# Editorial Board

<table>
<thead>
<tr>
<th>Sno</th>
<th>Name Of Members</th>
<th>Name Of Affiliated University</th>
<th>Country</th>
<th>Area of Specialization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dr. May Hu</td>
<td>Deakin University, Australia</td>
<td>Australia</td>
<td>Finance</td>
</tr>
<tr>
<td>2</td>
<td>Dr. Bethel Erastus-Obilo</td>
<td>University of Hertfordshire, USA</td>
<td>USA</td>
<td>Business Law</td>
</tr>
<tr>
<td>3</td>
<td>Dr. Abdul Naveed Tariq</td>
<td>Seneca College of applied Arts &amp; Technology</td>
<td>Canada</td>
<td>Management</td>
</tr>
<tr>
<td>4</td>
<td>Dr. Muhammad Imran Hanif</td>
<td>Bahauddin Zakariya University</td>
<td>Pakistan</td>
<td>Entrepreneurship</td>
</tr>
<tr>
<td>5</td>
<td>Dr. Nawaz Ahmad</td>
<td>Institute of Business Management (IoBM) Karachi, Pakistan</td>
<td>Pakistan</td>
<td>Pakistan Economy</td>
</tr>
<tr>
<td>6</td>
<td>Dr. Amir Manzoor</td>
<td>Bahria University</td>
<td>Pakistan</td>
<td>Banking and Finance</td>
</tr>
<tr>
<td>7</td>
<td>Dr. Usman Aleem</td>
<td>PAF-KIET, Pakistan</td>
<td>Pakistan</td>
<td>HRM &amp; Entrepreneurship</td>
</tr>
<tr>
<td>8</td>
<td>Dr. Muhammad Shahzad Hanif</td>
<td>Air Univeristy, Multan</td>
<td>Pakistan</td>
<td>Innovation Management and entrepreneurship</td>
</tr>
<tr>
<td>9</td>
<td>Dr. Siraj Jamal Siddiqui</td>
<td>ILMA University, Pakistan</td>
<td>Pakistan</td>
<td>Public Administration</td>
</tr>
<tr>
<td>10</td>
<td>Dr. Imtiaz Subhani</td>
<td>Ilma University, Pakistan</td>
<td>Pakistan</td>
<td>Business Studies</td>
</tr>
</tbody>
</table>
Acknowledgement/Consent Form

For Peer Review Panel/Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

السلام عليكم ورحمة الله وبركاته

ILMA University, being one of the emerging universities of Pakistan expresses its overwhelming gratitude for your kind consent to be a part of “Journal of Business Studies - JBS”. This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will express our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel/Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial/advisory board member for the JBS.

Signature
Name: Prof. Da Mansoor uz Zafer Dawood
Designation: Patron
Department:
University: ILMA University
City: Karachi
Country: Pakistan
Email: Vchancellor@ilmauniversity.edu.pk
Contact Info: +92-300-8299751
Engr. Prof. Dr. MANSOOR-UZ-ZAFAR
DAWOOD

Date of Birth 26th August 1957

Education -

**PHD Information Technology**
Mehran University of Engineering & Technology
Jamshoro, Pakistan
December 2002

**Master of Science (MS) Computer Engineering**
WayneStateUniversity
Detroit, Michigan, USA
December 1990

**Bachelor of Engg. (B.E.) Electronic Engineering**
N.E.D. University of Engineering & Technology
Karachi, Pakistan
April 1984

**Diploma Associate Engineer Radio Electronics**
June 1979

Contact Information »

Vice Chancellor
Ilma University
Main Ibrahim Hydri Road,
Korangi Creek
Karachi, Pakistan

+92-21-35091871-3
Cell: +92 – 3008299751

E-Mail:
vchancellor@ilmauniversity.edu.pk

PEC Membership no. ELECTRO-681

Dr. Mansoor-uz-Zafar Dawood
Govt. College of Technology
Karachi, Pakistan

Master of Business Administration (MBA) MIS June 2000

Preston University USA
Karachi campus, Karachi, Pakistan

Achievement -

➢ Attended Pakistan Engineering Council (PEC) training on "Outcome-based Accreditation for program Evaluator", held on 25 Feb – 01 March, 2019, at NED UET Karachi Pakistan. (Earned 1.0 cpd credit point)

➢ Attended Professional Evaluators training on "ABET-USA Institute for the development of Excellent in Assessment Leadership (IDEAL)" held on September 2013, at King AbdulAziz University, Jeddah, Saudi Arabia. (Earned 30 Professional Development hours)


➢ As Chairman Accreditation & Assessment Committee, College of Computer Sciences & IT (CCSIT), King Faisal University, Saudi Arabia, Two programs, Computer Science (CS), and, Computer Information Systems (CIS) fully accredited (2011 – 2017) by Accreditation Board of Engineering and Technology (ABET) USA

➢ Developed Quality Assessment plan for CCSIT (2008-2010)
➢ Reviewed the requirement and guidelines of Academic Accreditation body ABET. (2008-2010)
➢ Guided the Faculty members in understanding the procedure of accreditation by ABET. (2008-2010)

➢ Attended "CAC Institutional Representative’s Orientation", Organized by Computer Accreditation Commission (CAC) of ABET, held on July 2010 at Washington D.C. USA, 2010

Administrative Experience -

* Vice Chancellor Sep. 2018–todate
Ilma University (Former Institute of Business and Technology)
Karachi, Pakistan

* Professor and Head of Accreditation Unit
  College of Engineering
  King AbdulAziz University
  Osfan Campus (Now University of Jeddah)
  Jeddah, Saudi Arabia

  Sep. 2013 – June 2018

* Rector
  July 2012 – August 2013
  Institute of Business and Technology (BIZTEK)
  Karachi, Pakistan.

* Dean
  July 2006 – Aug. 2008
  Faculty of Computer Science & IT
  Institute of Business and Technology (BIZTEK)
  Karachi, Pakistan.

* Chairman Accreditation & Assessment Committee,
  College of Computer Science & IT (CCSIT)
  King Faisal University
  Al- Ahsa, Saudi Arabia

  Sep. 2008 – Nov. 2011

To Accredit Computer Science(CS) and, Computer Information Systems (CIS) Programs with Accreditation Board of Engineering and Technology (ABET) USA,

- Developed Quality Assessment plan for CCSIT
- Reviewed the requirement and guidelines of Academic Accreditation body ABET
- Guided the Faculty members in understanding the procedure of accreditation by ABET.

* Accreditation Board of Engineering and Technology (ABET) USA Fully Accredited, Computer Science (CS), and Computer Information Systems (CIS) Programs for 6 years (2011 - 2017)

* Member Accreditation Strategic Committee
  Nov. 2011 – June 2012
  College of Computer Science & IT (CCSIT)
  King Faisal University
  Al- Ahsa, Saudi Arabia

* Chairman,
  Nov. 2003 – Aug. 2005
  Department of Engineering,
  Iqra University
  Karachi, Pakistan

Responsibilities
- Prepared complete documentation for submission to Pakistan Engineering Council (PEC) for
Accreditation of Electronic Engineering Program.
- Smooth running of the Department
- Monitoring the curriculum with the modern Developments in the Electronics Field.
- Preparing working papers for the Pakistan Engineering Council
- Preparing working papers for the Lab Development
- Supervision and utilization of labs effectively
- Induction of teachers on part-time / contract basis.
- Developed Curriculum of Engineering program
- Developed Labs of Engineering Department.

* In charge MS/PhD program *  
Sep. 2003- Aug. 2005  
IQRA UNIVERSITY,  
Karachi, Pakistan

- Developed Ph.D. program in the guidelines of Higher Education Commission (HEC).
- Counseling and briefing of MS/ PhD students
- Providing Guidelines to the students in choosing area of specialization
- Keeping liaison between university and teaching faculty.
- Overall supervision of research based Independent studies of the students as part of their MS program.
- Monitoring and controlling of MS course conduction throughout the semester
- Development and Monitoring of PhD program structure.
- Development of proper research environment for MS/PhD students.
- Providing Help and guidelines to MS/PhD students in publishing their research work.
- Developed MS program
- Smooth running of MS program.

* Chairman Lab Committee, *  
College of Computer Sciences & IT  
King Faisal University  
Al- Ahssa, Saudi Arabia

- Prepare technical standards / specifications for college labs.
- To suggest a procedure for lab maintenance.
- To study and review the price quotations presented by different companies and give technical decisions.
- To suggest procedures and solutions to maintain the labs.

*Editor* July 2006 – Sep. 2008  
Journal of Information & Communication Technology  
ISSN: 1816-613X  
Institute of Business and Technology (BIZTEK)  
Karachi, Pakistan.

International Journal of Computer and Electrical Engineering (IJCEE)  
(www.ijcee.org)  
Malaysia

International Association of Computer Science & Information Technology
Singapore

*Member Jan. 2009–Sep. 2015
Academy & Industry Research Collaboration Center (AIRCC)
Computer Science & Information Technology Community

*Secretary, Board of Advanced Studies and Research (BASAR) Aug. 2004- April 2005

IQRA UNIVERSITY,
Karachi, Pakistan

* Head of Department

Jan.1998 - April 1999

Electronics Engineering Department,
DawoodCollege of Engineering & Technology
Karachi, Pakistan

Area of Interest

Quality Assurance in Higher Education
Computer Networks and Communication
Software Engineering
Electronics
Computer Engineering
Computer Architecture
Microprocessor / Microcontroller based Systems,
Fault Tolerant Computing

Project →

*Principal InvestigatorResearch Project # 9726 (Completed) January 2013

➢ “Low cost Local Positioning System (LPS) – Design and development for vehicular tracking”
Sponsored by: : King Faisal University, Al-Ahssa, Saudi Arabia

*Principal InvestigatorResearch Project # 120121(Completed) March 2012e

➢ “Development of Distanced Parallel Computing Infrastructure for on-line High Performance Computing Applications” Sponsored by: : King Faisal University, Al-Ahssa, Saudi Arabia

*Co InvestigatorResearch Project # 120127(Completed) February 2012

➢ “Proposing secure and reliable Wireless Sensor Network (WSN) based system for critical pipeline infrastructure” Sponsored by: : King Faisal University, Al-Ahssa, Saudi Arabia

*Principal InvestigatorResearch Project # 10027 (Completed) July 2010

Dr. Mansoor-uz-Zafar Dawood

*Principal Investigator Research Project # 110054 (Completed) May 2011

"Designing of Energy aware Quality of Service (QoS) based routing protocol for efficiency improvement in Wireless Sensor Network (WSN)", Sponsored by: King Faisal University Al-Ahsa, Saudi Arabia

*Co Investigator Research Project # 110068 (Completed) May 2011

"New characterizations of Two Dimensional Cellular Automata and its applications in Image Analysis", Sponsored by: King Faisal University Al-Ahsa, Saudi Arabia

*Co Investigator Research Project # 110094 (Completed) May 2011

"Designing of Secure routing in Wireless Sensor Networks for increasing Reliability and Scalability", Sponsored by: King Faisal University Al-Ahsa, Saudi Arabia

Experience (Brief)

* 13+ Experience as Professor, Dean, Rector, Pro-VC, and VC
* 27+ years teaching and research experience in Pakistan, USA and Saudi Arabia.
* 35 research publications in Journal and Conferences.
* Supervised MS Students
* Supervised and supervising Numerous Independent Research studies of MS level.
* Taught Computer Science / Engineering, Electronics Engineering and Telecommunication Engineering, Research Methodology subjects at Bachelors and Masters level.

Research Supervision - MS

1. Shahid Iqbal, (Institute of Business & Technology in Fall 2008).
2. Shahzad Akhtar, (Iqra university, Completed in Spring 2005) "Insecurity of the WEP algorithm"
3. Syed Faisal Ali, (Iqra University, Co-Supervisor, Completed in Spring 2005) "Comparative study of edge detection techniques in Image processing"
4. Faisal Ijaz, (Hamdard University, Completed in Spring 2005) "Effect of clustering technology on the performance of Karachi Stock Exchange KSE"
5. Azeem Qureshi (Iqra University, Completed in Spring 2007) "CRM Inferential model accuracy by bi descriptive approach"
6. Muhammad Mustaq (Sir Syed University of Engineering & Technology, in progress) "Capacity analysis and Estimation of Multiple Input Multiple Output MIMO System"
7. Farhat Ali (Sir Syed University of Engineering & Technology, in progress) "Efficient utilization and capacity performance of dynamic provisioning of light paths in Optical Network"


*4) Mansoor. Z. Dawood, Abdul Raouf Khan, Noor Zaman "Designing of Energy aware Quality of Service (QoS) based routing protocol for Efficiency Improvement in Wireless Sensor Network (WSN)", Accepted in Journal of Information and Communication Technology. (JICT), Institute of Business & Technology, Karachi, Pakistan. 2009


*8) F. Alsaade, Mansoor. Z. Dawood, Noor Zaman, "Effectiveness of score normalisation in multimodal biometric fusion", Journal of Information and Communication Technology, Volume 3, Number 1, Spring 2009, Institute of Business & Technology, Karachi, Pakistan. 2009


*17) Mansoor. Z. Dawood and A. P. Ramnani, "Insight into : the payment and settlement system; developing model for an internet bank," Mehran University Research Journal of engineering and Technology, Volume 22, Number 1, pp. 11


Publications - Conferences


*3) Mansoor. Z. Dawood, Adnan Alam Khan and Noor zaman, " Face Recognition Techniques (FRT) based on Face Ratio under controlled conditions", IEEE International symposium (ISBAST) I.e. "International symposium on Biometrics and Security Technologies" to be held on 23-24 April 2008, at BahriaUniversity, Islamabad, Pakistan 2008


*9) Vali Uddin, Mansoor. Z. Dawood, Jawed Akhtar, "Robust performance control of smart structural system with
minimum input" International Conference on Modelling, Simulation and Optimization (ICMASO), 2005, held on February, 1-3, 2005 at American University of Sharjah, UAE. 2005.

**Conferences Attended**


*2) "CAC Institutional Representative’s Orientation", Organized by Computer Accreditation Commission (CAC) of ABET, held on July 2010 at Washington D.C. USA, 2010

*3) "Models for success in Managing National R&D Resources’ Two Days National Policy workshop on Fostering Innovation, Higher education and Global Excellence, held on October 31 – November 01, 2009 at King Abdullah University, of Science & Technology, Thuwal, Saudi Arabia. 2009

**HONORS**

*Received King Faisal Foundation Scholarship from Saudi Arabia for higher studies in USA. 1988*

*First Class First in Bachelor of Engineering. 1984*

*First Class Second in Diploma of Associate Engineer 1979*

*EXCELLENT Performance letter from Dean Faculty & Personnel affairs King Fahd University of Petroleum & Minerals (KFUPM), Dhahran, SAUDI Arabia 1986*

*APPRICATION Letter from Chairman, Department of Electrical Engineering, King Fahd University of Petroleum & Minerals, Dhahran, SAUDI Arabia 1988*

**MEMBERSHIP**

Pakistan Engineering Council (PEC no. Eletro / 681) PAKISTAN
Institute of Electrical and Electronic Engineers (IEEE) USA
International Association of Computer Science and IT (IACSIT) SINGAPORE
Institute of Engineers Pakistan (IEP) PAKISTAN

**Employment**

*Ilma University Professor & Vice Chancellor Sep. 2018 – todate
  Karachi,
  Pakistan*

*Ilma University Professor & Pro-Vice Chancellor Nov. 2017 – Aug. 2018
  Karachi,
  Pakistan*

*King AbdulAziz University PROFESSOR Sep. 2013 – June 2018
  College of Engineering
  North Jeddah, Saudi Arabia*
* Institute of Business & Technology (BIZTEK) **PROFESSOR, RECTOR & DEAN** July 2012 – Aug. 2013
  Faculty of Computer Science & IT
  Karachi, Pakistan

* King Faisal University **PROFESSOR** Sep. 2008 – July, 2012
  College of Computer Sciences & IT
  Al- Ahssa, Saudi Arabia

  University of Atlanta
  USA

* Institute of Business & Technology (BIZTEK) **PROFESSOR & DEAN** July 2006 – Aug. 2008
  Faculty of Computer Science & IT
  Karachi, Pakistan

* King Faisal University **PROFESSOR** Sep. 2005 – June 2006
  College of Computer Sciences & IT
  Al- Ahssa, Saudi Arabia

* Iqra University **PROFESSOR** July 2005 – Aug. 2005
  Faculty of Engineering Sciences and Technology
  Karachi, Pakistan

* Iqra University **ASSOCIATE PROFESSOR** Sep. 2003 – June 2005
  Faculty of Engineering Sciences and Technology
  Karachi, Pakistan

* Hail Community College, **FACULTY MEMBER** Sep. 2001 – Aug. 2003
  Computer System Department
  King Fahd University of Petroleum & Minerals (KFUPM)
  HAIL - Saudi Arabia

* Iqra University **ASSOCIATE PROFESSOR** Jan. 2001 - August 2001
  Department of Computer Science and Engg.
  Karachi - Pakistan

* Dawood College of Engineering & Technology (DCET) **ASSISTANT PROFESSOR** Nov. 1993 – Dec. 2000
  Department of Electronics Engineering,
  Karachi - Pakistan
   Computer Software Department,
   Karachi–Pakistan

* Wayne State University **TEACHING ASSISTANT**.  July 1990 – Dec. 1990
   Computer Division of College of education,
   Detroit, Michigan–USA

* D'etre University **PART TIME INSTRUCTOR**  May 1989 – June 1990
   COEX International, Bloomfield,
   Michigan–USA

   Electrical Engineering Department,
   Dhahran, Saudi Arabia

* Alhamd Associates **APPRENTICE ENGINEER**  May 1984 – Sep. 1985
   Industrial Egg. Service,
   Karachi–Pakistan
Acknowledgement/Consent Form
For Peer Review Panel of JBS
Institute of Business & Technology (IBT)

سلام علىكم ورحمة الله وبركاته

Institute of Business & Technology (IBT), which has been placed amongst the top ten universities of Pakistan by HEC in 2014, expresses its overwhelming gratitude for your kind consent to be a part of IBT's Peer Review Panel.

I am sure that your presence in our Peer Review Panel will not only create linkage and collaboration between both of us but also, IBT will get benefited from quality research work which is the focal point of HEC in the current changing market of Pakistan.

I therefore, with the bottom of my heart & on behalf of IBT, welcome you on board, as part of our team, with very high hopes of flourishing together for this noble cause of spreading education and providing research culture for giving knowledge based economies to the citizens of Pakistan.

Acknowledgement
I hereby acknowledge & give my consent to be a part of your Peer Review Panel Editorial Board for the JBS.

---

Signature

Name: Abif Kamran Khan
Designation: HOTD
Department: Business Administration, Faculty Management Sciences
University: ILM University
City: Karachi
Country: Pakistan
Email: Asif.Kamran@ibm.university.edu.pk
Contact Info: 0315-8139353
I do not know what do mean when they say, "working hard". My definition of this phrase is on its extreme and maybe that is the reason I am not able to satisfy myself with working hard. I am a Business Student so I see "worth" in every walk of life, I believe in giving and take.

Qualification

- PhD (Management)  
  School of Management & Economics  
  University of Electronic Science & Technology of China, (UESTC)  
  2015

- Master (International Relation)  
  Karachi University, Pakistan  
  2010

- Masters of Business Administration  
  Bahria University, Pakistan  
  2008

- Bachelors of Business Administration  
  Allama Iqbal Open University, Pakistan  
  2006

Professional Experience

Editor in Chief
Journal of Business Studies
HEC Recognize Journal (Y Category)
http://ibt.edu.pk/ibt/fjbs?iscavote=eoa

Editorial Board Member
SCIREA Journal of Management
http://www.scirea.org/journal/EditorialBoard?JournalID=79000#5541

Pollster Journal of Academic Research – PJAR
http://www.pollsterpub.com/editorial-board.php

International Journal of Business and Economics Research

International Journal of Business and Economics Research
http://www.ijber.org/editorialboard

Work Experience

Associate Professor/ Associate Dean/HoD  
Management Science Department  
ILMA University (Institute of Business Technology (IBT))  
August 2015- To date

Provide leadership and vision for:

- Administration of the academic programs curriculum development, and faculty/staff development & evaluation
• Strategic and budgetary planning, faculty and staff recruitment, excellence in teaching, creative activity, research, and scholarship university and community relations; curricular and fiscal management; enrollment and marketing planning; student recruitment and retention; program review; and accreditation

Assistant Professor/ Deputy Director
Hamdard University Karachi, Pakistan


• Organizing and executing all the strategic activities to help achieve the defined objectives.

Teaching Experience
Taught various courses like
• Entrepreneurship
• Marketing Management
• Consumer Behavior
• Brand Management
• Introduction to Logic
• Total Quality Management
• Organizational Behavior
• Strategic Management
• Human Resource Management
• Research Methods

Lecturer / Project Coordinator
Management Sciences Department.
Bahria University – Karachi campus.
2008 – to 2011

• Responsible for guiding the students in conducting research and maintaining a complete record of all theses completed, under completion and to be conducted in the future.
• Organized & Created database of Past Projects & Theses.
• Formulating SOP for projects and thesis.
• Building relationships with corporate sector & International universities for sharing of information.

