

CURRICULUM VITAE

Nadeem Ahmed Sheikh, PhD
Professor of Finance
Institute of Management Sciences
Bahauddin Zakariya University, Multan (60800), Punjab, Pakistan

Work Experience

I have joined the Department of Business Administration, Bahauddin Zakariya University (BZU) Multan as Lecturer in Business Administration on 13th July 2000. Currently, working as Professor of Finance and engaged in teaching and research supervision to students enrolled in our undergraduate and postgraduate programs. As an administrator I am responsible to handle the affairs of MS (Business Administration) program. I have approximately 25 years of work experience in a public sector university. Details of my service experience at different positions is provided in the following Table.

Position	From	To	Organization
Lecturer	13.07.2000	11.12.2011	Institute of Management Sciences Bahauddin Zakariya University Multan
Assistant Professor	12.12.2011	13.09.2017	
Associate Professor	14.09.2017	26.03.2023	
Professor	27.03.2023	Date	

Academic Qualifications

Year

PhD (Business Administration)

2011

School of Management (管理學院)

Huazhong University of Science and Technology,
(华中科技大学) Wuhan, (Hubei) P. R. China.

Marks obtained: 90.14%, 1st Division, Grade "A"

Area of Specialization: Finance

School of Management is accredited by AACSB and AMBA (<http://english.cm.hust.edu.cn>)

Master in Business Administration (MBA)

1999

Department of Business Administration

Bahauddin Zakariya University, Multan

Marks obtained: CGPA 3.18/5.00, 68%, 1st Division, Grade "B"

Distinction: Secured 3rd Position

Area of Specialization: Finance

MBA and BBA programs of IMS are accredited by the National Business Education Accreditation Council – Higher Education Commission of Pakistan

Bachelor in Commerce (B.Com)

1996

Govt. College of Commerce, Multan

Marks obtained: 924/1300, 71.04%, 1st Division, Grade "A"

Distinction: Secured 1st position in Bahauddin Zakariya University Multan in B.Com examination and honored with **Gold Medal**.

Specialization: Accounting**Diploma in Commerce (D. Com)/HSSC****1993**

Govt. College of Commerce, Multan

Marks obtained: 558/750, 74.40%, 1st Division, Grade “A”**Distinction:** Secured 2nd position in Govt. College of Commerce, Multan**Specialization: Accounting****Certificate in Commerce (C. Com)****1992**

Govt. College of Commerce, Multan

Marks obtained: 497/650, 76.46%, 1st Division, Grade “A”**Distinction:** Secured 2nd position in Govt. College of Commerce Multan**Specialization: Accounting****Matriculation / SSC****1991**

Govt. Pilot Secondary School, Multan

Marks obtained: 617/850, 72.58%, 1st Division, Grade “A”**Major Subjects:** Mathematics, Physics, Chemistry and Biology**Non Academic Qualification****2002**

Completed Stage I of Banking Diploma Examination in 2002

Distinctions

- Secured **3rd position** in MBA in the area of **Finance**.
- Secured **1st position** in B.Com examination in the area of **Accounting** and honored with **Gold Medal**.
- Secured **2nd position** in D.Com examination in the area of **Accounting**.
- Secured **2nd position** in C.Com examination in the area of **Accounting**.

Title of PhD Dissertation**“An empirical investigation on capital structure of non-financial firms listed in Pakistan (巴基斯坦非金融上市公司的资本结构实证探析)”**

I have completed PhD dissertation under the supervision of Prof. Dr. Zongjun Wang, the then Dean, School of Management, Huazhong University of Science and Technology, Wuhan, Hubei, P. R. China. The purpose of this empirical study was to seek the answer of following research questions.

1. Do firm-specific factors affect capital structure choice of non-financial listed firms in Pakistan?
2. Do internal attributes of corporate governance affect capital structure of non-financial listed firms in Pakistan?
3. Do capital structure affect financial performance of non-financial listed firms in Pakistan?

