



Dr. Adeel Akhtar

Assistant Professor, Department of Commerce, Bahauddin Zakariya University, Multan, Pakistan

Email: adeel.akhtar@bzu.edu.pk, dradeelakhtar@yahoo.com

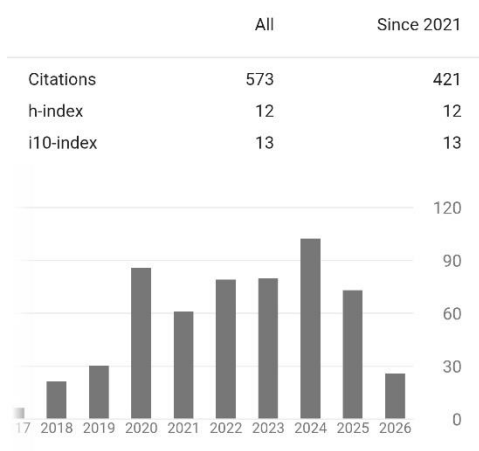
Line ID: adeel.akhtar

WeChat ID: adeelkathia

Mobile: +92 300 632 5773 (Mobile / WhatsApp)



Brief Introduction / Career Summary



- Teaching, Training, Research and Administrative experience at various highly reputed Institutions.
- Published 52 research papers in reputed international journals.
- Presented 20 research papers in international conferences held in Pakistan and abroad.
- Have more than 26 years of work experience as Teacher, Trainer, Researcher, Taxation officer, Banker, and Manager at different reputed organizations like: Bahauddin Zakariya University, Multan, Islamia University, Bahawalpur, Virtual University of Pakistan, Army Public School & College, Bahawalpur, Excise and Taxation, United Bank Limited (UBL), Beaconhouse Business School, Punjab College, ICMA International, Pakistan.
- Curricular development experience as member of the board of studies of various institutions.
- Have always demonstrated excellent communication, presentation, leadership and IT skills as per requirement of the institution and a particular situation.
- Was declared as Principal of the year, and Army Public School & College Bahawalpur, Pakistan was declared as School of the year under my leadership.

Academic Qualifications

PhD

Doctor of Philosophy (Finance)

Putra Business School, Universiti Putra Malaysia (UPM)

AACSB accredited, QS World Universities Ranking 138

(Session 2021-24)

PhD

Doctor of Philosophy (Logistics and Supply Chain)

Naresuan University, Thailand, in collaboration with Technische Hochschule Ingolstadt, Germany, Co-Supervisor from Merseburg University of Applied Sciences, Germany

(Session 2017-20)

MS

Master of Science in Business Administration (Finance)

Institute of Southern Punjab, Multan, Pakistan

(Session 2011-13, 81% marks, CGPA 3.78 / 4.00)

Master

Master of Educational Planning & Management (EPM)

Equivalent to M.Ed., Allama Iqbal Open University, Islamabad, Pakistan

(Session 2007-09, 1st Division)

Master**Master of Business Administration (MBA)**

Allama Iqbal Open University, Islamabad, Pakistan
(Session 2005-07, 1st Division)

MPhil**Master of Philosophy (Business Finance)**

Bahauddin Zakariya University, Multan, Pakistan
(Session 2001-03)

Master**Master of Commerce (M.Com) Accounting**

Bahauddin Zakariya University, Multan, Pakistan
(Session 1997-99)

Bachelor**Bachelor of Commerce (B.Com) Accounting**

Bahauddin Zakariya University, Multan, Pakistan
(Session 1997-99)

Experience (26 Years)**ASSISTANT PROFESSOR**

Working as teacher, trainer, coordinator and researcher
Department of Commerce, Bahauddin Zakariya University, Multan, Pakistan
05-12-2012 to date

ASSISTANT PROFESSOR

Performed duties as teacher, trainer, coordinator and researcher
Department of Commerce, The Islamia University of Bahawalpur, Pakistan
12-03-2012 to 04-12-2012

PRINCIPAL

Worked as head of the institution, responsibilities included: hiring, firing, training, performance appraisal, budgeting, financial planning, and strategic planning of the institution

Army Public School & College (APS&C), Bahawalpur Cantt., Pakistan
11-03-2009 to 12-03-2012

(More than 2200 Students, more than 200 Staff Members)

ASSISTANT PROFESSOR

Performed duties as teacher, trainer, coordinator and researcher
Department of Commerce, The Islamia University of Bahawalpur, Pakistan
29-02-2008 to 11-03-2009

LECTURER

Performed duties as teacher, HoD, and researcher in Department of Management Sciences, Virtual University of Pakistan, Main Campus, Lahore, Pakistan
01-12-2007 to 28-02-2008

LECTURER

Performed duties as teacher and coordinator
Allama Iqbal College of Commerce & Management, Multan, Pakistan
(Affiliated with Bahauddin Zakariya University, Multan, Pakistan)
05-12-2002 to 30-11-2007

ACCOUNTS / DATA SUPERVISOR AND BRANCH COORDINATION OFFICER

Worked as Accounts / Data Supervisor and as Coordinator participated in various administrative assignments at area Level at **United Bank Limited (UBL)**, Main / Hub Branch, Khanewal, Pakistan
30-03-2001 to 04-12-2002

INSPECTOR

Worked as **Incharge of a team** for recovery of taxes

Excise & Taxation, **Government of Punjab**, Multan, Pakistan

29-01-2000 to 29-03-2001

Visiting / Adjunct Faculty Member

National College of Business Administration and Economics, Multan (**MBA, MPhil and PhD Classes**)

