



Prof. Dr. Muhammad Shaukat Malik

(Ex-Vice-Chancellor University of Layyah)

(Ex-Vice-Chancellor, Emerson University Multan)

(Ex-Dean, Faculty of Commerce, Law & Business Administration)

Dean, Faculty of Commerce, Banking & Business Administration

Director, Institute of Banking and Finance

Bahauddin Zakariya University, Multan, Pakistan

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Personal Data

Father's Name:	Malik Imam Buksh
CNIC No.:	36302-3057817-1
Residential Address:	House No.21, Street No.2, Shahzad Colony, M.D.A. Chowk, Multan
Nationality:	Pakistani
Marital Status:	Married
Dated of Birth	01.04.1964
Domicile:	Multan (Punjab)
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Academic Record

Degree	Year	Board / University	Division
M.B.A	1990	Institute of Business Administration, (IBA) Karachi, Pakistan	1 st
P.G.D Systems Analysis	1988	Institute of Business Administration, (IBA) Karachi, Pakistan	1 st
PhD (Business Administration)	2009	Bahauddin Zakariya University, Multan.	
Certified Corporate Director	2017	Institute of Chartered Accountant of Pakistan	

Experience

S.#	Designation	Institution	Responsibilities	Period	
				From	To
1.	Dean Faculty of Commerce, Banking and Business Administration	B.Z.U, Multan	Working as Dean of Following institutes / Department of BZU: <ul style="list-style-type: none">Institute of Banking and FinanceInstitute of Management SciencesDepartment of Commerce	05-05-2023	To date

2.	Vice-Chancellor	University of Layyah	Set-up/revamped all basic infrastructures of this newly established University. Framed many Committees like Admission, Cafeteria, Discipline, Auction etc., appointed several administrative heads like Director ORIC / QEC / Sports, DSA, Wardens , RO on merit. Prepared new budgets, admission as well as semester rules. Prepared drafts for opening 45 departments for approval of the statutory bodies. Sent panels of competent persons to HED for appointment of principal officers and nominations on statutory bodies.	02.01.2023	02.04.2023
3.	Vice-Chancellor	Emerson University Multan	Set-up this new University by establishing 06 Faculties, 35 Departments. Appointed HODs and all Principal Officers. Framed Board of Studies of each department. Framed admissions, students and academic/administrative rules. Framed status for different posts for the university and did other important jobs.	15.07.2022	10.09.2022
4.	Dean Faculty of Commerce, Law and Business Administration	B.Z.U, Multan	Worked as Dean of Following institutes / Department of BZU: <ul style="list-style-type: none"> • Institute of Banking and Finance • Institute of Management Sciences • Department of Commerce • BZU Gillani Law College. 	24-04-2019	23.04.2022
5.	Director Institute of Banking & Finance	B.Z.U, Multan	Working as Founding Director of this Institute and set it up since 2012.	11.12.2012	To date
6.	Professor Business Administration BPS-21)	B.Z.U, Multan	<ul style="list-style-type: none"> • Working as Director, IBF. • Pioneer Director of this Institute and started it from scratch. • Performing different administrative responsibilities like management, financial planning, academic planning etc of the institute. • Teaching various courses 	09-11-2012	To date
7.	Associate Professor Business Administration- (IMS) BPS-20)	B.Z.U, Multan	<ul style="list-style-type: none"> • Posted as pioneer Director, of Institute of Banking & Finance. • Pioneer Director of Institute and started it from scratch. • Performing different administrative responsibilities like management, financial planning, academic planning etc. of the institute. • Teaching various courses 	15-12-2010	30-12-2015
8.	Assistant Professor Business Administration- (IMS)	B.Z.U, Multan	<ul style="list-style-type: none"> • Taught to Various Classes • Member Semester Implementation Committee of BZU • Member Board of Studies in Business Administration, B.Z.U • Incharge Admissions, Exams and Placements. • Student Advisor 	03-6-2000	14-12-2010
9.	Lecturer Business Administration- (IMS) Worked as Head Budget & Accounts in State Life Insurance Multan having lien in BZU. (1996-1999)	B.Z.U, Multan	<ul style="list-style-type: none"> • Taught to Various Classes • Supervised Admission Operations • Incharge Examination & placements 	01-3-93	02-6-2000

10.	Manager Finance	Mahmood Textile Mills, Ltd.	<ul style="list-style-type: none"> Performed All Assignments pertaining to Finance Established As/400 mini computer based M.I.S department and got computerized company's accounts, payroll, inventory, export, costing etc. system. 	01-07-1990	28-2-1993
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Administrative Responsibilities Undertaken / Achievements

OUTSIDE BZ UNIVERSITY:

Present

- **Member Board of Directors of Fatima Group** (A Leading Industrial Group of Pakistan owning Fatima Fertilizer, Pak Arab Fertilizer, Fatima Ferti, Reliance Weavings Mills, Fatima Sugar, Fatima Energy, Fatima Holding Company etc.) 02.05.2016 till date.
- **Advisor to Punjab Public Service Commission** for recruitment and selection at various posts.
- **Member Board of Governor (Syndicate)**, Times Institute, Multan (Government chartered and HEC recognized degree awarding institute) 29.01.2021 till date.
- **Member Traffic Coordination Committee** Multan Police Multan.
- **Member Monitoring Committee of Nishter Hospital Multan** 06.07.2018 till date.
- **Member Board of Governor, SOS Village, Multan.**

Past

- Worked as **Vice-Chancellor**, University of Layyah w.e.f. 02.01.2023 to 02.04.2023.
- Worked as **Vice Chancellor**, Emerson University, Multan.
- **Member Board of Directors, Multan Waste Management Company, Multan** 17.08.2016 to 14.11.2018. Served on this position for three tenures.
- Worked as **Zonal Head** Budget and Accounts Department, State Life Insurance of Pakistan, Multan from 6-6-1996 to 13-12-1999. Acted as Convener/Member for promotion, medical claims, and purchase etc. committees while working as head Budget and Accounts in State Life Insurance Corporation of Pakistan for 3.5 years (on leave without pay from B.Z. University, Multan- July 1996- December 1999).
- Worked as **Manager Finance & MIS** from 01-7-90 to 28-2-93 in Mehmood Textiles Mills Limited, Multan.
- **Member Board of Studies, NFC**, Institute of Engineering and Technology, Multan
- **Member Advanced Studies and Research Board**, Institute of Southern Punjab, Multan.

WITHIN BZ UNIVERSITY:

Present

- Working as **Dean, Faculty of Commerce, Banking and Business Administration** from 05.05.2023 to date
- Working as **Founding Director, Institute of Banking and Finance**, Bahauddin Zakariya University, Multan from 11-12-2012 till date.
- **Member Senate**, Bahauddin Zakariya University, Multan (Working since 2007 till date).
- **Member Academic Council**, B.Z.U Multan from 11-12-2012 till date.
- Working as **Chairman University Industry Chamber of Commerce Liaison Committee** from 09.12.2019 till date.
- Working as member **Revenue Generation & Saving Committee** of B.Z. University Multan from 11.06.2020 till date.
- **Chairman Board of Studies Institute of Banking & Finance**, B.Z. University, Multan

- **Chairman Examination, Admission, Discipline and other Committees** of the Institute (IBF).
- **HEC Approved Supervisor** for Supervising MS & PhD students.