Program Coordinator
Management Sciences Department.
Bahria University – Karachi campus.
2004 - 2008

• To build the brand of the Bahria University assisted in organizing seminars and workshops by inviting eminent guest speakers both local and international.
• To Coordinate with all the concerned departments and sections in the smooth functioning of the management sciences department

In-charge Admission & Examination Department
1998-2004
• Maintained Examination Records
• Coordinated by Faculty Members and Staff
• Looking after undergraduate and graduate admission activities
• Implement the admission-cycle operational charts.
• Communicate admissions requirements to all communities (External or Internal)
<table>
<thead>
<tr>
<th>S.No</th>
<th>TITLE</th>
<th>YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Reason and trends for using packaged milk in Pakistan: study of urban Pakistani consumers&lt;br&gt;A Kamran, SMA Rizvi&lt;br&gt;Proceedings of the Sixth International Conference on Management Science and ...</td>
<td>2013</td>
</tr>
<tr>
<td>2</td>
<td>COLLABORATIVE INNOVATION OF STRATEGIC EMERGING INDUSTRIES: A CASE STUDY OF THE NEW GENERATION OF INFORMATION TECHNOLOGY ENTERPRISES IN CHINA&lt;br&gt;Mi Hanif, A Kamran, MS Hanif, Y Shao</td>
<td>2018</td>
</tr>
<tr>
<td>3</td>
<td>KNOWLEDGE SHARING AND INNOVATION PERFORMANCE AFFECTED BY HR GENERIC STRATEGIES: AN EMPIRICAL STUDY OF SMES IN CHINA AND PAKISTAN&lt;br&gt;MHIMSHAKRKS Yunfei&lt;br&gt;Journal of Business Studies <a href="http://libt.edu.pk/gec/jbs/12.1/17.pdf">http://libt.edu.pk/gec/jbs/12.1/17.pdf</a> 12 (1 ...</td>
<td>2016</td>
</tr>
<tr>
<td>4</td>
<td>Economic determinants of workers’ remittances in Pakistan&lt;br&gt;A Kamran, S Alam, KA Ghas, SN Ali&lt;br&gt;Proceedings of the Seventh International Conference on Management Science ...</td>
<td>2014</td>
</tr>
<tr>
<td>5</td>
<td>Talent hunt of diverse workforce can be achieved: by educating and implementing similar and equitable education practices in a culture&lt;br&gt;M Hanif, S Yunfei, A Kamran&lt;br&gt;J EducPract 2 (1), 14-21</td>
<td>2011</td>
</tr>
<tr>
<td>6</td>
<td>Analysis of the recruitment and selection process&lt;br&gt;A Kamran, J Dawood, SB Hilal&lt;br&gt;Proceedings of the Ninth International Conference on Management Science and ...</td>
<td>2015</td>
</tr>
<tr>
<td>7</td>
<td>A study on determinants of unemployment in Pakistan&lt;br&gt;A Kamran, S Shujaat, NA Syed, SN Ali&lt;br&gt;Proceedings of the Seventh International Conference on Management Science ...</td>
<td>2014</td>
</tr>
<tr>
<td>8</td>
<td>Determinants of Gold Prices in Pakistan&lt;br&gt;A Kamran, S Israr, SMA Rizvi&lt;br&gt;Proceedings of the Seventh International Conference on Management Science ...</td>
<td>2014</td>
</tr>
<tr>
<td>9</td>
<td>Impact of Military Spending on External Debt in Indebt Developing Countries: A Cross Country Analysis&lt;br&gt;S Ahmed, A Kamran&lt;br&gt;Proceedings of the Tenth International Conference on Management Science and ...</td>
<td>2017</td>
</tr>
<tr>
<td>ID</td>
<td>Title</td>
<td>Authors</td>
</tr>
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<tr>
<td>10</td>
<td>Barriers in Adopting M-Banking System in Universities</td>
<td>AA Ali, A Kamran</td>
</tr>
<tr>
<td>11</td>
<td>Wind power energy Pakistan economical renewable power resource</td>
<td>A Kamran, SN Ali, F Raufi</td>
</tr>
<tr>
<td>13</td>
<td>The Effect of Online Retailing Engagement Dimensions on Electronic Word of Mouth and Purchase</td>
<td>MZNAS Asif Kamran1</td>
</tr>
<tr>
<td>14</td>
<td>Impact of Management Information Systems Techniques on Quality Enhancement Cell's Report for Higher Education Commission of Pakistan</td>
<td>AK FarazUlHa Khan</td>
</tr>
<tr>
<td>15</td>
<td>Centralized Users Management to Access System Creating Domain ID's and Domain IP's to Access in Centralized Corporate Server.</td>
<td>UUZZ ASIF KAMRAN</td>
</tr>
<tr>
<td>16</td>
<td>CPEC: IMPACT OF CHINA-PAKISTAN ECONOMIC CORRIDOR (CPEC) ON CHINA'S IMPORT AND EXPORT IN TERMS OF TRANSIT TIME AND SHIPPING COST</td>
<td>B Ameen, A Kamran</td>
</tr>
<tr>
<td>17</td>
<td>AN EMPIRICAL STUDY ON DESIGNING &amp; IMPLEMENTING OF GRIDDED MANAGEMENT MODEL FOR URBAN &amp; RURAL PUBLIC SERVICE</td>
<td>GY Dr. Muhammad Imran Hanif, BaiXiuyin, DR. ASIF KAMRAN</td>
</tr>
<tr>
<td>18</td>
<td>EFFECT OF ORGANIZATIONAL WORK CLIMATE ON JOB SATISFACTION: AN EMPIRICAL STUDY OF ENGRO FOODS LTD PAKISTAN</td>
<td>DAK InumGul, Syed FaheemHasanBukhari, Ahsan Rizvi</td>
</tr>
<tr>
<td>19</td>
<td>Hybrid Teaching Practice to Enhance Students' Engagement: Case of Ibt, Karachi</td>
<td>AA Ali, A Kamran, H Tahir</td>
</tr>
<tr>
<td>20</td>
<td>Role of Ibt Karachi CSR Society to Develop Social Values in Students: Heat Wave as Death Tool</td>
<td></td>
</tr>
</tbody>
</table>
32 Developing a Scale on Employee Involvement and Motivation in Effective Change Management: A Case of Canteen Stores Department
AHK Faryal Razzak, Sadia Shaikh, Asif Kamran
IBT Journal of Business Studies 15 (1), 63-74

33 CONSUMERS ONLINE PURCHASE INTENTION TOWARDS COSMETIC PRODUCTS IN KARACHI
A Shaukat, A Kamran, NA Syed
Sindh Madressatul Islam University, Karachi, 20

34 IMPACT OF JOB STRESS ON EMPLOYEE SOCIAL LIFE: A STUDY TO TEST WORK-LIFE BALANCE
S Zeerak, A Kamran, M Khan, Q Khan
Sindh Madressatul Islam University, Karachi, 34

35 The Effect of Online Retailing Engagement Dimensions on Electronic Word of Mouth and Purchase
MZNAS Asif Kamran
Global Management Journal for Academic & Corporate Studies 8 (2), 53-67

Events Managed
- 11th National Conference on Management & Social Sciences, Organized By Faculty of Management Sciences, ILMA University 26-27 September, 2019
- “A practical approach towards supply chain management” organized by Marketing Society BIM&CS Karachi on February, 2011.
- “We develop, we utilize and we promote you” organized by HRM Society BIM&CS Karachi on 7th March, 2008.
- “Management Training Seminar: Lead to Succeed” organized by Ommitro mixInc April 3rd, 2007 at Karachi Marriott.

Personal Assets
➢ Team player ➢ Organized ➢ Target Oriented ➢ Decision Maker ➢ Flexible ➢ Creative ➢ Disciplined ➢ Friendly ➢ Leadership ➢ Adaptive ➢ Responsible ➢ Solution Focused ➢ Quick Learner ➢ Honest ➢ Willingness to Learn

Reference
Associate Prof. Ahsan Rizvi
Management Science Dept.
Bahria University Karachi
ahsanrizvi@bimcs.edu.pk
Cell #: +92213007035253

Dr. Syed Asif Ali
Dean
Sindh Madarsatul Islam university Karachi
Pakistan
aasyed@smiu.edu.pk
Cell #: 00923003639711
Acknowledgement/Consent Form
For Advisory Committee of JBS
Institute of Business & Technology (IBT)

 السلام عليكم ورحمة الله وبركاته

Institute of Business & Technology (IBT), which has been placed amongst the top ten universities of Pakistan by HEC in 2014, expresses its overwhelming gratitude for your kind consent to be a part of IBT's Peer Review Panel.

I am sure that your presence in our Peer Review Panel will not only create linkage and collaboration between both of us but also, IBT will get benefited from quality research work which is the focal point of HEC in the current changing market of Pakistan.

I therefore, with the bottom of my heart & on behalf of IBT, welcome you on board, as part of our team, with very high hopes of flourishing together for this noble cause of spreading education and providing research culture for giving knowledge based economies to the citizens of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editoial Board for the JBS.

Signature:

Name: Dr. Muhammad Asif Khan
Designation: Associate Professor
Department: Management Science
University: Ilma University
Email: masifikhan@hotmail.com
Contact Info: 0300-9288637
Dr. Muhammad Asif Khan
Head HR & Succession Planning Management Wing
HR Management Group
National Bank of Pakistan, Head office Karachi

Apartment No.4 G, Askari-V
Malir Cantt, Karachi
Cell 0300-8565678 & 0321-8565678
Residence 92-21-34163712

asifmughal1973@gmail.com
asifmughal@nationalbank.com.pk
Office: Direct 92-21-99220395
92-21-99220272, 9962012
PABX 92-21-99220100 Ext 2012

Summary Of Qualifications

I have vast experience of Managing and developing Human Resources 15000+ of the financial sectors since 1995 in various capacities. My job entails providing leadership to multiple HRM functions of the Bank that includes ensuring provision of quality human resource in efficient manner as per the requirement of various functional areas of the Bank in a fair and transparent manner and to their fullest satisfaction by utilizing manpower/succession planning and outsourcing. Additionally, it includes development and management of Bank wide Performance Appraisal, HR Planning, Succession planning through PD Module. Apart from that Management of Organizational Management which includes the structuring to placement of employees. I have active member of SAP team to manage & execute performance mangment (PD Module) and OM through HCM (SAP) in NBP for 15000 employees. I have hands on experience to work with Regulatory Authority and expertise in Management of Databases on Main frame systems like AS400 Systems.

I am certified productivity specialist by Govt. of Pakistan National Productivity Organization, and Productivity Practitioner by Asian Productivity Organization, Japan.

Academic Qualifications

- Ph.D Human Resource Development (HRD )
  National University of Modern Languages, Islamabad, Pakistan 2010

- MBA Management Information System (MIS)/ Management 1999
  University of Arid Agriculture Rawalpindi
  Securing 3.74 CGPA I have an honor to be a student who completed Bi-Major in MIS & Marketing. Arranging Seminars on HRM & Marketing Management
  Title of Final Project: Emerging role of Information Technology in Banking
Personal Information

Date of Birth : March 2nd 1973
CNIC No : 37405-0584244-3
Marital Status : Married
Domicile : Distt Bagh (AJ&K)

Professional Experience

WORK HISTORY

Head Human Resources and Succession Planning Management Wing

August 1995 to date
March 2015 to date

Job entails providing leadership to multiple HRM functions of the Bank that includes ensuring provision of quality human resource in efficient manner as per the requirement of various functional areas of the Bank in a fair and transparent manner and to their fullest satisfaction by utilizing manpower/succession planning and outsourcing. Additionally, it includes management of Bank wide Performance Appraisal.

- Manage HR Planning function of NBP through determining optimal HR requirement, Skill inventory, Talent Management and Career Planning.
- Conduct manpower planning and work load analysis exercise within the organization to utilize HR resources economically and optimally viz-a-viz reduction of administrative cost at accepted level.
- Carryout succession planning exercise and identify appropriate executiues to fill the critical positions on attrition as and when required.
- To contribute research, analysis and ideas to the development of HR strategy in order to ensure that organizational development are appropriately integrated and aligned with strategic and business goals initiatives.
- To design and deliver OD and change management strategies, processes and interventions that support the Bank’s ambition to be the Bank of Choice; t include initiatives which foster a high performance culture, where valuing learning, continuous improvement o and diversity are the norm.
- Provide leadership to steer employee sourcing function of the Bank effectively through Outsourcing.
- Assessments of jobs outsourcability and outsourcing options alongside Relationship Management with selected service providers.
- Oversee activities of Job Analysis and Design Section including Job Description, Job Specification, Job Objectives, Performance Appraisal Management and Organizational Structure Review.
- Suggest improvement in performance management system by undertaking internal diagnosis, process/system reviews in order to understand barriers and possible solutions and conducting external research.
- To oversee the activities of SAP-HCM Organization Management Module.
- Advise the Senior Management on change and organizational development.
- To ensure the compliance of Banking laws, regulations, bank’s instructions and procedure, maintenance of files and other records, rectification of Audit irregularities and their non-recurrence.
- To Appraise the performance of direct reports.
- To Facilitate learning through internal job Rotations and interactive sessions among the employees.
• Any other responsibility assigned by the supervisory authority from time to time.

Head Research and Development
Training and Organizational Development Division

May 2012 to March 2015

Responsible to managed department critically and analyses of trainings/HR activities in line with industry and suggest the concern ways to cope the gap. Identify new areas for improvement in trainings programs as well as in the domain of HR.

• Conducted research in HR areas which are critical for banks and carry out critical analysis of the data and accordingly prepare research report based on objective data analyses and methodology adopted.
• To Ensure Research & Development department work effectively at all level of training & Organization Group and critically analyses of trainings/HR activities in line with industry and suggest the concern ways to cope the gaps in following areas:
  • To Establish Research & Development Wing to further strengthen its activities by placement of Research Officers at Staff colleges Level in productive manner.
  • Identify new areas for improvement in trainings programs
  • Keep the directors updated with the new development in training activities of peers banks
• Effectively manage to develop standardize courses in all functional Areas of Banking and their execution with the help of Directors

• To develop customize training program for different groups to improve the knowledge base in the respective domain.
• Development of Comprehensive Evaluation/monitoring Mechanisms for training To interact/Visits with field functionaries (At regional Office/Branches) to scientifically assess trainings & development based outcome and recommendations for critical Reviews for Effective trainings programs/Trainers/MDS
• To deliver lectures at JMDC, Staff colleges to get the flair and issues to be address by the Research and Development Department.
• Update training related information based on the research conducted.
• Update and prepare new course ware, training manuals, trainee’s handbooks assignments, and schedules.
• Develop case studies based on the research conducted in consultation with Director/MDS.
• Keep the directors updated with the new development in training activities of other banks.
• Carryout appraisal of a training course run at the college analyzing the feedback received from trainees as well as MDS and put up recommendations to fill in the identified gaps.

Data Bank and Analyst
• Maintain all the data both in hard and soft copies of all training activities and prepare year-wise catalog of the course conducted.
• Prepare the feedback analysis on program/trainer evaluation.
• Identify the areas of key improvements based on the feedback/program evaluation.
• On the basis of training evaluation develop a comprehensive plan to improve trainees’ performance in consultation with director.
• Preparation of feedback analysis report of trainees through SPSS and ensure its timely submission.
Manager Credits
National Bank of Pakistan
Managed the 2nd largest branch of bank's major chunk of financing

- Analysis of Financing Proposals of SME/Demand Finance, Running Finance of the different industries of Pakistan
- Managing the expert of credits team and channelize/utilize their potential to achieve the Organizational objective in Efficient and effective manner.
- Managing and Monitoring/follow up of all Corporate and Commercial, SME and personal Loans.
- Managing and ensuring the proper Documentation, Insurances, Recovery of installments etc. of above loans.
- Managing and Obtainion of Stock Reports & Verification thereof, Financial Accounts etc
- Correspondence with clients, Corporate Office and Controlling Office
- Rectification of irregularities pointed out by Internal/ External & SBP Inspection Teams of above accounts
- Arranging the required training to minimize the gap and enhance the performance of employees.
- Managing informal sessions to increase the participations approach and self confidence to take decisions
- Extended trainings to external stake holders like IBP and participate in specific discussions to enhance technical knowledge

HR Manager
National Bank of Pakistan

I have managed/facilitated/supported the Human Resource of Islamabad Region and performed the following functions:

- Ensure effective implement of devised Strategies for employees at all level considering the banking requirements. It also covers Training Programs for new hires and plan courses to enhance the KSA of existing Employees with the coordination of Training Hubs
- Ensure an effective performance management system (bell curve forced distribution curve) is in place and proper implementation of system and Coach Employees on Professional Development, Disseminate all relevant information and records to the concerned entities (Internal & External)
- Design and implement orientation Program for new hires and plan courses to enhance the KSA of existing Employees with the coordination of Training Hub
- Design and coordinate Annual Training Program of all staff in consultation with concerned Heads.
- Ensure Employees awareness of management's concerns, requirements and complaints and vice versa. Coordinate & Process the Staff Rationalization in accordance with work load at Region & branches.
• Manage employees and Human Resources to ensure that employees are need are met. Drafted, conducted and evaluates the performance of employees. Developed Job Description and Skills Sets. Management and Coordinates mega events organized by HO.

• Managed Health & Safety is an integral part of all HR Operations and is implemented in accordance with Guidelines and also arranged trainings programs for all stake holders

• Ensure cordial relations with labor relations and employee relations in order to ensure compliance

• Conduct staff satisfaction surveys.

• Supervision/processing of Management Trainees of all batches

• Managing and development of HRIS for more than 500 employees to make an efficient HRIS at Regional Level, Completion of all service formalities/personal files of newly appointed officers/staff and related correspondence with Head Office/branches.

• Supervision/monitoring/coordination of all Training matters at staff college Islamabad.

• Effectively manage and review work activities in line with future plans of staff relating to employment and benefits.

• Coordination all matters relating to arrangements for Trainee Officers conducting by Head Office from time to time at FEDC Region, Islamabad regarding conducting of interviews and reservation of Hotel accommodations for the Trainee Officers.

• Internal Motivation through Talent Hunt Processing and Maintenance of Talent Pool record

• Processing of Achievement Awards of the top performers to create high performing culture

• Processing of Spot Award Policy to empower the field to provide immediate recognition of any excellent individual performance

• Overall Management of Personnel Department, Welfare deptt, litigation Department and Training and Development Department

• Checking/Submission of all periodical returns/statistics to Head Office Karachi, pertaining to Welfare Section & Austerity Statements.

I have worked with different experienced HR Professional in different organizations in different Capacities, which were focused to establish direction

• To align the people

• Organizing and staffing

• To originate ideas

• To encourage self-motivation

• Conducting TNA of all employees

Controlling and problem solving

To inspire trust

To get things done

To develop linkages

Implementing HR Policies
• Attract & Access the applicants through Media

Conducting Job Analysis

ASSISTANT BRANCH MANAGER
The First Micro Credit Finance Bank Ltd. Rawalpindi

July 2001-Mar, 2002

• Continuously achieved designated profitability and market share growth goals.
• Managed the Branch in turning the deposits/ profits and advances into double
• Administered all aspects of daily operations of branch in a computerized environment
• Projected budget for loans and deposit growth.
• Reduced customer’s complaints by motivating the staff for improved customer’s services
• Managed micro financing through community development
• Disbursed a sizeable amount of loan with 100% recovery ratio.
• Established a model village for sustainable growth through micro financing
• Managed operational activities of branch
• Achieved all branch targets in Micro financing and deposits
• Worked in the field As MFO and provided the Customers with financial and technical support
• Disbursed Production and Development Loans with appreciable recovery ratio

MANAGEMENT TRAINEE
Pakistan Telecommunication Authority, Islamabad.

• Worked Information Technology & HR Management Department,
• Build & Managed a team and achieved the allocated targets
• Coordinated with the researchers on different issues regarding Telecomm
• Managed different workshops for training IT programs
• Also Worked in Finance Department as Management
• Conducting Feasibility Studies for Card Payphones Companies
• Compilation and Printing of Annual report of PTA.
• Reporting to Member Finance and working as a liaison between Tariff, Accounts, and Economic Affairs Departments.
• Organized Public hearings on different policy making issues
• Making polices to resolve financial issues relation to royalties and annual renewal fees of different licenses.
• Team Member of Internal Audit Team
• Attend Seminars and Training Sessions arranged by Authority to update the knowledge of employees

TECHNICAL/PROFESSIONAL TRAINING

• Attended many training programs organized by Institute of Tender Mangment on PPRA Rules and as well as on other issues.
• Uniform Custom Practice UCP-600 arranged by The Institute of Bankers, Pakistan at NIBAF, Islamabad on November 25, 2009.
• Analysis of Financial Statements for Lending Decisions arranged by The Institute of Bankers, Pakistan at Mirpur A.K on October 22, 2009.
- Financial Statement Analysis for Non Financial Manager arranged by The Institute of Bankers, Pakistan at NIBAF, Islamabad on January 14, 2010
- Improving Work Place Effectiveness through creativity & innovation arranged by Pakistan Institute of Management, Karachi
- HRM Certificate offered by Pakistan Manpower Institute, Govt of Pakistan Ministry of Labour & Manpower, Islamabad.
- Standardization of ATM Operations as per SBP Guidelines offered by The Institute of Bankers, Pakistan on December 04, 2007.
- "Effective Branch Management Course" arranged by The Institute of Bankers, Pakistan from November 2006 to April 2007.
- "Productivity specialist course" arranged by National Productivity Organization Ministry of Industries and special initiatives, Govt of Pakistan.
- "Productivity Enhancement through Performance Management and HRD", "By DR Kawaguchi", a Japanese consultant and this training arranged by National Productivity Organization, Ministry of Industries and special initiatives, Govt of Pakistan.
- "Concept & Facilities of AS/400" from IBM Training Center, Islamabad
- Six months Certificate Course of Computer Applications from Generic Computer Center, Rawalpindi
- SQL for Oracle, Visual Basic, HTML,
- CCNA Trainings from Commwave Institute, Islamabad

Miscellaneous short term courses

- MS Windows, Windows 98, Windows NT
- MS Word, MS Excel, MS Power Point, MS Access
- SQL for Oracle, Visual Basic-5, HTML

RESEARCH PROJECTS A study of Corporate Culture of ABN AMRO Bank, Islamabad.

- A Study of "Hiring, training and development Policy" of ABN AMRO Bank, Islamabad
- A study of “Role of consumers behavior in decision making” (Auto industry)
- Proposed a computerized Railway Reservation Systems
- A research study on "Quality of MBA Programs “offered by different recognized universities of Rawalpindi and Islamabad. i.e. UAAR, IIUI, QAU

PRESENTATION AND SEMINARS

- 2nd International Human Resource Development Congress Arranged by Human Resource Development Network at Islamabad
- Seventh Sustainable development Conference “Namely Troubled Times: Sustainable Development and Governance in the age of extremes organized by SDPI, at Islamabad
- Seminar on “Total Quality management” arranged by us during MBA at Islamabad
- Seminar on “Human Resource Management t” arranged by us during MBA at Islamabad
- “Restructuring in NBP” A presentation to MBA students at Air University.
- “Training and Need Assessment of the NBP Employees” a presentation to MBA Student at NUMUL
• Presented an automated call center for IT center’s performance appraisal in AIR University.

