

Dr. Naveed Iqbal Chaudhry

Department of Business Administration,
University of the Punjab Gujranwala Campus
Near Alipur Chowk G.T Road Gujranwala, Pakistan
Cell: 03004784831, Landline: +92 55 9201365
Email: naveed.iqbal@pugc.edu.pk



Profile

I have been working as Incharge & Assistant Professor at the Department of Business Administration, University of the Punjab Gujranwala Campus since January 2014. Prior to joining Punjab University, I was working as a Lecturer in Financial Accounting at the Lord Ashcroft International Business School, Anglia Ruskin University Cambridge, UK. I did PhD in Accounting from the University of Bedfordshire, UK. My main research interest lies in the field of Management Accounting. I am proficient in using various packages of research such as SPSS, SmartPLS and NVIVO. I have a particular expertise in teaching Accounting and Human Resource Management related courses at undergraduate and postgraduate levels for more than 10 years.

I am a member of European Accounting Association (EAA), British Accounting and Finance Association (BAFA) and Higher Education Academy (HEA) UK. I am also working as approved HEC supervisor in the area of Management Science.

Qualifications

- **PhD Management Accounting (2010-2013)**
Title of Thesis: A Framework for Assessing the Impact of Investment in Human Capital Development on Organisational Performance
Business School, University of the Bedfordshire, UK
- **PG Cert. HE (2013)**
Lord Ashcroft International Business School, Anglia Ruskin University, UK
- **Master of Commerce (2001 – 2003)**
Specialization: Accounting, Grade: **A**
Hailey College of Commerce, University of the Punjab, Lahore, Pakistan
- **Bachelor of Commerce (1999 – 2001)**
Specialisation: Accounting and Auditing, Grade: **B**
Punjab College of Commerce, University of the Punjab, Lahore, Pakistan
- **F.SC intermediate (1997 – 1999)**
Pre Medical, Grade: **B**
Govt. College Lahore, Pakistan
- **Matriculation (1995 – 1997)**
Major in Science, Grade: **A+**
Government Higher Secondary School Tulamba, Khanewal, Pakistan

Work Experience

1. January 2014 till to date

Incharge & Assistant Professor

Department of Business Administration, University of the Punjab GRW Campus

Responsibilities: I am working as head of the department and teaching Advance Research Methods, Financial Accounting, Human Resource Management and entrepreneurship to MBA (18 years) and BBA programs.

2. September 2012 to December 2013

Lecturer in Financial Accounting

Lord Ashcroft International Business School, Anglia Ruskin University, UK

Responsibilities: I was asked to teach two modules at undergraduate level – a third year undergraduate module ‘Advance Financial Reporting’ and a second year undergraduate module ‘International Financial Strategies’. I was teaching the course of Financial Statement Analysis to full time MBA programme. I was also assigned the role of Module Leader for Financial Statement Analysis. In addition, I was also teaching the finance related part of ‘Developing Skills for Business Leadership’ course to MA HRM students.

3. September 2010 – To September 2012

Tutor Creating a New Business

Business School, University of Bedfordshire, UK

Responsibilities: I was teaching the course of ‘Creating a New Business’ to the undergraduate students of BA Business Studies level three. This course comprises of contents such as business idea generation, preparation of financial statements, market research, growth strategies etc.

4. July 2005 to December 2009

Lecturer in Commerce

University of the Punjab, Gujranwala Campus Pakistan

Responsibilities: To teach the course of Financial Accounting and Business Research Methods to the students of graduate and post graduate level. Mostly, I was engaged in teaching a list of courses to the classes of MBA and M.Com. I was also working as semester coordinator for the classes of B.Com and BBA.

5. July 2004 to June 2005

Lecturer in Commerce

Punjab Group of Colleges, University of Central Punjab, Pakistan

Responsibilities: To teach the course of Business Taxation to the student of undergraduate and post graduate.

Professional Memberships

- Member of European Accounting Association (EAA) since 2011
- Member of British Accounting and Finance Association (BAFA) since 2011
- Member of Higher Education Academy UK since 2013
- Approved HEC supervisor in the area of Management Sciences since 2014
- Member of PhD supervisory team at the Institute of Business Administration Punjab University

- External Examiner for M.Phil and PhD at the department of Management Sciences at University of Gujarat, since 2014
- Research Dissertation Coordinator at Department of Management Studies, Govt. College University (GCU) Lahore, since January 2015.