Punjab College, Multan, Pakistan (**BBA and MBA Classes**)

Allama Iqbal Open University, Pakistan (**BBA, MBA, and Common Wealth MBA Classes**)

Beaconhouse Business School, Multan, Pakistan (**CAT and ACCA Classes**)

College of Advanced Accountancy, Multan (Project of Bloomfield Hall School, **CAT and ACCA Classes**)

ICMA (Institute of Cost and Management Accountants) International, Multan (**CMA Classes**)

Refereed Journal Publications (52 Publications)

1. Hayat, U., **Akhtar, A.**, & Nawaz, A. (2026). Are Generation-Z Investors Ready for Sustainable Finance? The Impact of Financial Literacy on ESG Investment Intention in Pakistan. *Pakistan Business Review*, 27(4), 463-488.
2. Hayat, U., **Akhtar, A.**, & Nawaz, A. (2026). Digital Financial Literacy, FinTech Adoption, and ESG Investment Decisions in Pakistan: A Behavioral Perspective. *The Critical Review of Social Sciences Studies*, 4(1), 3640-3660.
3. Waheed, N., **Akhtar, A.**, & Nawaz, A. (2026). Driving Sustainable Performance through Green and Socially Responsible HRM: Mediating role of Green Interpersonal Citizenship Behavior. *Journal of Business and Management Research*, 5(1), 822-839.
4. Ahmed, Z., **Akhtar, A.**, & Rabbani, A. A. (2026). Green supply chain management and sustainable performance: The mediating role of innovation and institutional pressures. *Inverge Journal of Social Sciences*, 5(2), 349-363.
5. Ahmed, Z., Khosa, M., Nguyen, N. T., Kayode Ibikunle, A., Abbas, J., & **Akhtar, A.** (2025). Green entrepreneurial leadership as a catalyst of green service innovative behaviour: a serial mediation model with a dual theoretical lens. *Journal of Entrepreneurship in Emerging Economies*, 17(4), 955-987. (**Web of Science and Scopus**)
6. Hussain, A., Xue, Y., Hassaan, M., Akhtar, R., **Akhtar, A.**, Yaseen, A., & Ibrahim, A. (2025). Behavioral perspectives: Examining the nexus between high-commitment work systems and sustainable performance. *Social Behavior and Personality: an international journal*, 53(5), 1-17. (**Web of Science and Scopus**)
7. **Akhtar, A.**, Hashim, R.A., & Mahmood, R. (2025). Impact of Triple-A Capabilities on Environmental Performance: Implications for Public Policy. *Political Horizons*, 3(1), 115-126.
8. Waheed, N. & **Akhtar, A.** (2025). Impact of green human resource management on Sustainable performance with the mediating role of green supply chain management. *Annual Methodological Archive Research Review*, 3(7.1), 185-196.
9. Waqas, M., **Akhtar, A.**, Nawaz, A., Shair, F., Akhtar, R., & Arif, A. R. (2025). How Does Tourists' Emotional Involvement Mediate the Impact of Tourism Motivation on Domestic Tourism Participation? New Insights from Pakistan. *The Critical Review of Social Sciences Studies*, 3(4), 2738-2753.
10. **Akhtar, A.**, Hashim, R.A., Junaid, M., & Nawaz, A. (2024). Corporate Governance and Financial Performance: Evidence from Financial Firms Listed on Pakistan Stock Exchange. *Political Horizons*, 2(2), 233-250.
11. **Akhtar, A.**, Malik, M.S., & Khan, F.A. (2023). Policy on SMEs in Pakistan: Relationship between Entrepreneurial Orientation, Firm Performance, and Ownership Structure. *Political Horizons*, 1(1), 9-19.
12. Ma X., Akhtar, R., **Akhtar A.**, Hashim, R.A., & Sibt-e-Ali (2022). Mediation effect of environmental performance in the relationship between green supply chain management practices, institutional pressures, and financial performance. *Frontiers in Environmental Science*, 1-17, <https://doi.org/10.3389/fenvs.2022.972555>. (**Web of Science and Scopus**)