**INTERESTS**

• Awarded the Best Player of college cricket team
• Title of the best sports man of the year in 2003
• Awarded the best opening Batsman of the Punjab University cricket Tournament
• An Active Member of N.G.Os
• Ex Secretary “Tutorial Group University of Arid Agriculture Rawalpindi”
• An active member of “Knowledge Network Group” managed by NUML
• Member Executive Council “National Bank of Pakistan, Officer Association Rawalpindi and Islamabad Region

**Language /Communication Skill**

• English (Speak, Read, Write)
• Urdu (speaks, read, write)
• Arabic (Read and Write)

**Teaching Experience**
**Visiting Faculty Member**

(MBA)  
PhD/MS  

1999 till date  
2009 to date

I have been associated with academia since last twelve years at various level in corporate sector and as well as visiting faculty/Adjunct faculty in different reputed business management universities of Pakistan. Presently engaged with Bahria University and IBT Karachi as visiting faculty for their management students / Scholars.

Delivered Lectures and Supervised MS Scholars of different universities (i.e Iqra University and FUUST Islamabad Campus)

Conducted various workshops of MBAs Level since 2000 and delivered workshops/Trainings at Staff College of National Bank of Pakistan with a focus on Information Technology & Business Management along with special projects on local industries.

**National Bank of Pakistan, Staff College Islamabad**

Delivered Lectures and coordinated training programs to the employees of the Bank

• IT Based Products, IT’s Role in Banking
• Human Resource Management, Business Ethics, Training and development
• Human Resources Information System and its importance in Banking industry

Banking systems, E-Commerce

**Visiting faculty member of Federal Urdu University Islamabad**

• Delivering experiences as visiting Faculty Member and designated as an Assistant Professor
• Delivering Lectures to MS, MBA, Assigning Projects, Conduct Presentation, Operations Management:-
Courses: Management Information System, Marketing Management, HRM, HRD, Training and development, Organizational Development, Operations Management, and presently teaching to MS class "Qualitative Research"

Visiting faculty member of IQRA University Islamabad
- Delivering Lectures to MS & PhD Scholars
  Courses: (Organizational Development, Cross Culture Behavior & Negotiations, Work Force diversity)

Air University
- Worked as an External supervisor for Air University BCS Students in their different projects

PMAS University of Arid Agriculture, Rawalpindi
  Course: Recruitment and selection

Registered Tutor of Allama Iqbal Open University,
- Organizing the Workshops for MBA Students
- Delivering Lectures, Assigning Projects, Conduct Presentation
- Worked as a Course Evaluator
  Courses: Management Information System, Marketing, Human Resources Management, and Organizational Behavior, Compensation Management

Institute of Business & Technology (Biztek)
Also working as an Associate Professor (adjunct) in Institute of Business & Technology (Biztek) in Management Sciences Conducting/delivering Lectures to MBAs and supervising their projects especially in HR Areas

Research and Publications


3. Journal paper "The Impact of Employees Perception of Organizational Climate on Organizational Citizenship Behavior. Mediating role of Organizational Commitment and moderating impact of Social network ties in Pakistani Context" has been accepted for publication in European Journal of Social Sciences Volume 22 Issue 1.


5. Journal paper" Person Organization Fit, Organizational Commitment and Knowledge Sharing Attitude - An Analytical study" has been accepted in Information Management and Business review [ISI cited Journal], Forthcoming Sept (2011)- IMBR-02-136
6. Journal paper "Effects of Job Embeddedness on Employees' Turnover Intention" has been accepted in Information Management and Business review [ISI cited Journal], Forthcoming Sept (2011)-IMBR-02-133

7. Journal paper "Impact of Compensation And Rewards On Organizational Citizenship Behavior In University Teachers Of Pakistan, Paper Accepted for Publication in Interdisciplinary journal of contemporary research in business Forth Coming October 2011

8. Journal paper "Influential Role of Culture on Leadership Effectiveness and Organizational Performance" has been accepted in Information Management and Business review [ISI cited Journal], Forthcoming Sept (2011)-IMBR-02-139


10. Journal paper "Determinants Of Business Success Of Small And Medium Enterprises" has been accepted in Journal of International Journal of Business and Social Science [ISI cited Journal], Vol. 2 No. 20; November 2011


18. Journal paper "Increasing Employee Organizational Commitment by Correlating Goal Setting, Employee Engagement and Optimism at Workplace" has been accepted for publication in European Journal of Business and Management Volume 4 Issue No.2, 2012


Conference paper:


Acknowledgement/Consent Form

For Peer Review Panel / Editorial Advisory Board Member of JBS (Journal of Business Studies)
ILMA University - Formerly IBT

 السلام عليك و رحمة الله و بركاته

ILMA University, being one of the emerging university of Pakistan expresses its overwhelming gratitude for your kind consent to be a part of "Journal of Business Studies– JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will expresses our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel / Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel / Editorial / advisory board member for the JBS.

Signature

Name: Muhammad Asif Juyo
Designation: Managing Editor
Department: Management Science
University: ILMA University
City: Karachi
Country: Pakistan
Email: Asif.juyo@ilmauniversity.edu.pk
Contact Info: +92-333-3018935
Mr. Muhammad Asif Joyo
H # E-323, Ground floor, Defence View, Phase 2, Karachi.
Email: asif.joyo@gmail.com
Contact: 0333-3018935

Objective:

To work with meticulous people who have the spirit of continuous improvement so that we can thrive and learn together.

Work Experience:

Deputy Director QEC / Lecturer
ILMA University formerly IBT, Karachi

Role and Responsibilities

QA (Quality Assurance) Responsibilities

✓ Prepared Self Assessment reports of Management & Social Science Programs
✓ Assess Institutional Performance Evaluation (IPE)
✓ Arrange Trainings/ Workshops for Staff/ Faculty development.
✓ Collect Feedback through Surveys for academic program assessments
✓ Formulate Program Mission, Objectives and design Learning outcomes
✓ Assess Program mission, objectives and learning outcomes on the basis of qualitative data.
✓ Formulate Program Teams (PT) for the conduction of Self Assessment Reports and also coordinate till the assessment completed.
✓ Formulate Assessment Teams (AT) for assessing the findings of PT team. And on the basis of
✓ AT findings Implementation plan designed for critical decision making.
✓ Analyze the Feedback data and did its interpretation.
✓ Assessment of the Utility of the Course
✓ Prepared Policy Manuals of Institution.

NBEAC (National Business Education Accreditation Council) Responsibilities

✓ NBEAC Documentation of 9 Performa and align the required details with evidences
✓ Prepared NBEAC Registration Application with required documentation
NCEAC Responsibilities

✓ Prepared 16 NCEAC Performa with required Evidences.
✓ Measures taken to enhancing the Computer Labs, Networking Labs, Electronic Labs.

Head of Corporate Liaison  (March 28, 2015 – February 2016, transferred to QEC Department)
Institute of Business & Technology (Biztek),
Karachi.

Role & Responsibilities

✓ Invite corporate speakers to our meetings.
✓ Participating the Corporate Conferences and efforts are made to build PR with different peoples.
✓ Prepare MoU's and signed those MoU's with corporate sector.
✓ Oversee the admissions and make strategies to increase the enrollment.
✓ Internal / External counseling sessions with Prospective students.
✓ Organizing Job Fair and invite corporate organizations.

Education:

<table>
<thead>
<tr>
<th>Year</th>
<th>Institution</th>
<th>Qualification</th>
<th>Grade/CGPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall-2016</td>
<td>Institute of Business &amp; Management (IoBM) Karachi</td>
<td>M.Phil in Business Management</td>
<td>In-Progress</td>
</tr>
<tr>
<td>2011-2014</td>
<td>IQRA University</td>
<td>MBA Marketing</td>
<td>2.55 CGPA</td>
</tr>
<tr>
<td>2006 – 2008</td>
<td>Shah Abdul Latif</td>
<td>B.A</td>
<td>2nd Division</td>
</tr>
<tr>
<td>2002 – 2004</td>
<td>Scientific Public School Shahdadkot</td>
<td>Intermediate</td>
<td>B Grade</td>
</tr>
</tbody>
</table>

Workshops / Seminars / Trainings (Attended / Participated):

✓ Participated in “World Quality Day at INDUS UNIVERSITY” organized by Indus University.
✓ Participated in workshop on “Self Assessments Standards and Criterions” organized by Institute of Business & Technology, Karachi.
✓ Participated workshop on “Conduction of Self Assessment at HEI’s and Role of QEC” organized by Institute of Business and Technology, Karachi.
✓ Participated on “QEC Workshop on Teaching and Assessment Methodology” organized by Dadabhoy Institute of Higher Education, Karachi.
✓ Participated in seminar on “Triangulation of Teaching, Assessment and Learning Outcomes” organized by Indus University, Karachi.
✓ Participated in national workshop on “Bloom’s Taxonomy” organized by Institute of Business and Technology, Karachi.

Proficiency in Software Packages:

➢ IBM SPSS Statistics 19 Version
➢ POM-QM for Windows
➢ MS-Office (Excel, MS-Word, Power Point, Outlook)
➢ NVIVO 10

References:

<table>
<thead>
<tr>
<th>Dr. Munir Hussain</th>
<th>Asif Hussain Samo</th>
<th>Fawwad M. Butt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director QEC</td>
<td>Program Coordinator MBA</td>
<td>Director QA</td>
</tr>
<tr>
<td>Muhammad Ali Jinnah</td>
<td>Sindh Madarstul Islam</td>
<td>II.MA University, Karachi.</td>
</tr>
<tr>
<td>University, Karachi.</td>
<td>University, Karachi</td>
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</tr>
<tr>
<td>E-mail: <a href="mailto:drmunir@jinnah.edu">drmunir@jinnah.edu</a></td>
<td>E-mail: <a href="mailto:asif.samo@smiu.edu.pk">asif.samo@smiu.edu.pk</a></td>
<td>Contact: +92 3353455669</td>
</tr>
<tr>
<td>Contact: +92 3242898272</td>
<td></td>
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Acknowledgement/Consent Form

For Peer Review Panel/Editorial Advisory Board Member of JBS
(Journal of Business Studies)
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Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial/advisory board member for the JBS.

Signature

Name: Syed Hassan Ali
Designation: Assistant Editor
Department:
University: ILMA University
City: Karachi
Country: Pakistan
Email: Hassan.ali@ilmauniversity.edu.pk
Contact Info: +92-336-2644858
Objective:
To work with meticulous people who have the spirit of continuous improvement so that we can thrive and learn together.

Currently post held: Regulatory Division Head (Institute of Business & Technology)

Role and Responsibilities

- Formulate and hold statutory meeting.
- Draft and circulate minutes.
- Ensure the implementation all decision.
- HEC, CIEC, NBEAC, NCEAC correspondence.
- Prepare and update Policy Manuals.
- Prepare documentation for
  - NBEAC (National Business Education Accreditation Council)
    - NBEAC Documentation of 9 Performa and align the required details with evidences
    - Prepared NBEAC Registration Application with required documentation
  - NCEAC (National Computing Education Accreditation Council)
    - Prepared 16 NCEAC Performa with required Evidences.
    - Measures taken to enhancing the Computer Labs, Networking Labs, Electronic Labs.
- CIEC (Charter of Inspection Evaluation Committee)
- HEC (Higher Education Commission)
- Arrange visit for NBEAC, NCEAC, CIEC, HEC

Previous Post: Manager of Corporate Liaison (Institute of Business & Technology)

Role & Responsibilities

- Invite corporate speakers to our meetings.
- Participating the Corporate Conferences and efforts are made to build PR with different peoples.
- Prepare MoU’s and signed those MoU’s with corporate sector.
- Oversee the admissions and make strategies to increase the enrollment.
- Internal / External counseling sessions with Prospective students.
- Organizing Job Fair and invite corporate organizations.
**Educational Record**

**Current Status:**
- Bachelor in computer software from Institute of Business and Technologies, Gulshan Campus Karachi (Completed).

**Previous status:**
- Matriculation from Saint Gregory High School Karachi.
- Intermediate from Govt. City Collage Karachi.

**Certification:**
- Certified Course in programming Language(C#) from Aptech Computer Institute.
- Certificate in C#, Computer Hardware, Graphic Designing.
- Practical experience in languages (C, C++, HTML, Jscript, JQuery, and Java).
- Currently working on (PHP, MySQL, JSP, AngularJS, nodeJS).
- HP LIFE e-Learning course on “Your target audience”
- Certified Course in Graphic Designing from Roshi computer Institute.
- Certified courses in Hardware Repairing from Roshi computer Institute.

**Skills:**

**Professional Skills:**
- Programing Languages: C, C++, c#, Python, Java, PHP
- Web Technologies: Code Igniter, HTML, CSS, JavaScript, JQuery
- Currently working: Jquery UI, Angular Js, Apache Cordova
- Database: SQL, MySQL, SQLite, Mongo DB
- CMS: Word Press
- Version Control System: Git, GitHub

**Languages:**

Language skills: (1 - excellent; 2-very good; 3-good; 4-fair; 5 - basic)

<table>
<thead>
<tr>
<th>Language</th>
<th>Reading</th>
<th>Speaking</th>
<th>Writing</th>
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</thead>
<tbody>
<tr>
<td>English</td>
<td>2</td>
<td>3</td>
<td></td>
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<tr>
<td>Urdu</td>
<td>1</td>
<td>2</td>
<td>2</td>
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<tr>
<td>Indonesian (Bahasa)</td>
<td>2</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>French</td>
<td>4</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

**Strengths:**
- Good Oral and Presentation Skills
- Problem Solving and Decision Making Capabilities.
- Quick Learning skills
- E-learning skills.
Experience:

- 12 month as a Lecturer in Institute of Business and Technology.
- 4 month as a Head of Regulatory Affairs in Institute of Business and Technology.
- 6 month as Manager cooperate liaison and Public relation in Institute of Business & Technology.
- 2 year of IT specialist in Maxell Corp. Pakistan in Techno city tower from 2012 to 2014.
- 2 Year of teaching experience in Roshi Computer Institute from 2014 to 2016 (till date).

References:

**Mr. Asif Joyo**  
Deputy Director QEC  
Institute of Business & Technology  
+92-333-3018935

**Mr. Kafeel**  
Incharge  
Roshi Computer Institute  
+92-333-2443858

**Mr. Fawwad M. Butt**  
Director QAL  
Institute of Business & Technology  
+92-334-3027763

**Ms. Sumayya Faizan**  
Director QEC  
Institute of Business & Technology  
+92-332-3452424

**Mr. Wajahatullah**  
Registrar  
Institute of Business & Technology  
+92-334-2994861

**Dr. Mehmmood Naqvi**  
Dean CS  
Institute of Business & Technology  
+92-333-1262856

Personal Information.

Father Name: Syed Noman Ali  
Date of Birth: February 18, 1994.  
Place of Birth: Karachi, Sindh Province  
Address: D-6, Shakeel Corporation Flats F.B Area. Gulberg Town Karachi, Pakistan. LinkedIn ID: Linkedin.com/in/syed-hassan-ali-93745611a  
Skype name: syedhassanali.nahhm.com
Acknowledgement/Consent Form
For Peer Review Panel/Editorial Board/Advisory Committee of Journal of Business Studies-JBS
Institute of Business & Technology (IBT)

السلام عليكم ورحمة الله وبركاته

Institute of Business & Technology (IBT), which has been placed amongst the top ten universities of Pakistan by HEC in 2014, expresses its overwhelming gratitude for your kind consent to be a part of IBT’s Journal of Business Studies.

I am sure that your presence in our Peer Review Panel/Editorial Board/Advisory Committee will not only create linkage and collaboration between both of us but also, IBT will get benefited from quality research work which is the focal point of HEC in the current changing market of Pakistan.

I therefore, with the bottom of my heart & on behalf of IBT, welcome you on board, as part of our team, with very high hopes of flourishing together for this noble cause of spreading education and providing research culture for giving knowledge based economies to the citizens of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial Board/Advisory Committee for the JBS.

Signature: ________________________________
Name: ________________________________
Designation: ________________________________
Department: ________________________________
University: ________________________________
Email: ________________________________
Contact Info: ________________________________
Dr May Hu

Position Lecturer

Faculty Faculty of Business and Law

Department BL Deakin Business School

Campus Melbourne Burwood Campus

Contact may.hu@deakin.edu.au
+61 3 924 45106

Biography

PhD; MBA; B.Com(Hons); GCHE; CPA; CA

Biography summary

May completed her Bachelor of Commerce in two years, and after finishing her 1st class Honours in Finance and Economics, she worked at ANZ Bank. During May’s PhD studies, she performed as a research assistant and teaching assistant in universities. May also joined investment banks in China and New Zealand as a security price analyst and M&A (mergers and acquisitions) advisor. Empirical working experience broadened May’s research interests, especially in the areas of corporate finance and asset pricing. May currently teaches corporate finance in the postgraduate and MBA programs. She is a Deakin accredited HDR supervisor and has been supervised a number of HDR students. May is also a member of CPA Australia and Chartered Accountant of Australia and New Zealand.

Research interests

- Corporate Finance
- Dividend policy, mergers and acquisitions, and earnings announcements
- Corporate governance, CEO compensation, board structure, earnings management, CSR and corporate fraud
- Financial innovation and venture capital
- Market sentiment and Behavioural Finance
- Asset pricing, financial anomaly and ETF

Affiliations

- Member of American Finance Association (AFA)
- Member of American Financial Management Association (FMA)
- Member of Asian Finance Association (Asian AFA)
- Member of Financial Services Institute of Australia (FINSA)
- Member of Accounting and Finance Association of Australia and New Zealand (AFAANZ)

Teaching interests

- Corporate Finance
- Investment Analysis
- Research Method

Units taught

MPA701/MPF753

Professional activities

- Member of CPA Australia
- Member of Institute of Chartered Accountant Australia and New Zealand
- Candidate of CFA institute (exams passed)

Awards

- Best Paper Award at the International Financial Engineering and Risk Management Conference
- Best Paper Award in Corporate Finance at the Financial Markets and Corporate Governance Conference
- Best Paper Award in the Finance field at the Australian Research Centre in Accounting, Finance and Economics
- Best Paper Award at the Global Accounting, Finance and Economics Conference
- Outstanding Research Award at the Winter Global Finance and Business Conference in the USA
- PhD Scholarship
- CFA Scholarship

- AFAANZ Research Grant
- Deakin Faculty Grant
- Grant from National Natural Science Foundation (NNSF)
- Research Travel Grant
- E&F AFA Conference Travel Grant
2016

Actual intervention and verbal intervention in the Chinese RMB exchange rate
Dr May Hu, Yunfeng Li Prof Jingjing Yang, Dr Chi-Chur Chao (2016) vol. 43, pp. 499-508, International review of economics and finance, Amsterdam, The Netherlands, C1

The role of leverage in cross-border mergers and acquisitions
Dr May Hu, Prof Jingjing Yang (2016) vol. 43, pp. 170-199, International review of economics and finance, Amsterdam, The Netherlands, C1

The Christmas effect-special dividend announcements
Hamid Beladi, Dr Chi-Chur Chao, Dr May Hu (2016) vol. 43, pp. 15-30, International review of financial analysis, Amsterdam, The Netherlands, C1

11

Another explanation of the mutual fund fee puzzle
Dr May Hu, Dr Chi-Chur Chao, Jin Hao Lim (2016) vol. 42, pp. 134-152, International review of economics and finance, Amsterdam, The Netherlands, C1

Another January effect—evidence from stock split announcements
Hamid Beladi, Dr Chi-Chur Chao, Dr May Hu (2016) vol. 44, pp. 123-138, International review of financial analysis, Amsterdam, The Netherlands, C1

Counter-credit-risk yield spreads: a puzzle in China's corporate bond market

2015

Cross-border mergers and acquisitions: An overview
Dr May Hu, Minh Thao Ngo (2015) vol. 19, pp. 17-27, Corporate finance review, Boston, Mass., C1

Management trading in Chinese entrepreneurial firms on the ChiNext

How do cross-border mergers and acquisitions affect firms' management and stakeholders? Part 2

2014

Fraud, market reaction, and the role of institutional investors in Chinese listed firms

The efficient market hypothesis and corporate event waves: part 1
Dr May Hu (2014) vol. 18, pp. 20-27, Corporate finance review, Boston, Mass., C1

The efficient market hypothesis and corporate event waves: part II
Dr May Hu (2014) vol. 18, pp. 20-26, Corporate finance review, Boston, Mass., C1
Can analyst coverage reduce the incidence of fraud? Evidence from China

Dr May Hu Prof Jingjing Yang (2014) vol. 21, pp. 605-608, Applied economics letters, Abingdon, England, CI
Acknowledgement/Consent Form

For Advisory Committee of JBS

Institute of Business & Technology (IBT)

سلام عليكم ورحمة الله وبركاته

Institute of Business & Technology (IBT), which has been placed amongst the top ten universities of Pakistan by HEC in 2014, expresses its overwhelming gratitude for your kind consent to be a part of IBT’s Peer Review Panel.

I am sure that your presence in our Peer Review Panel will not only create linkage and collaboration between both of us but also, IBT will get benefited from quality research work which is the focal point of HEC in the current changing market of Pakistan.

I therefore, with the bottom of my heart & on behalf of IBT, welcome you on board, as part of our team, with very high hopes of flourishing together for this noble cause, of spreading education and providing research culture for giving knowledge based economies to the citizens of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial Board for the JBS.