Past

- Worked as **Dean, Faculty of Commerce, Law and Business Administration** from 24.04.2019 to 23.04.2022.
- **Worked as Member Finance & Planning Committee**, Bahauddin Zakariya University, Multan from 18.06.2019 to 18.06.2022.
- **Worked as Chairman Board of Faculty of Commerce Law and Business Administration** , B.Z. University, Multan from 24.04.2019 to 23.04.2022.
- Worked as Teacher Incharge/HOD **Alfalah Institute of Banking and Finance (AIBF)**, Bahauddin Zakariya University, Multan from 15-8-2012 to 10-12-2012.
- Worked as **Campus Head / HOD, City Campus, B.Z.U Multan** from 16-11-2007 to 14-08-2009.
- Worked as **Director of Human Resource Development and Community Relations**, Bahauddin Zakariya University, Multan from 13-01-2012 to 9-2-2019.
- Worked as **Member Syndicate** (Board of Directors), Bahauddin Zakariya University, Multan from 21-3-2013 to 20-3-2016.
- Worked as **Member of Semester Implementation Committee** and Doctoral Committee, Bahauddin Zakariya University, Multan for three years (2009 to 2012).
- Worked as **Acting Director/Incharge of Institute of Management Science**, Bahauddin Zakariya University, Multan for one year 2012.
- Worked as **Chairman Transport Committee**, Bahauddin Zakariya University, Multan from 26-5-2014 to 2-6-2015.
- Worked as **Member of Finance and Planning Committee** of Bahauddin Zakariya University, Multan from 20-03-2014 to 19-03-2017 and 18-06-2019 to 20-06-2022.
- Worked as **Member Admission Committee** of B.Z. University Multan from 24.04.2019 to 23.04.2022.
- Worked as **Member Library Committee of BZU**, Multan from 23-3-2012 to 30.12.2015 for three years.
- Worked as **Chairman Maintenance Committee**, Bahauddin Zakariya University, Multan from 11.04.2019 to 16.09.2019.
- **Chairman SNE Committee**, Bahauddin Zakariya University, Multan from 25.04.2019 to 08.3.2020.
- **Director, Planning and Development**, Bahauddin Zakariya University, Multan from 18-02-2019 to 08-07-2021.
- Worked as **Chairman Discipline Committee**, Bahauddin Zakariya University, Multan from 07.05.2019 to 14.09.2019.
- Worked as **Chairman Tendering Opening Committee** for Civil work from 18.10.2019 to 08.07.2021.
- Worked as **Chairman Investment Committee** of B.Z. University, Multan from 30.01.2019 to 20.01.2020.
- Worked as **Incharge Seminars in Institute of Management Sciences**, Bahauddin Zakariya University, Multan and successfully arranged different seminars.
- Worked as **Incharge of Academics, Student Affairs, Examinations, Admissions, Placements** etc in Institute of Management Sciences, Bahauddin Zakariya University, Multan in different tenures.
- Worked as **Team Leader for arranging Job Fairs in University (BZU)** for the years 2007 and 2008.
- Worked as **Coordinator** for implementation of an ERP computer systems for B.Z.U Multan.

National and International Awards Won:

- Won Emerald Literati Award for 2018 from World Leading Publishing Company i.e. Emerald Publishing Ltd U.K.
- Won Best Paper Award of Higher Education Commission (HEC), Pakistan for the year 2018

No. of M. Phil / PhD. Students Supervised

Level	Completed	Under Supervision
M.Phil	131	03
PhD	03	05

PhD Students Supervised in Business Administration

Sr.	Roll No.	Students Name's	Titles
1.	PhD-16-04	Saba Younus	Extending the Extended Theory of Planned Behavior based on Slippery Slope Framework of Tax-Compliance; A Comparative Study of Next-11 Countries.
2.	PhD-16-05	Shahzadi Sattar	Detrimental Effects of Workplace Bullying and Despotism on Employee Performance; Moderating Role of Organizational Cynicism.
3.	PhD-16-09	M. Kashif Nawaz	The Workplace Mentoring: Building the Sustainable Career From a Relational Need Fit Perspective.

PhD Students under Supervision in Business Administration

Sr.	Roll No.	Students Name's	Titles
1.	PhD-16-01	Samavia Munir	Impact of sustainable finance, financial reporting quality, financial inclusion and corporate Tax avoidance on firm performance.
2.	PhD-17-02	Naureen Afzal	Impact of Diversification on Sustainability, Risk and Profitability of Micro-Finance Institutions; A Global Perspective.
3.	PhD-21-03	Syeda Saman Fatima	Factors affecting the performance of the firms : A comparative study between family and Non –Family Business in Pakistan
4.	PhD-21-04	Rimsha Kanwal	The impact of challenges on the success of disadvantaged entrepreneurs in Pakistan: The role of Institutional environment and stereotype threats.
5.	PhD-21-09	Muhammad Hammad	Impact of Investor Sentiments on Firms Financial Decisions. Moderating Role of Corporate Governance Mechanism.