13. Akhtar, R., **Akhtar, A.**, Rwezimula, G.G., & Ilyas, S. (2022). Analysis of Green Supply Chain Management Practices, Institutional Pressures, and Environmental Performance: Evidence from Pakistani Pesticide Firms. *Competitive Social Sciences Research Journal*, 3(2), 657-674.
14. **Akhtar, A.**, Malik, M.S., Murtaza, B., & Akhtar, R. (2022). Debt Financing and Firm Performance: Moderating Effect of GDP Growth Rate and Interest Rate - Evidence from Cement Sector of Pakistan. *International Journal of Research in Economics & Commerce*, 3(1), 1-11.
15. Aamir, M., Asif, M., **Akhtar, A.**, & Akhtar, R. (2022). Mergers and Acquisitions-Textile Sector Performance Nexus from Pakistan. *International Journal of Business & Finance Implications*, 3(1), 10-20.
16. **Akhtar, A.** & Soratana, K. (2021). Importance of Triple-A and GSCM Practices for Organizational Performance: Qualitative Insights from a Developing Country. *International Journal of Disaster Recovery and Business Continuity*, 12(1), 107–116. **(Web of Science)**
17. **Akhtar, A.**, Soratana, K. & Sackmann, D. (2021). Role of Triple-A in GSCM Practices: Evidence from Pesticide Sector of Pakistan. *International Journal of Disaster Recovery and Business Continuity*, 12(1), 321–335. **(Web of Science)**
18. Shafiq, M., **Akhtar, A.**, Tahir A.H., Akhtar, N., & Kashif, A.R. (2021). Efficiency And Effectiveness of Humanitarian Organizations' Logistics and Supply Chain Management: A Systematic Review. *PalArch's Journal of Archaeology of Egypt/Egyptology*, 18(7), 811–855. **(Scopus)**
19. Shafiq, M., **Akhtar, A.**, Ismail, M., Awais, M. (2021). Lean Management Readiness Assessment Framework for Humanitarian Organizations Supply Chain Management. *Bulletin of Business and Economics*, 10(3), 155-185.
20. **Akhtar, A.**, Khan, A., Akhtar, S., Shafiq, M. & Tanveer, R. (2020). Conflict Management Strategies and Organizational Performance in Banking Sector of Pakistan. *Foundation University Journal of Business & Economics*, Vol. 5(1), 1-12.
21. Bakhsh, A., Wahla, K.U.R. & **Akhtar, A.** (2020). Does Anomaly Exist in the Accrual Component of Earnings? Evidence from Pakistan. *Pakistan Journal of Social Sciences*, Vol. 40(2), 867-878.
22. Din, M., Akhtar, A., & Raza, M. (2020). Impact of Working Capital Management on Firm's Economic Value Added Momentum. *Test Engineering and Management*, Vol. 82, 13845-13855
23. **Akhtar, A.**, Bakhsh, A., Nawaz, & M.K., Riaz, M.I. (2019). Linking Service Orientation and Financial Performance through the Mediating Role of Job Satisfaction in Banking Sector of Pakistan. *Pakistan Journal of Social Sciences*, Vol. 38 (2), 271-282.
24. Bakhsh, A., Akhtar, M.H., & **Akhtar, A.** (2019). Impact of Corporate Reputation on Firm Risk: An Analysis of Pakistan Stock Exchange Listed and PACRA Rated Firms. *Review of Economics and Development Studies*, Vol. 5(2), 365-372, <https://doi.org/10.26710/reads.v5i2.622>
25. Ali, A., Azam, M., Mattiullah, J., & **Akhtar, A.** (2019). A Systematic Synthesis of Evidence Regarding Relationship of Physical Activity and Sports Participation with Trait Self-control. *Journal of Business and Social Review in Emerging Economies*, Vol. 5(1), 19-40, <https://doi.org/10.1080/15567249.2017.1354100>
26. Abbass, K., Tanveer, A., Huaming, S., & **Akhtar, A.** (2019). Impact of Financial Resources Utilization on Firm Performance: A Case of SMEs Working in Pakistan. *Journal of Business School*, Vol. 2(6), 60-78, DOI: 10.26677/TR1010.2019.145
27. **Akhtar, A.**, Bakhsh, A., Ali, M., & Kousar, S. (2019). Impact of Capital Structure on the Performance of Textile Sector in Pakistan: Examining the Moderating Effect of Liquidity. *Journal of Accounting and Finance in Emerging Economies*, Vol. 5(1), 1-12, <https://doi.org/10.26710/jafee.v5i1.718>
28. **Akhtar, A.**, Naheed, K., Akhtar, S., & Farooq, U. (2018). Impact of Job Stress on Employees' Job Satisfaction: An Empirical Study of Private Banks of Pakistan. *Pakistan Journal of Social Sciences*, 38(1), 137-151.
29. Zafar, J.M., **Akhtar, A.**, & Shakir, M. (2018). The Outcomes of Research and Development (R&D) Centers in Public Sector Universities of Pakistan. *International Journal of Management Research and Emerging Sciences*, 8(1), 79-87.
30. Waleed, A., **Akhtar, A.**, & Pasha, A. T. (2018). Oil consumption and economic growth: Evidence from Pakistan. *Energy Sources, Part B: Economics, Planning and Policy*, 13(2), 103–108. <https://doi.org/10.1080/15567249.2017.1354100> **(Taylor and Francis, Web of Science)**
31. **Akhtar, A.**, Waleed, A., & Pasha, A.T. (2017). Analyzing the Performance of Agriculture Sub-Sector in the Growth Rate of Agriculture GDP. *Paradigms*, 11(2), 135-140.
32. Kousar, S., Sabri, P.S.U., Zafar, M., & **Akhtar, A.** (2017). Technological Factors and Adoption of **Green Innovation**-Moderating Role of Government Intervention: A Case of SMEs in Pakistan. *Pakistan Journal of Commerce and Social Sciences*, 11(3), 833-861. **(Scopus)**