Signature: [Signature]

Name: Dr. Bethel Erastus Obilo

Designation: Professor

Department: Management Sciences

University: University of Hertfordshire

Email: bethelernstus@gmail.com
Bethel G.A Erastus-Obilo: US GREEN CARD HOLDER
3570 Fairfax Court West, Aurora, IL 60504. USA
Email: bethlerastus@gmail.com. Skype: piccadilly.brainiz

CURRENT POSITION
University of Atlanta, Atlanta, GA
Vice President of Academic Affairs & Professor of Criminal Justice, 2012-Present

EDUCATION

University of Hertfordshire, St. Albans, Herts. United Kingdom
PhD, Law, November, 2007
Committee: David Brooke (chair), Andrew Choo and Charles Wild

University of Hertfordshire, Herts., United Kingdom
M.Phil. Law/Psychology (Decisional Science): 2006

University of Hertfordshire
JD/LL. B (Hons.) Law: senior status and qualifying law degree. 2000

College of NW London, London, United Kingdom
National Diploma in Engineering: 1982

RESEARCH AND TEACHING INTERESTS

Foundational and Post-graduate programs in Law • Business Law • Literary Criticism •
Law & Literature • Management & Business Law • International Legal Jurisprudence •
Criminal Law • Law and Artificial Intelligence • Law and Psychology • Commercial Law
Nascent Defences in Criminal law • Constitutional & Administrative Law • Various Thesis topics
SELECTED SCHOLARLY PUBLICATIONS

The Place of the Explained Verdict in the English Criminal Justice System 2008
Reason Curve, Jury Competence and the English Criminal Justice System 2009
A Theory of the Perverse Verdict 2008
Constructive Intelligence and the Frontiers of Human Rights 2010
The Monarch, the Jurists and the Dean of Harvard 2007
Liminal Devices of Interpretation: Paratext of The Supreme Court, Neohelicon, Vol. 37. 2010
Crimson Robes, Baggy Jeans and Baseball Caps: To be an Apostate Puritan 2013
Exploring Honor Killings in the West: Prentice Hall, Paperback 2013
Reasoned Verdict as a legitimate expectation in criminal trials: Ed. Abacus Books 2009
The Basics of US Criminal Justice System: Reference material for several universities 2011
Our Miranda Rights: Police and the Citizen in America: reference material for several US universities 2012
Business Leadership for the C21st. Engagement in the traditional Sense 2016
So, You’ve Been Arrested? How to survive an encounter with law enforcement 2015
SELECTED AWARDS AND HONORS

PhD Thesis Completion Award: University of Hertfordshire, 2007
University Prize for Outstanding Performance, University of Hertfordshire, 2002
Mooting Champion – ILRC Mooting Competition, 2000, 2002

CONFERENCE PRESENTATIONS

Democracy, Nationhood and Criminal Justice – Conference Paper at UH, 2010
Europe’s Experiment with Trial by Jury. Where are we now? Conference Paper at the London Metropolitan University – June, 2009
The Making of Common Law Criminal Justice – a conference paper, Faculty of Law: University of Hertfordshire, June 2008
Intelligence, Innovation and Inclusion (3i) - “Best practices for global Excellence” in Department of Management Studies, Pondicherry University, Puducherry Conference on 11-12, March 2016

ADDITIONAL PUBLICATIONS

Related Strangers – Migration, National Conflicts and the US Immigration System. NFP, 2016
So, You Want to Persuade Me? From Persuasion to Conviction, 2016
Understanding Islamic Law in the International Arena, 2015
The Importance of Managing Your Boss for Organizational Growth

FORTHCOMING BOOKS

Self-defense, revenge and latent intent: The twilight zone of planned murder couched in self-defense.

The President, Blackstone and 1000 Guilty men: Constitutional foundation for the snooper’s charter. Continuum Publishers

Business Management in the era of Social Media: Little, Brown and Company


The Objectivity of Business Law and why it Matters. Nexta Press, USA
TEACHING & MENTORING EXPERIENCE

University of Atlanta, Atlanta, GA: 2010-Present
Vice President of Academic Affairs:
Serve as chief administrative officer in the absence of the Provost and exercised decision-making authority. Supervise all matters relating to the development of curriculum and instruction. Oversee faculty and academic staff recruitment and development activities.

University of Atlanta, GA, USA: 2008-2010
Law Lecturer and Program Chair, Criminal Justice: University of Atlanta. I designed, taught courses and managed the Criminal Justice program.

Northcentral University, Arizona, 2010-2012:
Adjunct Faculty and Dissertation Chair, Criminal Justice and Business Studies
I taught courses in Criminal Justice and Business Law, Chaired Dissertation Committees. Successfully graduated 4 PhD students.

Anna University, India: 2010 to Present
I am a Visiting Professor of Criminal Justice & International Law and External PhD Examiner.

Sathyabamma University, India: 2010-Present
I am a Visiting Professor of Business Law and an External Examiner, Dissertation Committee.

UGM, Inc., Naperville, IL, USA: 2008-2011
Corporate Trainer and VP of Business Development, VP of Human Resources
I managed staff recruitment and development. I also provided leadership in strategic business development, human resources and regulatory compliance as the corporate counsel.

University of Hertfordshire, St. Albans, Herts, United Kingdom: 2004-2008

Barnet Community College, London, United Kingdom, 2002, 2004
Law Lecturer. Designed, created and taught law courses and paralegal programs for the Institute of Legal Executives, London, Chartered Institute of Marketing (CIMA) and Association of Certified Chartered Accountants (ACCA).
London Borough of Brent Adult & Community Education Service, 2000-2002
Head of Law Unit and Lecturer, Adult Education Department.
Developed and taught courses to students with learning difficulties, organized the unit and
developed funding platforms

FELLOWSHIPS
College of Teachers, Established by Royal Charter: London, United Kingdom
American Academy of Project Management

CERTIFICATES
Master Project manager (MPM)
Certified International Project Manager (CIPM)
Certified Parental Coordinator in Conflict Manager
Certificate in US Immigration Law Practice

PROFESSIONAL MEMBERSHIPS
Member: Honorable Society of the Inner Temple, London, UK
Member: Psychology & Law Association of America
Member: American Society of International Law
Member: International Advisory Board of the Monograph Series: University of Atlanta
Associate Editor: Virtualities – E-Journal of the University of Atlanta
Associate Editor: Exégèse: Journal of Contemporary Studies in Applied Critical Theory.
Associate Editor: The Scientific World Journal
Associate Editor: IBT’s Journal of Business Studies-IBT JBS

RELATED PROFESSIONAL SKILLS & EXPERIENCE
Kuwait Oil Company, Kuwait, Middle East, 2015-present
Strategic Corporate Training Leader

The Chawla Group – Attorneys and Counselors-at-law, IL. 2009 to present.
Consulting on Criminal and Immigration Law

Internship (Clerking) with and for His Honor, Judge J. Goschalk

UH Mooting Champion, 2000 and 2002
Acknowledgement/Consent Form
For Evaluation of PhD/ MS/M/Phil Thesis
Institute of Business & Technology (IBT)

السلام عليكم ورحمة الله وبركاته

Acknowledgement

Thank you for nominating my name as one of the approved external evaluator of your PhD & MS/M. Phil thesis prepared by your scholars. I hereby acknowledge & give my consent to evaluate the thesis within the suitable time frame to be sent by your institute subsequently.

Signature:  

Name: Dr. Abdul Naveed Tariq
Designation: Professor
Department: School of International Business and Management
University: Seneca College of Applied Arts and Technology
Email: Abdul.lariq@senecacollege.ca
Contact Info: +1 647 890 4951
From: Abdul Tariq [mailto:abdul.tariq@senecacollege.ca]
Sent: Friday, November 11, 2016 10:05 PM
To: Registrar <registrar@ibt.edu.pk>
Cc: 'Fawwad Butt' <fawwad.butt@ibt.edu.pk>; 'QEC' <qec@ibt.edu.pk>
Subject: Re: Consent form for Phd/MS/M.Phil. Thesis Evaluation

Dear Wajahat Ullah,

Please find attached consent form.

Regards,

Abdul Naveed Tariq, Ph.D.
Professor
School of International Business and Management
Seneca College of Applied Arts and Technology
Tel: 416-451 5050, Ext: 22392
Fax: 416-491-7059
abdul.tariq@senecacollege.ca
Office C1028 | 1750 Finch Ave. East | Toronto, ON | M2J 2X5

From: Registrar <registrar@ibt.edu.pk>
Sent: November 11, 2016 11:50:27 AM
To: Abdul Tariq
Cc: 'Fawwad Butt'; 'QEC'
Subject: Consent form for Phd/MS/M.Phil. Thesis Evaluation

Dear Sir,

As discussed, please find attached herewith the consent form to be filled and signed by you thereby giving your consent to act as approved external evaluator for thesis of our PhD/MS/M.Phil. students.

Kindly send us the duly filled and signed consent form by tomorrow. Your prompt response will be highly appreciated.

Regards,

Wajahat Ullah
Registrar
Institute of Business & Technology (IBT)
Ph: +92-21-35091871-3
DR. ABDUL NAVEED TARIQ
Canadian Citizen
1663 Tawnberry Street, Pickering Ontario, L1X2C4, Canada
Cell/P: (647) 890-4951
Email: abdul.tariq@senecacollege.ca
tantariq@yahoo.com

TEACHING AND RESEARCH INTEREST:
Strategic Management, Leadership, International Business

EDUCATION:

Ph.D. in Management 1997 - 2002
University Putra Malaysia (UPM), Malaysia.
Thesis Evaluation: Bradford University, UK (Examiner Prof. Zairi)

MA in International Economics and Finance 2010 - 2011
Ryerson University, Toronto, Canada

Master in Business Administration (MBA) 1995 - 1997
CBA Lahore Pakistan affiliated with Philippine School of Business Administration (PSBA) Manila.

B.Sc. (Hons.)Agri. 1991 - 1995
University of Agriculture Faisalabad, Pakistan.

ACADEMIC EXPERIENCE:

- Seneca College of Applied Arts and Technology, Toronto Position: Professor Sep 2011 to Present
- FAST-National University of Computer and Emerging Sciences Islamabad Position: Visiting Faculty June to July 2015
- North American College of Information Technology Toronto, Canada Position: Professor Feb to Jun 2012
- Ted Rogers School of Management, Ryerson University Position: Research Assistant May to Aug 2011
- Economic Department, Ryerson University, Canada Position: Teaching Assistant Sep 2010 to Apr 2011
- North American College of Information Technology Toronto, Canada Position: Professor Mar-Aug 2010
- Al Akhawayn University Ifrane (AUI), Morocco Position: Graduate Program Coordinator, Assistant Professor Aug 2007 to Dec 2009
- Executive Education Center, AUI, Casablanca, Morocco
• King Abdul Aziz University, Jeddah, Saudi Arabia
  Position: Head of Business Information Technology (BIT) Department, Assistant Professor
  Sept 2004 to July 2007

• College of Business Administration (CBA) Jeddah, Saudi Arabia
  Position: Visiting Faculty Member
  Sep 2006 to Feb 2007

• Skyline University College Sharjah, UAE.
  Position: Lecturer
  Sep 2003 to Aug 2004

• National American University, USA
  Position: Adjunct Prof. of Business Administration
  Sep 2003 to Aug 2004

• SZABIST Knowledge Village Dubai, UAE.
  Position: Visiting Faculty
  Feb to Jun 2004

• University Tenaga National, Malaysia
  Position: Lecturer
  Jul 1, 2002 to Aug 31, 2003

• Touro University International, California, USA
  Position: Adjunct Associate Prof. of Business Administration
  Feb 15, 2003 to Jun 15, 2003

• University Putra Malaysia
  Position: Chief Tutor/Graduate Assistant
  1998 to 2000

Courses Taught:
• Strategic Management (MBA, BBA, Diploma level)
• Principles of Management (BBA)
• Organization Behavior & Theory (MBA)
• Project Management (BBA)
• Organizational Behavior (MBA, BBA)
• Principles of Marketing (BBA)
• Quality Management (BBA)
• Operations Management (BBA)
• Business Sustainability (Diploma level)
• International Business (BBA)
• Leadership for Managers (Diploma)

• Microeconomics (Diploma, BS level)
• Macroeconomics (Diploma, BS level)
• Entrepreneurship (BBA)
• Human Resource Management (BBA)
• Business and Society (BBA)
• Consumer Behavior (BBA)
• Mathematics of Finance (Diploma)
• Business Economics (Diploma)
• Environmentalism and Commerce (Diploma level)
• Sustainability Development (GCP level)
• Applied Research Methodology

External Examiner of Ph.D Candidates:
• Faiz Muhammad Shaikh (2016) with thesis title “Impact of Trade Liberalization and South Asian Free Trade Agreement (SAFTA) On Textile and Rice Export of Pakistan: An Application of Computable General Equilibrium (CGE) Model” from University of Sindh, Pakistan
• Athar Iqbal (2015) with thesis title “Determinants of Political Governance and Investment Trends in Pakistan” from Iqra University Karachi, Pakistan
• Irfan Hameed (2014) with thesis title “Judicious Effect of Humor in Advertising on Purchase Intention” from Iqra University Karachi, Pakistan


• Hassan Jawad Soomro (2014) with thesis title “An Analysis of Consumer Behavior in Mobile Phone Market in Sindh (Pakistan)” from Shah Abdul Latif University, Khairpur, Pakistan

• Abdul Subhan Kazi (2013) with thesis title “The Role of Performance Appraisal in the Effectiveness of Organization: A Study of Both the Public and Private Sectors in Sindh (Pakistan)” from Isra University, Hyderabad

• Muhammad Munir Ahmedani (2013) with thesis title “Impact of Small and Medium Enterprises (SMEs) on Employment in Textile Industry of Pakistan: A Study of Sindh” from University of Sindh, Jamshoro, Pakistan

• Syed Asif Ali Shah (2011) with thesis title “Performance of Privatization of Empirical Assessment of Pakistan - Case Study Performance of Privatized Banks During 1990s” from Shah Abdul Latif University, Khairpur, Pakistan


• Mr. Minhoo Khan Lagari (2011) with thesis title “Organizational Restructuring of Commercial Banks in Pakistan: A Comparative Study of Muslim Commercial Bank and National Bank of Pakistan” from Shah Abdul Latif University, Khairpur, Pakistan

• Mr. Muhammad Saleem Rahpoto (2010) with thesis title “Trade Liberalization and Pakistan: Adjusting to the Challenges of Globalization” from Shah Abdul Latif University, Khairpur, Pakistan

Research Supervision of Graduate and Undergraduate Students:
  • Have supervised many graduate and undergraduate students in various institutions where I served.

<table>
<thead>
<tr>
<th>CORPORATE EXPERIENCE:</th>
</tr>
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<tbody>
<tr>
<td><strong>Alpha Management Training &amp; Services, Toronto, Canada</strong></td>
</tr>
<tr>
<td><strong>Position:</strong> Freelancer-Corporate Training and Consultancy</td>
</tr>
<tr>
<td>• Strategic Planning</td>
</tr>
<tr>
<td>• Transformation Leadership</td>
</tr>
</tbody>
</table>

| **Pakistan High Commission, Kuala Lumpur, Malaysia** | 2000-02 |
| **Position:** Business Consultant |
|  • Conducted feasibility studies for various Pakistani products in the Malaysian market |

| **Iqbal & Company, Islamabad, Pakistan** | 1995-96 |
| **Position:** Sales Executive |
PUBLICATIONS & PRESENTATIONS:


Professional Activities:

- Associate Editor of Asia Pacific Journal of Management and Entrepreneurship Research, ISSN 2277-8098
- Editor of International Journal of Business and Management Science, ISSN 1837-6614
- Member of Board of Editors in Journal of Management and Social Sciences, ISSN 1814-9790

OTHER ADMINISTRATIVE/PROFESSIONAL EXPERIENCE:

- Member of Bachelor of Commerce-Business Information Technology degree program at Seneca College of Applied Arts and Technology
- Member of Business Diploma Curriculum Review Committee at Seneca College of Applied Arts and Technology
- Strategic Planning Committee at Al-Akhawayn University, Morocco; King Abdul Aziz University Jeddah Saudi Arabia (member)
- Curriculum Design and Development at Al-Akhawayn University, Morocco; King Abdul Aziz University Jeddah Saudi Arabia (member)
- Accreditation Committee (Chairperson of Steering Committee of EPAS at Al-Akhawayn University, Morocco)
- Quality Assurance Committee at Al-Akhawayn University, Morocco; King Abdul Aziz University Jeddah Saudi Arabia (member)
- Hiring Committee at Al-Akhawayn University, Morocco; King Abdul Aziz University Jeddah Saudi Arabia (Chairman and member)
- Sports Committee at King Abdul Aziz University Jeddah Saudi Arabia and Skyline University College Sharjah, UAE (member)
- Industry Liaison Committee at Al-Akhawayn University, Morocco (member)
- Chairperson of Cultural Affairs, International Students Association, University Putra Malaysia (UPMISA)

TRAININGS/SEMINARS / WORKSHOPS Attended:

- Inclusive Teaching and Scholarly Practices, a semester course organized by Valerie Lopez at Seneca College of Applied Arts and Technology Jan-April 2014
- Teaching Enhanced Learning, a semester course organized by Kevin Pitts at Seneca College of Applied Arts and Technology May-June 2015
- Foundation of Teaching and Learning, a semester course organized by Valerie Lopez at Seneca College of Applied Arts and Technology Jun-April 2013
- Assessing Student Performance organized by King Abdul Aziz University and conducted by Prof. Ahmad Dawidar Senior Education Consultant of World Bank 3rd Mar-5th Apr 2007
- Thinking-Based Learning in Higher Education organized by King Abdul Aziz University and conducted by Prof. Robert J. Swartz, Director of National Center for Teaching Thinking Boston, USA 4-15th Dec 2006
- Improving Quality & Productivity through Total Productive Maintenance (TPM) organized by National Productivity Organization in collaboration with PNAC & ICCI, Islamabad Pakistan 5th Aug. 2006
TRAININGS:
Intensive training program for the implementation of Environmental Management in Industry ISO 14000 jointly organized by United Nations Environment Program (UNEP), Danish Cooperation for Environment and Development (DANCED) and University Putra Malaysia (UPM)
- The Organization of Environment Management Family of Standards
  Terms and Definitions
  Environmental Management System ISO 14001(EMS) and EMS case Studies
- Environmental Auditing
- Environmental Labelling
- Environmental Aspects of Products Standards
- Life-Cycle Assessment
  Design for Environment
  Environmental Management Certification
- Environmental Risk Assessment
- Environmental Performance Evaluation

AWARDS:
- Ryerson Graduate Scholarship Award 2010-11
- Gold Medal(symbolic) in JCC Volley Ball Championship Jan 2006
- Silver Medal(symbolic) in JCC Billiard Championship Jan 2006
- Bronze Medal(symbolic) in JCC Table Tennis Championship Jan 2006
- Best faculty member (High Performance High Potential HP) of JCC, King Abdul Aziz University in year 2004/05
- First Position in Table Tennis Double International Students Association UPM year 2000/01
- University Merit Scholarship awarded thrice during B.Sc. (Hons.) Agri.
- Topped Department of Plant Breeding and Genetics in B.Sc. (Hons.)
- Scholarship holder throughout MBA
- Graduate Assistantship for three years during Ph.D. in UPM
Acknowledgement/Consent Form

For Peer Review Panel / Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

سلام علیکم و رحمة اللہ و برکاتے

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies - JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will expresses our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel / Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel / Editorial / advisory board member for the JBS.

Signature: [Signature]
Name: Dr. Muhammad Imran Hanif
Designation: Assistant Professor and Head of MBA Marketing Program
Department: Institute of Banking and Finance
University: Bahauddin Zakariya University
City: Multan
Country: Pakistan
Email: mimranhanif@bzu.edu.pk
Contact Info: +92-3365338474
Dr. Muhammad Imran Hanif

Permanent Address: Khokhar House, Main Street, Shadab Colony Phase 2, Near Pul Bararan, Multan, Pakistan
Cell #: +92-336338474
WhatsApp #: +92-336-5338474
Skype: muhammadimranhanif

mimranhanif@bzu.edu.pk
mimranhanif@yahoo.com

Google Scholar's Account:
https://scholar.google.com/citations?user=mE46sYQAAAAJ&hl=en

PROFILE
An experienced Management Sciences teacher with multidisciplinary skills in Innovation, Entrepreneurship, Marketing, Leadership, HRM, & Business Research.