MS /M.Phil Students Supervised in Business Administration

Sr.	Roll No.	Students Name's	Titles
1.	MSBA-13-02	Faria Shafi	Role of Quality Enhancement cells in the uplifting of Higher Education : A case study of public sector universities of Punjab, Pakistan
2.	MSBA-13-06	Lubna Kanwal	Impact of Corporate Social Responsibility Disclosure on Financial Performance: A Case Study of listed Pharmaceutical Firms of Pakistan.
3.	MSBA-13-08	Mehvish Amin	Impact of Work-life balance on Employee Performance in Telecom Sector of Pakistan
4.	MSBA-13-13	M.Habib Ahmed	Impact of HR practices on Organizational Performance: Moderating Role of Islamic Principles
5.	MSBA-13-09	Fatima Asif	Impact of organizational support and Human capital on the Innovative performance of organization : A case study of Textile sector of Pakistan
6.	MSBA-13-11	Liala Naz	The impact of capital structure on Firm Performance: Moderating Role of Corporate Governance.
7.	MSBA-13-20	Madhia Maqsood	"Impact of changes in Dividend Policy on Firm's Value : A Case Study of Cement Sector of Pakistan(2009-13)
8.	MSBA-13-01	Durayya Debaj	Dose Corporate Governance beget Firm's Performance: An Empirical Study of Fortune -500 companies.
9.	MSBA-13-02	Nida Zahoor	Do Females In Top Management Affect Firm Performance? Evidence from Pakistan
10.	MSBA-13-15	Sana Tariq	Impact of Spiritual Intelligence on organizational Performance (Case Study on Top 10 Banks of Pakistan)
11.	MSBA-13-22	Zerlish Ali Syed	Role of organizational practice on Employee Performance: A comparative Study of Private Manufacturing & services sector of Pakistan
12.	MSBA-13-23	Syed Jalil Abbas	Examining the Effect of Contextual Factors on the Performance of Employees through the lens of Organizational Theories:
13.	MSBA-011R 12-25	Ms.Quratulain	"Role of Work Family Conflict on Organizational Commitment and Organizational Effectives".
14.	MSBA-013R11-4	Mr. Adeel Akhtar	"An Analysis of Agricultural Financing in Pakistan: A case study of District Multan".
15.	MSBA-013R12-30	Ms. Shehla Majeed	"Impact of Information Technology on productivity of Organization".
16.	MSBA-011R12-17	Ms. Farkhanda Tehseen	"Impact of Public Policy on Higher Education in Southern Punjab".
17.	MSBA-011R11-41	Muhammad Nadeem	"Impact of CSR on the Financial Performance of Banks in Pakistan".
18.	MSBA-011R11-37	Naveed Ahmed	Relationship Between Brand Loyalty and Customer Satisfaction: A case study of Multi-national Companies."
19.	MSBA-13-13	Maria Kanwal	Organizational knowledge sharing practices and its Impacts on Employee's Outcome: Evidence from Services Sector of Pakistan.
20.	MSBA-13-26	Noor ul Ain	Organizational Politics and its Impact on Employee Performance.
21.	MSBA-13-16	Farzana Suleman	Impact of Inclusive Leadership on Employee Engagement: Moderating Role of Psychological Empowerment.
22.	MSBA-13-19	Sumera Hafeez	Impact of Tax – Differential Structure on Corporate Investment: A Case Study of Chemical Sector of Pakistan
23.	MSBA-13-12	Rashid Waseem	Impact of Organizational Culture on Employees Performance: Mediating Role of HR Practices: A Case Study of Telecom Sector Working in Pakistan.
24.	MSBA-14-01	Sumavia Muneer	Efficient Market Anomalies: A study of Seasonality Effect on the Pakistani Stock Exchange
25.	MSBA-14-06	Rabia Rashid	Impact of Behavioral Biases on Investment Decision Making of Institutional Investors: Moderating Effect of Investment Experience. Evidence From Karachi Stock Exchange
26.	MSBA-14-03	Rabia Khan	Impact of Talent Management on Organizational Competencies; Moderating role of employee creativity –A case study of Banking sector of Pakistan.
27.6	MSBA-14-10	Seemab Zahra Chishti	Perception of Justice in Performance Appraisal (Reality and Practice): A comparative study of public and private Institutions of Pakistan.

28.	MSBA-14-11	Hafiza Hira Sattar	Impact of Employee generation on organizational performance with the mediating role of digital divide: A Comparative study of public and private sector of Pakistan.
29.	MSBA-14-27	Rabia Tanveer	Effect of rational and emotional advertisement appeals on online branding in Pakistan.
30.	MSBA-13-17	Muhammad Ejaz	Impact of National Savings Schemes and Discount Rate Fluctuation on Capital Markets of Pakistan: Evidence from Pakistan Stock Exchange.
31.	MSBA-14-29	Raisham Hayee	The Direction of Causality between Financial Development and Economic growth; Time Series Analysis of the Economy of Pakistan.
32.	MSBA-14-31	Mehran Ishfaq	Impact of Fundamental and Speculative Change on Stock Market Volume: A Study of Pakistan Stock Exchange.
33.	MSBA-14-08	Ammara Asghar	Working Capital Management as a Determinant of Firm Profitability: Evidence from Non-financial Firms quoted on Pakistan Stock Exchange.
34.	MSBA-14-26	Muhammad Assad ul Mujtaba	Impact of E-Recruitment on Human Resource Supply Chain Management with the Moderating role of Technology Acceptance: A Case of Pakistan's Private Sector.
35.	MSBA-14-17	Rataba Rana	Analyzing the Effectiveness of HR practices on Employee Turnover Intentions with the mediating role of Organizational Culture: A case study of the Banking Sector of Pakistan.
36.	MSBA-14-16	Amina Faheem	Impact of Consumer Innovativeness on Green Consumers' Purchase Intentions: Mediating Role of Behavioral Perspectives of a Green Consumer.
37.	MSBA-14-19	Syeda Saman Fatima	Impact of Behavioral and Value Based Perspective of Organizational Culture on Knowledge Management Process: Case Study of Public and Private Sector of Banks of Pakistan.
38.	MSBA-14-23	Arbab Gul	The Impact of Team Diversity on Team Helping Behavior with the Mediating Roles of Team Cohesion & Team Cooperation: A study of Telecom Sector of Pakistan.
39.	MSBA-14-14	Asma Inayat	Impact of Employee Engagement on Employee Performance With The Moderating Role Of Organizational Policies.
40.	MSBA-14-21	Nirmal Ahsan	Customer Knowledge Management as a Predictor of Business Performance and Innovation Capability with the Moderating Role of Organizational Structure: A Study of the Banking Sector of Pakistan.
41.	MSBA-14-02	Fahad Abbas Khan	Impact of Entrepreneurial Orientation on Firm Performance: Moderating Role of Ownership Structure.
42.	MSBA-14-09	Aisha Altaf	Differences in Risk Management Practices of Islamic versus Conventional Banks.
43.	MSBA-14-07	Aroosa Khan	Micro Financing: A comparative study of Bangladesh& Pakistan.
44.	MSBA-14-18	Wajeeha Khan	Unveiling the Traits, Competencies and skill –set of successful expatriate manager in a multicultural country : And comparative study of expatriates in U.A.E
45.	MSBA-14-07	Muhammad Fahad	Impact of Perception of Counterfeits on Customers' Purchase Intention of Luxury Brand: The Mediating effect of Brand Image and Brand Awareness.
46.	MSBA-14-12	Usman Farooq	Challenges faced by the Repatriates and their impact on repatriate's satisfaction: Analyzing the organizational role to overcome these challenges
47.	MSBA-14-06	Summera Naz	Determinants of Mutual Funds Performance: Cross Country Analysis of South Asian Capital Markets
48.	MSBA-15-02	Urooj Islam	Impact of Cybercrimes on Organizational Performance with the Moderating role of Employees' Information Security Awareness: An Evidence from Banking Sector.