33. Pasha, A.T., **Akhtar, A.**, & Waleed, A. (2017). The Impact of Corruption on economic growth in SAARC Countries. *Asia Pacific*, 35(1), 54-69.
34. **Akhtar, A.**, Aamir, M., & Rashid, A. (2017). Impact of Corporate Governance Practices on Performance of Commercial banks in Pakistan: Examining moderating effect of Inflation. *Journal of Contemporary Management Sciences*, 3(2), 115-136.
35. **Akhtar, A.**, Malik, M.S., Hassnain, Z., & Aamir, M. (2017). Impact of Bank Specific and Macroeconomic Factors on Financial Performance of Banking Sector in Pakistan: Evidence from Pakistan Stock Exchange. *South Asian Journal of Banking and Social Sciences*, 3(1), 83-100.
36. Ali, H., Malik, M.S., Ahsan, N., & **Akhtar, A.** (2017). Impact of Customer Knowledge Management on Business Performance: Examining the Moderating Effect of Organizational Structure. *South Asian Journal of Banking and Social Sciences*, 3(1), 60-75.
37. **Akhtar, A.**, Nawaz, M.K., Mahmood, Z., & Shahid, M.S. (2016). Impact of High Performance Work Practices on Employees' Performance in Pakistan: Examining the Mediating Role of Employee Engagement. *Pakistan Journal of Commerce and Social Sciences*, Vol. 10(3), 708-724.
38. **Akhtar, A.**, Malik, M.S., & Awan, A.G. (2016). The Impact of Agricultural Finance on the Production of Fruits: Evidence from Pakistan. *Pakistan Journal of Social Sciences*, Vol. 36(2), 693-703.
39. Shakir, M., **Akhtar, A.**, & Khan, H.M.A. (2016). Analysis of Effective Communication and Proficient Use of Information and Communication Technologies: A Case Study of Secondary School Teachers of Pakistan. *Pakistan Journal of Social Sciences*, Vol. 36(2), 1163-1171.
40. **Akhtar, A.**, Kanwal, L., & Hassan, M.U. (2016). The Impact of Investors' Stock Market Awareness on Stock Market Efficiency: A Case Study of Southern Punjab – Pakistan. *Journal of Contemporary Management Sciences*, Vol. 2(1), 125-134.
41. **Akhtar, A.**, Malik, M.S., & Imran, M. (2016). Internal Barriers to Small Business Growth: A Case Study of District Dera Ghazi Khan, Pakistan. *Journal of Contemporary Management Sciences*, Vol. 2(2), 83-94.
42. **Akhtar, A.**, Pasha, A.T., & Waleed, A. (2016). The Impact of Human Resource Management Practices on the Career Satisfaction in Banking Sector of Punjab, Pakistan. *Gomal University Journal of Research*, Vol. 32 (2), Special Issue IV, 1-12.
43. **Akhtar, A.**, Malik, M.S., Nusrat, I., & Bakhsh, A. (2016). The Analysis of the Validity of Capital Asset Pricing Model: Evidence from Pakistan Stock Exchange. *Journal of Accounting and Finance in Emerging Economies*, Vol. 2(2), 57-68.
44. **Akhtar, A.**, Malik, M.S., Ashraf, M., & Naheed, K. (2016). Impact of Dividend, Retention Ratio, Profit after Tax, Earnings Per share, and Return on Equity on Stock Prices in Pakistan: Examining the Moderating Effect of Interest Rate and Political Risk. *South Asian Journal of Banking and Social Sciences*, Vol. 2(1), 93-103.
45. Waleed, A., Pasha, A.T., & **Akhtar, A.**, (2016). Exploring the Impact of Liquidity on Profitability: Evidence from Banking Sector of Pakistan. *Journal of Internet Banking and Commerce*, Vol. 21(3), 1-12. (Scopus)
46. S Laghari, **Akhtar, A.**, & Ayub, A. (2016). Identifying Determinants of Organizational Development as the Key Developers of Employee Soft Skills. *Acta Universitatis Danubius. Œconomica*, Vol. 12(5), 121-130.
47. Ali, A., Qambrani, M.R., **Akhtar, A.**, & Ansari, K. (2016). Impact of Financial Incentives on the Performance of Field Hockey Teams (Men): A Case Study of Higher Education Institutions (HEIS) of Pakistan. *The Shield*, 11(1), 147-164.
48. Malik, M.S., **Akhtar, A.**, Ali, H., Kanwal, M., & Hassnain, Z. (2016). Determinants of Financial Performance: Empirical Evidence from Pakistan. *European Academic Research*, 4(9), 7603-7614.
49. **Akhtar, A.**, Durrani, A.B., & Hassan, W. (2015). The Impact of Organizational Commitment on Job Satisfaction and Job Performance: An Empirical Study from Pakistan. *IOSR Journal of Business and management*, Vol. 17, Issue 6.Ver. II, 75-80.
50. Ali, H., **Akhtar, A.**, & Ali, H. (2015). Analyzing the Impact of Extrinsic and Intrinsic Rewards on Employee Motivation in the Academic Sector of Pakistan. *South Asian Journal of Banking and Social Sciences*, Vol. 1(1), 113-123.
51. Usman, M., Akhter, W., & **Akhtar, A.** (2015). Role of Board and Firm Performance in Determination of CEO Compensation: Evidence from Islamic Republic of Pakistan. *Pakistan Journal of Commerce and Social Sciences*, Vol. 9, (2), 641-657.
52. Ayub, A., Hassan, M.U., **Akhtar, A.**, & Laghari, S. (2015). Impact of Project Leadership Facets on Project Outcome. *Acta Universitatis Danubius. Œconomica*, Vol. 11(4), 5-14.