QUALIFICATIONS

Degree
Post Doc Fellowship
Year of Completion: May, 2019
Name of School: Putra Business School, University of Putra Malaysia
Specialization: Entrepreneurship and Innovation
Country: Malaysia

Degree: Doctor of Philosophy in Management Sciences and Engineering
Year of Completion: 2014
Name of School: University of Electronic Science and Technology of China, Chengdu, P.R. China
Specialization: Innovation Management
Country: China

Degree: MBA
Year of Completion: 2002
Name of School: Bahauddin Zakariya University, Multan, Pakistan
Specialization: Marketing
Country: Pakistan

Degree: Bachelors of Commerce (Hons)
Year of Completion: 1999
Name of School: Bahauddin Zakariya University, Multan, Pakistan
Knowledge Sharing and Innovation Performance: An Empirical Study of SMEs of China and Pakistan


4. Explore the Adoption of HRIS in Telecom Sector in Pakistan; International Journal of Economics and Management Sciences Volume 3 • Issue 1 • 162; 02:2014, Dr. Muhammad Imran Hanif* and Shao Yunfei


10. The Links Between Management Capabilities, Innovation And Firm Performance: Evidence From Pharmaceutical Sector Of Pakistan, South Asian Journal of Banking and Social Sciences Vol. 02, No.01 (2016), ISSN: 2410-2067, Dr. Muhammad Imran Hanif, Arbab Gul

11. Women’s Entrepreneurship in Rural Areas of Punjab, Pakistan: How are Women Possess and Supervising Home-Based Businesses Aggravated to Grow, Published in Review of Integrative


15. Impact of Entrepreneurial Orientation and Network Resource utilization on Internationalization of SME’s in Pakistan, published in International Journal of Marketing Studies; Vol. 10, No. 2; 2018, ISSN 1918-719X E-ISSN 1918-7203, Published by Canadian Center of Science and Education, Dr. Muhammad Imran Hanif, Madiha Irfahd


17. Impact of Innovation Generation and Adoption on Firm’s Performance, published in South Asian Journal of Banking and Social Sciences, Vol. 03, No.01 (2017), ISSN: 2410-2067, Dr. Muhammad Imran Hanif, Muhammad Saeed Akhtar, Muhammad Kashif Nawaz, Syed Jaleel Abbas


19. The impact of Knowledge Management (KM) and Organizational Commitment (OC) on employee job satisfaction (EJS) in banking sector of Pakistan published in International Journal of Management Excellence in June, 2018, Dr. Muhammad Imran Hanif, Mohsin Najeeb, Prof. Abu Bakar Abdul Hamid


24. The Impact of Knowledge Management, Informational Technology, and HRM on Employee Performance: Evidence from Banking Sector, Published in International Journal of Research and Innovation in Social Science, Volume II, Issue VI, June 2018, Dr. Muhammad Imran Hanif, Yousaf Arsalan, Muhammad Shahzad Hanif, Kashif Shahzad

25. Importance of empowering leadership, reward and trust towards knowledge sharing, Published in International Journal of Management Excellence, Volume II, Issue I, August 2018, Imran Farooq, Dr. Muhammad Imran Hanif, Muhammad Ayaz Khan

26. Output and Unemployment Dynamics: Okun’s coefficient for Pakistan, Published in International Journal of Research and Innovation in Social Science, Volume II, Issue VIII, August 2018, Nazia Latifi, Dr. Muhammad Imran Hanifi, Dr. Abu Bakar Abdul Hamid, Zeeshan Ahmed

27. Impact of motivational factors on organizational performance with mediating role of knowledge sharing behaviour published in International Journal of Business and Commerce, Vol. 6, No.08, pp-27-38, Jaleel Abbas, Dr. Muhammad Imran Hanif, Prof. Abu Bakar Abdul Hamid, Kashif


30. Investigation and Research On HR Management Of An Affiliated Hospital Of Military Medical University In China, Business Studies Journal, Volume 10, Issue 1, September, 2018, Bai Xiu Yin, Dr. Muhammad Imran Hanif, Li Fengsheng

31. Contemplating the Antecedents of a Sustainable Work Life in an Emerging Economy: Lessons from Early Retirees in the ICT Sector of Pakistan, Sustainability 2018, 10, 4734, Muhammad Shehzad Hanif, Muhammad Imran Hanif and Yunfei Shao


**International Conferences Papers**

35. The role of Knowledge Management Process in creation Customer Value: Evidence from Pakistan, presented in, published in proceedings of conference held in Rome, Italy, Dr. Muhammad Imran Hanif, Muhammad Kashif Nawaz and International Conference on Management and Information Technology (ICMIT) on June 24th, 2017Noor-Ul-Ain.
36. Study on Accountability Mechanism of Public Service Outsourcing in China, presented in 2013 International Conference on Public Administration (ICPA 9th) held in Chengdu, China, Bai Xiu-yin Hanif Muammad Imran
Weblink: http://www.icpa-uestc.cn/

37. Role of Talent management, Innovation, diversity Trainings and HRD in effective Implementation of HR practices presented and published in EI Conference Eighth International Conference on Management Science and Engineering Management, held in USA, on 7-9, July 2014, Muhammad Imran Hanif* and Shao Yunfei
Weblink: http://www.icmse.org/

38. Too Early-To-Retire not Too Old to Desire; Contemplating the End-Of-Career transitions of the Early Retirees in the ICT Sector of Pakistan, presented in international Academic Conference for Graduates at National University of Aeronauts and Astronauts October 17-19, 2018 in Nanjing, China, Muhammad Shahzad Hanif, Muhammad Imran Hanif* and Shao Yunfei

39. Women’s Entrepreneurship in Rural Areas of Punjab, Pakistan: How are Women Possess and Supervising Home-Based Businesses Aggravated to Grow, Presented in International Conference on Review of Integrative Business and Economics Research, Sydney, Australia, 2016. Dr. Muhammad Imran Hanif, Musaffa Meryem, Muhammad Kashif Nawaz

40. Contribution of CEO Transformational Leadership while enhancing Service Innovation Performance”, presented in International Conference on Innovation Dynamics. in Langkawi, Malaysia November 28, 29, 2018,
Authors: Dr. Muhammad Imran Hanif, Prof. Dr. Abu Bakar Abdul Hamid, Ms. Amina Batool

Visited Foreign Countries

Italy, Switzerland, United Arab Emirates, China, Kingdom of Saudi Arabia, Sri Lanka, Hong Kong, Thailand, Qatar, Malaysia, Singapore

Research Interests


Awards during PhD Study at UESTC

1. Certificate of Achievement was awarded for outstanding performance in students’ activities by University of Electronic Science and Technology, in December 2011.


3. Honorary Certificate was awarded for being best student of School of Management and Economics for academic research excellence in years 2013 and 2014 by University of Electronic Science and Technology, December 2014.

4. Awarded Chinese Government Scholarship to complete my PhD study in University of Electronic Science and Technology, Chengdu P.R. China (year 2011-2014).
5. Awarded Best TOEFL teacher by leading education group of Chengdu, Sichuan, P.R. China year 2012-2013.
6. Best Paper awarded in an International Conference on Management and Information Technology (ICMIT) held on June 23-24, 2017 in Rome, Italy

**International Experience in different Countries**

**Post Doctoral Fellowship:**
Completed Post Doc Fellowship under Supervision of Prof. Dr. Abu Bakar Abdul Hamid April 07, 2019

**Experience at Bahauddin Zakariya University Multan**
Assistant Professor on Tenure Track System/Head of HR Dept and Internship and placement Coordinator, Institute of Banking and Finance, Bahauddin Zakariya University, Multan-Pakistan w.e.f February 01, 2015 till date

- Presently, Supervising 02 PhD students and 06 MS students.
- Successfully Supervised 23 MS Students
- Honored six times serving in capacity of Acting Director, Institute of Banking and Finance, BZU
- Organized Annual Functions of Institute of Banking and Finance 2016 and 2017
- Providing trainings as Higher Education Commission, Pakistan resource person in different universities and public sector organizations.
- Organized five Entrepreneurship Mela's from 2015 to 2019 and under my leadership, hundreds of groups of students participated for national Entrepreneur Competition in Marriot Islamabad.
- Organized Sports Gala 2016, 2017 and 2018 at University level
- Organized three times cultural week for IBF students and 04 workshops and 03 seminars during this tenure.
- Teaching different courses to PhD, MS, MBA(HRM), MBA(B&F) and BBA(B&F) programs in IBF, BZU since Feb, 2015.
- Establishing industrial linkages in collaboration with leading FMCGs, Multinational companies and banking organizations in different cities of Pakistan i.e Nestle, Engro Foods, Honda Atlas, State Bank of Pakistan, Institute of Bankers of Pakistan, and many more.
- Has placed 203 (95 paid and 108 non paid) internships for students for 2015 summer and 373 (145 and rest non-paid) internships for Summer 2016 for IBF, BZU.
- Lead a team of 4 faculty members who organized annual function 2015 for IBF
• Lead a team of students and win All Pakistan Competition of LUMS HR CONFLUENCE 2017 among 27 universities.

**Experience in China during my doctoral studies**
Served at different positions during 3 years and 6 months stay in China, in different universities, colleges and schools on the recommendations of my PhD supervisor and university in different cities in Chengdu, Mian Yang, Xindu, Dayang city in Sichuan province during September 2011 and December 2014.

**Lecturer at SZABIST and Iqra University Islamabad**
June 2010 to August 2011
Teaching different courses of Principles of Marketing, Managerial Policy, Principles of Management, HRM, Pakistan Economy, Public Enterprise Management, Marketing Research, Business Research, Training and Development, to BBA (Hons) and MBA programs

**Lecturer at Cambridge Hala International Education System, Jeddah KSA**
August 2009 to June 30, 2010
Teaching Business Studies, Economics and Accounting to A Level and O-Level students

**Education Planning Officer, Bahauddin Zakariya University, Multan**
October 2006 to 02 July 2009

- Responsible for career counseling, appraisal, problem solving and feedback to students, parents, teachers and general public.
- Provided guidance and feedback on timely manner to achieve their performance goal.
- Responsible for handling complex students’ problems.
- Communicated ideas and recommendations to registrar and Vice Chancellor.
- Building strong liaison between faculties, departments and campuses of university.
- Plan and implement HR activities in liaison with the Registrar.
- Projects Preparation, evaluation & monitoring of Projects.
- Building Public Relations and Coordination with all Faculties and departments of the University.
- Arrangement of University Annual Functions
- Organize two Job Fairs 2007 and 2008 in which more than 150 national and international companies participated and more than 300 students recruited.
- Arrange Conferences and Workshops in 2008 for Institute of Management Sciences, Quality Enhancement Cell and Career counseling departments.
- Compile University Annual Report 2007-8 of 52 departments and for development projects.
- Built industry linkages of university at national and international level with 10 universities.
- Arrange more than 500 internships during 2006-2009 for university students.
Research Associate Customer Care, Planning Commission, Govt. of Pakistan, Islamabad.
Mar 2005–October 2006
- Arrangement of trainings for Public Sector Capacity Building Project for new & old Federal & Provincial Officers.
- Assist Project Director for the recruitment and selection process of new officers
- orientation to new officers
- Implementation of Oracle HRMS for M/O Planning
- Wrote working papers on social sector projects
- prepare HR Policies and plans for appraisal.
- Maintain and updating Personal files of permanent & daily wages staff.
- Projects Preparation, evaluation & monitoring of Projects
- Answered inbound calls in support of customer needs.
- Conveyed in a reassuring manner step by step instructions to resolve Oracle HRMS application issues to employees.
- Adhered to government monetary regulations.
- Assisted in the creation and development of the banks customer relationship management system.

Marketing Executive, COMSATS Headquarters, Islamabad
- Conduct trainings under Network Training Division. April 2003 - March 2005
- Teaching Business Management, Marketing, Financial Accounting and Business Communication to MBA, BBA(Hons) Programs in COMSATS.
- Provided support to the sales team, ensuring all sales and service objectives were met.
- Responsible for customer service in the digital equipment division, duties included answering customer queries, problem solving and providing detailed information on new products.
- Worked with new customers in the development of new accounts and the implementation of new systems.
- Assisted in the development of new policies and procedures.
- Assisted in the training of new customer service representatives and associates.
- Performed market research surveys on customer needs and requirements.
- Prepared weekly sales reports for the sales team and sales management.
- Generated repeat business through successful client follow-up.
- Cash handling, balance drawer. Initially hired as entry-level teller; promoted due to accuracy, speed, and skills.
- Oversaw all teller operations and customer service. In charge of CIS functions, security operations and currency orders.
- Responsible for duty rosters and supervision of time office.
- Lead the marketing team and telemarketing team
- Training of new employees and arranging training for CIS Network Division.
- Telemarketing, dealing with Customer queries, working on new projects.
- Market research for COMSATS Network training programs in different cities.

Administration Officer, Beaconhouse Group, Head office, Lahore January 2002 - March 2003
- Preparing and Installation of marketing & advertising plans for education sector,
- Audits & inspections of various Educators and Railway Schools Project throughout Pakistan specially in Lahore & Karachi.
- Arranging of seminars and workshops.
- Answered inbound calls in support of customer needs.
- Performed queries in multiple databases. Adhered to government monetary regulations.
- Assisted in the creation and development of the banks customer relationship management system.

**Trainings**

- Web Designing and Graphic Animation by COMSAT, Islamabad, Sept 14, 2004 to Jan 02, 2005.
- CISCO Training by COMSATS, Feb 15, 2004 to March 03, 2004
- “Telemarketing and Sales techniques” by SMEDA, Lahore 2003.
- Projects Preparation and Appraisal by Pakistan Institute of Development Economics, Islamabad, April 16-28, 2007
- Structural Equation Modeling (SEM) with AMOS from December 10 to December 26, 2010, Iqra University, Islamabad

**SOFT SKILLS**

**Communication Skills:** My writing skills in English are very good and I certainly am a clear speaker. Being comfortable speaking in English, I can easily help children learn English quickly.

**Interpersonal Skills:** As a patient, friendly, and humble person, with positive attitude I take responsibility of kids in a careful and considerate manner.

**References**

1) Prof. Dr. Maaood-Ul-Hassan,
Chairman, Department of Commerce,
Bahauddin Zakariya University, Multan-Pakistan
Email: masood@bzu.edu.pk

2) Prof. Dr. Bai Xiuyin,
College of Humanities and Law,
Chengdu University of Technology, Chengdu China
Email: baixiuyin@163.com

3) Dr. Irfan Ahmad
Professor, Department of Computer Engineering,
College of Computer and Information Technology,
Taif University,
KSA
Email: i.ahmed@tu.edu.ksa

4) Prof. Toseef Azid,
Department of Finance and Economics,
College of Business and Economics, Qassim University,
Qassim, Kingdom of Saudi Arabia
Email: toseefazid@hotmail.com

5) Prof. Shao Yunfei
School of Management and Economics,
UESTC, Chengdu, China
Email: shaoyf@uestc.edu.cn
Acknowledgement/Consent Form

For Peer Review Panel/Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

سلام عليكم ورحمة الله وبركاته

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies- JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will express our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel/Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement
I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial/advisory board member for the JBS.

Signature: ____________________________
Name: Dr Nawaz Ahmad
Designation: Assistant Professor
Department: College of Business Management
University: IoBM
City: Karachi
Country: Pakistan
Email: nawaz.ahmad@iobm.edu.pk
Contact Info: 03009292422
<table>
<thead>
<tr>
<th>Industry Experience</th>
<th>Sep 2014 – Date</th>
<th>RTS</th>
<th>Karachi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Consultant</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2013 – 2017</td>
<td>DGTR, Customs (FBR)</td>
<td></td>
<td>Karachi</td>
</tr>
<tr>
<td><strong>Subject Specialist - Pakistan Economy</strong></td>
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<thead>
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<th>University Experience</th>
<th>May 2016 – date</th>
<th>IoBM</th>
<th>Karachi</th>
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</thead>
<tbody>
<tr>
<td>Assistant Professor &amp; Research Consultant</td>
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<tr>
<td>Editor, IJELCS</td>
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<tr>
<td>Aug 2013 – Feb 2015</td>
<td>INDUS UNIVERSITY</td>
<td></td>
<td>Karachi</td>
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<tr>
<td>Assistant Professor and Head of Research &amp; Publications</td>
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<tr>
<td>Jan 2007 – Feb 2013</td>
<td>GREENWICH UNIVERSITY</td>
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<td>Karachi</td>
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<tr>
<td>Assistant Professor &amp; Head of Research</td>
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<tr>
<td>May 2008 – May 2016</td>
<td>IQRA UNIVERSITY</td>
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<td>Karachi</td>
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<tr>
<td>Visiting Professor</td>
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<tr>
<td>Sep 2015 – May 2016</td>
<td>IoBM</td>
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<td>Karachi</td>
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<tr>
<td>Visiting Professor</td>
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<tr>
<td>Jan 2016 – May 2016</td>
<td>HAMDARD UNIVERSITY</td>
<td></td>
<td>Karachi</td>
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<tr>
<td>Visiting Professor</td>
<td>DHA SUFFA UNIVERSITY</td>
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<td>SMIU</td>
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<tr>
<td>Aug 2013 – May 2016</td>
<td>BAHRIA UNIVERSITY</td>
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<tr>
<td>Visiting Professor</td>
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<tr>
<td>Jan 2005 – Dec 2012</td>
<td>SZABIST</td>
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<tr>
<td>Visiting Faculty</td>
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<tr>
<td>2010 – 2013</td>
<td>College of Nursing, JPMC</td>
<td></td>
<td>Karachi</td>
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<tr>
<td><strong>Visiting Professor</strong></td>
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<tr>
<td>Feb 2007 – Dec 2008</td>
<td>BIZTEK</td>
<td></td>
<td>Karachi</td>
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<tr>
<td>Lecturer</td>
<td></td>
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<tr>
<td>Jan 2008 – Mar 2010</td>
<td>KASBIT</td>
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<td>Karachi</td>
</tr>
</tbody>
</table>
Visiting Faculty

2005

Visiting Faculty

2005

Visiting Faculty

2000–2002

Visiting Faculty

University Subjects

Accounting (principles, financial, cost & managerial)
Economics (micro, macro & managerial)
Finance (introduction, advance, Strategic, Security, Portfolio, Corporate & Islamic)
Research (basic, advance & quantitative)
Statistics, Econometrics, Time Series Analysis, Forecasting Techniques

Examiner

Jan 2011 – date

Chief Examiner

AKUEB

Karachi

Economics, Business Studies, Banking, Commercial Geography.

2010 – 2013

Examiner

ICMAP

Karachi

Business Economics.

School Experience

Sep 2012– May 2014

Sr. Teacher

Avicenna O&A Level School

Karachi

Accounting Economics

2005-2009

Sr. Teacher

OASYS (O &A Levels)

Karachi

2002–2005

Avicenna O&A Level School

1999–2002

Aisha Bawany O Level School

Accounting, Economics, Statistics
**Education**

- 2018 University of Sindh, Jamshoro
  - PhD (Management Sciences)
- 2012 PIMSAT, Karachi
  - MS (Management Sciences)
- 2001 PIMSAT, Karachi
  - MBA (Accounting & Finance)
- 1997 Karachi University, Karachi
  - B.Com.

**Research Advisor**

- IoBM, Karachi
- SZABIST, Karachi
- NED University, Karachi
- Iqra University, Karachi
- Greenwich University, Karachi
- Bahria University, Karachi
- Indus University, Karachi
- University of Sind, Jamshoro
- Liaquat University of Medical & Health Sciences, Jamshoro

**Membership**

- World Association for Sustainable Development
- Pakistan Leadership Forum
- Pakistan Editors' Forum

**Publications**

- 101 Publications in National and International Indexed Journals.

**Conference Papers**

- 43 Conference Papers in National and International Conferences.

**Citations**

- 607 Citations on Google scholar.
- 14 H-index
- 274 Citations on Research Gate (RG)
- 424K+ Readership/Downloads on RG

**Impact Factor**

- 20.439

**Theses Supervised**

- 76 Theses have supervised at different universities at Graduate and Undergraduate level

**IS Supervised**

- 18 Independent Studies have been supervised.

**Editor**

- International Journal of Experiential Learning and Case Studies (IoBM)
- Journal of Quantitative Methods (UMT)
- Indus Journal of Management Sciences. (Former)


Advisory Board

Gulustan-Black Sea Scientific Journal of Academic Research (Georgia)
Revista de Administração de Roraima - RARR (Brazil)
International Journal of Science Annals (Ukraine)
International Journal of Education and Science (Ukraine)
International Journal of Business Innovation & Future Industries (Bulgaria)
Annals of Finance & Economics (Portugal)
Journal of Business Strategy Finance and Management (India)
International Journal of Sharī'ah and Corporate Governance Research (Bangla)
The Millennium University Journal (Bangla)
Journal of Business Studies
SALU Commerce & Economic Review
Market Forces: Journal of Management, Business & Economics

Reviewer

IBIMA Publishing, USA
Iranian Journal of Management Studies (IJMS), Iran
Independent Journal of Management & Production (IJM&P), Brazil
Al Dar Research Journal for Sustainability (ADRJ), Dubai
International Journal of Business and Economics (IJBE), Macedonia
Journal of Asian Business and Economic Studies (JABES), Vietnam
European Research on Management and Business Economics, Spain
Investment Management and Financial Innovations, Ukraine
Sustainability, (MDPI) Switzerland
SAGE Open
PLOS ONE
Pakistan Business Review (PBR, IoBM)
Business & Economic Review (B&E, IM Sciences)
Journal of Education & Educational Development (JoEED, IoBM)
International Journal of Experiential Learning and Case Studies (IJELCS, IoBM)
Journal of Business Strategies (JBS, Greenwich)
Organization Theory Review (OTR, UMT)
Journal of Management Sciences (JMS, Iqra)
Pakistan Journal of Gender Studies (PJGS, UoK)

Projects

12

Training

07

Researcher ID

J-5017-2019

ORCID

0000-0002-6029-7868

Profiles

https://scholar.google.com/citations?user=OF-d-5gAAAAJ&hl=en
https://www.researchgate.net/profile/Nawaz_Ahmad3/?ev=hdr_xpr_f

Publons

https://publons.com/researcher/1527912/dr-nawaz-ahmad/

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Flat # 101, Plot 15-C, 9th Nishat Lane, DHA Ph. VI, Karachi, Pakistan.

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Cell: +92300-9292422

E–Mail

nawaz.ahmad@iobm.edu.pk (official)
nawazahmad_pk@hotmail.com (preferred)
nawazahmad1976@gmail.com

Skype

nawaz,a
Acknowledgement/Consent Form

For Peer Review Panel/Editorial Advisory Board Member of JBS
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لسعكم ورحمة الله وبركاته

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies - JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

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Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial advisory board member for the JBS.

Signature: [Signature]
Name: Engr. Dr. Amir Manzoor
Designation: Associate Professor
Department: Management Sciences
University: Bahria University
City: Karachi
Country: Pakistan
Email: amirmanzoor@yahoo.com
Contact Info: 0322-2232876
E-mail: amirmanzoor@yahoo.com  Phone: +92 322 2232876
LinkedIn: https://pk.linkedin.com/in/engr-dr-amir-manzoor-19b06818
Web: www.amirmanzoor.com

**PROFILE**

He is an active researcher and a passionate member of academic community in Pakistan. The professional experience entails a rich blend of both academic and corporate exposure exceeding 20 years with both national and international Organizations. He has published 88 peer-reviewed research articles and 19 books that have received more than 200 citations worldwide. His published books have been adopted by more than 25 large and reputed Asian and European universities/HEIs as text/reference book in their curriculum of undergraduate and graduate programs.

**RESEARCH INTERESTS**


**ACADEMIC QUALIFICATIONS**

PhD (Management Sciences)  
Bahria University  
Pakistan  
July, 2016

MBA (Banking and Finance)  
Bangor University  
United Kingdom  
March 2014

No.1 Business School in the UK for research in Accounting, Banking, and Finance

MBA  
Lahore University of Management Sciences  
An AASCB Accredited Business School  
Pakistan  
June 2008

Executive MS (Information Technology)  
PIMSAT  
Pakistan  
December 2004

B.E (Mechanical)  
NED University of Engineering & Technology  
Pakistan  
December 1996

**PROFESSIONAL CERTIFICATIONS**

Certificate in UNIX Systems/C/C++ Programming  
Pace University, New York  
USA  
June 1998

Certified Quality Professional (CQP)  
Pakistan Institute of Quality Control (PIQC)  
Pakistan  
November 2014

Certified Supply Chain Manager  
National Productivity Organization (NPO), Government of Pakistan  
Pakistan  
September 2012

Certification: Financial & Valuation Modeling  
Wall Street Prep, New York  
USA  
December 2012

Diploma: Banking and Finance (JAIBP)  
Institute of Bankers Pakistan (IBP)  
Pakistan  
November 2011

Specialized Certificate in Marketing
ACADEMIC EXPERIENCE

Bahria University Management Sciences Department
Associate Professor/MBA Thesis Coordinator/PGP Coordinator/Editor of GMJACS/Focal Person NBEAC

03 Feb 2014 – To date

As a faculty member I taught various courses at undergraduate, graduate, and post graduate level.

