Discipline Council, Hailey College of Commerce, University of the Punjab

2020 to date Member Board of Faculty in Commerce, University of the Punjab

2020 to date Member, Committee for Redressal of Grievances/complaints of Student, PU

2019 to date Member Senate, University of the Punjab

2018 to 2019 Member, Dean's Purchase Committee, University of the Punjab

2018 to date Member, Committee for Students' Affairs, University of the Punjab

2017 to 2020	Student Advisor, Hailey College of Commerce, University of the Punjab
2016 to 2019	Member of Board of Studies in Commerce, University of the Punjab
2008 to date	Member admission committee of Hailey College of Commerce
2008 to 2020	Hostel Coordinator, Hailey College of Commerce

SEMINARS & CONFERENCES

1. Participated and presented paper in 13th International Conference on Innovation & Management (ICIM2016) organized by Universiti Teknologi Malaysia and Yamaguchi University Japan held on 28th – 30th November 2016.
 2. Attended a one-day seminar on Pakistan's Fiscal Deficit and Debt Crises organized by Hailey College of Commerce, University of the Punjab on December 8, 2017.
 3. Attended a one-day seminar on Countering Violent Extremism Orientation jointly organized by CHANGE and College of Earth & Environmental Sciences, University of the Punjab, Pakistan on November 11, 2017.
 4. Attended a one-day seminar on Islamic Banking and Finance organized by Hailey College of Commerce, University of the Punjab on January 19, 2017.
 5. Attended a one-day seminar on The Role of SECP as a Regulatory Authority for NBFCS organized by Hailey College of Commerce, University of the Punjab on January 14, 2017.
 6. Attended a one-day seminar on Faculty Development Initiative organized by Hailey College of Commerce, University of the Punjab on January 13, 2017.
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PUBLICATIONS

1. Amna Umer Cheema, Muhammad Usman, Majid Ali, **Muhammad Ramzan**, Sarmad Ijaz and Hafiz Fawad Ali (2021). Determining the Factors Affecting Students Loyalty Among Student's of Language Course: A Case of University of the Punjab. *PalArch's Journal of Archaeology of Egypt/Egyptology*, Vol. 18, No. 4, 860-874
2. Majid Ali, **Muhammad Ramzan**, Muhammad Usman, Nosheen Pervaiz and Faheem Fazal (2020). Impact of Panama Scandal on Karachi Stock exchange: An Event Study Methodology *Journal of Archaeology of Egypt/Egyptology*, 18 (3), 4577-4587
3. Majid Ali, **Muhammad Ramzan** and Rizwan Qaiser Danish (2020). A Descriptive Analysis of Compensation Offerings and its Impact on Turnover Intentions of Educational Managers of Punjab. *Journal of Business and Social Review in Emerging Economies*, Vol 6 No. 4, 1631-1651
4. Sohail Younus, Rizwan Qaiser Danish, Shrafat Ali Sair, **Muhammad Ramzan** and Labiba Shiekh (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 Vol 4 issue 3 (July-September 2020)* 741-749
5. Sadia Farooq, **Muhammad Ramzan**, Fouzia Hadi Ali and Hafiz Abdul Rashid (2020) Analyzing the Efficiency of Health Care in Pakistan: An Application of Data Envelopment Analysis to Rural Health Centers in Punjab, *Pakistan Vision*, 21(2), 273-286.
6. Rizwan Qaiser Danish, Ahmed Muneeb Mehta, Hina Saleem, **Muhammad Ramzan**, Muhammad Usman, Ayesha Serfraz, Ibrar Mansoor, Relating Market Orientation to Salesper- Sons Outcome Performance: Empirical Evi- Dence from Pharmaceuticals Industry (2020). *Academy of Strategic Management Journal Volume19, Issue 5,2020, 1939-6104-19-5-605, 1-10*