4. Whether different conditional theories of capital structure developed in Western setting provide support to explain the financing behavior of non-financial listed firms in Pakistan?

Honors and Research Awards

- **Won Outstanding Paper Emerald Literati Award - 2018** on a research paper written by Sheikh, N. A., & Qureshi, M. A. (2017). Determinants of capital structure of Islamic and conventional commercial banks: Evidence from Pakistan. *International Journal of Islamic and Middle Eastern Finance and Management*, 10(1), 24-41.
- **Certificate of Appreciation** awarded by the Office of Research, Innovation and Commercialization (ORIC) Bahauddin Zakariya University Multan on account of winning **Outstanding Paper Emerald Literati Award - 2018**
- **Won Highly Commended Emerald Literati Award - 2014** on a research paper written by Sheikh, N. A., & Wang, Z. (2013). The impact of capital structure on performance: An empirical study of non-financial listed firms in Pakistan. *International Journal of Commerce and Management*, 23(4), 354-368.
- **China Scholarship Council (CSC) granted scholarship in 2008** to pursue PhD studies at the School of Management, Huazhong University of Science and Technology, Wuhan, (Hubei), P. R. China.
- **Certificate of Excellence [XVIII STAR AWARD 2007]** awarded in 2007 by the South Asia Publications (SAP) in the field of Accounting. Furthermore, SAP has included my personal profile in a book title **“Galaxies of who is who in Pakistan 2007: Leaders of the New Millennium?”**
- **Star Laureate Award received in 2005 [XVI-STAR AWARD]**, from South Asia Publications (SAP) on the recommendations of the then Vice-Chancellor BZU as one of the best teachers of Institute of Management Sciences in the area of Accounting & Finance. Moreover, SAP has included my personal profile in a book title **“125 Distinguished Men & Women: Leaders of the New Millennium.”**

Teaching Activity

Engaged in teaching to students enrolled in our BBA, MBA, EMBA, MS and PhD programs. Subjects which I teach to students enrolled in our undergraduate and graduate programs includes Financial Accounting-I, Financial Accounting-II, Advance Financial Accounting, Managerial Accounting, Analysis of Financial Statements, Financial Management, Corporate Finance, Strategic Finance, Introduction to Business, and Investment Analysis & Portfolio Management.

Research Supervision Output

- 05 PhD scholars have successfully completed and defended their research theses under my supervision.
- 02 PhD scholars are currently working under my supervision
- 40 MS/MPhil scholars have completed and defended their research theses under my supervision.
- 04 MS/MPhil/MBA students currently working on their research theses

Higher Education Commission's (HEC) Approved Research Supervisor

Appointed as HEC Approved PhD Supervisor for a period of 3 years in 2012
Appointed as HEC Approved PhD Supervisor for a period of 3 years in 2020
Appointed as HEC Approved PhD Supervisor for a period of 3 years in 2023

Reviewer of Refereed International/ National Journals

- International Journal of Emerging Markets (Emerald - UK, Social Science Citation Index)
- South Asian Journal of Business Studies (Emerald – UK)
- International Journal of Islamic and Middle Eastern Finance and Management (Scopus Index) (Emerald – UK)
- Journal of Applied Accounting Research (Emerald - UK) (Scopus Index)
- Business Strategy and the Environment (Wiley)
- Corporate Governance: The International Journal of Business in Society (Emerald – UK) (Scopus Index)
- Managerial Finance (Emerald – UK) (Scopus Index)
- Turkish Journal of Islamic Economics

Research Profile

- Total citations (as per Google Scholar) 2556
- h-index 15
- i-10 index 19

Google Scholar: <https://scholar.google.com.pk/citations?user=adXlnEkAAAAJ&hl=en>

Research Gate: https://www.researchgate.net/profile/Dr_Nadeem_Sheikh/contributions

List of Research Papers/Book Chapter Published in Refereed International Journals/Books