49.	MSBA-15-15	Madiha Khan	Impact of Employer Branding on Employee Performance with the Moderating role of Talent Management.
50.	MSBA-15-19	Sadia Saeed	Determinants of Dividend Payout: Evidence from Non-Financial Sector of Pakistan.
51.	MSBA-15-20	Amjad Hussain	Influence of Cynicism and Managerial Control on Counterproductive work Behavior: Moderating role of Self Esteem.
52.	MSBA-14-05	Sameed Asghar	Impact of Individual Factors, Organizational Factors, National Culture and Governmental Policies on Equal Employment Opportunities Across Gender: A study of Public Universities in Pakistan.
53.	MSBA-13-10	Qadeer Ahmed Rana	The Impact of Time Management on Employee Performance: A Comparative Study of the Employees of Public and Private Banks in Multan.
54.	MSBA-15-10	Waqas Younis	The impact of Depreciation on Determinants of Capital Structure and Taxation: an Evidence from Pakistan.
55.	MSBA-15-16	Muhammad Tahir	Celebrities' Credibility and Advertising Effectiveness: Moderating role of Religiosity.
56.	MSBA-16-04	Misbah Fayyaz	Impact of Corporate Governance Practices on Government Controlled Companies, Theory and Practice
57.	MSBA-16-07	Sawera Siddique	Role of Media in Governance of Companies: Case Study of Pakistan
58.	MSBA-16-14	Saidah Khan	Impact of Emotional Intelligence and Strategic Environmental Assessment on Investment Decision Making with Moderating Role of Financial Literacy
59.	MSBA-16-16	Saira Batool	Impact of Brand Image on Purchase Intentions in Islamic Banks. A Moderating and Mediating Effect Study
60.	MSBA-16-20	Zermina Abbas	Impact of Green HRM on Environmental Sustainability and Cost Control
61.	MSBA-16-21	Muhammad Faisal Tariq	Impact of Performance Measurement System on Managerial Performance with Mediating role of Psychological Empowerment
62.	MSBA-16-22	Ahmed Saleem	Impact of High Performance Work Systems on Employee's Creativity with Moderating Role of Process Innovation
63.	MS. TH-17-01	Muhammad Aamir Shaheen	Impact of Public Private Partnership on the Performance of Government Sector Institutions: A Case Study of Government Sector HEI's of Pakistan
64.	MS.TH-17-06	Muhammad Hanif	Impact of Macroeconomic Variables on Financial Performance: A Case Study of Cement Industry of Pakistan
65.	MS.TH-17-09	Rabia Abdul Hakim	Impact of Bureaucracy Working on Governance of Government Organizations: A Case Study of Government of Punjab
66.	MS.TH-17-10	Manal Urooj	Role of Network Capabilities, Entrepreneurial Orientation and Knowledge Transfer on Export Performance of SMEs
67.	MS.TH-17-13	Faryal Sharif	Impact of Emotional Intelligence on Women Performance at Work: A Case Study of Banking Sector of Pakistan
68.	MS.TH-17-14	Tahreem Jamil	Factors Generating Word of Mouth with Mediating Effect of Emotions: A Case Study of Telecomm Sector of Pakistan
69.	MS.TH-17-15	Kashif Saeed	Independent Directors: Contributor to Success or More Compilers Moderating Role of Knowledge Capital
70.	MS.TH-17-25	M. Maaz Nawaz Bhutta	Role and Effect of Political Marketing in Voting Intention of Pakistan: A Case Study of Political Parties of Pakistan
71.	MS.TH-17-33	Komal Sofian	Impact of Natural Resources on Economic Growth of Pakistan with Moderating Role Institutional Quality
72.	MS.TH-17-36	Rahima Gul	Impact of Entrepreneurial Orientation on Export Performance with Moderating Role of Market Orientation: A Case Study of SME's of Pakistan

73.	MS.TH-17-38	Anum Zubair	Effects of Fiscal Deficit on Financial Fragility: Case Study of Asian Countries
74.	MSBA-17-03	Fareeha Malik	Impact of Corporate Social Responsibility Disclosure and HRM Practices on Employee Outcomes.
75.	MSBA-17-01	Syeda Amina Batool	Impact of High Performance HR Practices on Organizational Innovation: Evidence from Service Sector of Pakistan
76.	MSBA-17-09	Laraib Aslam	Determine the Role of Human Resource Development in Enhancing the Firm's Capabilities: A Case Study of Pakistani Organizations.
77.	MS.TH-18-08	Syeda Rabeea Fatima	Impact of Intuitional Leadership on Organizational Performance with Moderating Role of Workplace Spirituality.
78.	MS.TH-18-01	Liaqut Ali	A Comparative Study of Problems and Issues in Implementation of Islamic HRM Practices in Muslim Countries.
79.	MSBA-18-01	Mahrukh Ijaz	Impact of Employer Attitudes Towards Poaching on Employee Productivity with the Mediating Role of Organizational Agility: A case Study of Pakistani Firms
80.	MSBA-18-05	Zartasha Khan	Impact of Workplace Ostracism on Employee Performance with the Moderating Role of Organizational Culture
81.	MSBA-18-14	Abbas Ahmed	Impact of Mobile Banking on Customer Retention with Mediating Role of Perceived Privacy and Security: A Case Study of Banking Sector in Pakistan
82.	MSBA-18-10	Iqra Mohsin	Impact of Collaborative Innovation Capability and Emotional Intelligence on Sustainable Innovation Performance with Mediation of Employee Burnout
83.	MSBA-18-16	Maham Shoaib	Impact of Sustainable HRM on Women Entrepreneurship Success with Mediating Role of Entrepreneurial Readiness.
84.	MS-TH-19-18	Suhail Maqsood	Freelancing Vs Permanent Employment: Prospects and Pitfalls
85.	MS-TH-19-19	Iqra Sultan	Impact of Traders Strike, Tax Net, IMF Loan, Human Capital Development & FDI on Economic Growth: A case study of Pakistan
86.	MSBA-19-07	Hiba Sagheer	Impact of Personal Biasness and Organizational Politics on the Performance Appraisals System: A Case Study of Service Sector of Pakistan
87.	MS.TH-20-10	Kiran Asim	Influence of Social Media Marketing and Brand Equity on Customer purchase Intention: Mediation effect of Relationship Quality
88.	MS.TH-20-12	Syeda Sehrish Shakir Rizvi	Impact of Taxation Policies of PTI Government on Economic Development of Pakistan:2019-2020
89.	MS.TH-20-11	Mohsin Aslam Qureshi	Impact of Financial Decisions of PTI and Previous Government on Economic Development of Pakistan (2013-2021)
90.	MSBA-19-06	Muhammad Irfan	Bank Cash holdings and Agency Cost: Evidence from Pakistan.
91.	MSBA-19-01	Zarbakht Baloch	Leadership During Crisis; Using Change Role Reversal Theory: A Study of Service Sector of Pakistan
92.	MSBA-19-02	Kanza Haroon	Economic and Business Policies of PTI Government: Impact on Economic Development of Pakistan
93.	MSBA-19-08	Shahroze Habib	The Digital Development and Adoption of Lean Six Sigma for Organizational and Environmental Sustainability in Manufacturing Sector: Case of Multan in Covid-19 Scenario

94.	MS.TH-20-13	Bilal Ahmad	Performance of Financial Sector of Pakistan during COCID-19
95.	MSBA-19-19	Uneeza Azhar	Perceived Gender Discrimination in Career Progression and Its Impact on Job Performance: Perspective of Female Employees in Pakistan's Baking Sector.
96.	MS.TH-21-03	Ayesha Ahmad	Performance of Pakistan Stock Exchange: A Comparative Study of PSX performance in PTI and PML (N) governments.
97.	MS.TH-21-05	Adeel Alvi	Critical review of the measures taken by Pakistan in implementing FATF recommendations (2012-2022)
98.	MS.TH-21-07	Urooj Maliha Moeen	Impact of personal & job related factors on Innovative Work Behavior of employees in the hospitality sector.
99.	MS.TH-21-18	Kashmala Malik	Union and Management A case study of banking sector in Pakistan.
100.	MSBA-19-32	Syed Faraz Ahmad Gilani	The Impact of Employee Succession Planning on the Institutional Development with moderator Roll of Board of Director, "A case study of Public Sectors Universities in Pakistan".
101.	MS.TH-21-02	Syeda Aleena Abbas Gardazi	How much Independent is the Independent Director.?
102.	Sr.102 to 131	MBA -2 equivalent to M.Phil; Supervised 30 students on various topic in Institute of Management Sciences	

MS /M.Phil Students under Supervision in Business Administration

Sr.	Roll No.	Students Name's	Titles
1	MSBA-19-30	Tahmina Akhtar	The Relationship between work discipline and organization performance with the mediating role of organizational Culture in Pakistan.
2	MSTH-22-06	Ahsan Shehzad	Factors to reduce the challenges of remote workers: A case study of IT Companies in Pakistan.
3	MSTH-22-07	Laila Yaqub	Future challenges and opportunities under new normal.