As *MBA Thesis Coordinator*, I am responsible for preparing record of thesis students and assigning them groups/sections for the thesis/project tutorials, receiving the thesis proposals prepared by the thesis students and maintaining their record, maintaining record of the supervisors assigned to the thesis/project students, receiving the finally submitted thesis/project from the students and preparing list of such students for thesis/project evaluation, coordinating with the HoD (MS) in the matters of setting up evaluation committees and holding the thesis/project defense session, coordinating with the thesis evaluation panels and providing them copy of the thesis/project to be evaluated, collecting the evaluation reports from the thesis/project evaluation committees, compiling the result on the prescribed form and submitting it to the competent authority, and liaising with the HoD(MS) in miscellaneous thesis/project related matters and to troubleshoot the issues faced by the thesis/project students.

As *PGP Coordinator*, I am responsible to ensure that PG-Rules are being followed by the Department, act as secretary of the Departmental Research Committee (DRC) so as to ensure holding of timely meetings, preparation of its agenda items, preparation/issuing of minutes of the meetings, (with the approval of chairperson DRC) and monitoring progress on implementation of the decisions taken, maintain complete record of research students undergoing PG programmes, interact with the research students and their supervisor(s) and update/report to FRC/DRC about their progress and guide the students accordingly, submit progress reports of each PG student to the FRC and PGP Directorate through the HOD, and maintain a close working relation with PGP Directorate for overall monitoring of MS/MPhil and PhD Programmes.

Global Management Journal of Academic and Corporate Studies (GMJACS) is a bi-annual, HEC-recognized “Y” category journal published by Management Sciences Department of Bahria University Karachi. As *Editor of Global Management Journal of Academic and Corporate Studies (GMJACS)*, I am responsible for all matters related to journal including desk review of papers, selection and coordination of reviewers, ensuring quality of papers, editing of journal etc.

As *Focal Person NBEAC*, I was responsible to coordinate a team responsible to deal with all affairs related to NBEAC accreditation such as SAR forms, preparing supporting documentation, and assisting HOD in NBEAC accreditation visit.
Bahria University  
Assistant Professor/QA Coordinator  
Management Sciences Department  
07 Sep 2009 – 30 May 2013

As a faculty member I taught various courses at undergraduate and graduate level. As Quality Assurance (QA) coordinator, I was responsible for coordinating university-wide QA activities. I also participated in curriculum development, mentoring students’ final year projects, and participate as Accreditation team member.

Bahria University  
Visiting Faculty Member  
Management Sciences Department  
01 Feb 2009 – 30 Aug 2009

CORPORATE EXPERIENCE

- **IT Manager/Consultant, SoftCom, Karachi, Pakistan**  
  01 Sep 2008 – 01 Sep 2009  
  Senior executive responsible for coordinating and providing consultation for various IT projects. Responsible for providing technical assistance to junior staff in maintain the IT systems of clients, and advising on various hardware/software issues.

- **System Manager, Bahria University, Karachi, Pakistan**  
  05 May 2004 – 18 Jul 2006  
  Tier-2 management-level position responsible for all aspects of running and maintaining the IT infrastructure of the University (systems management, strategy development, HR development, coordination, hardware/software technology implementation etc.).

- **IT Manager/Consultant, Wide Network House, Karachi, Pakistan**  
  01 Aug 2002 – 31 Apr 2004  
  Senior executive responsible for coordinating and providing consultation for various IT projects and providing advice to top management for improving the company’s human resource performance and capabilities. Some of the important initiatives taken include implementation of an automated helpdesk and redesign and implementation of online services.

- **Technical Services Manager, Mantis Technology LLC, New York, USA**  
  01 Jan 1999 – 05 Mar 2002  
  Senior management-level position of technical services department. Responsible for all aspects of running and maintaining the IT infrastructure of the company and various clients (systems management, strategy development, HR development, hardware/software technology implementation etc.).

HONORS / AWARDS

1. **Best Faculty Researcher Award**: Selected out of 157 faculty members to receive the Bahria University Best Faculty Researcher Award of 2012.

2. **Second Position in National Research Paper Writing Competition**: Secured Second Position (out of 85 papers presented by authors from all over Pakistan) in a National Research Paper Writing Competition held by Pakistan Telecommunication Authority (PTA), 2004

3. **Certificate of Appreciation from Bahria University** for Book Publication titled “E-commerce: An Introduction”, 2011

4. **Award of Appreciation** by Institute of Cost and Management Accountants (ICMA) Pakistan in recognition of Meritorious Professional Support, 2017
WORKSHOPS / TRAINING / SEMINARS ATTENDED

1. Workshop on Faculty Branding and Case Study Writing, PAF KIET, Karachi, Pakistan, 2018
2. Training Workshop on "Strategic Planning of a Business School", National Business Education and Accreditation Council (NBEAC), 2018
3. Workshop for Editors of Research Journals, Higher Education Commission (HEC), Pakistan, 2018
4. Workshop on Qualitative Research Methodology & Data Analysis by Using NVivo 11 software, Institute of Research Promotion (IRP), 2016
5. Training on Pedagogical Innovation, Valparaíso University, USA, 2015
6. Workshop on Developing Industry Driven Technologies, Institute of Research Promotion (IRP), Pakistan, 2015
7. Training workshop on Mixed Methods Research using SPSS, MAXQDA & NVIVO software, Institute of Research Promotion (IRP), 2014
8. Training Workshop on Fostering Innovation and Entrepreneurship through Incubation, COMSATS Institute of Information Technology (CIIT), Islamabad, Pakistan, 2014
9. Workshop on Advanced Quantitative Analysis through SPSS & AMOS, Institute of Research Promotion (IRP), 2013
10. Training Workshop on Literature review made easy using EndNote and NVIVO software, Institute of Research Promotion (IRP), 2013
14. Training on Balanced Score Card Implementation, Pakistan Navy School of Logistics, 2011
15. Training Course in Software-based Long-Term Electrical Energy Planning, Centre for Continuing Engineering Education (CCEE), NED University of Engineering and Technology, Karachi, Pakistan, 2011
16. Certificate Course in Business Continuity Planning and Disaster Recovery, Centre for Continuing Engineering Education (CCEE), NED University of Engineering and Technology, Karachi, Pakistan, 2010

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

1. Member, Project Management Institute (PMI), USA
2. Member, Information Systems Audit and Control Association (ISACA), USA
3. Professional member, Pakistan Engineering Council
4. Chartered Banker, Chartered Banker Institute, United Kingdom
Engr. Dr. AMIR MANZOOR

IT SKILLS

2. Enterprise Software: SAP Business One
3. Analysis/Research Software: SPSS, STATA, AMOS, NVivo
4. Project Management Software: Primavera P6 Enterprise, MS Project 2013

MEMBERSHIPS OF EDITORIAL/REVIEW BOARD OF RESEARCH JOURNALS

1. Member of IGI Global Editorial Advisory Review Board
2. Reviewer of Global Journal of Management and Corporate Studies (GMJACS), Bahria University, Karachi, Pakistan
3. Member, Review Panel, Pakistan Business Review, IObM, Karachi, Pakistan
5. Member, Editorial Board, Journal of Business Strategies, Greenwich University, Karachi, Pakistan
6. Member, Editorial Board, Marketing Forces, PAF-KIET, Karachi, Pakistan
7. Member, Review Panel, Journal of Independent Study and Research-Management, Social Sciences and Economics (JISR-MSSE), SZABIST, Karachi, Pakistan
8. Member, Editorial Board, Journal of Business Administration and Management Sciences (JOBAMS), Department of Business Administration, Sindh Madressatul Islam University, Karachi

RESEARCH PUBLICATIONS

HEC-RECOGNIZED PUBLICATIONS: 14


**IMPACT FACTOR PUBLICATIONS: 6**


Book Citation Index, Web of Science, Clarivate Analytics), DOI: 10.4018/978-1-5225-2364-2-ch008. IGI Global.


5. Manzoor, Amir. (2016). Securing Device Connectivity in the Industrial Internet of Things (IoT). In Connectivity Frameworks for Smart Devices (pp. 3-22). DOI: 10.1007/978-3-319-33124-9_1. Springer International Publishing (Indexed in Book Citation Index, Web of Science, Clarivate Analytics).


SCOPUS INDEXED PUBLICATIONS: 12


OTHER PUBLICATIONS

JOURNAL PUBLICATIONS: 24


BOOK CHAPTERS: 30


CONFERENCE PAPERS: 2


BOOKS PUBLISHED: 49

My published books have been adopted by more than 20 large and reputed Asian and European Universities in their undergraduate and graduate curriculum. Details are as under.

   i. Adopted in 2013 by Information Technology department of Dr. M.G.R. Education and Research Institute University, India as official Textbook for their E-commerce course in MIS & Mainframe Specialization for B.Tech IT (Full Time) Curriculum and Syllabus for Admission Year 2013-14
   ii. Adopted in 2016 by Faculty of Applied Science, Vavuniya Campus of the University of Jaffna, Sri Lanka as "Recommended Text" in their 2017 curriculum of Bachelor of Information Communication Technology Degree Programme
   iii. Adopted in 2016 by Lviv Polytechnic National University of Ukraine in their Master of Management of Foreign Trade Activity program. My book has been included as one of the recommended books for the second semester course "International E-commerce"
   iv. Adopted in 2016 by AISECT University, Jabalpur, India in their Master of Business Administration Curriculum. My book has been adopted as reference text for the MBA specialization course of E-commerce.
   v. Adopted in 2018 by National Institute of Technology, Hamirpur, India in their MBA Curriculum 2018 for Marketing Elective course titled "E-commerce (Course Code: MBA-MKS)"
   vi. Adopted in 2016 by Bharathidasan University, Tiruchirappalli, Tamil Nadu, India in their curriculum of Master of Computer Application (MCA) programme. Included as reference text for their 7th semester elective course of E-commerce.
   vii. Adopted by Qarshi University, Lahore, Pakistan as reference text for their 2017-18 Curriculum of Bachelor of Science in Computer Science (BSCS) program for the 7th semester core subject of "E-commerce Entrepreneurship".
viii. Adopted by ADM College, Tamil Nadu in India as reference text for their 2017-18 Curriculum of Master of Computer Applications (MCA) program for the second semester elective subject of "E-commerce".

ix. Adopted by Rajiv Gandhi Government Polytechnic (RGGP) as reference text for the elective course of E-commerce in their 2019 Curriculum of Computer Science and Engineering 3-year Diploma Program.

x. Adopted by Udayana University, Bali, Indonesia in their Post Graduate Business Education curriculum of 2019 as reference text for their Post Graduate Business Master course of "E-commerce".

xi. Adopted in 2019 by RabindraNath Tagore University, Madhya Pradesh, India in their Master of Business Administration Curriculum. My book has been adopted as reference text for the MBA specialization course of E-commerce.


xiii. Adopted in 2019 by Sardar Patel University, Madhya Pradesh, India as Core Textbook for the 4th Semester course of "E-COMMERCE & E-GOVERNANCE" in their 2019 BACHELOR OF COMPUTER APPLICATIONS (BCA) Curriculum.

xiv. Adopted in 2019 by the Makhchand Chaturvedi National University of Journalism and Communication, Bhopal, India in their 2019 Syllabus of MASTER OF SCIENCE (COMPUTER SCIENCE) program as reference text for third semester course of "E-commerce and Governance".

xv. Adopted in 2018 by Dr. C.V. Ramman University, Chhattisgarh, India as Textbook for elective course of "Information Technology Trends" in their 2018-19 curriculum of BACHELOR OF COMPUTER APPLICATION (B.C.A.) program.


   i. Adopted in 2013 by the faculty of International Economic Relations of Poznan University of Economics as "Recommended Text" for their second semester compulsory course of Information Technology in their Bachelor of International Business program.

   ii. Adopted in 2017 by North Maharashtra University, Jalgaon, Maharashtra, India in their BBA Curriculum of 2017-18. My book has been adopted for their BBA first semester course titled "Information Technology in Business".


   Adopted in 2013 by Institute of Thermal Engineering of Silesian University of Technology, Poland as reference text for their fourth semester compulsory course of "Fundamentals of Computer Science Design" in the B.Sc (Power Engineering) program.


   Adopted as a required textbook in 2016 by Varna University of Management, Varna, Bulgaria (https://umn.bg) in their Curriculum of Master Level IT Degree Programs for the course of "Data and knowledge management".
   *Adopted in 2018 by Hamdard University, Pakistan as reference text for their elective course of "Information Systems Audit" in the curriculum of BS (Computer Science) and BS (Software Engineering)*

   *Adopted in 2016 by the Council for Technical Education and Vocational Training (CTEVT) of Nepal in their 2016 curriculum of 3-years diploma in information technology program. My book has been adopted as the reference text for their "E-commerce" course offered in 3rd year of the program.*

   *Adopted in 2018 by Hamdard University, Pakistan as reference text for their core course of "Introduction to Computing" in the curriculum of BS (Computer Science) and BS (Software Engineering)*

   i. *Adopted in 2017 by Chef Company as the main material for their whole training program. They will base all the classes on the material of "E-commerce 2018". Chef Company (https://chefcompany.ca) (www.facebook.com/Chef_SmartMarketingMix/) is a large and reputed marketing firm based in Columbia. They have offices in more than 9 countries including USA. They have an E-commerce program for their clients to improve their knowledge. This is an executive program in Spanish for clients in Latin America. Airlines, Retail, Fashions companies are their clients.*
   ii. *Adopted in 2018 by Hamdard University, Pakistan as reference text for their elective course of "Web Engineering" in the curriculum of BS (Computer Science) and BS (Software Engineering)*
   iii. *Adopted in 2019 by DuY TaN University (DTU) (https://duytan.edu.vn/) as core textbook for their Course of E-commerce in their 2019-20 curriculum of Bachelor of Computer Science program.*


Acknowledgement/Consent Form

For Peer Review Panel/Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

سلام عليكم ورحمة الله وبركاته

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies - JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will express our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel/Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial advisory board member for the JBS.

Signature: [Signature]
Name: Dr. M. Umar Khan
Designation: Assistant Prof.
Department: CEMS
University: DAE-KIET
City: Karachi
Country: Pakistan
Email: mumar.khan@live.com
Contact Info: 0322-8291198
Dr. MUHAMMAD USMAN ALEEM

B-180 BLOCK "J" NORTH NAZIMABAD,
KARACHI-PAKISTAN.
MOBILE: +92332-8291178       PHONE: +9221-36635520
E-MAIL: musmanaleem@live.com

OBJECTIVE: To become an indispensable asset of an organization with integrity, professionalism and career development, working mutually towards organization’s goals.

Personal Mission Statement: To excel in my work area and to add value to the present education system. My dedication, management skills and coaching expertise in the field of Human Resource and Marketing can be utilized in this direction for being one of the top performers of the organization.

ACADEMIC QUALIFICATIONS:

<table>
<thead>
<tr>
<th>Education</th>
<th>Year</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>MS. (MKT)</td>
<td>2006</td>
<td>PAF Karachi Institute of Economics and Technology, (PAF KIET) Karachi. (Second Position and received Silver Medal)</td>
</tr>
<tr>
<td>B-Pharm</td>
<td>2000</td>
<td>University Of Karachi</td>
</tr>
<tr>
<td>Matric</td>
<td>1993</td>
<td>St. Jude’s High School, Karachi.</td>
</tr>
</tbody>
</table>

SPECIALIZATIONS:


MS: Marketing (Thesis on Supply Chain Management). Thesis topic and Elective courses were:


1. Marketing Management
2. Project Management
3. Performance Management
4. Organizational Development

MBA: Marketing and Elective courses were:

1. Brand Management
2. Marketing Ethics
3. Sales Management
4. Advertising Management
<table>
<thead>
<tr>
<th>Organization</th>
<th>Designation</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAF-KJET (2013 to date)</td>
<td>Assistant Professor.</td>
<td>Teaching and supervising core and elective courses to BBA, MBA (Morning, Evening &amp; Executive), Research projects for MBA (Evening &amp; Executive) and Thesis of MSMS program. Patron for Innova Society at City Campus. To lead, manage and develop the department to ensure it achieves the highest possible standards of excellence in all its activities.</td>
</tr>
<tr>
<td></td>
<td>Patron for Innova Society (2016)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Head of Academics Evening Program, North Campus (2018 to date)</td>
<td></td>
</tr>
<tr>
<td>KASBIT (2007-2012).</td>
<td>Assistant Professor.</td>
<td>Teaching and supervising core and elective courses to all MS programs. Developed the program especially policies for smooth working for conducting an active research program and Coordinate within the Institute, with HEC, appropriate local &amp; national Business schools and programmatic issues.</td>
</tr>
<tr>
<td></td>
<td>MS/M.Phil/PhD Coordinator. (2010 to 2011)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic Council.</td>
<td>Manages agendas, note-taking, general follow-ups and to develop a coordinated approach among the members and provide suggestions such as concentrating on particular academic activities, launching new programs and writing welcoming letters to the members.</td>
</tr>
<tr>
<td>United Registrar of Systems (URS, UK). (Till to date).</td>
<td>Pharma-Specialist (Subcontracted till to date).</td>
<td>Provide guidance to the Lead Auditor on Technical Issues related to Audit.</td>
</tr>
<tr>
<td>IBA-Sukkur.</td>
<td>Professor (Visiting).</td>
<td>Teaching and supervising the Elective course “Recruitment and Selection” to BBA &amp; MBA programs. Provide training to students on interview techniques, presentation and communication skills.</td>
</tr>
<tr>
<td>U &amp; I Garments and Junaid Jamshed (J.).</td>
<td>General Manager Human Resource.</td>
<td>To diagnose the organizational environment, plan and develop a sound human resource management strategy for U &amp; I Garments. Develop HR policies, interview forms and guidelines for Junaid Jamshed.</td>
</tr>
<tr>
<td>Investors In People, UK. (Pak-Off) and “asi” Asia Strategic Institute.</td>
<td>Business Support Consultant.</td>
<td>Assisting the Lead Assessor from Investor In People, UK and assisting Director Project in delivering of the International HR Benchmark, IIP, in Pakistan.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Well-Managed General Practitioners: Train doctors/physicians on clinical management and on other aspects.</td>
</tr>
</tbody>
</table>
DETAILS OF WORK EXPERIENCE:

1. Working as a Permanent Faculty Member (Assistant Professor) at PAF-KIET since 01 Jan, 2013 till to date.

Summary of Duties at PAF-KIET:

1. Teaching and supervising core and elective courses to the students of BBA, MBA and MS programs.
2. Acting as Project Supervisor for BBA, MBA and MS programs for Marketing, HR, Supply Chain, Production Management and Management specialization.
3. In order to provide guidance and solve day to day issues of students, working as a counselor and mentor.
4. Patron for Innova Society at City Campus for the year 2015.


Courses Taught:

Teaching and supervising of the following core and elective courses to the students of BBA, and MBA (M/W/E) programs.

1. Strategic Management
2. Training and Development (Elective)
3. Compensation & Benefits Management (Elective)
4. Performance Management (Elective)
5. Organizational Development
6. Organizational Behavior
8. Consumer Behavior
9. Marketing Management
10. Principles of Management
11. Principles of Marketing
12. Strategic Thinking (Elective)

2. PUBLICATIONS AND CONFERENCES:

1. Article accepted for publication in “Y” category Journal (2019) with the title “THE EFFECT OF MARKETING CHANNELS ON CONSUMER PURCHASE DECISION: THE CASE STUDY OF REAL ESTATE BUSINESS”.


5. Abstract entitled HRM Practices and Their Impacts on the Perceived Performance of SMEs Operating in Karachi, accepted by Bahria University ICSME 2017. Authors include Dr. Muhammad Usman Aleem and Prof. Dr. Mustaghis Ur Rahman.


9. Abstract entitled Cultural Factors And Role Of Pakistani Women In Growth Of SME accepted by Bahria University ICSME 2017. Authors include Dr. Muhammad Usman Aleem and Prof. Dr. Mustaghis Ur Rahman.


14. Sale Forecasting of Merck Pharma Company using ARMA Model by Nawaz Ahmad (Visiting Professor at PAF KIET, Karachi), Usman Aleem (Assistant Professor at PAK KIET, Karachi) and Fouzia Nasir (PhD Scholor at Indus University, Karachi). Research Journal of Finance and Accounting (www.iiste.org). ISSN 2222-1697 (Paper) ISSN 2222-2847 (Online), Vol.6, No.21, 2015.


3. SERVICE ACTIVITY:

1. Member PhD Mentoring Committee at MAJU.
2. Member BoS at MAJU.
3. Member BoS at Iima University.
5. Reviewer of International Journal of Experiential Learning & Case Studies. (Y-Category)
6. Member Editorial Advisory Board and Reviewer for Journal of Business Studies. (Y-Category)
7. External examiner to review and evaluate PhD proposals/dissertations MAJU and Bahria University.

4. STATEMENT OF RESEARCH INTEREST: (Human Resources Management, SME, OD, and OB)

The goals of my research is to progress in a diverse and creative research publications in landscape HRM and SME’s.

My primary research interest is in the area of HRM, SME’s and Entrepreneurship. Beside that I am also interested in the area of Organizational Development, Organizational Behavior. My aim is to deliver HR and other Managers with evidence and implications that will allow them to turn out to be superior and much better stewards for healthy employees and supportable ecologies. Also provide Solutions and Clarifications to real-life resource problems normally that requires a thoughtfulness of implementation of basic outlines and procedures.

Moreover, participation of PhD and graduate students in research is a dire part of my research plug-ins. Through my research method I struggle to train scholars as well as students in rudimentary concepts, research methodology, management strategies, and philosophies of science. I achieved incredible
satisfaction from learning, training, teaching and working with optimistic, energetic, enthusiastic young minds. Moreover, I take ample gratification from growing my research skyliness in novel, new, innovation areas of the world and through new research interrogations and tools.