- [1] Naz, A., Sheikh, N. A., Khatib, S. F., Al Amosh, H., & Ananzeh, H. (2024). Illuminating the shadows: a systematic review of earnings management practices in family-owned enterprises and future

- research directions. *Journal of Business and Socio-economic Development*, Vol. 4 No. 4, pp. 340-358 (Scopus Index)
- [2] Naz, A., & Sheikh, N. A. (2023). Capital structure and earnings management: evidence from Pakistan. *International Journal of Accounting & Information Management*, 31(1), 128-147. (Scopus Index)
 - [3] Khursheed, A., & Sheikh, N. A. (2022). Determinants of CEO compensation: evidence from Pakistan. *Corporate Governance: The International Journal of Business in Society*, 22(6), 1222-1242. (Scopus Index)
 - [4] Sheikh, N. A (2019) **|Chapter 27|** Corporate Governance and Capital Structure: Evidence from Pakistan” Research in Corporate and Shari’ah Governance in the Muslim World: Theory and Practice. pp. 341–353 Copyright © 2019 by Emerald Publishing Limited doi:10.1108/978-1-78973-007-420191035, ISBN:978-1-78973-008-1 eISBN 978-1-78973-007-4
 - [5] Sheikh, N. A., & Qureshi, M. A. (2017). Determinants of capital structure of Islamic and conventional commercial banks: Evidence from Pakistan. *International Journal of Islamic and Middle Eastern Finance and Management*, 10(1), 24-41. (SSCI Index, Scopus Index), **[Won Outstanding Paper Emerald Literati Award – 2018]**
 - [6] Sheikh, N. A., & Khan, M. I. (2016). Effects of excess cash, board attributes and insider ownership on firm value: evidence from Pakistan. *Australasian Accounting, Business and Finance Journal*, 10(1), 29-39. (Scopus Index, Q2)
 - [7] Sheikh, N. A., & Qureshi, M. A. (2014). Crowding-out or shying-away: impact of corporate income tax on capital structure choice of firms in Pakistan. *Applied financial economics*, 24(19), 1249-1260. (Scopus Index) Applied Financial Economics merged into Applied Economics (SSCI Index)
 - [8] Sheikh, N. A, & Wang, Z. (2013), “The Impact of Capital Structure on Performance: An Empirical Study of Non-Financial Firms Listed in Pakistan”, *International Journal of Commerce and Management*, Vol.23 No.4, pp.354-368 (Scopus Index, Emerging Sources Citation Index). **[Won Highly Commended Emerald Literati Award – 2014]**. The Journal renamed as Review of International Business and Strategy.
 - [9] Sheikh, N. A, Wang, Z. & Khan, S. (2013), “The Impact of Internal Attributes of Corporate Governance on Firm Performance: Evidence from Pakistan. *International Journal of Commerce and Management*, Vol.23 No.1, pp.38-55. (Scopus Index, Emerging Sources Citation Index). The Journal renamed as Review of International Business and Strategy
 - [10] Sheikh, N. A. & Wang, Z. (2012), “Effects of Corporate Governance on Capital Structure: Empirical Evidence from Pakistan”, *Corporate*

Governance: The International Journal of Business in Society, Vol.12 No.5, pp.629-641. (Scopus Index, Emerging Sources Citation Index)

- [11] Sheikh, N. A. & Wang, Z (2011), "Determinants of Capital Structure: An Empirical Study of Firms in Manufacturing Industry of Pakistan", *Managerial Finance*, Vol. 37 No.2, pp.117-133. (Scopus Index, Web of Science Emerging Sources Citation Index)
- [12] Sheikh, N. A & Wang, Z. (2010), "Financing Behavior of Textile Firms in Pakistan", *International Journal of Innovation, Management and Technology*, Vol.1 No.2, pp.130-135. (Ulrich Index)

List of Research Papers Published in Higher Education Commission (HEC) of Pakistan Recognized Journals