Research Publications

Research Papers Published in Local Publications / Journals:

S.#	(Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	HEC Category (W,X,Y,Z) / Impact Factor	Vol. No.	Issue No.	Pages	
							From	To
1.	2009	Impact of IT Software Systems On Organizational Performance: An Overview of Pakistani companies.	Journal of Agriculture and Social Sciences	Z	5		7	12
2.	2009	Information Technology in Pakistan: An Analysis of Problems faced in IT implementation by Pakistan's Banking	Pakistan Journal of Social Sciences	Y	29	1	13	22

S.#	(Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	HEC Category (W,X,Y,Z) / Impact Factor	Vol. No.	Issue No.	Pages	
							From	To
		and Manufacturing Companies.	B.Z.U Multan					
3.	2009	Development of Information Technology, Telecom and E-Commerce in Business Environment of Pakistan. An Analysis of Banking and Manufacturing Sectors.	Pakistan Journal of Social Sciences B.Z.U Multan	Y	29	2	259	278
4.	2009	Information Technology in Pakistan: An Analysis of measures taken to overcome problems faced in IT implementation in Pakistan's Banking and Manufacturing Companies.	Journal of Social Science and Humanities(A.I.O.U Islamabad Pakistan)	Y	XVI I	01	127	142
5.	2010	Post-Earnings Announcement Drift (PAD) Phenomenon in Price earning Relationship: An Evaluation of Existing Explanation	Pakistan Journal of Social Sciences. B.Z.U Multan	Y	30	1	1	8
6.	2010	Does Education alleviate poverty?	International Research Journal of Finance and Economics: Empirical evidence from Pakistan	Published	52			
7.	2011	Internal Debt and Private Investments: Evidence from Pakistan.	Business Review IBA. Karachi	Y	6	1	95	105
8.	2011	Union and Management: A Case Study of Pakistan Tele Communication Corporation.	Pakistani Journal of Social Sciences B.ZU. Multan	Y	31	1	130	137
9.	2013	Performance Appraisal and Employee's Motivation: A Comparative Analysis of Telecom Industry of Pakistan	Pakistan Journal of Social Sciences (PJSS)	Y	33	1	179	189
10.	2015	Corporate Social Responsibility and Organizational Performance : Empirical Evidence from Banking Sector	Pakistan Journal of Commerce and Social Sciences	Y	09	1	241	247
11.	2015	Analyzing the Impact of Public Policies on Higher Education in Southern Punjab	South Asian Journal of Banking and Social Sciences	Z	01	01	17	31
12.	2016	Impact of Management Support and Training of IT Employees on Productivity of an Organization: Evidences from Textile Sector in Pakistan	Science. International journal(Lahore)	Y	28	1	563	569
13.	2016	Do Females in Top Management Affect Firm Performance? Evidence	Pakistan Journal of Gender Studies	Y	12	1	101	112

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		From Pakistan						
14.	2016	Internal Barriers to Small Business Growth: A Case Study of District Dera Ghazi Khan, Pakistan	Journal of Contemporary Management Sciences	Y	02	02	84	92
15.	2016	Impact of Organizational Factors on the Performance of Employees with Moderating Role of Managerial Skill	Science International	Y	28	4	287	291
16.	2016	Impact of IT Investment on Productivity of manufacturing organizations: Evidence from Textile Sector of Pakistan	South Asian Journal of Banking and Social Sciences	Z	02	01	74	87
17.	2016	Relationship between Workplace Spirituality and Emotional Intelligence	South Asian Journal of Banking and Social Sciences	Z	02	01	105	114
18.	2016	Factors that affect the employee's job satisfaction: An evidence from service sector of Pakistan.	South Asian Journal of Banking and Social Sciences	Z	02	02	01	12
19.	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	Z	02	01	93	103
20.	2016	Impact of Reward System and Ethical Concern on Employee Performance: The role of Workplace Bulling-A literature Review	South Asian Journal of Banking and Social Sciences	Z	02	01	31	42
21.	2016	Impact of Agricultural Finance on Production of Fruits: Evidence from Pakistan	Pakistan Journal of Social Sciences	Y	36	02	693	703
22.	2016	The Analysis of the Validity of Capital Asset Pricing Model: Evidence from Pakistan Stock Exchange	Journal of Accounting and Finance in Emerging Economies	Y	2	2	57	68
23.	2016	Do Females in Top Management Affect Firm Performance? Evidence From Pakistan	Pakistan Journal of Gender Studies	Y	12	1	101	112
24.	2016	Analyzing the Impact of Public Policies on Higher Education in Southern Punjab	South Asian Journal of Banking and Social Sciences	Z	01	01	17	31
25.	2017	Issues in Management and Their Remedies in Islamic Perspective	Journal of Philosophy, Culture and Religion		26		23	26
26.	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
27.	2018	Human resource management, managerial expertise and employees'	South Asian Journal of Banking and		3	1	25	48

S.#	(Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	HEC Category (W,X,Y,Z) / Impact Factor	Vol. No.	Issue No.	Pages	
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		performance	Social Sciences					
28.	2018	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
29.	2018	Evaluating financial distress in developing economies: a case study of Pakistani and Indian public sector banks using Altman's Z score	South Asian Journal of Banking and Social Sciences		3	1	118	136
30.	2018	Role of Organizational Practices on Employees' Performance: The Mediating role of Organizational Based Self Esteem.	Pakistan Journal of Social Sciences	Published	38	2	575	583
31.	2019	Effects of Despotism Leadership and Sexual Harassment on Emotional Exhaustion of Employees in Health Sector of Pakistan: Moderating Role of Organization Cynicism	Review of Economics and Development Studies	Published	5	2	269	279
32.	2019	Quality and Customer Loyalty in Islamic Banks: Religiosity as a Moderator by using Andrew Hayes model	Pakistan Journal of Humanities and Social Sciences	Published	7	4	379	396
33.	2018	Mediating Role of Psychological Contract Breach between Workplace Bullying, Organizational Commitment & Employee Turnover Intentions	Pakistan Journal of Commerce and Social Sciences	Published	12	3	935	952
34.	2020	Unveiling the traits, competencies, skillset of successful expatriate manages in a multicultural country (A study with expatriates in U.A.E.)	Hamdard Islamicus	Published	43	3	268	281
35.	2020	Impact of Behavioral Biases on Investment Decisions of Institutional Investors, Moderating effect of Investment Experience: Evidence from Pakistan Stock Exchange	Hamdard Islamicus	Published	43	3	255	267
36.	2020	Myth, exaggeration or challenging reality: creation of 10 million jobs by PTI Government	Pakistan Journal of Social Sciences	Published	40	4	1603	1616
37.	2020	Voluntary tax-compliance behavior in SMEs; evidence from Pakistan and Turkey	Review of Economics and Development Studies	Published	6	4	905	918
38.	2020	Relationship between Mentoring Functions and Career Success with Mediating Role of Career Resilience; Evidence from Pakistani Banking Sector	Hamdard Islamicus	Published	43	2	1201	1223
39.	2021	The relationship between mentoring	Annals of social	Published	2	2	187	204