Reviewer of Journals

- a. Frontiers in Environmental Science (**Web of Science and Scopus**)
- b. International Journal of Services and Operations Management (**Scopus – Elsevier**)
- c. Review of Economics and Development Studies (HEC-Y Category Journal)
- d. Pakistan Journal of Social Sciences (HEC-Y Category Journal)
- e. Review of Applied Management and Social Sciences (HEC-Y Category Journal)
- f. Review of Education, Administration and Law (HEC-Y Category Journal)
- g. Political Horizons (A Journal of The Islamia University of Bahawalpur, Pakistan)
- h. Pakistan Business Review (HEC-Y Category Journal)

Keynote Speaker

Delivered keynote speech on “Higher Education's Quest for a Sustainable Future: A Global Perspective” in Higher Education International Conference (HEIC – 2023) held at The Islamia University of Bahawalpur, Pakistan on February 07, 2023

Session Chair

Chaired a Conference Session at 3rd International Conference of Political Science (ICPS-2023), Public Policy and Good Governance in the Contemporary Age, held at The Islamia University of Bahawalpur, Pakistan, February 14-15, 2023

International Conference / Seminar Presentations

1. Impact of Triple-A Capabilities and GSCM Practices on Environmental Performance: Mediating Role of Financial Performance (**AKHTAR**, HASHIM AND MAHMOOD) presented at 3rd International Conference on Business & Commerce (ICBC 2023) held at Hailey College of Commerce, University of the Punjab, Lahore, Pakistan, November 14-15, 2023
2. Impact of Triple-A Capabilities on Environmental Performance: Examining the Mediating Role of Financial Performance (**AKHTAR**, HASHIM AND MAHMOOD) presented at Global Conference of Business and Economics Research (GCBER 2023) held at Dorsett Putrajaya, Malaysia, September 09-10, 2023 (organized by School of Business & Economics, **Universiti Putra Malaysia**)
3. Impact of Triple-A Capabilities on Environmental Performance (**AKHTAR**, HASHIM AND MAHMOOD) presented at 3rd International Conference of Political Science (ICPS-2023) held at The Islamia University of Bahawalpur, Pakistan, February 14-15, 2023
4. Mediating role of GSCM practices on the relationship between Triple-A capabilities and environmental performance (**AKHTAR**, HASHIM AND SORATANA) presented at The 5th LIMAC International Academic Conference on “Digital Technology in Logistics for New Normal” held at Naresuan University, Phitsanulok, **Thailand**, September 01, 2022
5. Role of GSCM practices and institutional pressures in environmental and financial performance in the Pesticide Sector of Pakistan (**AKHTAR**, MA, **AKHTAR** AND HASHIM) presented at The 5th LIMAC International Academic Conference on “Digital Technology in Logistics for New Normal” held at Naresuan University, Phitsanulok, **Thailand**, September 01, 2022
6. An analysis of cost effectiveness, perceived ease of use, innovativeness, end users' motivation and environmental sustainability under photovoltaic based net metering system in Pakistan (SONG,

TANVEER AND **AKHTAR**) presented at The 5th LIMAC International Academic Conference on “Digital Technology in Logistics for New Normal” held at Naresuan University, Phitsanulok, **Thailand**, September 01, 2022

7. China-Pakistan Economic Corridor and Digital Silk Road: An analysis of opportunities and challenges for Pakistan (**AKHTAR AND AKHTAR**) presented at The 5th LIMAC International Academic Conference on “Digital Technology in Logistics for New Normal” held at Naresuan University, Phitsanulok, **Thailand**, September 01, 2022
8. Role of GSCM Practices in Organizational Performance: Implications for Federation (**AKHTAR, SORATANA AND SACKMANN**) presented at International Conference on Federalism, State, and Society (ICFSS-2021) held at The Islamia University of Bahawalpur, Pakistan, March 25-26, 2021
9. Triple-A, GSCM Practices and Organizational Performance: A Qualitative Study (**AKHTAR AND SORATANA**) presented at International Meritorious Multidisciplinary Virtual Conference (IMMVC-2020) held at The Women University, Multan, Pakistan, August 17-19, 2020
10. Impact of Capital Structure on the Performance of Textile Sector in Pakistan: Examining the Moderating Effect of Liquidity (**ALI, SHEIKH AND AKHTAR**) presented at 9th International Conference on Management Research held at Superior University, Lahore, Pakistan, November 29-30, 2018
11. Sustainability in Supply Chain: A Case Study of Manufacturing Firms of Pakistan (**AHHTAR**) presented at The 2nd flying seminar on Logistics and Supply Chain held at Hochschule Merseburg University of Applied Sciences, **Germany**, September 24-30, 2017
12. Impact of Service Orientation on Financial Performance of Banking Sector of Pakistan: Examining the Mediating Role of Job Satisfaction (**AKHTAR, MAHMOOD, NAWAZ AND HAIDER**) presented at 2nd International Research Conference on Economics, Business and Social Sciences held at Park Royal Hotel, Penang, **Malaysia** July 11-12, 2017
13. Impact of Employee Empowerment, Teamwork, Employee Training and Job Security on Job Satisfaction with Moderating Effect of Employees Qualification (**WALEED, MUGHAL AND AKHTAR**) presented at 2nd International Research Conference on Economics, Business and Social Sciences held at Bahauddin Zakariya University, Multan, Pakistan, April 17-18, 2017
14. The Effect of Leverage and Firm Size on Profitability of Public Manufacturing Firms in Pakistan (**WALEED, AKHTAR AND PASHA**) presented at 2nd International Research Conference on Economics, Business and Social Sciences held at Bahauddin Zakariya University, Multan, Pakistan, April 17-18, 2017
15. Impact of Board Size and Composition on the Efficiency of Banks: Evidence from Pakistan (**SHAHID AND AKHTAR**) presented at 2nd International Social Sciences Conference 2016, held at Allama Iqbal Open University, Multan, Pakistan, December 28-29, 2016
16. Determinants of Stock Prices: A Case Study of Pakistan Stock Exchange (**AKHTAR, MALIK AND ASHRAF**) presented at 2nd International Social Sciences Conference 2016, held at Allama Iqbal Open University, Multan, Pakistan, December 28-29, 2016
17. The Impact of Financial Incentives on The Performance of Field Hockey Teams (Men): A Case Study of Higher Education Institutions of Pakistan (**ALI, AKHTAR AND SHEIKH**) presented at 1st International Research Conference on Economics, Business and Social Sciences held at Bahauddin Zakariya University, Multan, Pakistan, April 12-13, 2016
18. The Impact of Investors' Stock Market Awareness on Stock Market Efficiency: A Case Study of Southern Punjab – Pakistan (**AKHTAR, HASSAN AND KANWAL**) presented at 1st International Research Conference on Economics, Business and Social Sciences held at Bahauddin Zakariya University, Multan, Pakistan, April 12-13, 2016
19. Theories of Corporate Governance: A Review (**AKHTAR, KOUSAR AND MEHMOOD**) presented at 1st International Research Conference on Economics, Business and Social Sciences held at Bahauddin Zakariya University, Multan, Pakistan, April 12-13, 2016
20. Comparative Analysis of the Actual Market Price and Consumer Price Knowledge: A Review (**ALI, AKHTAR AND AHMED**) presented at International Conference on Business and Management (ICBM) held at Muhammad Ali Jinnah University, Karachi, Pakistan, December 28-29, 2015