7. Ahmed Muneeb Mehta, Sadia Farooq, **Muhammad Ramzan**, Muhammad Usman, & Ali Irshad (2020). Combatting child labour with micro credit finance: Experience in Pakistan. *Academy of Accounting and Financial Studies Journal*, 24(4), 1528-2635-24-4-579, 1-8
8. **Muhammad Ramzan**, Ishfaq Ahmed, & Abdul Rafy (2020). Is auditor independence influenced by non-audit services A stakeholders' viewpoint. *Pakistan Journal of Commerce and Social Sciences*, 14(1), 388-408.
9. Talat Islam, Ghulam Ali, Abdul Aziz Khan Niazi, **Muhammad Ramzan**, Usman Yousaf (2018). Employees' Response to CSR: Role of Organizational Identification and Organizational Trust. *Pakistan Journal of Commerce and Social Sciences*, 12 (1), 153-166.
10. Muhammad Khalid Khan, Ishfaq Ahmed, Rizwan Qaisar Danish & **Muhammad Ramzan** (2017). Necessitating Human Resource Management Model in South Asia: A Rationale Perspective. *South Asian Studies*, 32(2), 495-504 (HEC Recognized X category journal).
11. Mubbsher Munawar Khan, **Muhammad Ramzan**, Perceptions of Stakeholders on Islamic Banking in Pakistan, 2015, *Journal of Islamic Business and Management*, Vol. 5 No. 2, 99-116.
12. Ishfaq Ahmed, Ghulam Ali, **Muhammad Ramzan** (2014), Leader and Organization: the impetus for individual's entrepreneurial orientation and project success, *Journal of Global Entrepreneurship Research*, Vol. 2(1), 1-11
13. Ishfaq Ahmed, Dr. Wan Khairuzzaman Wan Ismail, Dr. Salmiah Mohamad Amin, **Muhammad Ramzan** (2013). Influence of relationship of POS, LMX and Organizational Commitment on Turnover Intentions. *The Organizational Development Journal*, 31(1), 55-68 (Scopus index quarterly Journal of Colorado Tech University and Organization Development Institute, USA).
14. Ishfaq Ahmed, **Muhammad Ramzan**, Muhammad Khalid Khan (2013), A look at the financial returns of training: empirical evidence from textile sector of Pakistan. *Middle East Journal of Management*, Vol. 1(2), 118-139
15. Ishfaq Ahmed, Dr. Wan Khairuzzaman Wan Ismail, Dr. Salmiah Mohamad Amin, **Muhammad Ramzan**, Talat Islam (2013). A literary look at outcomes of support at work. *Research Journal of Applied Sciences, Engineering and Technology*, 5(12), 3444-3449 (ISI and Scopus indexed journal).
16. Ishfaq Ahmed, Dr. Wan Khairuzzaman Wan Ismail, Dr. Salmiah Mohamad Amin, **Muhammad Ramzan**, Dr. Muhammad Khalid Khan (2012). Theorizing antecedents of perceived organizational support: a literature review. *Middle Eastern Journal of Scientific Research*, 12(5), 692-698 (ISI indexed journal).
17. Ishfaq Ahmed, Dr. Wan Khairuzzaman Wan Ismail, Dr. Salmiah Mohamad Amin, **Muhammad Ramzan** (2012). A Look at Social Exchange at work: A Literature Survey Approach. *World Applied Sciences Journal*, 19(7), 951-956 (ISI and Scopus indexed journal).
18. Ishfaq Ahmed, **Muhammad Ramzan**, Samina Riaz, Tehmina Fiaz Qazi, Shaista Jabeen (2012). Social and economic costs of terrorism: Evidence from Pakistan. *International Journal of Academic Research*. 4(1), 120-124 (ISI indexed journal).
19. Tabassum Riaz, **Muhamad Ramzan**, Hafiz Muhammad Ishaq, Muhammad Umair Akram, Yasir Karim, (2012) Transformational Leadership and Employees Career Salience; an

Empirical Study Conducted on Banks of Pakistan, *International Journal of Business and Social Science* 3(8) 153-160.

