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Hailey College of Commerce.
Quaid-e-Azam Campus (New Campus)
University of the Punjab.
Lahore, Pakistan

Career Objective

To serve as a devoted and dedicated academician, researcher and trainer and to best utilize my inner human capital i.e. knowledge, education, training, and skills for the betterment of the society in general and humanity in particular.

Qualification

- **Ph.D. (Management)**
2012 - 2015
University Kebangsaan Malaysia
(The National University of Malaysia)
- **MS. / M. Phil (Business Administration) (3.40 CGPA)**
2009-2011
The Superior University. Lahore, Pakistan
- **MBA (Banking and Finance) (3.82 CGPA)**
2003-2005 **(First Position)**
University of the Punjab. Lahore, Pakistan
- **Bachelor of Commerce (First Division)**
1997-1999
University of the Punjab. Lahore, Pakistan

Professional/Computer Skills

- **Sun Certified Java Programmer (SCJP) (74%)**
Java2 Platform
Post Graduate Diploma (Computer Sciences)(Grade 'A')
Nicon College of Computer Sciences

Experience

Teaching Experience

- **Aug, 2020 to Date : Hailey College of Commerce,
University of the Punjab. Lahore, Pakistan.**

Designation: Associate Professor

University of the Punjab is the leading public sector university of Pakistan. Hailey College of Commerce is one of the constituent colleges of the university which is providing specialized education in the field of Commerce. Dedication and devotion of its staff members and very hardworking administration has made this prestigious college a leader in commerce and business education in Pakistan.

- **June, 2008 – Aug, 2020 : Hailey College of Banking & Finance,
University of the Punjab. Lahore, Pakistan.**

Designation: Assistant Professor, BPS-19 (2011 - 2020) Lecturer, BPS-18 (2008 - 2011)

Hailey College of Banking & Finance is one of the constituent colleges of the University of the Punjab. It provides specialized education in the field of Banking, Finance, International Trade and Risk Management. Devotion of its administration and staff members has brought this college high up to the line of the rest institutions in a very short period of time. I taught following courses there:

- Research Methodology
- Business and Market Research
- Entrepreneurship
- Organizational Behaviour
- Strategic Management
- Human Resource Management
- Advance Management Techniques
- Banking & Finance
- Islamic Banking
- Essentials of Business
- Micro and Macro Economics

Major Responsibilities:

- Conducting/Supervising Research Activities
- Member Organizing Committee for the Research Conferences

- of the College (CBIBM, 2016-2017-2018)
- Curriculum Development
- Preparing and Delivering Lectures
- Research Supervision of Postgraduate Students
- Conduct Seminars and Workshops
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments

Administrative Responsibilities:

- Controller of Examination
 - Incharge Academics
 - Member, Board of Faculty – Faculty of Commerce, University of the Punjab (2017 – to date)
 - Member, Board of Studies – Hailey College of Banking and Finance, University of the Punjab (2016 to 2020, 2008 to 2012)
 - Participate in Setting Courses and Degree Requirements
 - Participate in Curriculum Revision and Academic Planning
 - Member, Doctoral Program Committee - Hailey College of Banking and Finance, University of the Punjab (2016 to 2020)
 - Focal Person for Incubation Center at Institute of Business Administration, University of the Punjab (2017 – to date)
 - Convener, Disciplinary Committee (2017 to 2020)
 - Convener, Departmental Purchase Committee (2017 to 2020)
 - Incharge Sports Activities (2017-2018)
 - Convener, Computer Lab Committee (2018; 2008-2012)
 - Convener, Library Management Committee (2016-2018)
 - Member, Library Management Committee (2008 - 2012)
 - Member, Co-curricular Activities Committee (2010-2012)
 - Incharge, Internal Audit of Fixed Assets (2009 - 2011)
 - Focal Person, Implementation of Campus Management Solution at University of the Punjab (2011-2012)
- **Apr, 2006 – June, 2008 : Hailey College of Banking & Finance, University of the Punjab. Lahore, Pakistan.**

Designation: Visiting Faculty Member

Taught following courses to the BBA (Hons.) and MBA level classes:

- Strategic Management
- Human Resource Management
- Organizational Behavior
- Production and Operations Management

- Economy of Pakistan
- Essentials of Business
- Micro and Macro Economics

Major Responsibilities:

- Course Material Development
- Preparing and Delivering Lectures
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments

- **Mar, 2004 – Apr 2006 : National College of Textile and Management Sciences. Lahore, Pakistan.**

Designation: Faculty Member

Taught various courses to BBA and MBA classes. Courses that I taught there are as under:

- Marketing Management
- Principles of Management
- Human Resource Management
- Organizational Behavior
- International Business
- Economics

Major Responsibilities:

- Course Material Development
- Preparing and Delivering Lectures
- Mentoring Class Discussions
- Preparing and Marking Assignments and Examinations
- Compiling Study Materials for Reading Assignments
- Member, College Management Committee

- **Feb, 2001 – Feb, 2004: Nikon (Pvt.) Ltd. Lahore, Pakistan.
(Nicon College of Computer Sciences)**

Designation: Faculty Member

Taught professional level courses to BBIT and MBIT classes up to the students and management satisfaction level. Some of the courses that I taught there are as follows:

- Management Information System
- Business Computer Applications
- E-Commerce

- Accounting Software
- Java Programming language
- Visual Basic (.Net)

- **Training Courses / Seminars Conducted**

- Conducted 2 weeks training program on importance and application of e-commerce for the emerging organizations.
- Training of newly appointed faculty members for improving teaching and technical skills.
- Conducted 2 days seminar on Visual Basic .Net.

Non-Teaching Experience

- **Mar, 2000 – Feb, 2001: Alliance Shipping Company.
Lahore, Pakistan.**

Designation: IT Supervisor

Alliance Shipping Company is a container services provider which also provides the clearing services to its clients. My responsibilities involved handling computer section specially the computerized accounts of clients.

- **Jan, 1999 – Jan, 2000: Arabian Marine Services (Pvt.) Ltd.
Lahore, Pakistan.**

Designation: Accounts Officer

This was a shipping company providing container and clearing services to the exporters. Arabian Marine Services (Pvt.) Ltd was the sister concern of Normar Line Inc. which is a renowned multinational organization. My responsibilities involved handling accounts activities in accounts department.

Published Research Articles

1. Interpretive Analysis of the Shari'ah Status of Insurance Policies and Establishment of the Alternatives (Al-Qalam, 2020 – Higher Education Commission, Pakistan's Recognized Journal)
2. Employees' Response to Code of Ethics and Corporate Philanthropic Social Responsibilities: Evidence from Pakistan (Journal of Research Society of Pakistan, 2019 – Higher Education Commission, Pakistan's Recognized Journal)

3. Socio-Economic and Environmental Factors Influenced Pro-Poor Growth Process: New Development Triangle (Environmental Science and Pollution Research. ISI-JCR **Impact Factor: 2.914**, 2019)
4. Saudi Arabia-China-Pakistan Economic Corridor: Intergovernmental Green Initiatives (Environmental Science and Pollution Research. ISI-JCR **Impact Factor: 2.914**, 2019)
5. The Impact of Financial Development Indicators on Natural Resource Markets: Evidence from Two-Step GMM Estimator (Resources Policy. ISI-JCR **Impact Factor: 3.185**, 2019)
6. Impact of Capital Structure on Companies' Performance: A Study of Food and Personal Care Product Sector in Pakistan (Journal of Islamic Countries Society of Statistical Sciences, 2018)
7. The Impact of Air Transportation, Railways Transportation, and Port Container Traffic on Energy Demand, Customs Duty, and Economic Growth: Evidence from A Panel of Low, Middle, and High Income Countries (Journal of Air Transport Management. ISI-JCR **Impact Factor: 2.412**, 2018)
8. Effects of Supervision Practices of Principals on Work Performance and Growth of Primary School Teachers (Bulletin of Education and Research, 2018 – Higher Education Commission, Pakistan's Recognized Journal)
9. Employees' Response to CSR: Role of Organizational Identification and Organizational Trust (Pakistan Journal of Commerce and Social Sciences, 2018 – Higher Education Commission, Pakistan's Recognized Journal)
10. The Influence of Psychological Capital on The Growth Intentions of Entrepreneurs: A Study on Malaysian SME Entrepreneurs (Business and Economic Horizons, 2017 – **Scopus** Indexed Journal)
11. Consequences of Leader-member Exchange in Hospitality Sector: Moderating Role of Gender (Journal of Managerial Sciences, 2017 – Higher Education Commission, Pakistan's Recognized Journal)
12. Halal Assurance System: Positioning of Food Safety and Assuring Halal Standards (Jihat Al-Islam, 2017 – Higher Education Commission, Pakistan's Recognized Journal)
13. Exploring the Causes of Stress and Coping with it amongst Doctoral Level Students: Highlighting the Importance of Information Collection and Management (Pakistan Journal of Information Management & Libraries, 2016 – Higher Education Commission, Pakistan's Recognized Journal)