Conferences / Symposium / Seminar / Webinar Attended

1. Army Public Schools & Colleges System (APSACS) **Principals' Conference** 2011 held at **Garrison Academy for Girls, Lahore**, Pakistan, May 03-04, 2011
2. **International Entrepreneurship Symposium** held at **IBA, Karachi**, Pakistan, March 21-22, 2016
3. **International Symposium on Technology Entrepreneurship and Incubation** held at Higher Education Commission (HEC) Islamabad, Pakistan, August 19-20, 2016
4. **2nd Flying Seminar** held at Hochschule Merseburg University of Applied Sciences, **Germany**, September 24-30, 2017 (Seminar and industrial tour)
5. **Grant Management Seminar (GMS)** – 2018, held at Sheraton Hotel, Sharm El Sheikh, **Egypt**, March 1, 2018
6. **Islamic Finance for Academicians** held at **IBA, City Campus, Karachi, Pakistan** May 04-08, 2018
7. **Seminar on Research Ethics** held at Naresuan University, **Thailand**, September 19, 2018
8. **3rd Flying Seminar** held at **Thailand**, September 24-29, 2018 (Seminar and industrial tour)
9. **Seminar on Stress Management** held at Naresuan University, **Thailand**, October 25, 2018
10. **The 7th Business, Economics and Communications International Conference (BECIC)** held at Naresuan University, **Thailand**, November 29-30, 2018
11. **Two days dialogue on Social Harmony**, arranged by Pakistan Institute of Peace Studies (PIPS), held at **Lahore**, Pakistan, January 14-15, 2019
12. **Seminar on Islamic Finance** held at Bahauddin Zakariya University, Multan, April 15, 2019
13. **Virtual Round Table Discussion** on Constructing a Post Corona Paradigm: Challenges and Solutions held at The Women University, **Multan**, Pakistan, August 19, 2020
14. **Customer Relationship Management Strategies for SMEs**, Webinar organized by Small and Medium Enterprises Development Authority (**SMEDA**), Pakistan, held on October 05, 2020
15. **International Trade Opportunities for SMEs**, Webinar organized by Small and Medium Enterprises Development Authority (**SMEDA**), Pakistan, held on October 28, 2020
16. **Value Addition in Agri Products**, Webinar organized by Small and Medium Enterprises Development Authority (**SMEDA**), Pakistan, held on November 26, 2020
17. **Fruit and Vegetable Export Basics**, Webinar organized by Small and Medium Enterprises Development Authority (**SMEDA**), Pakistan, held on December 17, 2020
18. **Inventory, Stocks and Warehouse Management Techniques**, Webinar organized by Small and Medium Enterprises Development Authority (**SMEDA**), Pakistan, held on March 22, 2021
19. **Fundamentals of Islamic Banking Operations (FIBO)**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on May 24-28, 2021
20. Author Workshop on **"Fundamentals of Writing Research Articles for Top Journals"** Webinar organized by **Elsevier**, held on August 10, 2021
21. **Governance Issues in Islamic Banking**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on February 21, 2022
22. **Fundamentals of Islamic Banking Operations (FIBO)**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on May 16-20, 2022
23. **Perception Building in Islamic Finance**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on September 16, 2022
24. **Accounting for Islamic Financial Transactions**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on April 3-4, 2023
25. **Role of AI in Shariah Compliance and Audit**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on April 17, 2023
26. **FINTech Application in Islamic Finance**, webinar organized by National Institute of Banking and Finance (NIBAF), Islamabad, Pakistan, held on April 27, 2023