Other Memberships

- Incharge Research Supervision Program at the Department of Business Administration, PUGC
- Incharge Library Affairs PUGC
- Chair of Event Management Society (EMS), PUGC
- Incharge Admission Entrance Test Committee, PUGC
- Member of Purchase Committee and Disciplinary Committee, PUGC

Trainings and Seminars

- Training for trainers on How to Start and Manage a Small Business, arranged by CIPE (July, 2010)
- Presentation Skills Training Course (PSTC) arranged by ICAP at CAPS Lahore, Pakistan.
- Computer Course for Practical Trainings (CCPT) arranged by ICAP at CSMIT Lahore, Pakistan
- Working as a Master Trainer of Creating a New Business for various public and private universities
- Financial Analysis Competition (FAC 2014), University of Gujarat

Area of Interest for Teaching and Research

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| • Advance Research Methods | • Management Accounting |
| • Financial Accounting | • Organizational Behavior |
| • Entrepreneurship | • Human Resource Management |

Research Publications

- Human Resource Accounting: A Framework for Assessing the Impact of Investment in Human Capital Development on Organisational Performance (2015) under review of International Journal of Management Accounting Research (IJMAR)
- Consequences of discretionary and non-discretionary HR practices on the banking sector of Pakistan (2015), Journal of Behavioural Sciences (JBS) under external review
- Workplace Isolation: Impact of Interpersonal Trust and Leadership Styles. (2015), International Journal of Leadership in Public Services, under the 2nd round of review.
- Impact of Market Orientation on the Financial Performance of Private Universities in Pakistan, European Online Journal of Natural and Social Science, European Online Journal of Natural and Social Sciences (2015) Vol.4, No.7

- Empirical Investigation of Workplace Isolation, Transformational Leadership and Interpersonal Trust in the Pharmaceutical Industry of Pakistan, European Online Journal of Natural and Social Sciences (2015) Vol.4, No.7
- Dynamics of Derivatives Usage and Firm's Value, Wulfenia Journal, Vol. 21 Iss: 6, pp. 122– 140 (2014)
- Dividend Payment Practices in the Non-Financial Sector of Pakistan: Empirical Evidence from the Karachi Stock Exchange Accepted for Publication (28-May-2012) awaiting final issue assignment by Review of Accounting and Finance (2012)
- Mediation effects of Political Skills Dimensions on Employee Performance, International Journal of Business and Management Vol. 7, No. 9, 2012
- Empirical Relationship between Foreign Direct Investment & Economic Growth: An ARDL Co-integration Approach for China, China Finance Review International, Vol. 3 Iss: 1, pp.26 – 41 (2013)
- Antecedents and consequences of subjective disconfirmation in e-service, African Journal of Business Management Vol.5 (10), pp. 3902-3912 , May 2011.
- Consumer Ethnocentrism Tendency in Services Sector: An Evidence from Pakistan a Developing Economy, European Journal of Social Sciences, Vol. 20 Issue 1, p123, March 2011.
- Accounting for the development of human capital in manufacturing organizations: A study of the Pakistani textile sector, Journal of Human Resource Costing & Accounting, Vol. 14 Iss: 3, November 2010
- An Investigation of Theory and its Application in Investment Management Education-Case of Pakistan, International Journal of Business and Management Vol. 5, No. 7, July 2010
- Effects of Motivational Factors on Employees Job Satisfaction a Case Study of University of the Punjab, Pakistan, International Journal of Business and Management Vol. 5, No. 3, March 2010

Conference Contributions

- Impact of Market Orientation on the Financial Performance of Private Universities in Pakistan, 27th European Conference on Operational Research (EURO 2015), July 2015, University of Strathclyde in Glasgow, UK
- Participated as Chair in the 1st National Research Symposium (Feb 2015) held at the Department of Management Sciences University of Gujarat, Gujarat
- “Does Investment in Human Capital Development Bring any Benefits for Enterprises?” to be presented at the 4th Global Accounting and Organizational Change Conference during 17-20 November, 2014 at American University of Sharjah, United Arab Emirates.

- Does Investment in Human Capital Development Bring any Benefits for Enterprises? An Empirical Evidence from the Middle East, Research Poster accepted at University of Bedfordshire Conference 2012: Going for Gold, Luton UK, July 2012.
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- Accounting for the human capital development in manufacturing organizations: Empirical evidence from the Pakistani textile sector, Paper Presented at International Conference on Management Research (ICMR) December, 2011, Superior University Lahore Pakistan.
- Dividend Payment Practices in the Non-Financial Sector of Pakistan: Empirical Evidence from the Karachi Stock Exchange: Paper accepted for presentation and publication in an international conference at Italy, Venice November 2011 ICBPM 2011: International Conference on Business Process Management.
- Accounting for the development of human capital in Manufacturing Organizations, Research poster presented at University of Bedfordshire Conference 2010: Bridging the Gaps, Luton UK, July 2010.

Book Contribution

- Income Tax Law
- Sales Tax Law
- Human Resource Accounting (in process)

Hobbies

In addition to his usual academic activities, I enjoy playing cricket, watching TV and jogging.

References

➤ **Professor Dr. Magdy Abdel-Kader**

Professor & Chair of Management Accounting
 Lord Ashcroft International Business School, Chelmsford
 Anglia Ruskin University, UK
 Tel: 0845 196 6848
 International: +44 (0)1245 493131 ext 6848
 Email: magdy.abdel-kader@anglia.ac.uk

➤ **Dr. Muhammad Azam Roomi**

Senior Lecturer in Entrepreneurship and Business Growth
 Director, MSc Management & Entrepreneurship and Director of the Executive MBA
 School of Management, Cranfield University, UK
 Tel: +44 (0)1234 751122
 Email: Muhammad.roomi@cranfield.ac.u