14. Satisfaction of Goals Attainment and Intention to Restructure among Malaysian SME Entrepreneurs (Journal of Entrepreneurship and Business, 2016)
15. The Goal Attainment and Future Direction of Business among SME Entrepreneurs (Acta Universitatis Danubius. Economica, 2016 - Recognized by CNCSIS B+ Category).
16. Entrepreneur's Intention to Invest in the Current Business: An Empirical Study of Malaysian SME Entrepreneur's (GEOGRAFIA: Malaysian Journal of Society and Space. 2016).
17. Psychological Capital: Key to Entrepreneurial Performance and Growth Intentions (International Research Journal of Social Sciences, 2015).
18. Entrepreneurship and SMEs in Malaysia: Need to Nurture Women Entrepreneurship (Journal of Women Entrepreneurship and Education, 2015).
19. Impact of Foreign Direct Investment on Economic Growth of Pakistan (European Journal of Economics, Finance and Administrative Sciences, 2011 – Higher Education Commission, Pakistan's Recognized Journal)
20. Relation of Stock Market Return with Interest Rates (Interdisciplinary Journal of Contemporary Research in Business, 2011 – Higher Education Commission, Pakistan's Recognized Journal)
21. Assessing Impact of Management Support on Perceived Managerial Training Effectiveness in Public Organizations of Pakistan (European Journal of Social Sciences, 2011 – Higher Education Commission, Pakistan's Recognized Journal).
22. Textile Sector Performance of Pakistan (Middle Eastern Finance and Economics, 2011 – Higher Education Commission, Pakistan's Recognized Journal)
23. Impact of Global Financial Crisis on the Health of Pakistani Banks (Interdisciplinary Journal of Contemporary Research in Business, 2011 – Higher Education Commission, Pakistan's Recognized Journal)
24. Cause of Disrespectful Behavior at Workplace: A Study on Doctors of Public Sector Hospitals in Pakistan (Interdisciplinary Journal of Contemporary Research in Business, 2011 – Higher Education Commission, Pakistan's Recognized Journal)
25. Impact of HR Practices on Employee Engagement in Banking Sector of Pakistan (Interdisciplinary Journal of Contemporary Research in Business, 2011 – Higher Education Commission, Pakistan's Recognized Journal)