Trainings / Workshops Conducted as a Resource Person

1. **Career Counseling Workshop (The Islamia University of Bahawalpur, Pakistan)**
Conducted **Career Counseling Workshops** for outgoing students of Department of Commerce, The Islamia University of Bahawalpur during 2008-09.
2. **Teacher Training Workshops (Army Public School & College Bahawalpur Cantt)**
Conducted Teacher Training Workshops on **Management & Organizational Behavior** with reference to Teaching & Learning during 2009-12 (Number of times in different Wings of the Institute).
3. **Teacher Training Workshop (Pelican Junior School (PJS), Bahawalpur Cantt)**
Conducted Teacher Training Workshops on **Management & Organizational Behavior** with reference to Teaching on 25-11-09 (Principal PJS along with all teachers attended).
4. **Refresher Course for Investigation Officers (Police Department)**
Conducted two workshops (22-03-10, 13-04-10) on **Organizational Behavior** for Investigation Officers (SIs / ASIs) of Police Department on request of DPO Bahawalpur at District Police Lines Bahawalpur.
5. **Importance of Management in Social Work (Department of Social Work, IUB)**
Conducted a workshop on **Importance of Management in Social Work** on 25-03-2011 at Department of Social Work, The Islamia University of Bahawalpur on request of Chairman Department of Social Work (Chairman and Students of MA Social Work attended the Workshop).
6. **Stress Management and Time Management**
Conducted a workshop on **Stress Management and Time Management** on 29-07-2011 for Principals of Federal Govt. Educational Institutions (Cantt Garrison) Bahawalpur at Federal Govt. Boys Public School, Bilal Colony, Bahawalpur on request of GSO-I, Federal Govt. Educational Institutions (Cantt Garrison) Bahawalpur Region.
7. **How to Become the Best Human Resource? Current Issues and Challenges for Employees**
Conducted a seminar on **how to become the best human resource?** Current issues and challenges for employees on 08-05-2016 at National College of Business Administration and Economics, Layyah.
8. **Career Counseling Workshop (Bahauddin Zakariya University, Multan, Pakistan)**
Conducted **Career Counseling Workshops** for outgoing students of Department of Commerce, Bahauddin Zakariya University, Multan during 2015-18.
9. **Marketing and Selling of Financial Services**
Conducted a seminar on **Marketing and Selling of Financial Services** on 22-04-2019 at **Al Baraka Bank** (Pakistan) Limited, Regional office, Multan
10. **Taxation and Compliance**
Conducted a webinar on **Taxation and Compliance** on 06-10-2020, organized by Small and Medium Enterprises Development Authority (SMEDA), Pakistan
11. **Supply Chain Management for SMEs**
Conducted a webinar on **Supply Chain Management for SMEs** on 19-11-2020, organized by Small and Medium Enterprises Development Authority (SMEDA), Pakistan
12. **Business Planning & Transformation**
Conducted a webinar on **Business Planning & Transformation** on 30-12-2020, organized by Small and Medium Enterprises Development Authority (SMEDA), Pakistan
13. **Home Good Place for Learning and Grooming: Responsibilities of Parents**
Conducted Seminar on **Home Good Place for Learning and Grooming: Responsibilities of Parents** on 18-02-2023, 25-02-2023, and 11-03-2023, organized by Multan Garrison Education System (MGES), Multan, Pakistan

Professional / Academic Trainings Attended

1. Basic Concepts of Educational Planning (24-11-08 to 29-11-08)
2. Plan Implementation and Management (01-12-08 to 06-12-08)
3. Economics and Financing of Education (15-12-08 to 20-12-08)
4. Educational Research and Statistics (22-12-08 to 27-12-08)
5. Importance of Knowledge Management (12-03-09 to 12-03-09)
6. Processes of Educational Planning (01-06-09 to 06-06-09)
7. Curriculum Planning and Evaluation (08-06-09 to 13-06-09)
8. Development Education (15-06-09 to 20-06-09)
9. Project Implementation, Monitoring and Evaluation (22-06-09 to 27-06-09)
10. **Self-Improvement Framework (SIF) for Schools** (11-02-10 to 13-02-10)
Resource Person from APSACS Secretariat, G.H.Q. Rawalpindi
11. **School as Learning Organization (SLO)** (19-02-10 to 20-02-10)
Resource Person from APSACS Secretariat, G.H.Q. Rawalpindi
12. **Introduction to Global School Partnerships** (11-03-10 to 11-03-10)
Resource Person from British Council, Islamabad
13. **Principal as a Leader (PAL)** (05-05-11 to 06-05-11)
Resource Person from APSACS Secretariat, G.H.Q. Rawalpindi
14. **Adolescent Health** (07-07-11 to 07-07-11)
Resource Person from Sahil, Islamabad (www.sahil.org)
15. **British Council (CAMEO Training)** (06-01-12 to 06-01-12)
Resource Person from British Council, Lahore
16. **Customer Care** (29-03-13 to 29-03-13)
Resource Person from (NPO) National Productivity Organization, Pakistan
17. **Consumer Protection Awareness** (02-05-13 to 02-05-13)
Institute of Cost and Management Accountants of Pakistan (ICMAP)
18. **Islamic Banking and Finance** (03-06-14 to 04-06-14)
Resource Person from Interconnect Islamic Financial Services, Karachi
19. **Intellectual Property Rights and Patent drafting** (11-05-16 to 11-05-16)
A joint venture of PASTIC-PSF, FVS-BZU & IPO
20. **Cambridge English Placement Test (30 hours Training)** (01-11-18 to 30-11-18)
Division of International Affairs and Language Development,
Naresuan University, **Thailand**
21. **Fundamentals of Writing – I (24 hours Training)** (01-11-18 to 30-11-18)
Division of International Affairs and Language Development,
Naresuan University, **Thailand**