S.#	(Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	HEC Category (W,X,Y,Z) / Impact Factor	Vol. No.	Issue No.	Pages	
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		functions and employee performance: mediating effects of protégé relational self-efficacy	sciences and perspective					
40.	2021	Impact of Leadership Style on Employees' Performance of Transportation Sector	Journal of Business & Economics (JBE)	Published	13	2		
41.	2021	Impact of Executive Compensation, CEO Compensation & Board Diversity on Organizational Performance with Moderating Effect of Systemic Factors	Journal of Business & Social Review in Emerging Economics	Published	07	04	935	946
42.	2021	The Relationship between Mentoring Functions & Employee Performance: Mediating Effects of Protégé Relational Self –Efficacy	Annals of Social Sciences & Perspective	Published	02	02	187	204
43.	2022	The impact of Corporate Governance with mediating effect of digital innovation on firm performance	Sustainable Business & Society in Emerging Economics	Published	04	01	179	194
44.	2022	How external environment & altruistic Traits drive Eco-Centric entrepreneurial intention among Youth in the post – Covid-19 era?	Frontiers in Psychology	Published	13	817-619	1	12
45.	2022	Impact of Vlog Marketing on Consumer Travel intent and Consumer Purchase intent with the Moderating Role of Destination Image and Ease of Travel	SAGE	Published	12	2	1	19
46.	2022	Investigating the Mediating Role of Regulatory Focus between Career Commitment, Career Management and Career Satisfaction	MMPHSS	Published	6	3	137	146
47.	2022	The Relationship between Executive Remuneration and Organizations' Efficiency : An Evidence from the Financial Sector of Pakistan	Journal of Policy Research	Published	8	3	59	70
48.	2022	Impact of Personal Biases and Organizational Politics on Performance Appraisal Systems- A case study of the Service Sector of Pakistan.	Journal of Management Practices, Humanities and Social Sciences.	Published	6	6	08	21
49.	2022	Investigating the Role of Learning Technology Adoption in Transforming Pakistan's Higher Education Sector in the Post-pandemic Context.	Annals of Social Sciences and Perspective	Published	3	278-879-7	399	413

S.#	(Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	HEC Category (W,X,Y,Z) / Impact Factor	Vol. No.	Issue No.	Pages	
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50.	2023	Enhancing Brand Identification through Consumer Self-Efficacy: Mediating role of Consumer Vanity and Moderating role of Brand Personality.	Journal of Social Research Development	Published	4		446	456
51.	2023	Risk Aversion and Entrepreneurial financing behaviour in presence of Self-Efficacy and Cultural Values	Review of Education, Administration and Law	Published	6	270 8- 366 7	129	138
52.	2023	Consumers' buying decisions and the influence of Social and Psychological Variables.	Journal of ISOSS	Published	9	2	375	384
53.	2023	Fostering the Protégé Career Success through Traditional and Relational Mentoring Functions: A Complementary Fit Perspective	Annals of Social Sciences and Perspective	Published	4	2	379	395
54.	2024	Can Diversification Mitigate Credit Risk in Microfinance Industry? A Cross Country Analysis.	International Journal of Contemporary Issues in Social Science (IEER)	Published	3	1	380	392

Research Papers Published in Foreign Publications / Journals:

S.#	(Month-Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	Indexing / Abstracting Service / Impact Factor	Vol. No.	Issue No.	Page No.	
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55.	2009	Impact of Information Technology on organizational performance: An Analysis of Qualitative performance indicators of Pakistan Banking and Manufacturing Companies	European Journal of Economics , Finance & Administrative Sciences	U.K (X)		16	37	49
56.	2010	Impact of Sociological and Organizational Factors on Information Technology Adoption: and Analysis of Selected Pakistani Companies	European Journal of Social Sciences	U.K (X)	13	2	305	320
57.	2010	An Analysis of E- Human Resource Management Practices: A Case Study of State Bank of Pakistan	European Journal of Social Science	U.K (X)	15	1	18	26
58.	2010	Socio- Economic Factors effecting casual employment in Pakistan : and Empirical Analysis	European Journal of Economics, Finance and Administrative Sciences	U.K (X)		20	127	139
59.	2010	Impact of Information Technology on organizational performance: An Analysis of Quantitative performance	International Research Journal of Finance and	U.K (X)		39	229	243

S.#	(Month-Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	Indexing / Abstracting Service / Impact Factor	Vol. No.	Issue No.	Page No.	
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		indicators of Pakistan Banking and Manufacturing Companies	Economics					
60.	2011	Strategic Management Accounting : A Messiah for Management Accounting	Australia Journal of Business and Management Research	Australia (X)	1	4	1	7
61.	2011	Controversies that makes Islamic Banking Controversial: An Analysis of Challenges & Issues	American Journal of Social and Management Sciences	America (X)	2.	1	41	46
62.	2011	Transportation, Telecommunication & Economics Development in Pakistan	International Interdisciplinary Journal of Research in Business	America (X)	1	7	45	52
63.	2011	An Analysis of Islamic Banking and Finance in West: From Lagging to Leading	Asian Social Science Journal	Canada (X)	07	1	179	185
64.	2011	Why Women are Self Employed? Empirical Evidence from Pakistan	International Journal of Economics & Finance	Canada (X)	03	1	198	207
65.	2011	An Analysis of E-Insurance Practices in Pakistan. Current status and future strategies: The case of a state owned Pakistani Companies.	International Journal of Business and Management	Canada (X)	06	2	125	132
66.	2011	Strategic Management Accounting : A Messiah for Management Accounting	Australia Journal of Business and Management Research	Australia (X)	1	4	1	7
67.	2012	How dose Human Capital Formation Affect labor Force participation in Pakistan : A primary data Analysis	Canadian Social Sciences	Canada (X)	8	4	162	171
68.	2012	Intellectual Capital Efficiency and Corporate Performance in Developing Countries: A Comparison between Islamic and Conventional Bank of Pakistan	Interdisciplinary Journal of Contemporary Research in Business	U.K (X)	4	1	405	420
69.	2012	Issues and Problems Faced by Organizations in Recruitment: A Case study of Telecom Sector in Pakistan	International Journal of Business & Management. Tomorrow	U.K (X)	2	5	01	07
70.	2012	Controversies that makes Islamic Banking controversial: An Analysis of Challenges	American Journal of Social and Management Sciences	America (X)	2	1	41	46
71.	2013	Evaluating the influences of religiosity and product involvement Levels on Consumer.	Journal of Islamic Marketing (Emerald)	U.K (X)	4	2	163	186
72.	2014	Impact of Corporate Social Responsibility on the financial performance of banks in Pakistan	International Letter of Social and Humanistic Sciences	Poland (X)	10	1	9	19
73.	2014	Importance of Customer Involvement in Service Innovation and the Role of Total quality management	Singaporean Journal of Business Economics, and Management Studies	Singapore (X)	3	2	103	111