- [13] Naz, A., Sheikh, N. A. & Iqbal, N. (2022). Nexus between ownership structure and earnings management: Evidence from Pakistan. *City University Research Journal*, 12(3),487-497 (HEC-Y Category)
- [14] Maqbool, A., & Sheikh, N. A. (2022). Impact of financial decisions on firm performance: path analysis approach. *South Asian Journal of Management Sciences*, 16(1), 116-125 (HEC-Y Category)
- [15] Farooq, M. A., & Sheikh, N. A. (2021). Impact of operating cash flow on financial decisions: evidence from Non-Financial firms listed on PSX. *Journal of Business & Economics*, 13(2), 66-86 (HEC-Y Category)
- [16] Khursheed, A., & Sheikh, N. A. (2020). Impact of CEOs attributes on remuneration: evidence from Pakistan. *Pakistan Journal of Social Sciences*, 40(4), 1505-1515 (HEC-Y Category).
- [17] Mehmood, K. K., Sheikh, N. A., & Batool, F. (2020). Enhancing organizational performance through social media use and knowledge management. *IBT Journal of Business Studies (JBS)*, 16(1), 193-210 (HEC-Y Category)
- [18] Sheikh, N. A., Mehmood, K. K., & Rasool, M. S. (2019). Impact of Value Added Intellectual Coefficient on Bank Performance: Evidence from Conventional and Islamic Banks in Pakistan. *NUML International Journal of Business & Management*, 14(1), 1-15 (HEC-Y Category)
- [19] Sheikh, N. A., & Rafique, A. (2018). Effects of Firm Specific Measures and Board Attributes on Working Capital: Evidence from Textile Industry of Pakistan. *Pakistan Business Review*, 20(3), 535-546. (HEC-X Category)
- [20] Sheikh, N. A., Mehmood, K. K., & Kamal, M. (2018). Determinants of corporate cash holdings: Evidence from MNCs in Pakistan. *Review of Economics and Development Studies*, 4(1), 71-78.

- [21] Sheikh, N. A., Mehmood, K. K., & Kamal, M. (2018). Determinants of corporate cash holdings: Evidence from MNCs in Pakistan. *Review of Economics and Development Studies*, 4(1), 71-78 (HEC-Y Category)
- [22] Sheikh, N. A., Ahmad, Z., & Mehmood, K. K. (2017). Determinants of Profitability of Mudārbahs in Pakistan (A Shariah-compliant Mode of Banking & Finance). *Pakistan Journal of Islamic Research*, 18(1). pp.63-71 (HEC-Y Category)
- [23] Sheikh, N. A., & Khursheed, A. (2016). Impact of CEO and executive compensation on performance of takaful: Evidence from Pakistan. *Pakistan Journal of Islamic Research Vol*, 17(2) pp.103-109 (HEC-Y Category)
- [24] Sheikh, N. A., Rafique, A., & Abbasi, M. N. (2016). Impact of working capital on performance of textile firms listed on PSX. *Pakistan Journal of Social Sciences*, 36(1), 409-419. (HEC-Y Category)
- [25] Sheikh, N. A., Naz, S., & Abbasi, M. N. (2016). Communal determinants of dividend policy and capital structure: evidence from Pakistan. *Pakistan Journal of Social Sciences*, 36(2), 771-780. (HEC-Y Category)
- [26] Abbasi, M. N., & Sheikh, N. A. (2016). Attitudes and motivations towards plastics recycling: a multi-tier supply chain approach. *Pakistan Journal of Social Sciences*, 36(2), 705-722. (HEC-Y Category)
- [27] Sheikh, N. A., & Karim, S. (2016). Determinants of profitability of Islamic commercial banks: evidence from Pakistan. *Pakistan Journal of Islamic Research*, 17(1), 71-78. (HEC-Y Category)
- [28] Sheikh, N. A. (2015). Capital structure determinants of non-financial listed firms in service sector: Evidence from Pakistan. *Pakistan Journal of Social Sciences*, 35(2), 1051-1059. (HEC-Y Category)
- [29] Sheikh, N. A., & Khan, M. I. (2015). The impact of board attributes and insider ownership on corporate cash holdings: Evidence from Pakistan. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 9(1), 52-68. (Scopus index, HEC-X Category)
- [30] Sheikh, N. A., & Karim, S. (2015). Effects of internal governance indicators on performance of commercial banks in Pakistan. *Pakistan Journal of Social Sciences*, 35(1), 77-90.
- [31] Sheikh, N. A., & Kareem, S. (2015). The impact of board structure, ownership concentration, and CEO remuneration on performance of Islamic commercial banks in Pakistan. *Pakistan Journal of Islamic Research*, 15(1), 49-59. (HEC-Y Category)
- [32] Qureshi, M. A., Sheikh, N. A., & Khan, A. A. (2015). A revisit of pecking order theory versus trade-off theory: Evidence from Pakistan. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 9(2), 344-356. (Scopus index, HEC-X Category)