Boards, Committees, Coordination and Curricular Development Experience

Bahauddin Zakariya University Multan, Pakistan

- a. **Coordinator MBA Program**, Institute of Banking & Finance, Mar 2013 to Aug 2013
- b. **Coordinator MSc (Insurance & Risk Mgt.) Program**, Institute of Banking & Finance, Aug 2013 to Apr 2015
- c. **Coordinator B.Com (Hons.) Program**, Department of Commerce, Jul 2015 to Jun 2018
- d. **Coordinator BS (Accounting & Finance) Program**, Department of Commerce, Jul 2024 to date
- e. **Member organizing committee** of 1st International Conference in Economics, Business and Social Science held at School of Economics, Bahauddin Zakariya University, Multan, Pakistan (April 12-13, 2016)
- f. **Member organizing committee** of 2nd International Conference in Economics, Business and Social Science held at School of Economics, Bahauddin Zakariya University, Multan, Pakistan (April 17-18, 2017)
- g. **Member** Board of Studies in Commerce, Dec 2012 – Aug 2013

- h. **Member** Board of Studies in Institute of Banking & Finance, Feb 2013 – to Oct 201
- i. **Member** Board of Faculty in Commerce, Law and Business Administration, Jun 2014 to Jan 2016
- j. **Member / Secretary** Examination Committee, Institute of Banking & Finance, Feb 2013 to Mar 2015
- k. **Member / Secretary** Discipline Committee, Institute of Banking & Finance, Feb 2013 to Mar 2015
- l. **Member / Secretary** Examination Committee, Department of Commerce, Jun 2015 to June 2017
- m. **Member / Secretary** Purchase Committee, Institute of Banking & Finance, Aug 2014 to May 2015
- n. **Member / Secretary** Purchase Committee, Department of Commerce, Jul 2015 to June 2019
- o. **Member** Discipline Committee, Department of Commerce, Jul 2015 to date
- p. **Paper Setter / Evaluator** for the various courses at B.Com and M.Com Level Dec 2012 to June 2019

The Islamia University of Bahawalpur, Pakistan

- a. **Member** Board of Studies in Commerce, Mar 2008 – Feb 2009
- b. **Member** Board of Studies in Commerce, Mar 2012 – Nov 2012
- c. **Paper Setter / Evaluator** for various courses at B.Com and M.Com Level, 2010 – 2011

Superior University, Lahore, Pakistan

Member Board of Faculty in Management Sciences, April 2021 to date

Muhammad Ali Jinnah University (MAJU), Karachi, Pakistan

Member Board of Studies in Operations and Information Systems Management, Nov 2020 to October 2021

Government College University, Lahore, Pakistan

Paper Setter / Evaluator of various Courses at BS (Hons.) Level, 2010 – 2011

State Bank of Pakistan

Focal Person for State Bank of Pakistan National Financial Literacy Program in Pakistan (2017-2019)

Honours / Awards

- i. Awarded with **Certificate of Appreciation** from President of United Bank Limited (UBL) in October, 2002
- ii. Awarded with **Certificate of Appreciation** from Regional Coordinator of Army Public School and College Bahawalpur in August 2011 for the best academic performance of the school.
- iii. Declared as **Principal of the Year** by Army Public Schools and Colleges System (APSACS) Secretariat, G.H.Q., Rawalpindi in Year 2011.
- iv. **Army Public School & College, Bahawalpur Cantt.** was also declared as **School of the Year** by Army Public Schools and Colleges System (APSACS) Secretariat, G.H.Q., Rawalpindi in Year 2011 during my working as Principal (2009-2012).
- v. Awarded with **Certificate of Appreciation** from Office of Research, Innovation and Commercialization (ORIC) Bahauddin Zakariya University (BZU) for research performance in December 2018.
- vi. Awarded with **Research Grant** (Rs. 120,000) from Directorate of Research, Bahauddin Zakariya University for conducting research in year 2015.
- vii. Awarded with **Research Grant** (Rs. 168,300) from Directorate of Research, Bahauddin Zakariya University for conducting research in year 2017.
- viii. Awarded with **Research Grant** (Rs. 150,000) from Directorate of Research, Bahauddin Zakariya University for conducting research in year 2019.
- ix. After a highly competitive process, awarded with an **International fully funded PhD Scholarship by Naresuan University, Thailand** in 2016.
- x. After a highly competitive process, awarded with an **International fully funded PhD Scholarship by Higher Education Commission of Pakistan (HEC)** through Bahauddin Zakariya University, Multan, Pakistan in 2016.
- xi. After a highly competitive process, awarded with an **International fully funded PhD Scholarship by Chiang Mai University, Thailand** in 2019 (not availed).
- xii. Completed PhD with **High Distinction** from Naresuan University, Thailand in collaboration with Merseburg University of Applied Sciences, Germany.

International Visits

- Germany (2017)
- Malaysia (2017, 2022-2024)
- Thailand (2017- 2020)
- Qatar (2018)
- Egypt (2018)
- Saudi Arabia (2018)
- Sri Lanka (2024)

International Industrial Tours

- BMW, Munich, Germany (25.09.2017)
- Audi, Ingolstadt, Germany (26.09.2017)
- Radial, Merseburg, Germany (29.09.2017)

Personal Details

Father's Name:	Akhtar Hussain Akhtar
Date of Birth:	October 26, 1977
Gender:	Male
Marital Status:	Married
Nationality:	Pakistani by birth