My strategies for the upcoming events as well as publications will involve edifying my strength in areas of my research interest, as delineated above. In addition, over the coming years I plan to emphasis on publishing outcomes. My precise publication plan, includes probable authors, title, and possible publication channel, for the next three years are as follows:


5. VISITING FACULTY: Bahria University, FAST, SZABIST and Muhammad Ali Jinnah University.

Teaching, supervising, guiding, mentoring and placement of students at various prestige organizations for the following core and elective courses taught to BBA, and MBA (M/W/E) programs.

Area of Specialization: A. Management (Human Resource Management). B. Marketing

a. Courses Taught at Bahria University (Spring 2011 to Date):

Working as Visiting Professor at Bahria University: Teaching and supervising following HR Elective courses to the Students of BBA, MBA and Executive MBA (W/E) students.

1. International Human Resource Management
2. Recruitment & Selection
3. People and Professional Development
4. Organization Innovation
5. Training and Development
6. Compensation Management
7. Organizational Development
8. Conflict Management (Fal-2016-18)
9. Human Resource Development

b. Courses Taught at FAST (Management Sciences) (2018 to date):


b. Courses Taught at Muhammad Ali Jinnah University (Spring 2015, Fall 2016 and Sp-2017):

1. Career Development (MBA) 2. Organizational Development (MS/MBA) 3. Change Management (MS)
4. Advance Research Methodology (ARM).
d. **FAST, MAJU, SZABIST and KASBIT:** Worked as a Supervisor and External Assessor for MBA and MS Thesis.

e. Attended as an External Evaluator and presented papers in International and National Conferences held at Bahria University, MAJU, SZABIST & PAF-KIET.

f. Invited as External at SZABIST for MBA Projects Evaluation in Fall 2016 and Spring 2017.

g. Working as Adjunct Supervisor for MBA at SZABIST. (2014 to 2015)

h. Worked as Visiting Professor at IBA Sukkur. (Dec-2007 to July-2008)

1. Teaching and supervising Elective course “Recruitment & Selection” to the Students of BBA and MBA.
2. Training the students on communication, presentation, and interviewing skills.
3. Conducted workshops on various HR related Topics.

h. Working as Adjunct Supervisor for MBA & MS at PAF-KIET. (2011 to Date)

6. Presently associated with URS, United Kingdom. (Since 2007 till to date)

Subcontracted by United Registrar of Systems (URS) as “Specialist” for Pharma Division. (Registered as a “Pharma Specialist” with URS, UK).

Being a “Pharma Specialist” My responsibility includes:

16. To help and guide the Lead Auditor on Technical Issues related to Audit.
17. Provide guidance to the client for business benefit rather than a drain on resources.
18. Advice on compliance improvements.
19. Make them understand the importance of good documentation and how to apply it.
20. Help them in recognizing and understanding the key documents involved in Chemical and Manufacturing Control (CMC) processes.
21. Improve the client’s current approach to documentation within their organization.
22. Provides helpful information by presenting topics associated with the writing, formatting, execution, management and global harmonization of SOP’s. Also discusses good documentation practices required by companies to ensure GMP compliance and relates the role which SOP’s play in achieving the required level of compliance and quality.
23. Make sure they understand the role of the key documents and how they link together within the Quality Management System.
24. Ensure that the client understand the documentation requirements with regards to storage of materials, sampling procedures, stability testing and qualification and training of personnel.
25. Guide the client and provide them with a complete overview of professional supply chain management processes used across all sectors and then spotlight the opportunities and issues that exist specifically within pharmaceuticals with related to client’s organization.
26. Guide and suggest areas of improvement for tablet development and tablet manufacturing process with the principles of Quality by Design (QbD).
27. Guide on Documentation and systems review.
28. Identifying and documenting GMP compliance and non-compliance incidents.
29. Provides explanation and examples of the key documents, required for pharmaceutical development, manufacturing processes, and laboratory testing. Direct them how the documents are linked and controlled through the quality management system and provides useful tips for document control and management to keep them current.

Till now I have visited many Multinational as well as Local Pharmaceutical and Consumer goods companies. E.g. Johnson & Johnson (Pvt) Ltd and Reckitt Benckiser (Pvt) Ltd.

7. Worked as a Permanent Faculty Member (Assistant Professor) at KASBIT since 15 Feb, 08 and as a Consultant at KASBIT.

Summary of Duties at KASBIT:

1) Teaching and supervising core and elective courses to the students of BBA, MBA and MS programs.
2) Working as MBA-R/MS/M.Phil/PhD Coordinator and my added responsibility includes providing support services & plan office workflow on different operations.
3) Act as Project Supervisor for BBA and MBA programs for Marketing, HR and Management specialization.
4) Act as a Supervisor (Independent Study and Thesis) for MBA-R / MS / M.Phil programs for HR, Marketing and Management specialization.
5) In order to provide guidance and solve day to day issues of students, working as a class counselor.
7) Performing additional duties as Secretary to Selection Board. It consist of administrative support to the Board, such as taking Board meeting minutes, circulating papers, liaison between the Board and the Chairman and facilitating the induction of newly appointed faculty members. (Aug, 2010 to May 2011).

Voluntary Duties: (After office hours)
8) Help and guide students on subjects other than my own.
9) Give executive / working students tips on how to improve their productivity and efficiency in office.
10) Direct and provide tips for studying more in less time.
11) Motivate students to participate in class actively.

Area of Specialization:
A. Management (Human Resource Management).
B. Marketing.

Details of Duties at KASBIT:
Teaching and supervising of the following core and elective courses to the students of BBA, MBA and MS programs.

<table>
<thead>
<tr>
<th>Undergraduate Level</th>
<th>Graduate Level</th>
<th>MS Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cross Cultural Management</td>
<td>Strategic Management</td>
<td>Adv. Business Research Methodology</td>
</tr>
<tr>
<td>Supply Chain Management</td>
<td>Advertisement</td>
<td>Advance Strategic Management &amp; Marketing</td>
</tr>
<tr>
<td>Organizational Behavior</td>
<td>Managing Persons in Organization (HRM)</td>
<td></td>
</tr>
<tr>
<td>Fundamentals of Marketing</td>
<td>Contemporary Management</td>
<td></td>
</tr>
</tbody>
</table>
- Human Resource Management
- Consumer Behavior
- Self Management Skills
- Global / International Business
- Introduction to Sociology
- Principles of Marketing
- Compensation Management
- Training And Development
- Application of Business Research

Elective Courses:
II. Recruitment & Selection (MBA-Evening)
III. Compensation & Performance Management (MBA-Weekend)
IV. Sales Management (MBA-Evening)
V. Brand Management (MBA-Evening)
VI. Supply Chain Management (BBA & MBA)
VII. Strategic Human Resource Management (Developed the course for MBA-R / MS Level)

Achievements at KASBIT:
1) Developed Health Management Curriculum for MBA Health Program at KASBIT.
2) Every semester conduct workshops on Interview Techniques for senior batches at KASBIT. (Aug, 2077 to Dec, 2010).
3) Working on improving the student’s verbal and written communication gap of the students like Presentation Skills and English proficiency.
4) Streamline the MBA-R/MS/M.Phil and Ph.D programs.
5) Developed Feasibility Report on B.com and M.Com Programs.
6) Moreover writing proposals for KASBIT, as a Project In charge.
   o NAVTEC (Proposal Accepted)

MS / M. Phil / Ph.D Coordinator:
My additional responsibilities include the following being an MBA-R/ MS / M.Phil/ PhD coordinator.

1. Streamlined programs, developed forms, policies and job description for the coordinator.
2. Coordinate with HEC, appropriate local, national Business schools and colleges to keep apprised of policies and procedures that have direct programmatic implication for the M.S/M.Phil/PhD in HR / Finance / MIS / Management / Marketing while sharing the relative information and knowledge with faculty and students.
3. Devise strategic plans and coordinate program evaluations.
4. Conduct an active research program.
5. To facilitate the communication process and activities to the students. As well as coordinate and provide support services and operations, and plan office workflow.
6. Plan for new initiatives/e.g. respond to interest in doctoral program.
7. Institute new courses, tracks, concentrations as appropriate and needed (and with particular attention to accreditation & certification standards).
8. Provide challenging and timely academic experiences and research opportunities.
9. Coordinate and handle relative correspondence on different programmatic issues with students, visiting faculty, support personnel and among permanent faculty, Department Chair, Dean of Faculty of Management Sciences, Administrative offices of Admissions, Registration and Finance.
10. Establish timetable/scheduling deadlines for academic concerns.
11. Recruit faculty and facilitate faculty development.
12. Coordinate student recruitment and selection of students for admission; this includes a face-to-face interview.

13. Assist in preparation of promotional materials including brochures, news releases, graduate catalog and update web site information.

14. Develop study plans, approve extensions for completion of degrees, approve transfer credit requests, evaluate and recommend students for graduation.

Advance Studies & Research Board (ASRB):

15. Member since April, 2010.

Academic Council and Selection Board Secretary: (02 Jan, 2010 to March 15, 2011)

Being a secretary to Academic Council my additional responsibilities include the following:

1. Coordinate and manage agendas, note-taking, and general follow-ups for Council and Deans meeting, including dissemination of pertinent information from these meetings to the members and Head of Departments.

2. Coordinate and facilitate meetings.

3. In consultation with Dean, communicating decisions about calendaring and prioritizing work, especially as relevant to the management support team.

4. Provide suggestions for having new programs such as concentrating on particular academic positions or actively going for institutional expansion.

Selection Board Secretary:

Being a secretary to Selection Board my added responsibilities also include the following:

1. Administrative support to the Board, such as taking Board meeting minutes, circulating papers, and liaison between the Board and the Chairman.

2. Facilitating the induction of newly appointed members.

3. Facilitating professional development programs for the Board.

4. Ensuring effective information flows within the Board, from the Board to its committees and from the committees to the Board.

5. Carrying out the instructions of the Board, assisting in implementing strategies and giving practical effect to the Board's decisions.

8. Worked as Business Support Consultant in “asi” Asia Strategic Institute And “IIIP” Investors In People, United Kingdom.

It is an HR Benchmarking organization of the world. Since May 02, 2006 to September 30, 2007.

DUTIES AND PROJECTS:
a) European Union (EU)

I was involved in two donor funded projects including

1. Developing Trade through Structured Investment in People (EU Asia Invest Funded Project)
II. **Industry-Academia Linkages**

(EU funded Pakistan Financial Services Sector Reform Program (PFSSRP)).

I had two roles:

1) **Index Formulation for Universities Faculty and Existing Resources for Establishing Industry – Academia Linkages.** Universities selected were recognized by HEC. I had to coordinate it with the respective Universities, to collect the data and provide it to HEC (Higher Commission Education).

2) **Arranging seminars on Industry-Academia Linkages and gather them on a platform to minimize the gap between them.** Had organized and assisted Director Project in Food, Marble, Plastic and Textile Industry Stakeholders’ Workshop in Karachi, in order to explore the possibilities of effective industry – academia linkages between SMEs and Academia.

b) **National Logistic Corporation (NLC)**

Involved in HR Restructuring of NLC that includes:

- Training Sr. Manager & Managers on Performance Management System.
- Partially involved in Salary Grade Structuring.
- Prepared more than 300 Job Descriptions, for various Units and there departments. e.g.

- **HQ**
  - Finance Department
  - IT Department
  - Base Workshop

- **Base Work Shop Karachi**

- **All JD’s of Freight Services Departments e.g.**
  - Marketing Department
  - Staging Section etc.

c) **Al Kaheel Equine Management (Dubailand, UAE)**

Prepared Job Descriptions for CEO and various departmental heads.

d) **Deputation:**

1) **Worked for 3 months as HR Manager at Links School.**

My tasks included:

1. Setup, organize and develop Human Resource department.
2. Develop personal files for all the staff members.
3. Hire new staff and teachers.
4. To ensure that time management policies are followed.
5. Preparation of advertisements and conducting initial interviews.
6. Guide the teachers on new policies
7. Provide carrier counseling and handle all types of grievances.
8. Train the teachers on performance appraisal system.

9. Worked as **General Manager Human Resource** at U & I Garments and Junaid Jamshed (J).

My responsibilities were to diagnose, plan and develop sound organizational environment and its human resource management strategy for U & I Garments. It included:

1. Preparing Organogram of various departments.
2. Restructuring of the departments.
3. Structuring, organizing and smooth running of HR Department.
4. Preparing and Implementing Policies.
5. Job Descriptions for all employees.
6. Employee recruitment and selection.
7. Employee training and development.
8. Developing an environment in which employees are motivated to show their contribution.
10. Training of Sales Team for J.
11. Interview selection process and forms for recruitment & selection process for J.


Train the practitioners on clinical management and on various other subjects while providing special emphasis on record keeping and history taking. Some of the silent features are as under:

1. Learning processes that incorporate best-practice approaches to education and provide continuity of experience in a general practice setting in Karachi.
2. A comprehensive approach to teaching new and prospective practitioners (renowned Doctors/Physicians/Specialists) as how to meet the health needs of indigenous Pakistani’s.
3. Improvements in the organization and management of hospital / clinics / maternity homes.
4. Review current service delivery mechanisms and advise on future needs to the doctors / physicians / hospitals etc.
5. Advice on how hospital experience might best be articulated with general practitioners’ training.
6. How to maintain records of patients to have a proper data bank of patient’s histories and its advantages.


Working as the Management Trainee I was assigned various jobs on different timelines in various departments including Marketing (Major), Production, and Quality Assurance.

1) **Marketing Department Responsibilities:**
1. Analyzes existing and potential markets for products as well as evaluate daily feedback and report from Sales Representatives.

2. Worked independently on **Allergan (USA, Inc.)** for product promotions, printing of new materials and new launches as well as developing manuals for products.

3. Provide product assistance and Information for assigned products areas to Product Manager.

4. Conduct effective research to determine and document new researches on drugs.

5. Gathers new product ideas, suggest new products for launching and their names.

6. Continually look for process improvement strategies and enhancements to products.

7. Develop literature / folders for Doctors / sales team.

8. Develop presentations and communicate materials to Group Product Manager.

9. Respond to inquiries regarding product issues from Doctors and Sales Representatives.

10. Accompany sales/product staff on customer visits and do SWOT analysis of the market.

11. Creation of Marketing Plans for all Allergan Inc. products.

12. Assists product management in the preparation of forecasts, sales and profit/status reports, budget and mid-term plans by maintaining and reporting sales history and projections on market status.

13. Scanning the environment for assessing the potential of the existing brand as well as new launches through a) Analysis of internal sales data, b) Market research from research agencies for Botox and competition brands to evaluate the marketing design & marketing decision making to improve overall shares.

14. Designing product promotion strategies for each cycle with a view to a) Improving the marketing mix, b) Improving the profitability and c) Improving market penetration.

15. Explore opportunities for line extension of existing brands of Barrett Hodgson (Pvt) Ltd.
   a) Define market segments/Customer segments for the brands.
   b) Driving the implementation of strategies by the field through constant interaction, feedback and periodical field visits.

**2) Production Department Responsibilities: (2-3 weeks)**

a) Plan a production schedule for the job, implement and control the production schedule.

b) Review and adjust the schedule where needed.

c) Determine the material resources and the human resources required.

d) Make decisions about equipment use, maintenance, modification and procurement.

e) Work out and implement standard operating procedures for production operations.

f) Monitor quality standards of products.

g) Implement and enforce quality control and tracking programs to meet quality objectives.

h) Determine and implement improvements to the production process.

i) Review and check the production reports.

j) Ensure efficient collaboration and co-ordination between relevant departments including procurement, distribution and management.

Besides this I was involved in one product marketing and production i.e. “Acion”. For this product I was involved in marketing activities as well as developed its first batch myself in Production Department.
3) Quality Assurance Department Responsibilities: (1-2 weeks)
   i. Keep current with good industry practices, and applicable to the mission of your operation.
   ii. Report on the performance of the quality system, including trends that help in decision making.
   iii. Ensure that procedures and specifications are appropriate and followed.
   iv. Ensure in-process controls are performed during manufacturing operations and results are satisfactory.
   v. Approve or reject drug products manufactured, processed, packed, or held under.
   vi. Review and approve/reject production batch records and make the final decision to release a product lot.
   vii. Ensure there is no conflict of interest between regulatory responsibilities and actual daily activities.

12. One Month Internship in HR Department (Production) at GSK (Pvt) Ltd Pakistan.
13. Two Months Internship in Marketing Department at Barrett Hodgson (Pvt) Ltd Pakistan.
14. Two Months Internship as Pharmacist in Production & QA Departments at Barrett Hodgson (Pvt) Ltd Pakistan.

PERSONAL INFORMATION:

- Name: Muhammad Usman Aleem
- Father's Name: Muhammad Abdul Aleem
- No. of Dependents: 05
- Marital Status: Married
- Date of Birth: 15th March, 1978
- Place of Birth: Karachi.
- NIC No: 42101-6901468-7

CERTIFICATE COURSE:

✓ Successfully Completed "Human Resource Management" course from Institute of Business Administration (IBA) in 2007.

ACHIEVEMENTS:

1. Evaluator for Project Exhibition (Entrepreneurship) held at IBA, Main campus, Karachi.
2. Developed courses at Bahria University.
3. Evaluator for Project Exhibition held on Feb 14, 2011 at PAF-KIET, city campus, Karachi.
4. Assigned the job of Peer Evaluation (Assessment of PAF-KIET Faculty) on Feb 14 and 15, 2011.
5. Developed Health Management Curriculum for MBA Health program at KASBIT.
6. Mandatory Workshops on Interviewing Skills for BBA and MBA graduates conducted by me at KASBIT.
7. Appreciation Letter from Director U & I Garments (Pvt) Ltd on my work and stay as GM HR.
8. Certificate of Acknowledgement from RdeR-USA (Pak) for expert support for WRAP Audit in 02 Aug, 07.
10. Awarded Best Student Certificate on passing Level 2 at Berlitz Language Center in 2005.

TRAINING COURSES:
2. Completed 36-hour Business English course conducted by The Agha Khan University, Centre of English Language in 2006.
3. Successfully completed “Sales Training Course” 10th Batch held in October- November, 2005 at Abbott Laboratories (Pak) Ltd.
4. Completed In-house training course on Power Point on Aug 25, 04 at Barrett Hodgson (Pvt) Ltd.

TRAININGS AND WORK SHOPS:
Conducted:
2. Training on Time Management to Middle Management Employees at U & I Garments.
3. Training on Presentation Skills at IBA-Sukkur.
4. Training on Grooming Skills at IBA-Sukkur.
5. Workshop on Interviewing Skills for BBA and MBA Graduates at KASBIT.
6. Workshop on Time Management and Its Implications at KASBIT.

Attended:
1. How to Write Research Proposals held at NIBF State Bank of Pakistan on Aug 11th-12th , 09.
2. How to Deal with Crazy People by Zubia Lagari, held in 2009 at Marriot Hotel.
4. Team Building Workshop (True Colors), held in 2007 by URS at Carlton Hotel.
5. Introducing the Investors in People Standard for effective investment in people by “asi”, held in 2006.

Future Plans:
1. Workshop on Supply Chain Management at (Naval) School of Logistics, Karsaz, Karachi.

CONFERENCES:
2. Attended and participated at International conference held at Bahria University in 2018.
3. Attended and Participated in NRCBM- 2016 and in ICBM in 2018 held at PAF-KIET, Karachi.
4. Attended and presented papers in ICBM at MAHU held on 28th-29th November, 2015.
5. Attended many Research Conferences at SZABIST from 2006 till to date.
6. Participation certificate for National Research Conference held on 14th May, 2011 at SZABIST.
7. Participation certificate for International Research Conference held on 17th Dec, 2011 at Reagent Plaza.
MAJOR COURSE PROJECTS / REPORTS / Thesis:
1. Action Research Project at ABC Pharmaceuticals. (MS.Thesis)
5. Completed Term-report on Launching a New Product.
7. Completed Term-report on Sales Management of Citi Bank.

HOBBIES & INTERESTS:
Swimming, Bowling, Reading, and Driving.

REFERENCES:
If required, excellent personal and professional references will be provided.
 Acknowledgement/Consent Form

For Peer Review Panel/ Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

السلام عليكم ورحمة الله وبركاته

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies- JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will expresses our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel/Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEIC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial/advisory board member for the JBS.

Signature: __________________________
Name: Dr. Muhammad Shahzad Hanif
Designation: Assistant Professor
Department: Management Sciences
University: Air University, Multan Campus
City: Multan
Country: Pakistan
Email: mshahzadhanif@yahoo.com
Contact Info: +92-300-6329132
MUHAMMAD SHEHZAD HANIF Ph.D.  
University of Electronic Science and Technology of China, Chengdu, China  
mshahzadhanif@yahoo.com ; Cell No. 03006329132

PERSONAL DETAILS

Gender: Male  
Marital status: Married  
Nationality: Pakistan  
Languages: English, Urdu, Punjabi, Chinese (Elementary)

EDUCATION:

Jun 2019  Ph.D. Management Sciences and Engineering  
(Innovation management and Entrepreneurship)  
University of Electronic Science and Technology of China (UESTC). China

Dec 2007  Masters of Business Administration  
(Human Resource Management)  
University of Central Punjab (UCP). Pakistan

Mar 2000  Bachelors in Electrical Engineering  
(Electronics & Communication)  
University of Engineering & Technology, Lahore (UET) Pakistan.