S.#	(Month-Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	Indexing / Abstracting Service / Impact Factor	Vol. No.	Issue No.	Page No.	
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74.	2014	Impact of working capital on Corporate Performance: A case study from Cement, Chemical and Engineering Sectors of Pakistan.	Arabian Journal of Business and Management Review	Oman (X)	3	7	12	22
75.	2014	Impact of Brand Credibility on Consumer Loyalty: A case study of Fast Food Industry in DG Khan, Pakistan	Arabian Journal of Business and Management Review	Oman (X)	3	6	38	47
76.	2014	Protean Attitude, Career Self Management and Career Satisfaction : A new fact of Perceived Employability in Recessionary Times	Vidyabharati International Interdisciplinary Research Journal	India (X)	3	2	55	61
77.	2015	A Review: The Job Satisfaction Act as Mediator between Spiritual Intelligence and Organizational Commitment	International Review of Management and Marketing	America (X)	5	4	203	210
78.	2015	Role of work family conflict on organizational commitment and organizational effectiveness	Arabian Journal of Business and Management Review (Nigerian Chapter)	Published	3	1	115	126
79.	2016	Impact of Liquidity on Profitability: A Comprehensive Case of Pakistan's Private Banking Sector	International Journal of Economics and Finance.	Canada (X)	08	03	69	74
80.	2016	Investigating the Relationship between Intellectual Capital and Company Performance in Non-Financial Sector of Pakistan	European Academic Research	Canada (X)	3	10	10562	10589
81.	2016	Dual Perspective of Inflation toward Market Development	International Journal of Economics and Finance	Canada (X)	08	03	225	231
82.	2016	Impact of Change in Dividend Policy on Firm's Value: A Case Study of Cement Sector of Pakistan	Journal of Basic Science and Applied Research	America (X)	01	04	41	52
83.	2016	Human Resource Management from an Islamic Perspective: A Contemporary Literature Review	International Journal of Islamic and Middle Eastern Finance and Management	America (X)	09	1	45	48
84.	2016	Capital Structure Payoff: An Analysis of the Non- Financial Sectors of Pakistan	European Academic Research	Romania (Y)	III	12	13140	13160
85.	2016	Impact of Corporate Social Responsibility Disclosure on Financial Performance: Case Study of Listed Pharmaceutical Firms of Pakistan	Journal of Business Ethics , (Springer Group)	USA (Y)	08	05	3134	3140
86.	2016	Does Corporate Governance Beget Firm Performance in Fortune Global 500 Companies?	Corporate Governance, (Emerald Group)	USA (X)	16	04	747	764
87.	2016	in Uplifting of Higher Education: A Case Study of Public Sector Universities of Punjab	European Academic Research	X	04	1	648	673

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88.	2016	Management Practices in Islamic Perspective	European Academic Research	X	04	04	3778	3792
89.	2016	Impact of Spiritual Intelligence on Organizational Performance	International Review of Management and Marketing	X	06	02	289	297
90.	2016	Relationship between Bank Stock Returns and Economic Growth: A Case Study of Banking Sector in Pakistan	European Academic Research	X	03	10	11207	11229
91.	2016	Z-score Model: Analysis and Implication on Textile Sector of Pakistan	International Journal of Academic Research	Published	4	2	140	158
92.	2016	Impact of change in dividend policy on firm's value: A case study of cement sector of Pakistan	Journal of Basic Science and Applied Research	America (X)	01	04	41	52
93.	2016	Impact of Ethical Leadership on Employees' Performance: Moderating Role of Organizational Values	International Review of Management and Marketing	Published	6	3	590	595
94.	2016	Determinants of Financial Performance: Empirical Evidence from Pakistan	Developing Country Studies	Published	6	12	5	9
95.	2017	Is Pakistan Stock Market Efficient? (A Comprehensive Study on Pakistan Stock Exchange)	International Journal of Research Granthaalayah	UK	05	04	250	262
96.	2017	Consequences of Relationship Marketing on Consumer Loyalty	International Journal of Research Granthaalayah	UK	05	02	181	191
97.	2017	Impact of HR practices on Organizational performance: Moderating role of Islamic Principles	International Journal of Islamic and Middle Eastern Finance and Management EMERALD	UK X	10	2	186	207
98.	2017	Impact of Work-Life Balance on Employees Performance in Pakistan Perspective	International Journal of Management Sciences and Business Research	X	6	9	15	27
99.	2017	An Empirical Analysis of Impact of Inclusive Leadership on Employee Engagement in International Non-Government Organizations (INGO's) of Punjab (Pakistan)	International Journal of Economics & Management Sciences	Published (Online) X	6	4	1	6
100.	2017	Impact of Co-branding and Brand Personality on Brand Equity: A study of Telecom Sector in Pakistan.	Academy of Business & Retail Management	Published	12	1	86	93
101.	2017	The effect of technology perception of employees on organizational performance; in the public and private banks of Pakistan	The Business and Management Review	Published	9	2	284	291
102.	2018	Impact of Organizational Knowledge Sharing Practices on Employees Job Satisfaction: Mediating Roles of	Journal of Workplace Learning, Emerald	Published	30	1	742	757

S.#	(Month-Year)	Title of Paper	Complete Name of the Journal & Address is required for processing	Indexing / Abstracting Service / Impact Factor	Vol. No.	Issue No.	Page No.	
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		Learning Commitment and Interpersonal Adaptability						
103.	2018	Employees training and development programs and their impact on organizational productivity: a comparative study of private and public banks of Pakistan	Global Journal of Management, Social Sciences and Humanities	Published	4	2	314	343
104.	2018	The Workplace Deviance Perspective of Employee Responses to Workplace Bullying: The Moderating Effect of Toxic Leadership & Mediating Effect of Emotional Exhaustion	Integrative Business and Economics	Published	8	1	33	50
105.	2018	Impact of e-recruitment on effectiveness of HR department in private sector of Pakistan	International Journal of Human Resource Studies	Published	8	2	80	94
106.	2018	The impact of return on assets, return on equity and earnings per share on stock market volume: A case study of Pakistan stock exchange	Journal of Business & Economic Management	Published	6	4	71	78
107.	2018	Selling the Brand Inside; Corporate Image, Corporate Identity and Employer brand: Case study of ISEC Netherlands B.V.	International Journal of Business Performance Management	Published	19	3	371	384
108.	2018	The Role of Ethical Leadership in Whistle blowing Intention among Bank Employees: Mediating Role of Psychological Safety	Integrative Business & Economics	Published	7	4	238	252
109.	2018	Impact of National Savings Profit Rates, Inflation Rates and Discount Rates on Capital Markets of Pakistan: Empirical Evidence from KSE-100 Index	European Academic Research	Published	VI	7	3656	3695
110.	2018	Perception of Justice in Performance Appraisal; A comparative study of public and private Institutions of Pakistan.	International Journal of Human Resources Studies	Published	8	4	152	168
111.	2018	Employees training and development programs and their impact on organizational productivity: a comparative study of private and public banks of Pakistan	Global Journal of Management, Social Sciences and Humanities	Published	4	2	314	343
112.	2018	The impact of cybercrimes on the efficiency of banking sector of Pakistan	Global Journal of Management, Social Sciences and Humanities	Published	4	4	821	842
113.	2018	Effect of Rationale Advertisement Appeal on Online Branding in Pakistan	International Journal of Industrial Marketing	Published	3	1	36	56
114.	2019	Impact of Value Based Perspective of Organizational Culture on Knowledge Management Process: A Case Study of Banking Sector of Pakistan.	International Journal of Management Excellence	Published	12	3	1845	1847
115.	2019	Determinants of Tax Compliance Behavior Explored by Slippery Slope	Journal of Management	Published	6	2	33	47