List of Research Papers Published in Conference Proceedings

- [33] Naz, A. & Sheikh, N. A. (2023), “Do payout policy derives earnings management: Evidence from Pakistan” published in the proceedings of 4th International Conference on Business and Management hosted by Lahore Business School, the University of Lahore on 18-19 March 2023
- [34] Raza, S. A. & Sheikh, N. A. (2023), “Determinants of profit margin: Evidence from conventional and Islamic commercial banks in Pakistan” published in the proceedings of 4th International Conference on Business and Management hosted by Lahore Business School, the University of Lahore on 18-19 March 2023
- [35] Hanif, N., Sheikh, N. A, & Akhtar, M. H. (2019) “Do CAMEL indicators contribute towards efficiency and profitability of Islamic Banks?” published in the proceedings of conference on Global Forum on Islamic Finance hosted by COMSATS University Islamabad (CUI), in Lahore on March 13-14, 2019
- [36] Maqbool, A. & Sheikh N. A. (2019) “Interdependencies among the trilogy of Corporate Finance: A Review and Research agenda” published in proceedings of National Conference on Business Research (DMS-NCBR 2019) hosted by the Department of Management Sciences, The Islamia University of Bahawalpur on March 27-28, 2019
- [37] Sheikh, N. A. & Wang, Z. (2010), “Determinants of Capital Structure of Textile Firms in Pakistan”. Published in *the proceedings of 2010 International Conference on Humanities, Historical, and Social Sciences (CHHSS-2010)*, pp.149-155 (ISSHP Indexed).

Administration/membership of statutory bodies

- Chairman, Purchase Committee BZU
- Coordinator MS (Business Administration) program since 2013
- Member Peer Review Team (PRT) of National Business Education Accreditation Council (NBEAC), Higher Education Commission of Pakistan
- Member Senate, Academic Council, Faculty Board, and Board of Studies in Business Administration (BZU)
- Member Board of Studies, Department of Commerce, University of Sahiwal, Sahiwal.
- Focal Person Accreditation NBEAC–HEC (IMS-BZU) Since 2015
- Member Board of Studies, Department of Accounting & Finance, The Islamia University of Bahawalpur.
- Member Departmental Technical Review Committee (DTRC) at the Lyallpur Business School, Govt. College University, Faisalabad.

- Coordinator Business Research Projects/Research Thesis (2012-2020)
- Former member Graduate Studies Board at Air University Multan Campus

Personal Information

Date of Birth	18 th August 1975
Father's Name	Nazeer Ahmed Sheikh
Marital status	Married
No. of Children	03
e-mail	shnadeem@bzu.edu.pk (Official) shnadeem@hotmail.com (Personal)
Contact No./WhatsApp	+92 300 6323049
Profile Link (Official)	https://profiles.bzu.edu.pk/nadeemahmedsheikh
Google Scholar	https://scholar.google.com/citations?user=adXlnEkAAAAJ&hl=en
References	will be provided on demand