20. Shahbaz Haneef, Tabassum Riaz, **Muhamad Ramzan**, Mansoor Ali Rana, Hafiz Muhammad Ishaq, Muhammad Umair Akram, Yasir Karim. (2012) Impact of Risk Management on Non-Performing Loans and Profitability of Banking Sector of Pakistan, *International Journal of Business and Social Science*,3(7), 307-315.
21. Syed Atif Ali, **Muhammad Ramzan**, Amir Razi, Rehmat Ali, (2012) Single Currency for South Asian Countries, *Interdisciplinary Journal of Contemporary Research in Business*, 3(11) 100-122.
22. Ishfaq Ahmed, Wan Khairuzzaman Bin Wan Ismail, Samliah Bt Mohamad Amin, Samina Riaz, **Muhammad Ramzan**, Muhammad Awais Husnain, (2012). *In the quest of excellence: Significance of quality for students, teachers and institutions*, *International Journal of Academic Research*, Vol. 4(1), 148-153.
23. Syed Atif Ali, **Muhammad Ramzan**, Amir Razi, Ammar Gull Bhatti, (2012) Impact of oil prices on food inflation in Pakistan, *Interdisciplinary Journal of Contemporary Research in Business*, 3(11) 123-140.
24. Ishfaq Ahmed, **Muhammad Ramzan**, Samina Riaz, Hafiz Muhammad Ishaq, Muhammad Awais Husnain, Muhammad Naveed (2012). Extrinsic factors and entrepreneurial inclination: Role of LoC. *International Journal of Academic Research*, 4 (1), 107-111. (ISI indexed journal)
25. Ishfaq Ahmed, Muhammad Musarrat Nawaz, **Muhammad Ramzan** (2011). Do external factors influence student's entrepreneurial inclination? An evidence based approach. *Actual Problems of Economic* 4(2011), 348-355
26. Ishfaq Ahmed, Muhammad Musarrat Nawaz, **Muhammad Ramzan** (2011). Role of faculty members in improving quality image of an academic institute: a student based approach. *Actual Problems of Economics* 3(2011), 359-366
27. Mubbsher Munawar Khan, **Muhammad Ramzan**, Ishfaq Ahmed, Muhammad musarrat Nawaz (2011) Transformational, Transactional and Laissez-Faire Styles of teaching faculty as predictors of satisfaction, and extra effort among the students: evidence from higher education institutions. *Interdisciplinary Journal of Research in Business*, 1 (4), 130-135.
28. Mubbasher Munawar Khan, Ishfaq Ahmed, Muhammad Musarrat Nawaz, **Muhammad Ramzan** (2011). Impact of Personality Traits on Entrepreneurial Intentions of University Students. *Interdisciplinary Journal of Research in Business*, 1(4), 51-57
29. Syed Kumail Abbas Rizvi, Bushra Naqvi, **Muhammad Ramzan** & Sayyid Salman Rizavi; (2011) Pakistan's Accumulation of Foreign Exchange Reserves during 2001-2006: Benign or Hostile! Excessive or Moderate! Intent or Fluke! *Pakistan Journal of Commerce and Social Science* Vol. 5 (1), 47-67
30. Muhammad Akram, **Muhammad Ramzan**, Sundus Naveed, & Saira Hameed (2011) The Story of Exchange Rate Movement by China and Its Impaction On USA Economy. *Australian Journal of Business and Management Research* Vol. 1 No. 3 June 2011, 39-51