WORK EXPERIENCE:

Senior Engineer Operations  
(Mar 2010 – Aug 2015)  
Pakistan Telecommunication Company Ltd.  
Multan Telecom Region. Multan

Senior Lecturer  
(Jun 2006 – Mar 2010)  
Pakistan Telecommunication Company Ltd.  
PTCL Training Academy Islamabad

Operations Engineer  
Pakistan Telecommunication Company Ltd.  
Multan Telecom Region. Multan
Professional Teaching Experience

Visiting Faculty member (Aug 2008 - Mar 2015) Department of Computer Sciences
Baha Uddin Zakariya University Multan

Publications


DISTINCTIONS, ACCOMPLISHMENTS & AWARDS

- UIESTC Academic Achievement Award and honorarium for the year 2015, 2017
- UIESTU Performance Excellence Award and honorarium for the year 2016
- Served as Vice President International Students Association of School of Management & Economics, University of Electronic Science & Technology of China.
- Recipient of 3 Foreign trainings programs and trained local teams later on in areas of Wireless Network Operations and OSS Platforms during professional career at PTCL
- HP TeMIP Software Fundamentals & Administration training at HP Training Centre Singapore
- C&C CO8 SSP Engineers Training at Huawei Technologies Co. Shenzhen China

SKILLS

- Excellent teaching skills and hands-on experience with design and delivery of lectures and courses related with both Technological, engineering and Business Studies.
- Advanced skills of different statistical packages and tools such as SPSS, AMOS, Smart-PLS
Hands-on skills with various hardware and software tools and software packages related with telecommunication and network operations domains

Advanced skills of various languages, software collaboration tools, Operations system packages and utilities.

Solid knowledge of all stages of the bachelors and masters level curriculum in Business Studies.

Supervision & Standardization of Training and Skills Development program for all the regional & HQ training centers in Pakistan

Design and delivery of different professional lectures and courses in marketing, accounting, business administration, human resource management and other business disciplines.

Formal classroom and field trainings and Digital & Wireless telephony courses

REFERENCES

1. Prof. Shao Yunfei  
   School of Management and Economics  
   University of Electronic Science and Technology of China  
   shaoyt@uestc.edu.cn

2. Prof. Wang Min  
   School of Management and Economics  
   University of Electronic Science and Technology of China  
   wangm@uestc.edu.cn

3. Prof. Farsal Khan  
   Faculty of Engineering and Applied Sciences  
   Memorial University Newfoundland Canada  
   fikhan@mun.ca

4. Sherry Ruichen Shen  
   Director, International students Affairs.  
   School of Management and Economics. UHSTC China  
   shenru@uestc.edu.cn

5. Dr. Kashif Azeem Janjua  
   Senior Manager, PTCL Training Academy  
   Tufail Road Lahore Cantt.  
   kashifjanjua@ptcl.net.pk
ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies- JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

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Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement
I hereby acknowledge & give my consent to be a part of your Peer Review Panel/Editorial/advisory Board member for the JBS.

Signature: __________________________
Name: DR. MUHAMMAD INTIAZ SUBHAN
Designation: AP
Department: FMS
University: ILMA UNIVERSITY
City: KARACHI
Country: PAKISTAN
Email: drsubhan@ilmauniversity.edu.pk
Contact Info: 0336-0211890
Achievements & Research Rankings


Advisor Member of Joint Consultative Group Research Publishing, Higher Education Commissions, Govt. of Pakistan to give consultations on research publishing matters which include innovative solutions in research publishing/ Journals recognition/ journals retention/journals indexing issues/ journals rankings with HEC related to all sciences (2019 onwards).

HEC Resource Person for Research Publishing for giving training to the scientific editors of Pakistani journals from the platform of Higher Education Commissions, Govt. of Pakistan on various issues which include innovative solutions in current research publishing, how to avoid predatory practices in research publishing and how to get indexed with WOS, Scopus etc (2019 onwards).

South Asian Journal of Management Sciences was selected by Creative Commons for top ten impact stories of success in my tenure as the EIC (2016). Evidence: https://stateofcreativecommons.org/2016/low-bandwidth/#icra

South Asian Journal of Management Sciences was also listed with top category (X-category) at Higher Education Commission Government of Pakistan during my tenure as an EIC (2016). Evidence: http://www.hec.gov.pk/english/services/faculty/journals/Documents/Social%20Sciences/Business-Education.xlsx

Ranked Top3 in the world as an EIC announced by Thomson Reuters in 2015 at Lisbon, Portugal. Evidence: http://interest.lp.thomsonreuters.com/scholaronevisionaward

Ranked Top1 for Pakistan in the discipline of Social Sciences for 2011-2012 as per ISI Thomson Reuters & Scopus-Elsevier on the basis of highest nos. of publications in ISI/SSCI/Elsevier/Scopus indexed journals. Evidence: https://opinewagency.com/dr-mi-subhani-tops-pakistans-researcher-list-in-2011/

Quick Glance on Research

| Nrs. of published/Accepted research articles in journals/conferences | 87 |
| Nrs. of International Publications (Indexed with WoS & Scopus etc) | 78 |
| Nrs. of citations reported | 457 |
| H- Index | 10 |
| Numbers of National Grants | 02 |

Impact Analysis of Publications with details of Cited Papers

| Profile name: | MUHAMMAD IMTIAZ SUBHANI - Iqra University Research Center, by a university |
| Profile ID: | 5B95-A6GZ |
| New | 8 12 14 6 16 23 44 |
| Total | 84 113 123 93 90 93 176 |

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<td>d. Journal</td>
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<td>The role of green marketing on environmental attitudes study</td>
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<td>e. Journal</td>
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<td>57</td>
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<td>11 &amp; 12</td>
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<td>g. Journal</td>
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<td>57</td>
<td>17</td>
<td>17 &amp; 18</td>
<td>An investigation of Ganger casualty between tax revenues and government expenditures</td>
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<td>5 12 14 6 16 23 44</td>
<td>57</td>
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Profile:
- Name: MUHAMMAD IMTIAZ SUBHANI
- Institution: Iqra University
- Department: Research Center
- ORCID: 0000-0003-1127-1853

Profile ID: 5B95-A6GZ

Published papers: 2017-2019

Citation years: 2013-2019

Papers: 84

Citations: 84

References: 57

Authors: 57

Impact: 84
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<tr>
<td><strong>Mentor (2019- onwards)</strong></td>
<td>For Society for Scholarly Publishing USA.</td>
</tr>
<tr>
<td><strong>Advisor Member Joint Consultative Group Research Publishing HEC, Pakistan (2019- onwards)</strong></td>
<td>For Higher Education Commissions, Govt. of Pakistan to give consultations on research publishing matters which include innovative solutions in research publishing/journal recognition/journal retention/journal indexing/issuies/journals rankinsg with HEC related to all sciences.</td>
</tr>
<tr>
<td><strong>HEC Resource Person for Research Publishing (2019- onwards)</strong></td>
<td>For giving training to the scientific editors of Pakistani journals from the platform of Higher Education Commissions, Govt. of Pakistan on various issues which include Innovative solutions in current research publishing how to avoid predatory practices in research publishing and how to get indexed with WOS, Scopus etc.</td>
</tr>
<tr>
<td><strong>Director General/ Director ORIC-ILMA (2018 to date)</strong></td>
<td>At ILMA University (Formerly IBT/ BIZTEK). Job responsibility include looking After all research activities including incubation center, startups technology/ Knowledge transfer, and technology/knowledge disclosures.</td>
</tr>
<tr>
<td><strong>Associate Professor (2007 to 2017)</strong></td>
<td>At ILMA University (Formerly IBT/ BIZTEK) Karachi-Pakistan courses are taught include Quantitative Technique in Business (QTB), Advanced Research Methodology (ARM) at MBA level.</td>
</tr>
<tr>
<td><strong>Editor-in-Chief (March 2018 to August 2018)</strong></td>
<td>For Journal of Business Studies (JBS), HEC Y-Category Journal, Published by ILMA University (Formerly IBT/BIZTEK).</td>
</tr>
<tr>
<td><strong>Member of BASR (2018 to date)</strong></td>
<td>Board of Advanced Studies and Research (BASR), ILMA University (Formerly IBT/ BIZTEK) Pakistan.</td>
</tr>
<tr>
<td><strong>Director ORIC-SSUET (2017 to 2018)</strong></td>
<td>At Sir Syed University of Engineering &amp; Technology, Job responsibility include looking after all research activities including incubation center of SSUET, startups, technology/ knowledge transfer, technology/ knowledge disclosures.</td>
</tr>
<tr>
<td><strong>Visiting Professor (2016 to date)</strong></td>
<td>At National Academy Kyiv, Ukraine, Courses are taught include Econometrics at MPhil/ MS level.</td>
</tr>
<tr>
<td><strong>Visiting Professor (2015 to date)</strong></td>
<td>At Suan Sunandha Rajabhat University Bangkok, Thailand. Courses are taught include Econometrics and Advanced Research Methods at MPhil/ MS level.</td>
</tr>
<tr>
<td><strong>Editor-in-Chief (2017 to 2018)</strong></td>
<td>For SPARK Open, an abstract journal of Sir Syed University of Engineering &amp; Technology, Karachi, Pakistan.</td>
</tr>
<tr>
<td><strong>Visiting Lecturer (2016)</strong></td>
<td>For Michigan State University to share information on incubation centers, startups, technology/ knowledge transfer, technology/ knowledge disclosures.</td>
</tr>
<tr>
<td><strong>Member of BASR (2012 to 2017)</strong></td>
<td>Board of Advanced Studies and Research (BASR), Iqra University, Pakistan.</td>
</tr>
<tr>
<td><strong>Director ORIC-IU (2011 to 2017)</strong></td>
<td>At office of research innovation &amp; commercialization, Iqra University-IU Pakistan, Job responsibility involves looking after research activities,innovations at university level and issues of commercialization of scientific research outcomes, while responsible for Monitoring national and international conferences and publications at university.</td>
</tr>
<tr>
<td><strong>Editor-in-Chief (2011-2017)</strong></td>
<td>At South Asian Journal of Management Sciences (SAJMS), HEC, X category and Thomson Reuters award winning journal.</td>
</tr>
<tr>
<td><strong>Director Research &amp; Publications (2007 to 2011)</strong></td>
<td>At Iqra University Research Center (IURC), Iqra University-IU (Main Campus), Karachi-Pakistan. Job responsibility involves looking after Conferences nationally and internationally both, Research and Publications.</td>
</tr>
<tr>
<td><strong>Associate Professor (2007 to 2017)</strong></td>
<td>At Iqra University-IU (Main Campus), Karachi-Pakistan courses are taught include Quantitative Technique in Analysis (QTA), Advanced Research Methodology (ARM), Economic Analysis, and Econometrics at MPhil Level and Business Economics, Statistics and Business Mathematics at MBA level.</td>
</tr>
<tr>
<td>Faculty Member (Visiting) (2010 to 2011)</td>
<td>Karachi University Business School (KUBS), Karachi University Pakistan courses are taught include Developmental Economics and Econometrics at MBA and MS levels.</td>
</tr>
</tbody>
</table>

## Academic Profile

| PhD (Management Sciences; Finance) | From Department of Business Administrations, Iqra University Karachi, Pakistan. Thesis Title: FINANCIAL FUNDAMENTALS, ECONOMIC FUNDAMENTALS OR TRADE FUNDAMENTALS: WHAT MATTERS THE MOST FOR VOLATILITIES AND INERTIA AGAINST VOLATILITIES IN AUTOMOTIVES MARKETS OF THE WORLD (THE APPLICATION OF NOVEL TWO STAGE SUBHANI-GARCH TO GAUGE INERTIA). Supervisor: Dr. Israr H Khan (Professor Emeritus) Examiners: 1. Dr. Hao Qi (Professor at Michigan Tech University-USA) 2. Dr. GrzegorMentel (Professor at Rzeszow University of Technology-POL) |
| MPhil (Management Sciences/Finance) | From Department of Business Administrations, Iqra University Karachi, Pakistan. Thesis Title: MONETRAY SHOCKS OR REAL SHOCKS; WHAT MATTERS THE MOST FOR EQUITY MARKET. |
| Masters (Economics) | From Department of Economics, Karachi University-Pakistan Majors: International Economics, Marketing & Management & Monetary Economics. |
| Honors (Economics) | From Department of Economics, Karachi University-Pakistan |

## International & National Trainings and workshops

| Numbers of international workshops attended | 02 | Numbers of National workshops given | 10 |
| 1. SCHOLARONE USER CONFERENCE/WORKSHOP ATTENDED AT LISBON-PORTUGAL IN 2015. | | 1. HEC WORKSHOP TRAINING GIVEN TO EDITORS AS HEC RESOURCE PERSON AT ISLAMABAD- APRIL 2019. |
| 2. UNIVERSITY INTELLECTUAL PROPERTY ATTENDED AT WASHINGTON-DC AND MICHIGAN-USA IN 2016. | | 2. HEC WORKSHOP TRAINING GIVEN TO EDITORS AS HEC RESOURCE PERSON AT KARACHI- APRIL 2019. |
| | | 4. HEC WORKSHOP TRAINING GIVEN TO EDITORS AS HEC RESOURCE PERSON AT QUETTA- JUNE 2019. |
| | | 5. HEC WORKSHOP TRAINING GIVEN TO EDITORS AS HEC RESOURCE PERSON AT PESHAWAR- AUGUST 2019. |
7. WORKSHOP TRAINING GIVEN TO THE RESEARCHERS AND SCHOLARS ON HOW TO DO QUALITY PUBLICATIONS AS A RESOURCE PERSON AT AERC, UNIVERSITY OF KARACHI - AUGUST 2019.

<table>
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<tr>
<th>Research Grants received</th>
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<tr>
<td>Numbers of National Grants</td>
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<tr>
<td>Numbers of international Grants</td>
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</table>

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<tr>
<th>Details on Patents, authored and contributed</th>
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<tbody>
<tr>
<td>TWO STAGE SUBHANI GARCH MODEL</td>
</tr>
<tr>
<td>SUBHANI INDEX</td>
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</table>

<table>
<thead>
<tr>
<th>Research Conferences organized and chaired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizing board Member for multiple international conferences since 2016 to date. Source: <a href="https://www.conferace.com/orzboardsmall">https://www.conferace.com/orzboardsmall</a></td>
</tr>
<tr>
<td>Keynote speaker at Conference on Neuro transmission jointly organized by Sir Syed University of Engineering and Technology and AEIRC at Sir Syed University of Engineering and Technology, Karachi Pakistan in 2017.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Interviews for Newspapers/ Media</th>
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<tbody>
<tr>
<td>Policies plus implementations pave the Good Governance (Published in THENEWS2003).</td>
</tr>
<tr>
<td>Future Fabrics (Published in Daily DAWN- 2004).</td>
</tr>
<tr>
<td>Pakistani Fan Don’t care about IPL4 (An Interview with Geo super and PCB officials, and Published in all leading Print and Electronic newspapers,2011).</td>
</tr>
<tr>
<td>Home Advantage plays a big role in Cricket (A research based interview with THE NEWS-2011).</td>
</tr>
<tr>
<td>Why the neutral option? (An Interview with JANG on the Cricket Venue and Outsourcing Home Series- 2012).</td>
</tr>
</tbody>
</table>
Democracy is not viable for Pakistan (Published with PPI-2012).

<table>
<thead>
<tr>
<th>Analyst for Channels and Columnist for Newspapers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic Analyst for channels/media (CNBC, KTN etc)</td>
</tr>
<tr>
<td>Columnist for the Daily DAWN and THE NEWS</td>
</tr>
</tbody>
</table>
Acknowledgement/Consent Form

For Peer Review Panel / Editorial Advisory Board Member of JBS
(Journal of Business Studies)
ILMA University - Formerly IBT

سلام عليكم و رحمة الله و بركاته

ILMA University, being one of the emerging university of Pakistan is going to publish "Journal of Business Studies - JBS". This research journal is dedicated to provide a platform for detailed and comprehensive investigations, analyses and appropriate reviews on wide domain of information technology and communication systems.

We will express our overwhelming gratitude for your kind consent to be a part of our Peer Review Panel / Editorial Advisory Board Member of JBS. Your presence in our Board will create linkage and collaboration between us. Furthermore, ILMA University will get benefit from quality research work which is the focus of HEC in the current challenging environment of Pakistan.

Therefore, on behalf of ILMA University, we welcome you on board as part of our team for this noble cause of spreading education and providing research culture for the economy of Pakistan.

Acknowledgement

I hereby acknowledge & give my consent to be a part of your Peer Review Panel / Editorial / advisory board member for the JBS.

Signature: 
Name: Prof. Dr. Siraj Jamal Siddiqui
Designation: Dean
Department: Department of Management Science
University: ILMA University
City: Karachi
Country: Pakistan
Email: dr.siraj@ilmauniversity.edu.pk
Contact Info: 03332709195
**Curriculum Vitae/Profile**

*Dept. of Business Administration*
Iqra University, Main Campus
Karachi-75500.

**Telephones:**
(+92)-333-2709195  
(+92)- 303-5582225

**Email:**
siraj.i@iqra.edu.pk  
siddiquisirajjamal@gmail.com

**SIRAJ JAMAL SIDDQUI**

**OBJECTIVE**

Seeking a challenging career that utilizes my skills in my area of competence and enriches my knowledge, and gives me a chance to be part of a team that contributes towards the growth of the organization, thereby yielding the twin benefits of job satisfaction and convenient professional growth.

**EXPERIENCE**

**PROFESSOR & DEAN (BUSINESS ADMINISTRATION) ILMA UNIVERSITY FROM JULY 12 2018 TO THE PRESENT**

**PROFESSOR (BUSINESS ADMINISTRATION), IQRA UNIVERSITY (MAIN CAMPUS) KARACHI, SINDH**
August 2009 to July 2018.

**VISITING PROFESSOR (PUBLIC ADMINISTRATION) UNIVERSITY OF SINDH, JAMSHORO**
December 2008 to July 2009

**PROFESSOR (PUBLIC ADMINISTRATION) UNIVERSITY OF SINDH, JAMSHORO**
December 2007 to December 2008

**ASSOCIATE PROFESSOR (DEPT. OF PUBLIC ADMINISTRATION), UNIVERSITY OF SINDH, JAMSHORO, SINDH**
1994 to November 2007

**ASSISTANT PROFESSOR (DEPT. OF PUBLIC ADMINISTRATION), UNIVERSITY OF SINDH, JAMSHCRO, SINDH**
1987 to 1994

**LECTURER (DEPT. OF PUBLIC ADMINISTRATION), UNIVERSITY OF SINDH, JAMSHORO, SINDH**
1985 to 1987

**LECTURER (DEPT. OF POLITICAL SCIENCE), UNIVERSITY OF SINDH, JAMSHORO, SINDH**
1973 to 1985
ADMINISTRATIVE

HEAD OF DEPARTMENT (GRADUATE STUDIES), IQRA UNIVERSITY, KARACHI, SINDH
December 2010 to August 2016

CHAIRPERSON (PUBLIC ADMINISTRATION), UNIVERSITY OF SINDH, JAMSHORO
2007 to 2008

INCHARGE/DIRECTOR (CSS & PCS, Coaching Classes & Information Center, University of Sindh) 1994 to 1999

INCHARGE/CHAIRPERSON (DEPT. OF PUBLIC ADMINISTRATION), UNIVERSITY OF SINDH, JAMSHORO, SINDH
1990 to 1993

EDUCATION

DOCTOR OF PHILOSOPHY (PUBLIC ADMINISTRATION), 2005, UNIVERSITY OF SINDH - JAMSHORO

MASTER OF ARTS (SOCIAL SCIENCES), 1980, EDINBORO STATE COLLEGE (NOW UNIVERSITY) - USA

MASTER OF ARTS (POLITICAL SCIENCES), 1972, UNIVERSITY OF SINDH – JAMSHORO

PUBLICATION & RESEARCH ARTICLES

- “The Relationship between Work-Life Balance and organizational citizenship behavior: The mediating Role of Perceived Organizational Support” JISR-M SSE 17 (1), 2018


- “Tenure as a Moderator between Affective Commitment and Proactivity,” Journal of Business Studies, 12 (1) 2016


- “Disparagement As a Processing Stimulus For Humor in Advertising,” Journal of Business Studies, 17 (1). 2015


• “Impact of Job Satisfaction on Turnover Intentions in the Pharmaceutical Industry of Karachi,” *South Asian Journal of Management Sciences*, 6(2), Fall 2012.


### GUIDANCE

- Produced Four PhDs to date at Iqra
- One PhD Completed under Review before dispatch to Foreign Experts
- Two MPhil scholars Produced to date at Iqra
- Three PhD Scholars to date in Pipeline

### RESEARCH


### SEMINARS, WORKSHOPS & CONFERENCES

- **November 15, 2008**
  Organized a One-Day Workshop on 'Entrepreneurship, Organization and Leadership' at University of Sindh in Collaboration with Junior Chambers International, Hyderabad.

- **March 26-27, 2007**
  Attended and read a paper "The Role of Local Government in Character Building at Two-Day National Seminar on The Role of Local Government in Pakistan: Challenges and opportunities organized by the Department of Public Administration, University of Karachi.

- **March 2004**
  Read a paper on Good Governance in Remembering Abdulah Memon and Good Governance organized by Department of Public Administration, University of Sindh.

- **March 2003**
  Organized and read a paper on "Moving towards a Tolerant Society," at Seminar of the Faculty of Social Sciences, University of Sindh.

- **July 2002**
  Participated in 'Islands of Prosperity' Festival. Organized by Chairman Governor’s Inspection, Enquiries and Implementation Team with "Community and Leadership Development: Through Education: The Lower Sindh Community Mobilization Project."

- **April 2002**
Organized Founder's Week Workshop on Communication in Management.

- **November 2001**
  Organized Seminar on the Role of Motivation in Managerial Development.

- **June 1999**

- **1996**
  "The Role of Party Workers and Pressure Groups." Presented at Workshop on The Training of Party Workers Organized by University of Sindh at Hotel Indus, Hyderabad.

**AREAS OF INTERESTS**
- Human Resources Management
- Organizational Behavior
- Marketing Management
- Research Methodology
- Public Policy
- Industrial Relations

**OTHERS**
- Member, Sindh University Academic Council (2005-2008)
- Member, Council of Social Sciences, Pakistan
- Member, American Society for Public Administration (ASPA)
- Australian Society for Human Resource Management

**PERSONAL INFORMATION**
- Date of Birth: December 17th, 1948
- CNIC No: 41204-6030141-9
- Status: Married
- Children's: Two Daughters
- Nationality: Pakistani
- Religion: Islam
- Blood Group: B+
- Driving License: Yes
- Language Spoken: English, Urdu and Sindhi
- Domiciled: Garhi Yasin, Shikarpur
- Traveled: Extensively in UK, USA, Canada

**CURRICULAR & CO-CURRICULAR**
- Have remained a member of:
  - Boy Scouts
  - Speakers' Forum
  - School Prefect
  - Debating Society, etc.