Research Papers Presented in Research Conferences

1. **Paper Titled** “Covid’19: Students’ Reflections on Wellbeing, Learning, Career and Entrepreneurial Intent”. **Presented in** 7th Global Conference on Business Management and Social Sciences, August 08, 2020, UAE.
2. **Paper Titled** “Impact of Work Environment, Job Demands and Stress on Deviant Workplace Behavior: Does Personality Moderate the Relationship between Stress and Deviant Workplace Behavior?”. **Presented in** 7th Global Conference on Business Management and Social Sciences, August 08, 2020, UAE.
3. **Paper Titled** “Mediating effects of Entrepreneurs’ Work Performance on the Relationship between their Psychological Capital and Growth Intentions: A Study on Malaysian SME Entrepreneurs”. **Presented in** 3rd International Research Conference on Management and Business, December 11, 2018, Indonesia.
4. **Paper Titled** “Perceived Supervisor’s Psychopathy and Quitting Intentions: An Abyss of Organizational Silence among Insurance Sector Employees”. **Presented in** the 7th Asian Management Research and Case Conference - AMRC (2018)
5. **Paper Titled** “The Mediating Effects of Brand Trust and Product Involvement on the Relationship between Values and Brand Loyalty”. **Presented in** the International Conference on Banking, Insurance and Business Management - CBIBM (2017)
6. **Paper Titled** “Insurance contract in the light of Islamic law: An interpretive approach” **Presented in** the International Conference on Banking, Insurance and Business Management - CBIBM (2017)
7. **Paper Titled** “The Influence of Psychological Capital on the Growth Intentions of Entrepreneurs: A Study on Malaysian SME Entrepreneurs” **Presented in** 2nd International Conference on Business Management – ICOBM (2017)
8. **Paper Titled** “Old Wine New Bottle: Resilience Redefined”. **Presented in** the Conference On Banking, Insurance & Business Management – CBIBM (2016)
9. **Paper Titled** “Mediating Effects of Organizational Citizenship Behavior on the Relationship between Perceived Organizational Support and Job Performance”. **Presented in** the Conference on Banking, Insurance and Business Management - CBIBM (2016)
10. **Paper Titled** “Does Personal Goals Attainment Influence Entrepreneurs’ Intention to Establish Competitive Business? A Study of Malaysian SME Entrepreneurs.” **Presented in** the 2nd CHREST International Conference, Malaysia (2015).

11. **Paper Titled** “Does Personal Goals Attainment Influence Entrepreneurs’ Intention to Invest? A Study of Malaysian SME Entrepreneurs”. **Presented in** the 2nd CHREST International Conference, Malaysia (2015).
12. **Paper Titled** “The Enigma of Women Entrepreneurial Success in Malaysia” **Presented in** International Business, Economics and Law Conference, Malaysia (2015)
13. **Paper Titled** “Satisfaction of Goals Attainment and Intention to Restructure among Malaysian SME Entrepreneurs” **Presented in** Persidangan Kebangsaan Ekonomi Malaysia – PERKEM (2015).
14. **Paper Titled** “Psychological Capital, Performance and Growth Intentions of Entrepreneurs: Some Propositions”. **Presented in** the Malaysia-Indonesia International Conference on Economic, Management and Accounting - MIICEMA (2014).
15. **Paper Titled** “Does Goal Attainment Influence Intention to Remain in the Business? A Study of Small Business Owner in Malaysia”. **Presented in** the Malaysia-Indonesia International Conference on Economic, Management and Accounting - MIICEMA (2014).
16. **Paper Titled** “Cause of Disrespectful Behavior at Workplace: A Study on Doctors of Public Sector Hospitals in Pakistan” **Presented in** the International Conference on Local and Global Challenges in Emerging Markets (2010).

Awards

Best Paper Awards

- Received Best Paper of the Conference Award on the paper titles “Does Goal Attainment Influence Intention to Remain in the Business? A Study of Small Business Owner in Malaysia”. Presented in the Malaysia-Indonesia International Conference on Economic, Management and Accounting - MIICEMA (2014).
- Received Best Paper of the Conference Award on the paper titles “Mediating Effects of Organizational Citizenship Behavior on the Relationship between Perceived Organizational Support and Job Performance”. Presented in the Conference on Banking, Insurance and Business Management - CBIBM (2016).

Distinctions

- Got overall first position in MBA (Banking and Finance) session 2003-2005. University of the Punjab. Lahore, Pakistan.
- Ph.D. thesis was recommended for the award of Best Thesis Award for year 2015 at National University of Malaysia (University Kebangsaan Malaysia).

Other Responsibilities

- Member, Board of Studies (Department of Management Sciences, University of Okara, Pakistan)

Personal Information

Father's Name: Sheikh Muhammad Yousaf.
Date of Birth: August 08, 1978
Nationality: Pakistani
Marital Status: Married