31. Muhammad Akram, **Muhammad Ramzan**, Saira Hameed & Sundus Naveed (2011) The Tale of Freezing Foreign Currency Accounts in Pakistan. *Business and Management Review Journal* Vol 1 (3), 47-57
32. Ishfaq Ahmed, Raima Razzaq, **Muhammad Ramzan** (2011) Examining the Links Between Employee and Customer Variables of Service Profit Chain: A Case of Pakistani Banks. *Australian Journal of Basic and Applied Sciences* Vol 3(11) 1634-1645
33. Ishfaq Ahmed, **Muhammad Ramzan**, Tehmina Fiaz Qazi, and Shaista Jabeen (2011) An investigation of Mobile Phone Consumption Patterns among students and professionals; is there any difference? 145-2275. *European Journal of Economics, Finance and Administrative Sciences*, Vol 39, 136-143
34. Ishfaq Ahmed, Dr. Wan Khairuzzaman bin Wan Ismail, Dr. Salmiah bt Mohamad Amin, **Muhammad Ramzan** (2011) Conceptualizing perceived organizational support: A theoretical perspective, *Australian Journal of Basic and Applied Sciences*, 5(12), 784-789

RESEARCH SUPERVISION & EVALUATION

Master (Completed)

Session	Thesis Title
2016-2019	Examining the Relationship Between Inventory Improvement and Firms' Overall Performance: Evidence from the Manufacturing Sector o Pakistan.
2016-2019	How Biopsychosocial Factors Influence on Financial Risk Tolerance of Investors: Evidence From Pakistan.
2016-2018	Examining the Effect of Organizational Internal Control System and Goal Congruence on Organizational Effectiveness: A Study of Banking Sector of Pakistan.
2016-2020	Impact of Corporate Social Responsibility on Sustainable Business Performance: a serial mediation mechanism
2016-2020	Key Factors of Working Capital Behavior: Evidence from the Manufacturing Sector Firms Listed in the Stock Exchange of Pakistan
2016-2020	Factors Affecting Pakistani Consumer's Buying Intention Towards Branded Fast Food
2016-2020	The Analyze the Moderating Role of Morale, on the Relationship between Intellectual Capital and Organizational Performance
2018-2020	Workplace Incivility and Outcomes in the Organization: Testing the Mediating Rule of Emotional Exhaustion.
2018-2020	Impact of Green Human Resource Management on Environmental Performance: Evidence from Service Industry of Pakistan
2013-2017	Impact of Audit Experience and Audit Firm Size on Audit Pressures and Ethical Judgment of Auditors: An Empirical Evidence from the Audit Firms of Lahore.
2013-2017	Effect of Internal Auditor Characteristics on Internal Audit Effectiveness; Moderating Role of Senior Management Support.
2013-2017	Behavioral Biases of the Pakistani Investors-An Empirical Stud
2013-2017	The Antecedent and Consequences of Financial Threat along with Moderating Role of Financial Attitude.
2013-2017	Factors Affecting Customers' Adoption of Islamic Banking: A Sequential Mixed Design Approach.
2013-2017	Factors Influencing Investors' Behavior: A Sequential Mixed Methods Analysis.
2013-2017	The Impact of Religiosity and Financial Attitude on the Risk-taking Propensity' The Mediating Role of Financial Behavior.
2013-2017	Factors Affecting Use of Internet Banking: A Case of Service Sector Employees.
2013-2017	Characteristics of Audit Expectation Gap in Banking Sector of Pakistan.

PERSONAL INFORMATION

Father's Name Rehmat Khan
DOB 20th October 1968
Domicile Sargodha (Punjab)
Address E-25 Punjab University Residential Colony, New Campus, Lahore, Pakistan
Cell No. 0333-4388938
Email: wadraha1@gmail.com, ramzan.hcc@pu.edu.pk

REFERENCES

- 1. Prof. Dr. Zulfqar Ahamd**
Principal
Hailey College of Commerce
University of the Punjab, Pakistan
+92 42 9923 0327
- 2. Prof. Dr. Sayyid Salman Rizavi**
Director General
Punjab University Gujranwala Campus, Pakistan
+92 42 9923 0325