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		Framework and Theory of Planned Behavior: An Evidence from Small Business Owner	Sciences					
116.	2019	Impact of Family Ownership on Organizational Performance with the Moderating Role of Active Versus Passive Control: A Case of Pakistan's Private Sector	International Journal of Human Resource Studies	Published	9	4	19	37
117.	2019	Cybercrime: An Emerging Threat to the Banking Sector of Pakistan	Journal of Financial Crime	Published	26	1	50	60
118.	2019	Influence of Cynicism and Counterproductive work Behavior with the mediating effect of org based self esteem	International Journal of Humanities and Social Sciences	Published	7	9	185	192
119.	2019	Extended Value-Added Intellectual Coefficient and Financial Reporting Quality: Moderating Role of Global Financial Crisis	Research Journal of Finance and Accounting	Published	10	10	99	110
120.	2019	Impact of compensation packages on turnover intentions with mediating effect of organizational culture	International Journal of Management Excellence	Published	11	2	1559	1562
121.	2019	The impact of overconfidence bias on investment decisions: mediating role of risk tolerance	International Journal of Research and Innovation in Social Science	Published	3	8	154	160
122.	2020	Challenges Faced by the Repatriates and their Subsequent Impact on Repatriates' Satisfaction	Sustainable Business and Society in Emerging Economies	Published	2	1	1	11
123.	2020	Declining employee engagement and employee performance: the noxious effects of workplace bullying	Journal of Business and Social Review in Emerging Economies	Published	6	1	165	176
124.	2020	Human resource utilization process in organization	International Journal of Research in Human Resource Management	Published	2	1	08	12
125.	2019	Extended Value: Added Intellectual Coefficient and Financial Reporting Quality: Moderating Role of Global Financial Crisis	Research Journal of Finance and Accounting	Published	10			
126.	2020	The impact of corporate brand equity and brand credibility on customer satisfaction in Islamic Banks	Palarch's Journal of Archaeology of Egypt/Egyptology	Published	17	10	4228	4244
127.	2021	Structured Equation Model on Strategic Quality Planning, HR Utilization, Information Analysis and Hospital Quality Performance	International Journal of Innovation, Creativity and Change	Published (W-Category)	15	7	495	515
128.	2021	Extrication of venomous effects of workplace bullying in telecommunication sector: a moderated mediation model	Linguistica Antverpiensia	Published	3		8012	8035
129.	2021	Voluntary tax compliance behavior in developing countries	Indian Journal of Economics and Business	Published	20	3	1453	1465
130.	2021	The role of heuristic factors in investment performance: exploring	Apuntes del CENES	Published	41	73		

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		the mediation mechanism in stock market anomalies in a						
131.	2022	Unfolding the Ramifications of workplace bullying: An Empirical Justification of Conservation of resource theory in Telecommunication Sector of Pakistan	Cogent Business & Management	Published X	09		01	16
132.	2022	Impact of Employee Competency , Psychological Capital and flourishing environment on customer satisfaction : with the mediation of employee performance.	Turkish Online Journal of Qualitative Inquiry(TOJQI)	Published Y	13	1	1130	1146
133.	2022	Impact of sustainable finance on the firm performance : A study on the Pakistani Banking sector.	Indian Journal of Economics & Business	Published	21	2	145	164
134.	2022	The Impact of Green HR Practices on Corporate Sustainable Development with the Mediation of Green Innovation.	International Journal of Social Sciences & Entrepreneurship	Published	02	2	115	146
135.	2022	Fostering employability through mediation of protégé career self-efficacy of Pakistani bankers.	Cogent Business & Management	Published			01	22
136.	2023	Employer responses to poaching on Employee Productivity: The mediating role of Organizational agility in Technology Companies	Sustainability	Published	15			
137.	2023	Understanding the impacts of diversification on financial performance sustainability: A case of South Asian Microfinance Institutions.	Al-Qantara	Published	09	4	42	59
138.	2023	The impact of emotional finance, and market knowledge and investor protection on investment performance in Stock and Real Estate Market.	Sage Open	Published (W-Category)			01	18

International Conferences Attended:

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1	2007	IT and Organizational Performance: An Analysis of Quantitative performance indicators of Pakistan Banking and Manufacturing Companies	Organized by SAAD Business School, Oxford University, UK in 2007
2	2017	The Effect of Technology Perception of Employees on Organizational Performance; in the public and Private Banks of Pakistan	Organized by Academy of Business and Retail Management, U.K Holiday Inn. London in 2017

3	2018	Micro-Financing: A Comparative Study of Bangladesh & Pakistan	Organized by Academy of Business and Retail Management, U.K Said Business School, University of Oxford, UK in 2018
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National Conferences Attended:

S.#	Year	Title	Name of Organizer& Address
1.	2006	IT Software and Organizational Performance: Case Study of Pakistani Companies	University of South Asia, Lahore, Pakistan.
2.	2006	Communication and Technology : Synergic effect	Punjab Information and Technology Board and PTCL
3.	2007	Effect of IT on Organizational Performance: Qualitative Analysis of Pakistani Banks and Manufacturing Sector	COMSATS Institute of Information Technology, Lahore, Pakistan.
4.	2014	Emerging Challenges of Business Schools in Pakistan	Higher Education Commission of Pakistan Serena Hotel, Islamabad
5.	2015	Strengthening Business Schools through Partnerships	Higher Education Commission of Pakistan Holiday In Hotel, Karachi
6.	2015	The Role of Intellectual Capital for Sustaining Competitive Advantage for Corporations: (An insight from Banking Institutions of D.G. Khan, Pakistan)	International Conference on Statistical Sciences Ghazi University, D.G. Khan
7.	2016	Strengthening Business Schools through Partnership	Higher Education Commission of Pakistan Pearl Continental Hotel , Lahore
8.	2017	Business Education and its Context: Points of Convergence and Divergence	Higher Education Commission of Pakistan Serena Hotel, Islamabad
9.	2018	Business Education: Creating Impact with CPEC	Pearl Continental Hotel, Karachi.
	2019	The Evolving Landscape of Business Education across the Globe	Pearl Continental Hotel, Lahore